



CITY OF BANNING STAFF REPORT

TO: CITY COUNCIL

FROM: Douglas Schulze, City Manager

PREPARED BY: Nicole Jews, Human Resources Manager
Lincoln Bogard, Administrative Services Director

MEETING DATE: September 10, 2024

SUBJECT: Consideration of Resolution 2024-147, Approving a Community Development Director Employment Agreement

RECOMMENDATION:

Adopt Resolution 2024-147.

BACKGROUND:

In June 2024 Community Development Director, Adam Rush separated from the City of Banning. In July 2024, the City Manager spoke with and chose to interview Mr. Newell, the current Assistant Planning Director for the City of Palm Springs.

Mr. Newell appeared before a department directors' panel as well as one-on-one interviews with the City Manager. Following the interviews, a debriefing was conducted and Mr. David Newell was selected as the top choice for the Community Development Director position.

Mr. Newell holds a Bachelor of Arts degree in Environmental Analysis and Design with a minor in Urban and Regional Planning, University of California, Irvine and a Master of Public Administration, California State University, San Bernardino. He has worn many hats in his 19 years of employment with the City of Palm Springs. Mr. Newell's current position is the Assistant Planning Director, in the Development Services Department/Planning Department, for the city.

The Employment Agreement is consistent with the compensation and benefits established by Resolution No. 2019-41, establishing maximum compensation and benefits for department directors.

JUSTIFICATION:

The Community Development Director position is critical to successful operations of the Community Development Department. Mr. Newell is highly qualified and has experience necessary to successfully perform the duties of the position.

FISCAL IMPACT:

The 2024/2025 budget includes funding for the Finance Director position.

Fiscal Year	Estimated Total Compensation Amount (including all Employer Contributions for benefits and retirement)
-------------	--

2024/2025	\$218,867.44 (9.5 months)
2025/2026	\$283,672.50
2026/2027	\$291,097.11
2027/2028	\$298,744.47
2028/2029	\$306,621.24

ALTERNATIVES:

Do not adopt Resolution No. 2024-147 and provide staff alternate direction.

BUDGETED?:

Yes

CONTRACT/AGREEMENT:

Yes

ATTACHMENTS:

1. [Resolution 2024-147, EA David Newell.docx](#)
2. [Banning_-_David_Newell_Employment_Agreement.pdf](#)
3. [Job Description_Community Development Director](#)
4. [Reso No. 2019-41 Exec Comp and Increase.pdf](#)