



CITY OF BANNING STAFF REPORT

TO: CITY COUNCIL

FROM: Elizabeth Gibbs, City Manager

PREPARED BY: Lisa Rossi, Human Resources Director

MEETING DATE: April 14, 2026

SUBJECT: Consideration of Resolution 2026-63, Approving a Finance Director Employment Agreement

RECOMMENDATION:

Adopt Resolution 2026-63

BACKGROUND:

During the July 8 City Council meeting, significant staffing and organizational changes prompted the reclassification of the Administrative Services Director position to Finance Director. The Finance Director now oversees Fiscal Services, Information Technology, Purchasing, and Utility Billing.

The City partnered with The WBCP Team, Inc., an executive recruitment firm, to conduct the search. After about one month of advertising, WBCP received 104 applications and shortlisted eight candidates. City staff then selected the top candidates for interviews. The City Manager and executive team interviewed the leading finalist to ensure they understood the City of Banning's financial landscape and current priorities. Following interviews and a final debrief, Ms. Jennifer Terry was identified as the top candidate for the Finance Director position.

Jennifer Terry brings more than 20 years of progressive municipal finance experience, with deep expertise in budgeting, forecasting, financial reporting, procurement, payroll oversight, and long term strategic planning. She currently manages a \$189 million operating budget for the City of Murrieta, leads key financial functions, and has a strong track record of improving financial transparency through timely reporting and public-facing tools. Her experience includes developing complex multi year budgets, overseeing audits and ACFR completion, managing large investment portfolios, and implementing major financial systems and transparency platforms. Jennifer's leadership, combined with multiple GFOA and CSMFO awards for excellence in budgeting and financial reporting, demonstrates her high level of technical skill, integrity, and readiness to serve as Finance Director.

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 Finance Director position is critical to successful operations of the Finance Department. Ms. Terry is highly qualified and has the experience necessary to successfully perform the duties of the position.

FISCAL IMPACT:

The 2025/2026 budget includes funding for the Finance Director position. The fiscal impact of this

agreement includes a starting annual base salary of \$194,502.99, along with a \$20,000.00 annual cafeteria benefit and monthly stipend for vehicle use totaling \$250.00.

ATTACHMENTS:

1. [Terry, Jennifer_Employment Agreement _0402026.docx](#)
2. [Finance Director Rev09.2025.pdf](#)
3. [Resolution_2025-168__EA_Jennifer Terry.doc](#)