



CITY OF BANNING STAFF REPORT

TO: CITY COUNCIL

FROM: Arturo Vela, Interim City Manager

PREPARED BY: Lisa Rossi, Human Resources Director
Art Vela, Interim City Manager

MEETING DATE: January 13, 2026

SUBJECT: Consideration of Resolution 2026-06, Amending the Classification and Compensation Plan, Position Reclassification (Senior Planner)

RECOMMENDATION:

Adopt Resolution 2026-06

BACKGROUND:

It is necessary to amend the City's Classification & Compensation Plan from time to time to maintain a current plan that reflects budget amendments, organizational structure, and department needs.

Past City Council resolutions have identified the necessity to maintain a current Classification & Compensation Plan that reflects the nature of work and organizational structure, that the plan is updated to reflect both market changes and appropriate compensation for work performed.

JUSTIFICATION:

Proposed changes to the Classification and Compensation plan include:

Community Development Department

Reclassify the **Associate Planner (Job Code 3020) Grade T68** to **Senior Planner (Job Code 30014) Grade T81**. This adjustment reflects the elevated technical demands and expanded scope of the role. As a single-classification position, the Senior Planner will provide critical oversight for the Community Development Department's daily operations, specifically managing high-stakes, complex planning initiatives. This realignment ensures the compensation is commensurate with the advanced analytical expertise and mastery of local, state, and federal regulatory frameworks required for the position.

FISCAL IMPACT:

Fiscal Impact – Funding from General Fund (Community Development Department budget)

Position/Range	Current Salary	Proposed Salary	Proposed Base Wage Difference
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Associate Planner (T68)	\$100,838.40		
Senior Planner (T81)		\$102,750.36	
<i>Total Annual Fiscal Impact</i>			\$1911.96

ALTERNATIVES:

Do not adopt Resolution 2026-06 and provide alternative direction to staff.

BUDGETED?:

Yes

CONTRACT/AGREEMENT:

No

ATTACHMENTS:

1. [Consideration of Resolution 2026-06, .docx](#)
2. [Senior Planner. 2021.02.09_Revised.docx](#)