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: **December 10, 2024**

SUBJECT: **Consideration of Resolution 2024-193, Amending the Classification & Compensation Plan for the City of Banning**

RECOMMENDATION:
Adopt Resolution 2024-193.

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:

Administrative Services-Finance

Retract a previous action to un-fund & reclassify the Budget and Financial Analyst (Job Code 2009) Range T79 to a Sr. Accountant (Job Code 2051) Range G68. Staff will be filling the Administrative Services-Finance Budget and Financial Analyst (Job Code 2009) Range T79, position. The Budget & Finance Analyst position is a single classification position that will report directly to and assist the Deputy Finance Director with general financial, assets, and special budget projects. This action will not change the general fund as the position was not filled.

FISCAL IMPACT:

Position / Range	Proposed Salary	Current Salary	Proposed Based Wage Difference
Budget & Financial Analyst	$112,125.00	$112,125.00	$0
Total Annual Fiscal Impact:			$0

ALTERNATIVES:

Do not adopt Resolution 2024-193 and provide alternative direction to staff.

BUDGETED?:
Yes

CONTRACT/AGREEMENT:
No

ATTACHMENTS:
1. Resolution 2024-193, Class and Comp.docx
2. Budget Financial Analyst_.pdf