



CITY OF BANNING STAFF REPORT

TO: CITY COUNCIL

FROM: Douglas Schulze, City Manager

PREPARED BY: Doug Schulze, City Manager

MEETING DATE: November 12, 2024

SUBJECT: Consideration of Resolution 2024-186, Approving a Police Chief Employment Agreement & Swearing In

RECOMMENDATION:

Adopt Resolution 2024-186.

BACKGROUND:

Following an internal selection process, which included an external police chief panel, internal management panel, community meet and greet, and City Manager interviews, a decision was made to appoint Lt. Vincent Avila to the position of Police Chief for the City of Banning Police Department. The City Council action is to either approve the attached Employment Agreement or reject the attached Employment Agreement.

The terms of the Employment Agreement are consistent with Resolution 2019-41, approving compensation and benefits in Department Director employment contracts with a few exceptions, including:

- Vacation accrual is based on the current BPMA Memorandum of Understanding;
- Bereavement leave is based on current law;
- Retirement is based on employee's current status;
- Automobile allowance is not provided since the Police Chief is assigned a take-home vehicle;
- Uniform allowance is based on the current BPMA Memorandum of Understanding;
- Education incentives are based on the current BPMA Memorandum of Understanding.

JUSTIFICATION:

The Police Chief position is a Department Director and serves as an at-will employee. Employment Agreements are used to establish compensation and benefits for Department Directors.

FISCAL IMPACT:

The 2024/2025 budget includes funding for the Police Chief position. Fiscal year Estimated Total Compensation (including all Employer contributions for benefits and retirement) 2024/2025 \$393,878.69 (annual, not prorated) 2025/2026 \$404,552.64 2026/2027 \$415,546.82 2027/2028 \$ 426,870.82 2028/2029 \$438,534.54. The fiscal impact will be minimized by an internal promotion and cost offset by a Lieutenant (which will be unfunded). The savings on an annual basis for a five year projection (by unfunded the Lieutenant, including overtime) is 2024/2025 \$463,075.03 (savings of \$69,196.34) 2025/2026 \$470,770.68 (savings of \$66,218.04) 2026/2027 \$478,697.21 (savings of \$63,150.39) 2027/2028 \$486,861.53 (savings of \$59,990.71) 2028/2029 \$495,270.79 (savings of \$56,736.25).

ALTERNATIVES:

Do not adopt Resolution 2024-186 and provide staff with alternate direction.

BUDGETED?:

Yes

CONTRACT/AGREEMENT:

Yes

ATTACHMENTS:

1. [Resolution 2024-186, Police Chief Employment Agreement.docx](#)
2. [Exhibit A - Employment Agreement - Police Chief - Avila 2024-2029.pdf](#)
3. [Reso No. 2019-41 Executive Compensation and Benefits.pdf](#)