

# CAREER OPPORTUNITY



## FINANCE DIRECTOR CITY OF BANNING, CALIFORNIA

**ANNUAL SALARY: \$180,348–\$243,988 DOE/DOQ**

**T**HE CITY OF BANNING, CALIFORNIA, IS SEEKING A FINANCE DIRECTOR to lead the City's financial operations as the organization strengthens financial practices and supports informed, transparent decision-making. Reporting to the City Manager, this executive role provides both strategic and hands-on leadership for the City's financial functions, including budgeting, financial reporting, audit coordination, cash and investment management, and internal controls. The Finance Director serves as a trusted advisor to executive leadership and the City Council, playing a key role in advancing sound fiscal practices, supporting organizational priorities, and ensuring accountability in the stewardship of public funds. The ideal candidate possesses strong technical expertise in municipal finance and GASB standards, along with the ability to translate complex financial data into clear guidance, demonstrate resilience, communicate effectively, and guide the organization through complex financial and operational challenges. *Lead responsible financial stewardship and support informed decision-making across the City, apply today!*



## THE COMMUNITY

**B**ANNING, CALIFORNIA SITS AT THE GATEWAY TO THE SAN GORGONIO PASS, where mountain and desert landscapes shape the city's small-town character and setting. Known for its historic downtown and strong sense of community, Banning is surrounded by open land and natural scenery, creating a spacious environment with plentiful sunshine and excellent air quality. The City has 30,000+ diverse residents and covers about 23 square miles, offering a balance of community neighborhoods and open space. Residents enjoy access to outdoor recreation including nearby Mount San Jacinto, hiking and biking trails, local parks, and community events, as well as cultural attractions such as the Gilman Historic Ranch and Wagon Museum. Located in Riverside County, Banning is centrally positioned—approximately 84 miles east of Los Angeles and 25 miles west of Palm Springs—with convenient access to the Coachella Valley, Big Bear Lake, mountain recreation, and Southern California destinations in every direction. The local economy is supported by healthcare, retail, logistics and transportation, education, public services, and manufacturing, with continued growth tied to its location along the Interstate 10 corridor.



# THE ORGANIZATION

## **T**HE CITY OF BANNING OPERATES AS A GENERAL LAW CITY

with a council–manager form of government, led by an elected five–member City Council and Mayor responsible for establishing policy and setting the City’s strategic direction. As a full–service city, Banning provides a comprehensive range of municipal services directly to its residents and businesses, including police and fire services, public works and infrastructure maintenance, planning and development, parks and recreation, code enforcement, and administrative services. With 185 full-time and 53 part-time employees, the City is supported by a dedicated and collaborative workforce known for its strong service orientation, positive work culture, and commitment to serving the community.



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## **MISSION**

Our mission as a city is to in a cost-effective, citizen-friendly, and open manner, provide the people with a safe, pleasant and prosperous environment in which to live, work and play.

# FISCAL SERVICES & THE JOB

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**FISCAL SERVICES IS RESPONSIBLE FOR MANAGING** the City’s financial operations with integrity, transparency, and accountability. It is comprised of Finance, Purchasing, Information Technology, and Utility Billing, and has an annual budget of approximately \$170 million with a team of 33 full-time staff. Fiscal Services administers key financial functions including budget preparation and monitoring, financial reporting, revenue management, accounts payable and receivable, payroll, and purchasing. Through sound fiscal controls and accurate financial reporting, Fiscal Services ensures resources are strategically allocated in support of City programs and services, while maintaining compliance with applicable laws, regulations, and policies. In doing so, Fiscal Services supports informed decision-making and the responsible stewardship of public funds.

Reporting to the City Manager, the Finance Director serves as the City’s chief financial officer and provides both strategic and hands-on leadership for Fiscal Services. This role is central to strengthening core financial operations and advancing sound fiscal practices, including financial reporting, budget development, audit coordination, cash and investment management, utility billing, and internal controls. The Finance Director supervises a direct staff of two and manages the departmental budget, while overseeing key functional areas including information technology, accounts payable, purchasing, and City funds. Working closely with the City Manager, City Council, and department leaders, the Finance Director provides clear financial guidance, supports informed decision-making, and ensures compliance with applicable laws, regulations, and GASB standards. As a working director, the successful candidate will be actively engaged in day-to-day operations while leading longer-term financial planning, system improvements, and team development efforts.



## THE IDEAL CANDIDATE

**T**HE IDEAL CANDIDATE IS A SEASONED PUBLIC-SECTOR FINANCE PROFESSIONAL with a strong municipal finance background who is comfortable leading through change while maintaining operational focus. They are a hands-on, working director who brings strong leadership, clear communication, and the resilience needed to address challenges directly. The successful candidate prioritizes supporting staff, building morale, and developing a cohesive team, demonstrating steady leadership, patience, and mentorship. Emotionally intelligent and approachable, they work well with others, navigate an engaged City Council with sound judgment, and work effectively with diverse perspectives using tact and professionalism. The Finance Director leads with integrity, accountability, and a collaborative approach, remaining actively engaged in the day-to-day work needed to move the organization forward.

### The ideal candidate will possess the following core competencies:

**Political Acumen:** Effectively works within an engaged political environment, providing clear, objective financial guidance while navigating differing priorities and supporting informed decision-making by elected officials.

**Relationship Building:** Builds trust-based relationships across the organization and with external stakeholders through collaboration, transparency, and consistent communication.

**High Standards:** Upholds rigorous standards for accuracy, accountability, and compliance, ensuring financial practices align with applicable laws, regulations, and GASB standards.

**Team Development:** Strengthens the department by mentoring staff and fostering a collaborative, accountable team culture focused on performance and professional growth.

# EMPLOYMENT STANDARDS

**Education.** Bachelor's degree in finance, accounting, public administration or a related field.

**Experience.** Ten (10) years of public sector finance experience that includes five (5) years of management and/or supervision.

## PREFERRED

- Master's degree in finance, business or public administration.
- Certified Public Accountant (CPA), Certified Government Finance Officer (CGFO), or Certified Government Financial Manager (CGFM) designation.



## UPCOMING PROJECTS & OPPORTUNITIES

**FY 2025 AUDIT.** Following completion of the FY 2024 audit, Fiscal Services will proceed with the FY 2025 audit, which has been delayed due to ongoing efforts to bring financial records current.

**FINANCIAL RECORDS.** Resolve backlogs, bringing accounting books current and restoring timely financial reporting as a high operational priority.

**ERP SYSTEM ASSESSMENT.** Select and implement an enterprise resource planning software to support accurate financial reporting, efficient billing, improved budget management, and stronger internal controls.



# SALARY & BENEFITS

**Annual Salary: \$180,348–\$243,988 DOE/DOQ, PLUS** an attractive benefits package that includes:

**Retirement:** The City participates in CalPERS.  
Tier 1: 2% @55 | Tier 2: 2% @60 | Tier 3: 2% @62

**Medical, Dental, & Vision Insurance Plans Available**

**Basic Life and AD&D Insurance:** Provided at no cost to employees, the City offers coverage options that range from \$50,000 to \$150,000.

**Short- & Long-Term Disability Insurance Available**

**Other Benefits:** Flexible Spending Accounts; Short-Term Disability Income, Accident Only, Cancer, & Group Critical Illness Insurances

**Car Allowance:** \$250 per month.

**Eyewear/Eyecare Reimbursement:** \$300 every two years.

**Professional Development:** Subject to Section 6.1 in the employment agreement.

**Education Pay:** \$275 per month for a Master's Degree.

**Eligible for two step increase after 6 months:** It is understood that annual Step adjustments will be approved based upon satisfactory performance evaluations. Any other salary adjustments will be those based upon the Consumer Price Index (CPI), unless a future Compensation Study is approved by the City Council.

See medical info as noted in Section 6.3 of the employment agreement:

**BENEFITS INFORMATION**



# HOW TO APPLY

For first consideration, apply by **MARCH 16** at:

**WBCP JOB BOARD**



**SECURE THE DATES.** Round one virtual interviews will take place on **APRIL 2**. Finalists will move forward to round two in-person interviews on **APRIL 13**. *Selected candidates must be available for both interview dates.*

**QUESTIONS?** Please contact your recruiter, **Levi Kuhlman** with any inquiries: [levi@wbcpinc.com](mailto:levi@wbcpinc.com)

**866.929. WBCP (9227)** toll-free  
**541.664.0376** direct

