

RESOLUTION 2018-16

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BANNING, CALIFORNIA, AMENDING THE CLASSIFICATION AND COMPENSATION POLICY FOR PART-TIME EMPLOYEES OF THE CITY OF BANNING

WHEREAS, part-time employees are individuals who customarily work less than one thousand (1,000) hours per fiscal year, or an average of twenty (20) hours per week on a regular year-round basis; and

WHEREAS, it is necessary and desirable to employ individuals on a part-time basis to provide valuable services to augment the provision of City services; and

WHEREAS, such part-time employees are unrepresented “at-will” individuals that pay no dues to, nor receive benefits from, negotiations by employee unions; and

WHEREAS, although part-time employees are unrepresented “at-will” individuals, the compensation of such part-time employees prospectively are linked to the International Brotherhood of Electric Worker’s General Unit Memorandum of Understanding (“IBEW-General MOU”); and

WHEREAS, such part-time employees shall be entitled to paid sick leave under the California Healthy Workplaces, Healthy Families Act of 2014, as amended; and

WHEREAS, the City Council now desires to adopt an amended and restated resolution of Classification and Compensation for the Part-Time classifications, which has been updated to reflect changes in salary ranges which align part-time with the respective full-time classifications as well as align the City’s Classification and Compensation Policy with the Schedule for California Minimum Wage Rate 2017-2023, which replaces any and all pre-existing salary resolutions for the Part-Time Classifications including, but not limited to Resolutions 2015-13 and 2015-71.

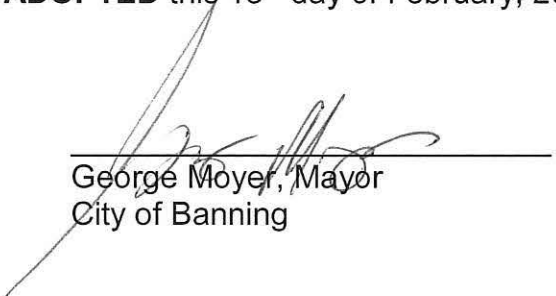
NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Banning as follows:

SECTION 1. The City Council hereby approves the Part-Time Classification and Compensation Policy as set forth in Exhibit “A” and Exhibit “B”, effective January 1, 2018. The minimum and maximum hourly ranges used for the Part-Time Classifications shall be based on the IBEW-General Salary Grade Step Table, attached as Exhibit “C”, and the step placement shall be based on qualifications and experience as determined by the City Manager or designate.

SECTION 2. Part-Time employees will receive performance reviews and merit adjustments after completing 1,000 hours of service and thereafter upon completion of each additional period of 1,000 hours of service. The merit adjustments shall be two step increases based on the IBEW-General Salary Grade Step Table, similar to that of full-time employees. A written evaluation shall be completed based on the performance of

part-time employees and is due after the completion of each 1,000 hours of service performed. The merit adjustment shall be due to the employee upon completion of the 1,000 hours of service only if an evaluation is completed by the employee's supervisor with a satisfactory or higher overall evaluation on the City approved evaluation form consistent with applicable administrative policies of the City. If no evaluation is completed by the employee's supervisor within 30 days of the completion of 1,000 hours of service by the employee, the two-step increase shall be implemented retroactive to the completion of 1,000 hours, provided a satisfactory or higher overall evaluation is subsequently completed for the applicable evaluation period.

PASSED, APPROVED, and ADOPTED this 13th day of February, 2018.



George Moyer, Mayor
City of Banning

ATTEST:



Sonja De La Fuente, Deputy City Clerk

**APPROVED AS TO FORM AND
LEGAL CONTENT:**



Kevin Ennis, City Attorney
Richards, Watson & Gershon

CERTIFICATION:

I, Sonja De La Fuente, Deputy City Clerk of the City of Banning, California, do hereby certify that the foregoing Resolution 2018-16 was duly adopted by the City Council of the City of Banning, California, at a regular meeting thereof held on the 13th day of February, 2018, by the following vote, to wit:

AYES: Council Members Andrade, Franklin, Peterson, Welch, and Mayor Moyer

NOES: None

ABSENT: None

ABSTAIN: None



Sonja De La Fuente, Deputy City Clerk
City of Banning, California

EXHIBIT "A"
PART-TIME CLASSIFICATIONS AND SALARY GRADE

TITLE	SALARY RANGE
Administrative Intern	33
Airport Attendant	30
Assistant Pool Manager	30
Building Attendant	30
Bus Driver - P/T	47
Cashier	30
Crossing Guard	30
Dial-A-Ride Driver	41
Human Resources Technician	54
Lifeguard	30
Lifeguard w/WSI Certification	33
Pool Manager	35
Recreation Leader	32
Recreation Sports Coordinator	43
Senior Center Coordinator	49
Senior Recreation Leader	36
Bus Driver - P/T	41
Financial Services Specialist	47
Receptionist	34

EXHIBIT "B"
FULL-TIME CLASSIFICATIONS AND SALARY GRADE

TITLE	SALARY RANGE
Accountant I	56
Accountant II	59
Accounting Specialist	53
Administrative Services Director/Deputy City Manager	101
Apprentice Electric Meter Test Technician	67 / 73
Assistant Civil Engineer	68
Assistant Electric Service Planner	57
Assistant Planner	63
Associate Civil Engineer	76
Associate Electrical Engineer	76
Associate Planner	68
Building Maintenance Specialist	49
Building Permit Specialist	55
Bus Driver	47
Buyer	54
Cable Services Specialist	44
City Attorney	111
City Engineer	85
City Manager	113
Code Compliance Officer	58
Community Center Caretaker	36
Community Development Director	92
Community Services Director	92
Community Services Manager	68
Community Services Officer	P48
Customer Service & Billing Manager	71
Deputy City Clerk	62
Deputy Finance Director	87
Deputy Human Resources Director	83
Development Project Coordinator	58
Development Services Manager (Building Official)	84
Economic Development Manager	85
Electric Meter Test Technician	75
Electric Operations & Maintenance Manager	85
Electric Service Planner	77
Electric Services Worker	52
Electric Utility Director	100
Engineering Services Assistant	48
Executive Assistant	57
Executive Secretary	53
Field Service Representative	51
Financial Services Specialist	47
Fleet Maintenance Mechanic	53
Fleet Manager	75

EXHIBIT "B"
FULL-TIME CLASSIFICATIONS AND SALARY GRADE

Human Resources Technician	54
Information Technology Analyst I	62
Information Technology Analyst II	70
Information Technology Manager	78
Lead Bus Driver/Trainer	55
Lead Field Service Representative	55
Lead Fleet Maintenance Mechanic (On Website)???	56
Lead Public Safety Dispatcher	56
Maintenance Worker	45
Management Analyst	68
Motor Sweeper Operator	50
Multimedia Specialist	60
Office Specialist	44
Police Assistant II	48
Police Assistant I	44
Police Captain	92
Police Chief	100
Police Corporal	P71
Police Lieutenant	87
Police Officer	P67
Police Recruit/Trainee	N/A
Police Staff/Master Sergeant	P78
Power Resource & Revenue Administrator	85
Powerline Apprentice	67/ 73
Powerline Crew Supervisor	79
Powerline Technician	75
Program Coordinator	49
Public Benefits Coordinator	55
Public Information Officer	68
Public Safety Dispatcher	52
Public Works Director/City Engineer	100
Public Works Inspector	62
Public Works Superintendent	78
Purchasing Manager	77
Receptionist	34
Recreation Coordinator	51
Senior Building Inspector	67
Senior Civil Engineer	82
Senior Code Compliance Officer	64
Senior Electric Service Planner	79
Senior Electrical Engineer	-
Senior Maintenance Worker	50
Senior Planner	79
Senior Utility Billing Representative	48
Substation Test Technician	75
Transit Field Supervisor	59
Utility Billing Representative	43

EXHIBIT "B"
FULL-TIME CLASSIFICATIONS AND SALARY GRADE

Utility Financial Analyst	76
Utility Services Assistant	48
Warehouse Services Specialist	52
Wastewater Collection System Supervisor	60
Wastewater Collection System Technician	52
Water Construction Crew Lead	56
Water Crew Supervisor	60
Water Meter Crew Lead	56
Water Production Operator I	52
Water Production Operator II	57
Water Services Worker	52
Water Valve Flushing Crew Lead	56
Water/Wastewater Superintendent	78
Work Release Crew Leader	47

Attachment "C" RESOLUTION 2018-16

CITY OF BANNING Grade Step Table - IBEWG GENERAL EMPLOYEES UNIT

MOU: The International Brotherhood of Electric Workers - Local 47 (General Unit)

Effective: 7/1/2017

2.5506% Between Steps

COLA 1%

Grade	Pay Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
G30	Hourly	11.1824	11.4676	11.7601	12.0600	12.3676	12.6831	13.0066	13.3383	13.6785	14.0274	14.3852	14.7521	15.1284
	Biweekly	894.59	917.41	940.80	964.80	989.41	1,014.65	1,040.52	1,067.06	1,094.28	1,122.19	1,150.81	1,180.17	1,210.27
	Annual	23,259.29	23,852.54	24,460.92	25,084.82	25,724.64	26,380.77	27,053.64	27,743.67	28,451.30	29,176.98	29,921.17	30,684.34	31,466.97
G31	Hourly	11.4620	11.7544	12.0542	12.3617	12.6770	13.0003	13.3319	13.6719	14.0206	14.3782	14.7450	15.1211	15.5067
	Biweekly	916.96	940.35	964.34	988.93	1,014.16	1,040.02	1,066.55	1,093.75	1,121.65	1,150.26	1,179.60	1,209.68	1,240.54
	Annual	23,841.05	24,449.14	25,072.74	25,712.24	26,368.06	27,040.61	27,730.30	28,437.59	29,162.92	29,906.75	30,669.55	31,451.81	32,254.02
G32	Hourly	11.7487	12.0484	12.3557	12.6709	12.9940	13.3255	13.6653	14.0139	14.3713	14.7379	15.1138	15.4993	15.8946
	Biweekly	939.90	963.87	988.46	1,013.67	1,039.52	1,066.04	1,093.23	1,121.11	1,149.71	1,179.03	1,209.10	1,239.94	1,271.57
	Annual	24,437.37	25,060.67	25,699.87	26,355.37	27,027.59	27,716.96	28,423.91	29,148.89	29,892.36	30,654.79	31,436.67	32,238.50	33,060.77
G33	Hourly	12.0424	12.3496	12.6646	12.9876	13.3189	13.6586	14.0070	14.3642	14.7306	15.1063	15.4916	15.8867	16.2920
	Biweekly	963.40	987.97	1,013.17	1,039.01	1,065.51	1,092.69	1,120.56	1,149.14	1,178.45	1,208.51	1,239.33	1,270.94	1,303.36
	Annual	25,048.28	25,687.16	26,342.34	27,014.23	27,703.25	28,409.85	29,134.47	29,877.58	30,639.64	31,421.13	32,222.56	33,044.43	33,887.26
G34	Hourly	12.3436	12.6584	12.9813	13.3124	13.6519	14.0001	14.3572	14.7234	15.0990	15.4841	15.8790	16.2840	16.6994
	Biweekly	987.49	1,012.67	1,038.50	1,064.99	1,092.15	1,120.01	1,148.58	1,177.87	1,207.92	1,238.73	1,270.32	1,302.72	1,335.95
	Annual	25,674.64	26,329.50	27,001.06	27,689.75	28,396.01	29,120.27	29,863.02	30,624.70	31,405.82	32,206.85	33,028.32	33,870.74	34,734.65
G35	Hourly	12.6521	12.9748	13.3058	13.6452	13.9932	14.3501	14.7161	15.0915	15.4764	15.8711	16.2759	16.6911	17.1168
	Biweekly	1,012.17	1,037.99	1,064.46	1,091.61	1,119.46	1,148.01	1,177.29	1,207.32	1,238.11	1,269.69	1,302.08	1,335.29	1,369.34
	Annual	26,316.46	26,987.69	27,676.03	28,381.94	29,105.85	29,848.22	30,609.53	31,390.26	32,190.90	33,011.96	33,853.96	34,717.44	35,602.94
G36	Hourly	12.9686	13.2994	13.6386	13.9865	14.3432	14.7091	15.0842	15.4690	15.8635	16.2681	16.6831	17.1086	17.5450
	Biweekly	1,037.49	1,063.95	1,091.09	1,118.92	1,147.46	1,176.73	1,206.74	1,237.52	1,269.08	1,301.45	1,334.65	1,368.69	1,403.60
	Annual	26,974.76	27,662.77	28,368.34	29,091.90	29,833.92	30,594.87	31,375.22	32,175.48	32,996.14	33,837.74	34,700.81	35,585.89	36,493.54
G37	Hourly	13.2926	13.6316	13.9793	14.3358	14.7015	15.0765	15.4610	15.8553	16.2598	16.6745	17.0998	17.5359	17.9832
	Biweekly	1,063.40	1,090.53	1,118.34	1,146.87	1,176.12	1,206.12	1,236.88	1,268.43	1,300.78	1,333.96	1,367.98	1,402.87	1,438.66
	Annual	27,648.51	28,353.71	29,076.90	29,818.54	30,579.09	31,359.04	32,158.88	32,979.13	33,820.29	34,682.91	35,567.53	36,474.72	37,405.04
G38	Hourly	13.6249	13.9724	14.3288	14.6943	15.0690	15.4534	15.8476	16.2518	16.6663	17.0914	17.5273	17.9744	18.4328
	Biweekly	1,089.99	1,117.79	1,146.30	1,175.54	1,205.52	1,236.27	1,267.80	1,300.14	1,333.30	1,367.31	1,402.18	1,437.95	1,474.62
	Annual	28,339.77	29,062.61	29,803.88	30,564.05	31,343.62	32,143.07	32,962.91	33,803.66	34,665.86	35,550.05	36,456.79	37,386.66	38,340.24
G39	Hourly	13.9657	14.3219	14.6872	15.0618	15.4460	15.8399	16.2440	16.6583	17.0832	17.5189	17.9657	18.4240	18.8939
	Biweekly	1,117.26	1,145.75	1,174.98	1,204.95	1,235.68	1,267.20	1,299.52	1,332.66	1,366.65	1,401.51	1,437.26	1,473.92	1,511.51
	Annual	29,048.65	29,789.57	30,549.38	31,328.57	32,127.64	32,947.08	33,787.43	34,649.21	35,532.98	36,439.28	37,368.70	38,321.83	39,299.26
G40	Hourly	14.3148	14.6799	15.0544	15.4383	15.8321	16.2359	16.6500	17.0747	17.5102	17.9568	18.4148	18.8845	19.3662
	Biweekly	1,145.19	1,174.40	1,204.35	1,235.07	1,266.57	1,298.87	1,332.00	1,365.98	1,400.82	1,436.55	1,473.19	1,510.76	1,549.30

Attachment "C" RESOLUTION 2018-16

CITY OF BANNING Grade Step Table - IBEWG GENERAL EMPLOYEES UNIT

MOU: The International Brotherhood of Electric Workers - Local 47 (General Unit)

Effective: 7/1/2017

2.5506% Between Steps

COLA 1%

Grade	Pay Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
	Annual	29,774.84	30,534.28	31,313.08	32,111.76	32,930.80	33,770.73	34,632.09	35,515.41	36,421.27	37,350.23	38,302.89	39,279.84	40,281.71
G41	Hourly	14.6724	15.0467	15.4304	15.8240	16.2276	16.6415	17.0660	17.5013	17.9476	18.4054	18.8749	19.3563	19.8500
	Biweekly	1,173.79	1,203.73	1,234.44	1,265.92	1,298.21	1,331.32	1,365.28	1,400.10	1,435.81	1,472.43	1,509.99	1,548.50	1,588.00
	Annual	30,518.64	31,297.05	32,095.32	32,913.94	33,753.44	34,614.36	35,497.23	36,402.62	37,331.11	38,283.28	39,259.73	40,261.09	41,287.99
G42	Hourly	15.0394	15.4230	15.8164	16.2198	16.6335	17.0578	17.4929	17.9390	18.3966	18.8658	19.3470	19.8405	20.3465
	Biweekly	1,203.15	1,233.84	1,265.31	1,297.59	1,330.68	1,364.62	1,399.43	1,435.12	1,471.73	1,509.26	1,547.76	1,587.24	1,627.72
	Annual	31,282.02	32,079.90	32,898.13	33,737.23	34,597.73	35,480.18	36,385.14	37,313.18	38,264.89	39,240.87	40,241.75	41,268.16	42,320.74
G43	Hourly	15.4139	15.8070	16.2102	16.6236	17.0477	17.4825	17.9284	18.3857	18.8546	19.3355	19.8287	20.3344	20.8531
	Biweekly	1,233.11	1,264.56	1,296.82	1,329.89	1,363.81	1,398.60	1,434.27	1,470.85	1,508.37	1,546.84	1,586.29	1,626.75	1,668.25
	Annual	32,060.85	32,878.60	33,717.20	34,577.19	35,459.12	36,363.54	37,291.03	38,242.17	39,217.57	40,217.86	41,243.66	42,295.62	43,374.41
G44	Hourly	15.8007	16.2037	16.6170	17.0408	17.4755	17.9212	18.3783	18.8471	19.3278	19.8207	20.3263	20.8447	21.3764
	Biweekly	1,264.06	1,296.30	1,329.36	1,363.27	1,398.04	1,433.70	1,470.26	1,507.76	1,546.22	1,585.66	1,626.10	1,667.58	1,710.11
	Annual	32,865.44	33,703.71	34,563.35	35,444.93	36,348.98	37,276.10	38,226.87	39,201.88	40,201.76	41,227.15	42,278.69	43,357.05	44,462.91
G45	Hourly	16.1959	16.6090	17.0327	17.4671	17.9126	18.3695	18.8380	19.3185	19.8112	20.3165	20.8347	21.3661	21.9111
	Biweekly	1,295.67	1,328.72	1,362.61	1,397.37	1,433.01	1,469.56	1,507.04	1,545.48	1,584.90	1,625.32	1,666.78	1,709.29	1,752.89
	Annual	33,687.54	34,546.77	35,427.92	36,331.55	37,258.22	38,208.53	39,183.08	40,182.48	41,207.37	42,258.41	43,336.25	44,441.59	45,575.11
G46	Hourly	16.6006	17.0240	17.4582	17.9035	18.3601	18.8284	19.3087	19.8012	20.3062	20.8241	21.3553	21.9000	22.4586
	Biweekly	1,328.05	1,361.92	1,396.66	1,432.28	1,468.81	1,506.28	1,544.69	1,584.09	1,624.50	1,665.93	1,708.42	1,752.00	1,796.68
	Annual	34,529.21	35,409.92	36,313.08	37,239.28	38,189.11	39,163.16	40,162.05	41,186.43	42,236.93	43,314.22	44,419.00	45,551.95	46,713.80
G47	Hourly	17.0156	17.4496	17.8947	18.3511	18.8192	19.2992	19.7914	20.2962	20.8139	21.3448	21.8892	22.4475	23.0201
	Biweekly	1,361.25	1,395.97	1,431.58	1,468.09	1,505.54	1,543.94	1,583.32	1,623.70	1,665.11	1,707.58	1,751.14	1,795.80	1,841.61
	Annual	35,392.52	36,295.24	37,220.99	38,170.35	39,143.92	40,142.33	41,166.20	42,216.18	43,292.95	44,397.18	45,529.57	46,690.85	47,881.74
G48	Hourly	17.4411	17.8859	18.3421	18.8100	19.2897	19.7817	20.2863	20.8037	21.3343	21.8785	22.4365	23.0088	23.5957
	Biweekly	1,395.29	1,430.88	1,467.37	1,504.80	1,543.18	1,582.54	1,622.90	1,664.30	1,706.75	1,750.28	1,794.92	1,840.70	1,887.65
	Annual	36,277.46	37,202.76	38,151.65	39,124.75	40,122.66	41,146.03	42,195.50	43,271.74	44,375.43	45,507.27	46,667.98	47,858.29	49,078.96
G49	Hourly	17.8774	18.3334	18.8010	19.2806	19.7723	20.2767	20.7938	21.3242	21.8681	22.4259	22.9979	23.5844	24.1860
	Biweekly	1,430.19	1,466.67	1,504.08	1,542.45	1,581.79	1,622.13	1,663.51	1,705.94	1,749.45	1,794.07	1,839.83	1,886.75	1,934.88
	Annual	37,185.07	38,133.51	39,106.14	40,103.59	41,126.47	42,175.44	43,251.17	44,354.33	45,485.63	46,645.79	47,835.54	49,055.63	50,306.84
G50	Hourly	18.3242	18.7916	19.2709	19.7624	20.2664	20.7834	21.3135	21.8571	22.4146	22.9863	23.5726	24.1738	24.7904
	Biweekly	1,465.93	1,503.33	1,541.67	1,580.99	1,621.32	1,662.67	1,705.08	1,748.57	1,793.17	1,838.90	1,885.80	1,933.90	1,983.23
	Annual	38,114.31	39,086.45	40,083.39	41,105.76	42,154.20	43,229.39	44,332.00	45,462.73	46,622.30	47,811.45	49,030.93	50,281.51	51,563.99
G51	Hourly	18.7823	19.2614	19.7527	20.2565	20.7731	21.3030	21.8463	22.4036	22.9750	23.5610	24.1619	24.7782	25.4102

Attachment "C" RESOLUTION 2018-16

CITY OF BANNING
Grade Step Table - IBEWG
GENERAL EMPLOYEES UNIT

MOU: The International Brotherhood of Electric Workers - Local 47 (General Unit)

Effective: 7/1/2017

2.5506% Between Steps

COLA 1%

Grade	Pay Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
	Biweekly	1,502.59	1,540.91	1,580.21	1,620.52	1,661.85	1,704.24	1,747.71	1,792.28	1,838.00	1,884.88	1,932.95	1,982.26	2,032.82
	Annual	39,067.24	40,063.69	41,085.56	42,133.49	43,208.14	44,310.21	45,440.39	46,599.39	47,787.95	49,006.83	50,256.80	51,538.65	52,853.20
G52	Hourly	19.2519	19.7429	20.2465	20.7629	21.2924	21.8355	22.3925	22.9636	23.5493	24.1500	24.7659	25.3976	26.0454
	Biweekly	1,540.15	1,579.43	1,619.72	1,661.03	1,703.40	1,746.84	1,791.40	1,837.09	1,883.95	1,932.00	1,981.28	2,031.81	2,083.63
	Annual	40,043.87	41,065.23	42,112.64	43,186.77	44,288.29	45,417.91	46,576.34	47,764.31	48,982.59	50,231.94	51,513.15	52,827.05	54,174.46
G53	Hourly	19.7333	20.2366	20.7528	21.2821	21.8249	22.3816	22.9524	23.5378	24.1382	24.7539	25.3852	26.0327	26.6967
	Biweekly	1,578.66	1,618.93	1,660.22	1,702.57	1,745.99	1,790.52	1,836.19	1,883.03	1,931.06	1,980.31	2,030.82	2,082.62	2,135.74
	Annual	41,045.23	42,092.13	43,165.73	44,266.71	45,395.78	46,553.65	47,741.04	48,958.73	50,207.47	51,488.06	52,801.31	54,148.06	55,529.17
G54	Hourly	20.2266	20.7425	21.2716	21.8141	22.3705	22.9411	23.5263	24.1263	24.7417	25.3727	26.0199	26.6836	27.3642
	Biweekly	1,618.13	1,659.40	1,701.73	1,745.13	1,789.64	1,835.29	1,882.10	1,930.11	1,979.33	2,029.82	2,081.59	2,134.69	2,189.13
	Annual	42,071.40	43,144.47	44,244.91	45,373.43	46,530.72	47,717.53	48,934.62	50,182.74	51,462.70	52,775.31	54,121.40	55,501.82	56,917.45
G55	Hourly	20.7323	21.2611	21.8034	22.3595	22.9298	23.5146	24.1144	24.7295	25.3602	26.0070	26.6704	27.3506	28.0482
	Biweekly	1,658.58	1,700.89	1,744.27	1,788.76	1,834.38	1,881.17	1,929.15	1,978.36	2,028.82	2,080.56	2,133.63	2,188.05	2,243.86
	Annual	43,123.14	44,223.04	45,350.99	46,507.72	47,693.94	48,910.42	50,157.93	51,437.26	52,749.22	54,094.64	55,474.38	56,889.31	58,340.33
G56	Hourly	21.2504	21.7924	22.3482	22.9182	23.5028	24.1022	24.7170	25.3474	25.9939	26.6569	27.3368	28.0341	28.7491
	Biweekly	1,700.03	1,743.39	1,787.86	1,833.46	1,880.22	1,928.18	1,977.36	2,027.79	2,079.51	2,132.55	2,186.95	2,242.73	2,299.93
	Annual	44,200.73	45,328.11	46,484.25	47,669.88	48,885.75	50,132.63	51,411.31	52,722.61	54,067.35	55,446.39	56,860.61	58,310.90	59,798.17
G57	Hourly	21.7818	22.3374	22.9071	23.4914	24.0905	24.7050	25.3351	25.9813	26.6440	27.3236	28.0205	28.7352	29.4681
	Biweekly	1,742.54	1,786.99	1,832.57	1,879.31	1,927.24	1,976.40	2,026.81	2,078.51	2,131.52	2,185.89	2,241.64	2,298.81	2,357.45
	Annual	45,306.14	46,461.71	47,646.77	48,862.04	50,108.32	51,386.38	52,697.04	54,041.13	55,419.51	56,833.04	58,282.62	59,769.18	61,293.65
G58	Hourly	22.3261	22.8956	23.4795	24.0784	24.6926	25.3224	25.9682	26.6306	27.3098	28.0064	28.7207	29.4533	30.2045
	Biweekly	1,786.09	1,831.65	1,878.36	1,926.27	1,975.40	2,025.79	2,077.46	2,130.45	2,184.79	2,240.51	2,297.66	2,356.26	2,416.36
	Annual	46,438.33	47,622.78	48,837.45	50,083.10	51,360.52	52,670.52	54,013.93	55,391.61	56,804.43	58,253.28	59,739.09	61,262.80	62,825.36
G59	Hourly	22.8843	23.4680	24.0666	24.6804	25.3099	25.9555	26.6175	27.2964	27.9926	28.7066	29.4388	30.1896	30.9597
	Biweekly	1,830.74	1,877.44	1,925.33	1,974.43	2,024.79	2,076.44	2,129.40	2,183.71	2,239.41	2,296.53	2,355.10	2,415.17	2,476.77
	Annual	47,599.36	48,813.43	50,058.47	51,335.26	52,644.61	53,987.37	55,364.37	56,776.49	58,224.63	59,709.71	61,232.67	62,794.47	64,396.10
G60	Hourly	23.4564	24.0546	24.6682	25.2974	25.9426	26.6043	27.2829	27.9787	28.6924	29.4242	30.1747	30.9443	31.7336
	Biweekly	1,876.51	1,924.37	1,973.45	2,023.79	2,075.41	2,128.34	2,182.63	2,238.30	2,295.39	2,353.94	2,413.98	2,475.55	2,538.69
	Annual	48,789.24	50,033.66	51,309.82	52,618.53	53,960.62	55,336.93	56,748.36	58,195.78	59,680.12	61,202.32	62,763.35	64,364.19	66,005.87
G61	Hourly	24.0428	24.6560	25.2849	25.9298	26.5912	27.2694	27.9650	28.6782	29.4097	30.1598	30.9291	31.7179	32.5269
	Biweekly	1,923.42	1,972.48	2,022.79	2,074.39	2,127.29	2,181.55	2,237.20	2,294.26	2,352.78	2,412.79	2,474.33	2,537.44	2,602.16
	Annual	50,009.00	51,284.53	52,592.59	53,934.02	55,309.66	56,720.39	58,167.10	59,650.71	61,172.16	62,732.42	64,332.47	65,973.33	67,656.05

Attachment "C" RESOLUTION 2018-16

CITY OF BANNING Grade Step Table - IBEWG GENERAL EMPLOYEES UNIT

MOU: The International Brotherhood of Electric Workers - Local 47 (General Unit)

Effective: 7/1/2017

2.5506% Between Steps

COLA 1%

Grade	Pay Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
G62	Hourly	24.6441	25.2726	25.9172	26.5783	27.2562	27.9514	28.6643	29.3954	30.1452	30.9141	31.7026	32.5112	33.3404
	Biweekly	1,971.53	2,021.81	2,073.38	2,126.26	2,180.50	2,236.11	2,293.15	2,351.63	2,411.62	2,473.13	2,536.21	2,600.89	2,667.23
	Annual	51,259.66	52,567.09	53,907.87	55,282.84	56,692.88	58,138.89	59,621.78	61,142.50	62,702.00	64,301.27	65,941.34	67,623.24	69,348.04
G63	Hourly	25.2602	25.9045	26.5652	27.2428	27.9376	28.6502	29.3810	30.1304	30.8989	31.6870	32.4952	33.3240	34.1740
	Biweekly	2,020.82	2,072.36	2,125.22	2,179.42	2,235.01	2,292.02	2,350.48	2,410.43	2,471.91	2,534.96	2,599.61	2,665.92	2,733.92
	Annual	52,541.23	53,881.35	55,255.64	56,664.99	58,110.29	59,592.45	61,112.42	62,671.15	64,269.64	65,908.90	67,589.98	69,313.93	71,081.85
G64	Hourly	25.8917	26.5521	27.2293	27.9238	28.6361	29.3665	30.1155	30.8836	31.6713	32.4791	33.3075	34.1571	35.0283
	Biweekly	2,071.34	2,124.17	2,178.35	2,233.91	2,290.89	2,349.32	2,409.24	2,470.69	2,533.71	2,598.33	2,664.60	2,732.57	2,802.26
	Annual	53,854.74	55,228.35	56,637.01	58,081.59	59,563.02	61,082.24	62,640.20	64,237.90	65,876.35	67,556.59	69,279.69	71,046.74	72,858.86
G65	Hourly	26.5390	27.2159	27.9101	28.6220	29.3520	30.1007	30.8684	31.6558	32.4632	33.2912	34.1403	35.0111	35.9041
	Biweekly	2,123.12	2,177.28	2,232.81	2,289.76	2,348.16	2,408.05	2,469.47	2,532.46	2,597.05	2,663.29	2,731.22	2,800.89	2,872.33
	Annual	55,201.21	56,609.17	58,053.04	59,533.74	61,052.21	62,609.41	64,206.32	65,843.97	67,523.39	69,245.64	71,011.82	72,823.04	74,680.47
G66	Hourly	27.2022	27.8961	28.6076	29.3372	30.0855	30.8529	31.6398	32.4468	33.2744	34.1231	34.9934	35.8860	36.8013
	Biweekly	2,176.18	2,231.68	2,288.61	2,346.98	2,406.84	2,468.23	2,531.18	2,595.74	2,661.95	2,729.85	2,799.48	2,870.88	2,944.10
	Annual	56,580.64	58,023.79	59,503.75	61,021.45	62,577.86	64,173.97	65,810.79	67,489.36	69,210.75	70,976.04	72,786.35	74,642.84	76,546.68
G67	Hourly	27.8823	28.5934	29.3227	30.0706	30.8376	31.6242	32.4308	33.2579	34.1062	34.9761	35.8682	36.7831	37.7213
	Biweekly	2,230.58	2,287.47	2,345.82	2,405.65	2,467.01	2,529.93	2,594.46	2,660.64	2,728.50	2,798.09	2,869.46	2,942.65	3,017.70
	Annual	57,995.11	59,474.33	60,991.28	62,546.93	64,142.25	65,778.26	67,456.00	69,176.54	70,940.95	72,750.37	74,605.94	76,508.84	78,460.28
G68	Hourly	28.5791	29.3081	30.0556	30.8222	31.6084	32.4146	33.2413	34.0892	34.9587	35.8503	36.7647	37.7024	38.6641
	Biweekly	2,286.33	2,344.65	2,404.45	2,465.78	2,528.67	2,593.16	2,659.31	2,727.13	2,796.69	2,868.02	2,941.18	3,016.19	3,093.13
	Annual	59,444.60	60,960.79	62,515.66	64,110.18	65,745.38	67,422.28	69,141.95	70,905.49	72,714.00	74,568.65	76,470.59	78,421.05	80,421.26
G69	Hourly	29.2938	30.0410	30.8072	31.5930	32.3988	33.2252	34.0726	34.9417	35.8329	36.7468	37.6841	38.6453	39.6310
	Biweekly	2,343.51	2,403.28	2,464.58	2,527.44	2,591.90	2,658.01	2,725.81	2,795.33	2,866.63	2,939.75	3,014.73	3,091.62	3,170.48
	Annual	60,931.18	62,485.29	64,079.04	65,713.44	67,389.53	69,108.36	70,871.04	72,678.68	74,532.42	76,433.44	78,382.96	80,382.19	82,432.42
G70	Hourly	30.0264	30.7922	31.5776	32.3830	33.2090	34.0560	34.9246	35.8154	36.7289	37.6658	38.6265	39.6117	40.6220
	Biweekly	2,402.11	2,463.38	2,526.21	2,590.64	2,656.72	2,724.48	2,793.97	2,865.23	2,938.32	3,013.26	3,090.12	3,168.93	3,249.76
	Annual	62,454.84	64,047.82	65,681.42	67,356.69	69,074.69	70,836.51	72,643.27	74,496.11	76,396.20	78,344.77	80,343.03	82,392.26	84,493.75