

MEMORANDUM OF UNDERSTANDING

THE CITY OF BANNING

AND

THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS - LOCAL 47

UTILITY UNIT

July 1, 2017 through June 30, 2020

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**MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF BANNING AND THE
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS - LOCAL 47
REPRESENTING THE METER READING, ELECTRIC AND WATER UTILITY
EMPLOYEES UNIT FOR THE PERIOD JULY 1, 2017 THROUGH JUNE 30, 2020**

ARTICLE 1 – PREAMBLE

1.1 This Memorandum of Understanding (hereinafter the "MOU") is entered into between the City of Banning, a Municipal Corporation (hereinafter known as the "CITY"), and the authorized representatives of the International Brotherhood of Electrical Workers - Local 47 (hereinafter "IBEW-Local 47"), as the recognized employee organization for the Meter Reading, Electric and Water Utility Employees Unit of representation (hereinafter the "Unit"), relative to wages, hours, and other terms and conditions of employment as provided by Sections 3500 - 3510 of the California Government Code, otherwise known as the Meyers-Milias-Brown Act.

1.2 Recognition. The City continues to recognize IBEW-Local 47 as the only Recognized Employee Organization representing full time, permanent employees presently in the Unit or hereafter employed by the City and eligible for inclusion in the Unit. It is understood that this MOU shall constitute a bar to any petition or request for recognition of any representational unit which includes classifications of employees covered by this MOU or such petitions to represent such employees at any time during the term hereof. This provision shall not preclude employees from exercising their rights as may be provided by the Meyers-Milias-Brown Act or the Employer-Employee Relations Resolution of the City.

1.3 Term. Except as otherwise provided herein, this MOU between the City and IBEW-Local 47 relative to wages, hours, and other terms and conditions of employment shall become effective upon approval by City Council and thereafter shall remain in full force until its term expires at close of business on June 30, 2020, except that if no successor MOU has been negotiated and approved by June 30, 2020, then this MOU shall extend and not be terminated until such time as a successor MOU is approved by City Council or City Council unilaterally implements its last, best and final offer after impasse procedures have been followed, whichever occurs first.

1.4 Represented Classifications. This MOU covers employees in the following classifications:

Apprentice Meter Test Technician
Assistant Water Superintendent
Auto Cad Technician
Electrical Service Planner
Electric Services Worker
Field Service Representative
Lead Field Service Representative
Meter Test Technician
Powerline Apprentice

Powerline Crew Supervisor
Powerline Technician
Public Benefits Coordinator
Senior Electric Distribution System Designer
Senior Electric Services Planner
Substation Test Technician
Utility Service Assistant
Utility Engineering Services Assistant
Warehouse Services Specialist
Wastewater Collection Systems Specialist
Wastewater Collection Systems Technician
Wastewater Collections Systems Supervisor
Water Crew Supervisor (Production and Distribution)
Water Services Worker
Water Meter Crew Lead
Water Valve Flushing Crew Lead
Water Construction Crew Lead

The Public Works Director shall review the classifications under his authority to make classification changes by the end of the fiscal year of 2017-2018. Adjustments will be made for the fiscal year of 2018-2019 if the budget permits.

ARTICLE 2 - CONTINUATION OF RULES & POLICIES

2.1 Other Written Policies. It is understood and agreed that all such written ordinances, policies, resolutions, rules and regulations, including, but not limited to, the Personnel Rules and Regulations of the City, the Employer-Employee Relations Resolution (Resolution No. 2010-45); and the Administrative Manual of the City shall remain in effect during the course of this MOU, subject to amendment or deletions as otherwise provided herein.

2.2 Past Practice. For purposes of this MOU, "past practice" shall be defined as an unwritten policy, procedure or work rule of the City affecting wages, hours or conditions of employment, upon which the City and members of the Unit have come to rely through a course of conduct and which is not inconsistent with the express terms and conditions of this MOU. As of the effective date of this MOU, all past practices preexisting this MOU shall be deemed to be void and of no further force and effect.

2.3 Meet and Confer. The City and IBEW-Local 47 agree to meet and confer during the term of this MOU over the adoption, amendment or revision, including repeal, of City ordinances, resolutions, rules and regulations, including but not limited to, the City's Personnel Rules and Regulations, the Employer-Employee Relations Resolution (Resolution No. 2010-45) and the Administrative Policies of the City, to the extent that such documents contain mandatory subjects of bargaining pursuant to the Meyers-Milias-Brown Act. Should an impasse be reached following such meet and confer sessions, the provisions of the Employer-Employee Relations Resolution (Resolution No. 2010-45) and state law will apply.

ARTICLE 3 - EMPLOYEE RIGHTS

3.1 Non Discrimination. The provisions of this MOU shall apply to all persons covered by this MOU without discrimination on account of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, pregnancy, childbirth, gender, gender identity, gender expression, age, sexual orientation, citizenship status or any other basis protected by applicable law, nor will there be any discrimination with respect to hiring, retention or any condition of employment because of membership or activities on behalf of the IBEW-Local 47.

3.2 Employee Organization Membership. IBEW-Local 47 will accept into membership all eligible persons of the bargaining unit without regard to race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, pregnancy, childbirth, gender, gender identity, gender expression, age, sexual orientation, citizenship status or any other basis protected by applicable.

3.3 Rights Granted By State and Federal Law. Except as otherwise provided in this MOU, the employees covered by this MOU shall have all rights which may be exercised in accordance with state and federal law, and applicable ordinances, resolutions, rules and regulations. However, employees covered by this MOU shall not have the right to file a grievance for violation of any such law, ordinance, resolution or rule, except as specifically set forth herein at Article 28.

3.4 Additional Employee Rights. Employees shall also have:

- (a) The right to form, join, and participate in activities of employee organizations of their own choosing for the purpose of representation on all matters of employer-employee relations.
- (b) The right to refuse to join or participate in the activities of employee organizations.
- (c) The right to be free from interference, intimidation, restraint, coercion, discrimination, or reprisal by other employees, employee organizations, management or supervisors, as a result of their exercise of rights indicated in (a) and (b) above.

ARTICLE 4 - MANAGEMENT RIGHTS

4.1 City Authority & Management Prerogative. IBEW-Local 47 recognizes and agrees that, except as limited by this MOU, the City and its representatives have the responsibility and the authority to manage and direct all operations and activities of the City including, but not limited to, the exclusive right to determine the mission of its constituent departments, commissions and boards and the processes and the materials to be employed; the right to subcontract any work or operation; to expand or diminish services;

to determine the procedures and standards of selection for employment and promotion; determine classifications; direct its employees; take disciplinary action; relieve its employees of duty because of lack of work or for other legitimate reasons; maintain the efficiency of governmental operations; determine the methods, means and personnel by which government operations are to be conducted and to assign work to employees and to establish and change work schedules and assignments and to determine the days and hours when the employees shall work; take all necessary actions to carry out its mission in emergencies; and exercise complete control and discretion over its organization and work performance technology.

4.1.1 When the decision to make the change is non-negotiable, but the effects of the decision are negotiable, the duty to provide notice and an opportunity to bargain arises at the time the decision is made and prior to taking action to implement the decision.

4.2 Subcontracting. At no time shall the City subcontract work that was previously completed by IBEW-Local 47 Represented employees whose services have been terminated without prior notification to meet and confer with the IBEW-Local 47 representative.

4.3 Volunteers. The City agrees that volunteers shall not be used to fill positions or replace work previously performed by terminated or laid off Unit members except on a temporary basis during the recruitment process for a Unit classification for which the Unit member resigned or was terminated for reasons other than layoff.

ARTICLE 5 - PROBATIONARY PERIOD

5.1 Probation Period. All employees appointed to a position represented by IBEW-Local 47 shall serve a twelve (12) month probationary period. The probationary period shall be considered a part of the examination and selection process and shall not include any time served under any limited service or provisional appointment but shall start from the time of appointment to a regular position. After serving six (6) months in the probationary period, the employee shall be eligible for a six month merit increase based upon a satisfactory performance evaluation. This will be the employee's new anniversary date for future performance evaluations/merit increases. Employees will pass probation at the end of the probation period upon a satisfactory performance evaluation, or shall pass probation if employee's supervisor does not provide the performance evaluation on time.

5.2 Probation Period for Promotions. Represented employees who have previously successfully completed a probationary period and who are subsequently promoted, shall serve a six (6) month probationary period in the new position. At the conclusion of the probationary period, upon a satisfactory performance evaluation, employees shall pass probation and receive a salary increase of two (2) steps, or shall pass probation and receive the pay increase if employee's supervisor does not provide the performance evaluation on time. This will be the employee's new anniversary date for future performance evaluations/merit increases.

5.3 Probation Period Extension. Probation Period on an employee's initial probation can be extended if necessary, for a period not to exceed six (6) months. If extended, such action must be extended during initial probation period. Any extended period of absence from duty of four continuous weeks (2 pay periods) or more for any reason except scheduled vacation, will automatically cause a probation period to be extended equal to the period of absence.

ARTILE 6 - DUES DEDUCTION; AGENCY SHOP

6.1 Agency Shop. The City of Banning agrees to continue Agency Shop in accordance with Section 3502.5 of the California Government Code, which means the parties have an arrangement that requires an employee, as a condition of continued employment, either to join IBEW-Local 47 or become a non-member and pay no dues.

6.2 Dues Deduction. The City shall deduct one (1) month's current and periodic dues from the wages and/or sick leave benefits of each employee.

6.3 Sufficient Earnings. The employee's earnings must be sufficient after other legal and required deductions are made to cover the amount of IBEW – Local 47 dues deduction authorized. When an employee is in a non-pay status for an entire pay period, no withholding will be made to cover that pay period from future earnings.

6.4 Non Pay Status. In the case of an employee who is in a non-pay status during only part of the pay period, and the salary is not sufficient to cover the full withholding, no deduction shall be made. In this connection, all other legal and required deductions have priority over IBEW – Local 47 dues.

6.5 Cancellation. An employee's authorization for payroll deduction of IBEW – Local 47 dues may be cancelled at any time by written notice from the employee to the City with a copy to IBEW-Local 47, and employee may pay dues directly to IBEW-Local 47. An employee's deduction authorization shall automatically be cancelled if the employee leaves the employ of the City or is transferred to a position not within the Unit.

6.6 Funds Transmission. The aggregate amount of such IBEW – Local 47 dues deductions by the City shall be transmitted monthly to the Business Manager/Financial Secretary of IBEW – Local 47. The City shall provide the Business Manager/Financial Secretary with a list each month indicating the dues deducted from the pay of any Unit employee and those employees for whom no deduction was made pursuant to the provisions of Sections 6.3, or 6.4.

6.7 Indemnification. IBEW – Local 47 shall indemnify, defend, and hold the City harmless against any liability arising from a claim, demand, or other action including any suit instituted against the City on account of deduction of employee organization dues or service fees. In addition, IBEW – Local 47 shall refund to the City any amounts paid to it in error upon presentation of supporting evidence.

6.8 Conscientious Objectors: An employee who is a member of a bona fide religion, body, or sect that has historically held conscientious objections to joining or financially supporting public employee organizations shall not be required to join or financially support IBEW – Local 47 as a condition of employment. The employee shall be required, in lieu of periodic dues, initiation fees, or agency shop fees, to pay sums equal to the dues, initiation fees, or agency shop fees to a nonreligious, non-labor charitable fund exempt from taxation under Section 501(c)(3) of the Internal Revenue Code, chosen by the employee from the following list of three qualifying funds: (1) United Way, (2) Special Olympics, or (3) American Cancer Society. Proof of the payments shall be made on a monthly basis to the City as a condition of continued exemption from the requirement of financial support to IBEW – Local 47.

6.9 Financial Records Required by Statute. IBEW – Local 47 is required by Government Code Section 3502.5 to keep an adequate itemized record of its financial transactions and shall make available annually, to the City, and to the employees who are members of IBEW – Local 47, within sixty (60) days after the end of its fiscal year, a detailed written financial report thereof in the form of a balance sheet and an operating statement, certified as to accuracy by its president and treasurer or corresponding principal officer, or by a certified public accountant. An employee organization required to file financial reports under the federal Labor-Management Reporting and Disclosure Act of 1959 (29 U.S.C. Sec. 401 et seq.) covering employees governed by Section 3502.5, or required to file financial reports under Section 3546.5, may satisfy the financial reporting requirement of this Section 3502.5 by providing the City with a copy of the financial reports.

ARTICLE 7 -UNION REPRESENTATIVES

7.1 Meetings. Two (2) employees selected by IBEW – Local 47 may attend scheduled meetings with City management during regular hours without loss of pay, provided that such employees shall not leave their work station or assignment without first securing approval of their Department Head twenty-four (24) hours in advance. Such meetings shall be scheduled in a manner consistent with the City's operating requirements and work schedules. Nothing herein shall be deemed to preclude the scheduling of such meetings at hours other than such employee's regular working hours, in which event attendance shall be without pay.

7.2 Leave For IBEW – Local 47 Business. Upon not less than seven (7) calendar days' notice, City may grant a leave of absence for IBEW – Local 47 business to not more than three (3) employee(s) designated by IBEW – Local 47. Such leave shall not be denied without legitimate reason. Such leave shall be without pay, but will not be considered a break in continuous service with the City. The total amount of all such leaves taken pursuant to this section shall not exceed ten (10) days in any calendar year, per employee.

7.3 Notification of Representatives. IBEW – Local 47 shall notify the Human Resources Department of the name(s) of Stewards as such individuals are appointed by IBEW – Local 47 from time to time.

ARTICLE 8 -BULLETIN BOARDS

8.1 Authorized Postings. The City will continue to provide adequate bulletin board space where currently available. Only areas designated by the Department Head may be used for posting notices. Bulletin boards may be used for the following notices:

- (a) scheduled IBEW – Local 47 meetings, agenda and minutes.
- (b) information on IBEW – Local 47 elections and the results.
- (c) IBEW – Local 47 special, recreational, credit union and related bulletins.
- (d) reports of IBEW – Local 47 official business including reports of committees or the executive board of IBEW – Local 47.
- (e) MOU, pay scales, job announcements, promotion lists, etc.
- (f) such other items as may be approved by the Department Head or his/her designee upon request of IBEW – Local 47.

8.2 Posted Notices. Posted notices shall not be defamatory or violate any of the City's policies, nor shall they advocate election or defeat of candidates for public office. All notices to be posted shall be dated and signed by an authorized representative of IBEW – Local 47. IBEW – Local 47 may give notices to the represented employees through use of the City mail system and/or the City computer e-mail system.

ARTICLE 9 - MEMORANDUM OF UNDERSTANDING COPIES

9.1 After it has been executed by the parties, the City shall provide IBEW – Local 47 with seven (7) originals and one (1) copy of an electronic (PDF) version of this MOU. IBEW – Local 47 shall be responsible for providing copies of this MOU to represented employees at IBEW – Local 47 expense. City shall also provide a copy of the executed MOU to any represented employee hired or promoted into the represented Unit after the effective date of the MOU. The City may charge for any additional copies.

ARTICLE 10 - MEETINGS

10.1 Items of Mutual Concern. Upon mutual agreement of both the City and IBEW – Local 47, the parties may meet to discuss items of mutual concern. A meeting conducted under this section shall not constitute a meet and confer or hearing under any grievance procedure.

10.2 Use of City Facilities. IBEW – Local 47 may be granted permission to use City facilities for the purpose of meeting with employees to conduct its internal affairs provided space for such meetings can be made available without interfering with City needs. Permission to use facilities must be obtained by IBEW – Local 47 from the Department Head. IBEW – Local 47 shall be held fully responsible for any damages to and security of any facility that is used by IBEW – Local 47.

10.3 Budget Oversight Committee. The City agrees to continue the Budget Oversight Committee, with IBEW – Local 47 entitled to appoint one (1) member. Said Committee shall have an equal number of members appointed by the City's recognized employee organizations. Said Committee shall be advisory only to the City Manager. The City shall determine the necessity of such meetings, and shall notify the appointed member of the scheduled Budget and Finance Committee meeting held to discuss the annual proposed budget and the mid-year proposed budget adjustments.

ARTICLE 11 -HOURS OF WORK

11.1 Work Schedules. The parties agree that the City has the right to return to its traditional five day eight hour per work day (5/8) work week schedule, maintain its current four day ten hour per work day (4/10) work week schedule, or implement a nine day every two work week eighty hour (9/80) work schedule for some or all IBEW – Local 47 represented employees as appropriate in the sole discretion of the City as determined by each Department Head and with City Manager approval. IBEW – Local 47 represented employees currently working alternative work schedules at the time of IBEW – Local 47's ratification of the deal points of this MOU who are required to return to working the traditional five day eight hour per work day (5/8) work week schedule shall receive an additional three percent (3%) base salary wage increase for the time period that they are required to work that particular traditional work schedule.

11.2 Notice of Changes. The City shall provide at least two weeks (14 calendar days) notice of a change in work schedules.

ARTICLE 12 -LIGHT DUTY

12.1 Accommodation. The parties agree that the City may assign employees who are unable to perform the full scope of their current job to temporary modified work consistent with the employee's functional limitations as described by his/her doctor when and where such work is available as determined by the City and where it may be accommodated without adverse consequences to the City or disruption in services or operations. This Article does not create in any employee entitlement to assignment in a light duty position.

12.2 Eligibility. Temporary modified work will be considered on a case by case basis. Temporary modified work may involve modification of an employee's current job or assignment to work outside of an employee's current position. The Human Resources Department, in consultation with the Department Head, will determine eligibility for participation in the Temporary Modified Assignment Program and will coordinate temporary work positions/assignments.

12.3 Employee Cooperation. It shall be the duty of every employee to cooperate fully and promptly with the coordination of temporary/modified work assignments. Notification of changes in restrictions/limitation shall be promptly communicated to the Human Resources Department along with supportive documentation, acceptable to the City. In administering the Temporary Modified Assignment Program, the Human Resources Department may

communicate directly with the employee's physician(s) regarding the employee's medical limitations, functional restrictions, job requirements in the employee's regular assignment, job requirements in any modified duty assignment under consideration and return to work status. Such communication will only be done with the employee's written authorization.

12.4 Retention of Benefits. Employees participating in the Temporary Modified Assignment Program shall retain all contractual benefits, except pay scale, not inconsistent with the objectives of the Temporary Modified Assignment Program. The City may change regular days off and work hours while the employee is in the Temporary Modified Assignment Program.

12.5 Right to Decline. However, employees retain the right to decline any initial or subsequent assignment provided by the Temporary Modified Assignment Program.

ARTICLE 13 - REST PERIOD

13.1 Rest Period. Represented employees who work 16 (sixteen) consecutive hours shall earn an eight (8) hour rest period.

- (a) A rest period of eight (8) consecutive hours or more shall be considered an interruption of consecutive hours worked.
- (b) A rest period of less than eight (8) consecutive hours shall be counted as time worked but not paid.
- (c) Represented employees shall be compensated at their regular rate of pay for all regularly scheduled work time that falls while that employee is on his/her earned rest period.
- (d) Represented employees required to return to work during an earned rest period, shall be compensated at the overtime rate of pay for all time worked. This overtime pay shall be in lieu of, and not in addition to, the regular rate of pay. Employees not required by management to return to work, but who choose to take less than an eight (8) hour rest period, shall be paid their regular hourly rate of pay for all regularly scheduled work hours.
- (e) Time paid for meals not taken shall not count toward earning a rest period. A paid meal time taken shall count toward earning a rest period.
- (f) When the rest period extends into a regularly scheduled work day, the employee may elect to use vacation time, compensatory time, floating holiday time or leave without pay for the rest of the day.
- (g) For the purpose of rest period eligibility, on any day that is not a regularly scheduled workday (including holidays) the hours that fall within the times of the employees' normally scheduled work shift, had it been a regular work day, will be counted as time worked.

ARTICLE 14- SALARIES, PERFORMANCE EVALUATIONS

14.1 Wage Increases/Performance Evaluations.

Effective July 1, 2017, all Unit members shall receive a cost of living ("COLA") salary increase of three percent (3%) of base pay rate as shown on the salary schedule provided herewith as Attachment A. Thereafter, a three percent (3%) COLA salary increase shall be effective July 1, 2018 and July 1, 2019. This increase is for Unit members still employed at the time this MOU is adopted by City Council.

Ranges with defined steps are shown on the salary schedules provided herewith. The salary tables are calibrated in approximate 2.5% increments. Annual increase for satisfactory performance will be two (2) steps or approximately 5%. Department Heads will have the option of granting a higher salary increase based on exceptional performance, with approval of the City Manager. Unit members are evaluated using an employee performance evaluation form.

- (a) Employee shall be granted a step increase upon receiving a satisfactory overall evaluation on the City approved employee evaluation form OR such step increase will be automatically implemented if employee's supervisor is thirty (30) days late on giving such evaluation, retroactive to the due date of the evaluation.
- (b) A first denial of a step increase shall not be an allowable subject of the exercise of employee rights under the grievance procedure outlined herein. However, an employee may upon request have such first denial reviewed by the Employee Relations Officer. Employee shall have the right to request a hearing with the Employee Relations Officer and to have a representative of his/her choice present. The decision of the Employee Relations Officer shall be final at this stage.
- (c) An employee denied a step increase shall thereafter have monthly meetings to review his/her performance with his/her supervisor and shall have the City approved employee evaluation form completed no later than six months after the date of the performance evaluation which led to the denial of the step increase. If the employee's overall performance is rated satisfactory, then the employee shall be granted the appropriate step increase effective the first pay period following the six month re-evaluation period. Such step increase shall not be retroactive.
- (d) If the employee's performance continues to be unsatisfactory after the six month re-evaluation period, the employee shall be given a final denial of step increase for the remainder of the regular evaluation period. After this final denial the monthly meetings to review his/her performance with his/her supervisor shall continue until the employee's next annual review. Denial of a step increase under this subsection shall be subject to review by an Evaluation Review Committee. The Evaluation Review Committee shall be

comprised of the Employee Relations Officer, a non-evaluating Department Head selected by the employee, and an IBEW – Local 47 business representative. The Evaluation Review Committee shall make any adjustment to the evaluation that it deems justified by majority vote and its decision shall be final with no other right of appeal or grievance on the matter.

- (e) An employee at the top of his or her range shall have his or her performance evaluated at least annually within thirty (30) days of her/her anniversary date.

<u>Classification</u>	<u>Salary Range</u>
Utility Service Assistant	48
Utility Engineering Services Assistant	48
Field Service Representative	51
Lead Field Service Representative	55
Electric Services Worker	52
Wastewater Collection Systems Technician	52
Water Production Operator I/II	52/57
Water Services Worker	52
Warehouse Services Specialist	52
Wastewater Collection Systems Specialist	56
Public Benefits Coordinator	55
Water Meter Crew Lead	56
Water Valve Flushing Crew Lead	56
Water Construction Crew Lead	56
Wastewater Collection Systems Supervisor	60 (4 ranges above WCG Lead)
Water Crew Supervisor (Prod & Distrib)	60 (4 ranges above WCC Lead)
Apprentice Meter Test Technician (Ph 1-4)	67 (Equal to Powerline Apprentice)
Apprentice Meter Test Technician (Ph 5,6 & Prob)	73 (Equal to Powerline Apprentice)
Assistant Water Superintendent	67
Auto Cad/GIS Technician	68
Powerline Apprentice - Phase 1 – 65% of Powerline Technician	
Powerline Apprentice - Phase 2 – 70% of Powerline Technician	
Powerline Apprentice - Phase 3 – 75% of Powerline Technician	
Powerline Apprentice - Phase 4 – 80% of Powerline Technician	
Powerline Apprentice - Phase 5 – 85% of Powerline Technician	
Powerline Apprentice - Phase 6 – 90% of Powerline Technician	
Probationary Powerline Technician - Phase 7 – 95% of Powerline Technician	
Powerline Technician	75 (Step 13)
Substation Test Technician	75
Meter Test Technician	75 (Equal to Powerline Technician)
Electric Service Planner	77 (5% above Powerline Tech)
Powerline Crew Supervisor	79 (10% above Powerline Tech)
Senior Electric Service Planner	79 (Equal to Crew Supervisor)
Senior Electric Distribution System Designer	N/A

14.2 Certificate Pay.

- (a) All incumbents who have completed their one year probationary period in the classifications of Powerline Technician and Powerline Crew Supervisor shall be placed at maximum amount of the allocated range. Incumbents who have not completed their one year probationary period in such classifications shall be placed on the allocated range at a point which is 95% of the maximum amount of such range.
- (b) All incumbents in Electric Utility Apprenticeships shall be placed at a point on the allocated range which reflects the corresponding phase, upon commencement, pursuant to ratios a. through g. listed below. Upon successful completion of each phase, apprentice will promote to the next phase and receive the stated range increase, pursuant to ratios a. through g. listed below, upon commencement of that next phase. The Apprenticeship phasing shall be in accordance with their Apprentice Agreement with future wage increases pursuant to the following ratios:
 - a. Phase 1 - 65% of Powerline Technician at Top Step (Currently Step 13)
 - b. Phase 2 - 70% of Powerline Technician at Top Step (Currently Step 13)
 - c. Phase 3 - 75% of Powerline Technician at Top Step (Currently Step 13)
 - d. Phase 4 - 80% of Powerline Technician at Top Step (Currently Step 13)
 - e. Phase 5 - 85% of Powerline Technician at Top Step (Currently Step 13)
 - f. Phase 6 - 90% of Powerline Technician at Top Step (Currently Step 13)
 - g. Phase 7 - Probationary Powerline Technician - 95% of Powerline Technician at Top Step (Currently Step 13)
- (c) All incumbents who have completed the Apprenticeship program shall be promoted to Technician at the start of the next pay period as defined in the Apprenticeship Agreement.
- (d) All incumbents in represented classifications for the Water or Wastewater Utility shall receive education incentive pay for non-expired certifications conferred by State of California water regulatory agencies in excess of the minimum job requirements. Employee shall be paid a 5% incentive for the first certificate obtained above the minimum job requirements and an additional 2.5% incentive for each additional certificate obtained up to a total of 12.5%. Under no circumstances shall the cumulative total for incentives exceed 12.5%. No incentives are paid for the classification minimum requirements.
- (e) All incumbents in the Electric Utility Powerline Technician classification and Powerline Apprentice classification at Phase 5 and above (hot), shall complete a formalized training program on maintenance and construction work on energized 12kV power lines

using insulate / isolate procedures with rubber gloves, and upon training completion and commencement, shall receive six percent (6%) for all pay except meal breaks. One year following the completion of the formalized training program, a review shall be conducted by the Operations Manager and Powerline Crew Supervisor to certify that all incumbents are practicing the use of said rubber gloves to work on energized 12kV power lines.

14.3 Bilingual Premium Pay. Employees who have been certified as being fluent in a language other than English, or sign language, shall receive five percent (5%) premium pay, if the need for fluency is: (1) necessary for the current position, and (2) use of the language for compensation has been previously approved by the employee's supervisor and the Human Resources Department. Qualifications shall be based upon certification of a certifying authority selected by the City. Each employee shall be reviewed annually for bilingual pay as part of the annual evaluation. Authorization and continuation of premium pay shall be at the sole discretion of the City. Nothing contained herein shall preclude the City from requiring proficiency in a second language as a minimum job qualification for any future employee or position.

14.4 Retention Bonus. Represented Unit members in the classifications of Probation Powerline Technician, Powerline Technician, Powerline Crew Supervisor, Substation Test Technician, Meter Test Technician, Electric Service Planner and Senior Electric Service Planner shall receive a retention bonus of \$5,000 on the first pay date after June 30, 2018, June 30, 2019, and June 30, 2020, as long as they are still employed with the City on the date they are to be paid.

14.5 Y-Rating. When a Unit member is reclassified to a new or existing class with a lower maximum salary rate, he or she may be assigned a "Y-Rate" designation under which the Unit member will remain at his or her current salary. Unit members with "Y-Ratings" will be frozen at their current prevailing pay rate and will not participate in salary range adjustment until salary schedules related to their new assignment exceed the Y-rated pay rate. Establishment of a "Y-Rate" salary for a Unit member is an administrative determination and requires the approval of the Unit member's department head, the Human Resources Director, and the City Manager. The practice is not to be confused with involuntary demotion, salary range adjustments, or other normal personnel procedures including administrative actions that result in bumping rights.

14.6 Salary Survey. The City agreed to fund a salary survey with an approved consultant that was completed in November 2016. The survey included benchmarked positions as follows: Powerline Technician for Electric, Water Service Worker or Pipefitter for Water; Wastewater Systems Technician/Specialist for Wastewater.

It was agreed upon that all future salary comparison data shall be gathered from the agencies identified as follows:

<u>ELECTRIC UTILITY</u>	<u>WATER UTILITY</u>	<u>WASTEWATER UTILITY</u>
Anaheim	Anaheim	Riverside
Riverside	Azusa	Redlands
Colton	Colton	Colton
Azusa	Riverside	Ontario

<u>Southern California Edison</u> <u>Pasadena</u> <u>Burbank</u>	Eastern Municipal Water District East Valley Water District Redlands	Chino Coachella Valley Eastern Municipal Water District
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ARTICLE 15 -OVERTIME, ON-CALL PAY

15.1 Maximum Comp Time Accrual. All work performed by Unit members in excess of forty (40) hours in one (1) week, where such hours are required and approved by management, shall be paid at the rate of two (2) times the employee's regular hourly base rate of pay, unless the premium rate is higher at the rate of one and one half (1.5) times the employee's regular premium hourly rate of pay. Overtime may be accrued as compensatory time to a maximum of one hundred sixty (160) hours. All overtime worked in excess of one hundred sixty (160) hours shall be paid for in the pay period in which it is earned.

15.1a Compensation Leave Buy Out. All represented employees may elect to receive a maximum buy-out of eighty (80) hours of combined compensation and vacation time each fiscal year. [Examples: employees may cash out 40 hours of compensation & 40 hours of vacation, 20 hours of compensation & 60 hours of vacation, 50 hours of compensation & 30 hours of vacation, etc. so as not to exceed a combined total of 80 hours of compensation and vacation time.]

15.2 Hours Worked. For purposes of overtime calculation, "hours worked" shall include time spent in required court appearances as set forth in Article 17. Hours worked shall also include approved vacation, holiday and compensatory time off. All other hours paid for but not worked, including sick leave shall not be counted as hours worked for overtime calculation.

15.3 Call Out Minimum Compensation.

(a) The City agrees to pay to the Unit member a minimum of two (2) hours pay for any time worked during the first hour when called-out for emergencies, and double time for each hour worked thereafter, unless the premium rate is higher at the rate of time and one half (1½). Call out minimum compensation does not apply to answering phone calls or emails off-site or off-duty, though employees are still entitled to pay for actual time worked in responding to such calls. When a call out exceeds one hour and the employee has returned to the yard, and subsequently receives another call out, the employee shall begin a 2nd call out and not a continuance from the 1st call out (conversely, if the employee has not yet returned to the yard, it is a continuance from the 1st call out).

If in the future the City provides portable internet capable devices, then call out minimum pay will not apply to use of those devices off duty and/or off site to check and/or respond to calls or clear messages and/or alarms, though employees are still entitled to pay for actual time worked responding to such calls.

(b) All certified electrical and water employees (excluding the Electrical Services Worker and Apprentice employees) of this Unit are required to be placed on a Standby List by the Department Head, or his/her designee, on a rotational basis which includes alternating between both Primary and Secondary standby. The employee designated as the Primary is authorized to call the employee designated as the Secondary when the Primary determines that it is necessary to do so for safety or other legitimate reasons. The reason for the call-out of the Secondary employee shall be documented in writing and submitted to the Department Head and attached to the time card for any call-out hours worked by the Secondary on-call person.

15.4 On-Call Pay.

- (a) Compensation for all employees placed on-call for a period of one (1) week (defined as one-hundred sixty eight (168) hours less forty (40) hour work week) shall receive additional compensation of sixteen (16) hours at the regular rate of pay.
- (b) When a holiday falls during a regularly scheduled on-call period, the employee will receive an additional four (4) hours of pay at the basic rate of pay per City Paid Holiday.
- (c) On-call pay shall not be paid for an employee's scheduled work shift.
- (d) Employees shall be entitled to receive the pro rata equivalent for any partial week.
- (e) On-call assignments shall only be made by the Department Head or his/her authorized representative.
- (f) On-call duty shall be served pursuant to a schedule prepared by the Department Head or his/her designee.
- (g) Due to the implementation of the Alternative Work Schedule in City's Administrative Policy No. 30, Utility Department's on-call pay begins and ends eleven (11) a.m. Thursday to Thursday.

15.5 On-Call Status. For purposes of this Article, an employee shall be deemed to be on On-Call status only when all of the following conditions are met:

- (a) The appropriate manager has placed the employee in on-call status by a notice in writing and said notice must be attached to the employee's time card; and
- (b) The employee is required to respond to the City yard or other designated location within a specified time not to exceed forty-five (45); and

(c) While on-call, the employee is prohibited from engaging in any activity which may interfere with the employee's ability to respond to a call and immediately commence the required job performance.

15.6 Communication Devices. An employee in on-call status may be required to wear a communication device. The requirement to wear a communication device shall not, absent the requirements set forth in section 15.5 constitute the placing of the employee in an on-call status.

ARTICLE 16 - TEMPORARY UPGRADE PAY AND PROMOTION PAY

16.1 Temporary Upgrade (Out of Class). Unit members temporarily assigned by management to work in a higher classification, including classifications outside of the Unit for which they are qualified, shall receive compensation equivalent to a step on the higher classification salary range which provides a minimum of five percent (5%) above the employee's current salary or the bottom step of the range of the position to which he/she is temporarily upgraded, whichever is greater. Temporary upgrade pay shall be effective the day the assignment is made. At such time as an employee is no longer performing work out of his or her permanent classification, compensation shall be at the regular rate of pay for the permanent classification.

When assigning temporary upgrades, it is the intent of the City that such assignments shall be made in a fair and equitable manner so that all qualified employees are given an opportunity to work such assignments.

16.2 Promotions. Unit members promoted to work in a higher classification shall be placed in the new salary range of the higher classification that pays at least five percent (5%) more than the employee received in the lower classification.

16.3 Limited Assignments. Temporary assignments to perform work out of an employee's permanent classification shall be limited in duration to six (6) months in any twelve (12) month period. A time extension to the temporary assignment beyond the initial six (6) months may be made with the written concurrence of IBEW – Local 47.

ARTICLE 17 - PAY FOR JURY DUTY & COURT APPEARANCES

Any employee summoned for attendance to any court for jury duty during his/her normal working hours shall be deemed to be on duty and there shall be no loss of salary, but any jury fees received by him/her shall be paid into the City treasury. Any employee, who shall be called as a witness arising out of and in the course of his/her City employment, shall be deemed to be on duty and there shall be no loss of salary, but any witness fees received by him/her shall be paid into the City treasury. An employee absent as a witness in a private matter shall not be entitled to be paid during such absence, he/she may, however, use vacation time for such absence.

ARTICLE 18 - SAFETY, EQUIPMENT AND TRAINING

18.1 Safety Equipment. The City will provide employees safety equipment in accordance with California State Law.

18.2 Uniforms. The City shall provide uniforms for employees who are required by the City to wear a uniform.

18.3 Boot/Safety Shoe Allowance. The City shall provide a yearly boot /safety shoe allowance of \$300 to each employee who is required, by the nature of his/her work to wear a specific type/style of shoe or boot. An approved shoe/boot is one which meets the minimum standards as determined by the Department Head and approved by the Joint Safety and Training Committee. Departmental standards shall not be less than those which may be required by CAL/OSHA. Employees shall wear approved shoes/boots during working hours where required by work conditions.

18.4 Damaged Property. The City shall reimburse unit employees the reasonable replacement value of personal property destroyed in the course and scope of their employment. The employee shall make application for reimbursement by presenting to the Department Head the damaged or destroyed article. Personal property subject to this provision consists of personal property necessary to fulfill the employee's job duties and that is approved in advance for use on the job. Replacement for prescription eyewear is limited to \$200 per year. Replacement for watches is limited to \$100 per year. Excluded from this definition are items of clothing used by the employee in the exercise of his/her discretion in lieu of City issued uniform apparel. Replacement of items will be secondary to any applicable insurance.

18.5 Inclement Weather. Whenever management decides not to send employees into the field during normal work hours due to inclement weather, those employees shall not suffer any loss of regular pay. When employees are not assigned to the field under this provision, they may be given other duties, assigned to training, or be held to respond to emergency calls.

18.6 Joint Safety and Training Committee. The City hereby agrees to create a Joint Safety and Training Committee. The Committee shall consist of an equal number of members appointed by the City and IBEW – Local 47. The Committee shall be advisory only. The Committee shall meet on a regular basis, but not less than once per quarter. The City and IBEW – Local 47 may agree to meet more frequently on a regular or special basis. The Committee may review work practices, training, procedures and rules and may recommend changes in the interest of health and safety. The Committee may review all serious accidents, injuries or fatalities, and include recommendations resulting from its review in the Committee's minutes. The Committee will also draft a safety manual for each department.

18.6.1 Reporting. Minutes of all Committee meetings shall be posted on IBEW – Local 47 bulletin boards, with copies to the City Manager, Human Resources Department, and to the Business Manager of IBEW – Local 47, within five (5) working days after the Committee meeting. Specific questions submitted either to the

Committees or by the Committees to Management will be responded to within a reasonable time and the answers posted on IBEW – Local 47 bulletin boards.

18.6.2 Discipline. Proceedings of the Committee shall be completely independent of any disciplinary action and the Committee's findings shall not be entered into the record of any such disciplinary proceedings.

ARTICLE 19 - MILEAGE, MEALS AND OTHER REIMBURSEMENT

19.1 Personal Vehicle. Employees shall be reimbursed for use of their own vehicle for authorized City business pursuant to the administrative policies of the City. (Refer to Administrative Policy E-1 for guidelines.) Union has tentatively agreed to an updated city-wide vehicle use policy.

19.2 Meal Periods. Employees shall earn meals at fixed intervals during periods of call-out overtime, and during an extension of the regular or planned overtime day.

- (a) Employees called back within two hours after the end of their shift shall earn one thirty minute paid meal period and one meal period compensation of \$16.00.
- (b) During call-out overtime, one thirty minute meal period and one meal compensation of \$16.00 will be earned for each consecutive four hours of paid overtime completed.
- (c) During extension of the regular work day, one paid thirty minute meal period and one meal compensation of \$16.00 will be earned after two consecutive hours paid overtime completed; thereafter, meals will be earned after completion of each four consecutive hour intervals as described above.
- (d) Employees that work two consecutive hours or more immediately prior to the beginning of a regular shift will earn one thirty minute meal period and one meal compensation of \$16.00.
- (e) Planned overtime – If planned overtime extends beyond the length of a regular work day, one paid thirty minute meal period and one meal compensation of \$16.00 will be earned after two consecutive hours worked beyond the number of hours in employee's regular schedule completed; thereafter, meals will be earned after completion of each four consecutive hour intervals of planned overtime. For example, employee's regular schedule in 4/10's; when planned overtime exceeds 10 hours in one day this section applies.
- (f) If "called out" while on planned overtime, Section 19.2(b) goes into effect during the call out.
- (g) Paid meal periods will not count as time worked.

- (h) It is recognized that employees may not be able to leave an emergency situation and that the final determination of this fact shall be made by the supervisor in charge of the particular activity.
- (i) Employees shall receive pay for earned meal periods and meal compensation regardless of whether the meal period or meal is actually utilized. All meal periods will be paid at the applicable overtime rate.

ARTICLE 20 - TUITION REIMBURSEMENT: EDUCATION INCENTIVE

20.1 Qualifications.

(a) Reimbursement under this section shall be made for employee participation in an educational program which provides broad knowledge with respect to a subject, consistent with the requirements of subsection B immediately below. This is distinguished from "training," which relates to education in the performance of a limited task or tasks which the employee is required to perform as part of their current employment.

(b) Maximum reimbursement shall be \$4,500 per fiscal year. Tuition actually paid will be reimbursed to all permanent employees for courses and required books related to classes qualified for tuition reimbursement approved by the Department Head and taken in an accredited educational institution provided that:

- (i) The subject matter of the course relates to obtaining a degree, including prerequisites, or relates directly to and contributes toward the employee's position with the City.
- (ii) The employee has received at least a competent proficiency rating on the last evaluation report.
- (iii) The employee has furnished evidence that the course has been completed with at least a 'C' or "pass" grade, verified by Human Resources.

20.2 Reimbursement Requirements.

- (a) Requests for reimbursement must be completed and returned to the Human Resources Department within three (3) weeks after receipt of course completion documentation. (No reimbursement will be made without bona fide receipts or documentation.)
- (b) Reimbursements will be made only after proof of completion of course with minimum 'C' average or "pass" and satisfactory receipts of payment for tuition are approved by the Human Resources Department.

20.3 Hours Worked. The City shall pay represented employees for working hours spent in City required and approved training or conferences. Travel time shall be included

as time worked in accordance with FLSA standards. The City shall not pay for the costs incurred to meet minimum job requirements.

20.4 Education Incentive. A one (1) time Education Incentive shall be paid to represented employees upon successful completion of certain educational programs under the following conditions:

- (a) \$500.00 (five hundred dollars) shall be payable for successful completion of a certificate program requiring 80 hours or more for completion, from an accredited college or university in an area of specialization related to the duties of the position currently held by the employee as previously approved by the Human Resources Department. An additional \$500.00 (five hundred dollars) shall be paid if the certificate is in the area of supervision of personnel
- (b) \$2,000.00 (two thousand dollars) shall payable for successful completion of an AA or AS Degree from an accredited college in an area of specialization related to the duties of the position held by the employee at the time the employee completes the program as previously approved by the Human Resources Department.
- (c) \$3,000.00 (three thousand dollars) shall be payable for successful completion of a BA or BS Degree from an accredited college or university in any subject after three (3) years of employment with the City. An additional \$1,000.00 shall be paid if the degree is in the area of public or business administration, human resources, accounting, information management, or adult education.
- (d) \$4,000.00 (four thousand dollars) shall be payable for successful completion of a Master's Degree from an accredited college or university in any subject after three (3) years of employment with the City.
- (e) Programs shall be accredited by the California State Board of Education or equivalent authority. The incentive payments shall be otherwise subject to such rules and procedures as established by the City. Receipt of education incentive payments shall not be precluded by the fact that the employee may or may not have obtained tuition reimbursement by the City for all or part of the units required for the certificate or degree.
- (f) Education incentive payments shall be made according to the following schedule:

Employees completing certain education programs will receive 100% of the incentive pay with satisfactory proof.

It shall be the employees' sole responsibility to provide all necessary documentation, to obtain prior approval and to make the request for education incentive payment.

ARTICLE 21 - SICK AND BEREAVEMENT LEAVE

21.1 Sick Leave Accrual. Unit members shall accrue three and sixty-nine hundredth (3.69) hours of sick leave per pay period. Sick leave shall accrue up to a cap of four hundred (400) hours. Leave banks can be utilized for time off or for conversions per provisions in the MOU. Employees with remaining "Old Sick Leave" accounts must utilize these hours prior to using their regular sick leave hours.

21.2 Use of Sick Leave. Sick leave shall be granted only where consistent with the City's Sick Leave Policy (currently AP-1). Except as otherwise provided in the Family Medical Leave Act and Pregnancy Leave policies of the City (currently AP-02) not more than one-half (1/2) of the employee's annual accrual of sick leave within any calendar year may be granted to an employee for the care or attendance of members of his/her immediate family.

21.3 Sick Leave Buy Out. All represented employees may elect to receive a maximum buy-out of forty (40) hours each fiscal year, however, such buy-out may not reduce the employee's available sick leave bank below one hundred twenty (120) hours.

Any buy-out may be converted pre-tax to the Unit member's 457 Deferred Compensation account (subject to IRS maximum contributions provided by law).

21.4 Sick leave upon separation. Upon separation, service retirement or termination, after ten (10) years of continuous City service, the employee shall be eligible to convert to cash an amount equivalent to thirty percent (30%) of all unused sick leave or contribute the entire remaining balance of sick leave to the employee's 457 Deferred Compensation Account (subject to IRS maximum contributions provided by law) or City's Retiree medical Savings Account, if available. Such reimbursement is to be computed based upon the employee's final compensation rate and to be paid within one payroll period of the effective date of separation.

21.5 Sick leave Conversion. After ten (10) years of continuous City service, the employee shall be eligible to convert one hundred percent (100%) of unused sick leave minus forty (40) hours to the City's Retiree Medical Savings Plan or to the employee's 457 Deferred Compensation Account (subject to IRS maximum contributions provided by law).

21.6 Bereavement. Unit members shall be allowed thirty (30) hours with pay for bereavement leave upon the death of a member of their family. For this section, family includes the following persons: spouse, domestic partner, mother, father, brother, sister, child, stepchild, grandchild, or grandparent of the employee or any one of the same relatives of the employee's spouse or domestic partner. The thirty (30) hours of bereavement shall be allowed for each death of a family member. An employee shall be allowed a maximum of forty (40) hours bereavement leave under this section for multiple family deaths occurring during the same twenty-four (24) hour period.

21.7 Salary Continuation. For any work related injury, an employee shall have sixteen (16) weeks of Salary Continuation Pay for time off work authorized by the treating physician, including time for scheduled appointments with the treating physician.

21.8 Work Related Injuries. All other aspects of employees work related injuries will be governed by the City Administrative Policy No. RM-03, Return to Work/Temporary Modified/Work Assignment Program.

ARTICLE 22 - VACATION AND HOLIDAY ACCRUALS

22.1 Vacation Leave Accruals. For employees of the City as of date of this MOU, Vacation benefits shall accrue in accordance with the following schedules:

One (1) through four (4) years service

Ten (10) days per year =three and eight one-hundredth (3.08) hours per pay period

Beginning the fifth (5th) year through the 9th year:

Fifteen (15) days per year =four and sixty-two hundredth (4.62) hours per pay period

Beginning the tenth (10th) year & thereafter:

Twenty (20) days per year =six and fifteen one-hundredth (6.15) hours per pay period

22.2 Maximum Vacation Leave Accrual. An employee may accrue vacation leave to a maximum of three-hundred twenty (320) hours. If an employee has accumulated the maximum allowed under this Article, said employee will receive no further vacation leave accruals until said employee uses a portion of his/her vacation leave and his/her vacation leave accruals have been reduced below the maximum. There shall be no retroactive receipt of any vacation leave lost as a result of this Article.

22.2a Vacation Leave Buy Out. All represented employees may elect to receive a maximum buy-out of 80 hours of combined vacation and compensation time each fiscal year. [Examples: employees may cash out 40 hours of vacation & 40 hours of compensation, 20 hours of vacation & 60 hours of compensation, 50 hours of vacation & 30 hours of compensation, etc. so as not to exceed a combined total of 80 hours of vacation and compensation time.] Buy out of leave may not reduce the employees available leave bank below 40 hours.

Any buy-out may be converted pre-tax to the Unit member's 457 Deferred Compensation account (subject to IRS maximum contributions provided by law).

22.3 Vacation Leave Approval Required. Vacations shall begin accruing upon employment and may be taken with approval of the Department Head at any time following the completion of six (6) months of employment within the one (1) year probationary period, but the vacation leave taken shall not be in excess of that actually accrued at the time such vacation is taken. Vacations must be approved a minimum of fourteen (14) days in advance of the first day of such vacation. Exceptions may be made to the fourteen (14) day notice requirement for emergencies or at the discretion of the City as determined by the Department Head or Division Supervisor.

22.4 Vacation Leave Payment Upon Termination. Any employee who has been in continuous full-time service of the City for a period of six (6) months or more, who is about to terminate his/her employment, and has earned vacation to his credit, shall be paid for such vacation time within one payroll period of the effective date of such termination.

22.5 Vacation Leave Payment In Lieu. No more than once every three (3) years, at the request of the employee and with the approval of the Department Head and the Human Resources Department, in order to meet unusual or emergency conditions, an employee may be paid the straight time daily equivalent of forty (40) hours of his/her salary in lieu of vacation time off. Such payment shall be determined by the Human Resources Department. The balance of accrued vacation shall not be allowed to go below forty (40) hours as the result of a payment under this subsection.

22.6 Holidays. Holidays for employees covered by this section shall be as follows:

New Year's Day
Martin Luther King Day
President's Day
Memorial Day
Fourth of July
Labor Day
Veteran's Day
Thanksgiving
Day after Thanksgiving
Christmas Eve
Christmas
New Year's Eve
One (1) floating holiday

As indicated in Administrative Policy A-30, Alternative Work Week – A "Holiday bank will be created for each employee to accrue flexible holiday hours. Hours accrued in the bank are subject to a mandatory annual buy-out with the payroll closest to June 1st of each year".

Any buy-out may be converted pre-tax to the Unit member's 457 Deferred Compensation account (subject to IRS maximum contributions provided by law).

22.7 Holidays Falling on Weekend Days. If the scheduled holiday falls on a Friday (regular day off) or Saturday, it may be observed on a Thursday or accrued to the Holiday leave bank as determined by the holiday schedule posted on the City's Intranet. If the holiday falls on a Sunday, the holiday will be taken on the following Monday.

22.8 Flex Schedule. Employees working a flex schedule shall be paid holiday time in accordance with the City's Administrative Policy No. A-30.

22.9 Floating Holiday. The floating holiday set forth in Article 21.6 above, shall be credited as ten (10) hours to each represented employee's account effective with the first

payroll in each fiscal year. Floating holiday leave balances must be used during the fiscal year or they will be cashed out according to Administrative Policy A-30.

22.10 Added Holidays. If, during the term of this MOU, the City Council recognizes an additional holiday for City employees, said holiday shall be extended to this Unit.

22.11 Holiday Leave. When holiday leave is taken, the employee will be paid at the standard ten (10) hours per day, regardless of the assignment of a ten (10), or twelve (12) hour scheduled workday. When holiday leave is taken, anyone working less than a ten (10) hour work day schedule shall receive leave time as compensation for the difference between their regular work day on the holiday and ten (10) hours. An employee may utilize any accrued leave bank except sick leave to supplement the twelve (12) hour scheduled day.

22.12 Holiday Leave Payment Upon Termination. Any Unit employee, who is about to terminate his/her employment, and has earned Holiday leave to his/her credit, shall be paid for such holiday leave within one payroll period of the effective date of such termination at the employee's then current rate of pay.

22.13 Promotional Pay Out of Leave. Prior to implementation of a promotion to a different Unit, the City shall be entitled to cash out at the employee's current pay rate all vacation, holiday and comp time leave banks in excess of one hundred sixty (160) hours collectively.

ARTICLE 23 - MEDICAL AND DENTAL INSURANCE

23.1 City Contributions To a Cafeteria Plan. Effective July 1, 2017, increase monthly cafeteria plan by \$50 per month or \$15,600 annually; this will not constitute changes to existing medical and dental plans until the next open enrollment period. The cafeteria increase, as an option, can be paid as a \$600.00 one-time check payable in the first full pay period after adoption of the MOU for employees hired prior to adoption of this MOU by City Council. Employees hired after July 1, 2017 will receive \$1,300 per month. Effective July 1, 2018, the cafeteria plan contribution will be increased by \$50 to \$1,350 per month or \$16,200 annually to each Unit member for the cafeteria benefits plan detailed in this section. Effective July 1, 2019, the cafeteria plan contribution will be increased by \$50 to \$1,400 per month, or \$16,800 annually to each Unit member for the cafeteria benefits plan detailed in this section.

- (a) Said contribution shall first be used to provide for Health Insurance for employee. Employee shall be covered by Health Insurance with a City approved Health Plan unless the employee provides proof to the City that employee is covered by another acceptable health plan as determined by the Human Resources Department.
- (b) The balance may be used for any of the following or any combination thereof:
 - (i) Health insurance for employee's spouse and/or dependents.

- (ii) Dental insurance for employee, spouse and/or dependents.
- (iii) Life insurance for employee, excluding voluntary life insurance.
- (iv) Deferred compensation program.
- (v) Eye care plan for employee, spouse and/or dependents.
- (vi) Supplemental insurance options.

(c) Unit members may elect to receive ninety-two and five-tenths percent (92.5%) of the balance in cash as CalPERS non-includable taxable income, or a portion as cash and a portion to a 457 plan. This election may only occur at time of hire or during open enrollment.

23.2 Eye Wear Reimbursement. City will also reimburse a maximum of \$250 annually for protective or prescription eye wear for an employee and/or prescription eye wear for the employee's dependents.

23.3 IRS 125 Plan. During the term of this MOU, the City shall maintain an Internal Revenue Section (IRS) 125 program which will allow employees to allocate specified amounts of monthly pre-tax salary or wages for the reimbursement of medical care expenses or dependent care expenses or both as defined by the IRS.

23.4 Insurance Advisory Committee. The City shall maintain the Benefit Advisory Committee to which IBEW – Local 47 may appoint a representative.

23.4.1 Purpose. The purpose of the Benefit Advisory Committee shall be to advise the City relative to health, life, and related insurance plans which may be provided to employees of the City including the type of plans, scope of coverage, and the selection of insurance carriers.

23.4.2 Voting. The Benefit Committee shall determine issues by a majority vote of the members, each member having one (1) vote.

23.4.3 Selection of Members. Benefit Committee Members shall be selected as follows:

- (a) Representatives of bargaining units shall be selected in a manner to be determined by each respective unit.
- (b) The City's Representatives shall be the Human Resources & Risk Manager and the Administrative Services Director.

23.4.4 Meetings. The Benefit Committee shall meet as may be necessary to conduct the business of the committee.

23.4.5 Status. The Benefit Advisory Committee will be advisory only, with no power or prerogative to decide on behalf of the City on issues pertaining to employee insurance coverage.

ARTICLE 24 - RETIREMENT AND MEDICARE

24.1 California Public Employees Retirement System (CalPERS) Formulas.

- (a) All IBEW – Local 47 represented miscellaneous employees hired prior to December 11, 2012 remain eligible to receive the CalPERS retirement plan known as “two and one-half at fifty-five” retirement (2.5% @ 55) formula for Miscellaneous Employees.
- (b) Beginning on or after December 11, 2012, the City implemented the 2% @ 60 retirement formula for miscellaneous new hires with average three years for calculation of final retirement benefit, which after January 1, 2013 shall only apply to new hires defined by CalPERS as “classic members.” (Approved by City Council through side letter December 11, 2012.)
- (c) Beginning January 1, 2013, new hires defined by CalPERS as “new members” receive the newly created 2% @ 62 retirement formula with average of three years for calculation of final retirement benefit. (Mandated by the Public Employees’ Pension Reform Act of 2013.)

24.2 CalPERS Member Contributions. All IBEW – Local 47 represented employees shall pay their full member contribution rate to their respective retirement plan with CalPERS. CalPERS will determine the employee member contribution rates for each retirement formula. The City does not provide any Employer Paid Member Contributions for Unit members.

24.3 F.I.C.A. Represented employees shall pay the employee's portion of FICA and the City shall be responsible for payment of the employer's portion.

ARTICLE 25 - MISCELLANEOUS BENEFITS

25.1 Disability Insurance.

- (a) Each employee shall pay the cost of membership in the City's long term disability insurance selected by the City. City agrees to offer a short term disability program at the employees expense provided that such short term disability program can be offered in conjunction with the City's existing long term disability insurance. The City will notify IBEW – Local 47 of this option at the City's Annual Benefit Advisory Meeting.
- (b) An employee with sick leave accruals available may use their accruals in conjunction with STD/LTD benefits until exhausted. When sick leave is exhausted, an employee may use accumulated vacation leave and may also elect to use compensatory time to extend full pay as long as possible except when exempted by City policy and the Family Medical Policy. An employee is prohibited from receiving more than 100% of salary in combined sick/vacation leave and City's STD/LTD/Paid Family Leave benefits.

Employees who are eligible for the Donated Leave Policy, may not receive more than 100% of salary when combined with STD/LTD/Family Leave Benefits.

25.2 Computer Loan. Every Unit member who has completed the initial probationary period as an employee of the City shall be entitled to participate in an interest free loan program for the purchase of a computer. The maximum amount of any individual loan shall be equal to one (1) month of an employee's salary. The cumulative amount of loans outstanding hereunder shall not exceed \$40,000. The loan shall be upon the terms and conditions established by the City.

25.3 Direct Deposit. All employees shall be paid by direct deposit of their payroll check into an account of their choice, except those who either do not hold an account with a financial institution that offers direct deposit or who do not hold any account of any type, and such employees will be required to pay a \$10 administration fee per payroll. It shall be the responsibility of the employee to establish and maintain such account.

25.4 Utility Allowance. Any represented employee(s) who reside within the City shall receive \$150 per month per employee as a discount against the cost of electric and water service during the period of such residency.

ARTICLE 26 - IBEW – Local 47 RETIREE MEDICAL FUND

All represented employees agree to pay one percent (1%) of salary into the IBEW – Local 47 Local #47 Retiree Medical Fund.

ARTICLE 27 - LAYOFFS AND RE-EMPLOYMENT

27.1 Purpose. The purpose of this Article is to provide a fair and equitable basis for the reduction of full-time classified personnel due to insufficient work or funds.

27.2 Reasons For Lay Off. The City retains the right to determine when a lack of work or lack of funds condition exists. Lack of work means that a category of work effort within the City can be fulfilled with fewer employees at an acceptable level of service. Lack of funds means that the City cannot sustain operations at the current level of employment within the funding available.

27.3 Notice Of Lay Off. Any layoff initiated under the provisions of this document can take place at any time during the year. The City shall notify the affected employees in writing at least fourteen (14) calendar days prior to the employee's last day of work. The City reserves the right to pay the employee for such fourteen (14) day period or any remaining portion thereof, and to require the employee to immediately vacate City property. A copy of any notice will be forwarded to IBEW – Local 47. Any notice of layoff shall specify the reason for the lay off and effective date. The form and timing of such notice shall be subject to the established Grievance Procedure provided, however, that the City's decision to lay off is not subject to the grievance procedure. The date of layoff shall not be delayed by the pendency of a grievance.

27.4 Order Of Lay Off. The classifications of employees to be affected by any layoff shall be as determined by the City in its sole discretion. The order of layoff shall be based upon continuous seniority within the affected classification, except as provided in Section 27.4(a). With respect to the classifications which have been retitled by the City, "continuous seniority within the affected classification" shall not be limited to time in the newly titled classification but shall mean all current continuous time in full-time permanent employment with the City in whatever classification.

- (a) Critical Position Function. There are various job functions set forth in the position description for each classification. Certain of these functions may be determined by the City Manager to be vital to the ongoing operations of the City. By way of further definition, a function is "critical" if the City Manager, in the exercise of his/her sole discretion, determines that the City cannot best provide necessary services with the reduced work force without employees capable of performing the "critical" function. A senior employee may be selected for layoff over a more junior employee if the junior employee has demonstrated the ability to perform these critical position functions and the more senior employee has not. No person shall be deprived of the opportunity to develop his/her skills in a critical position function.
- (b) For purposes of this section, "critical position function" shall be based on the skills necessary to perform the function and not on the performance of specific tasks performed by the incumbent in any position. "Skill" refers to the basic knowledge and ability necessary to perform a job function e.g. typing, welding, accounting or any recognized subcategory of such function, e.g. pipe welding, welding specialized metals, etc., or cost accounting vs. general accounting. "Tasks" refers to the elements of a position within a department e.g., typing form-A.

27.5 Reduction Of Class.

The establishment of a Class Series List was established as indicated on the attached Attachment "C".

- (a) Any employee who has been given a written notice of layoff may choose to be reduced in classification and compensation, to a classification in which the employee has previously established seniority while in the employ of the City, if the employee has greater continuous seniority with the City than at least one (1) person in the lower classification.
- (b) Seniority for purposes of layoff shall be determined by the total continuous time served by an employee in his/her current position in addition to any time served by the employee in a position in the same job series with a pay range equal to or higher than the employee's current position. If an employee leaves the service of the City for any period of time the employee's prior service shall

not be considered as service for the purpose of calculating the employee's seniority for any purpose.

- (c) Alternatively, and exclusive of an election under the previous paragraph 27.5(a), an employee may choose to be reduced in classification and compensation to an existing position in a class series, if the employee has greater continuous length of service with the City than the incumbent in the lower classification in the class series. Class series is defined as a vertical succession of positions that encompass the same general set of job duties that increase in complexity and responsibility as one moves upward through the class series.
- (d) Relative class standing for subparagraphs (a) and (b) shall be as determined by the salary ranges for the classifications under consideration. The classification with the highest compensated step in the salary range shall be the higher classification
- (e) Anything contained herein to the contrary notwithstanding, any employee may choose to be reduced in an entry level position if the employee meets the minimum qualifications for the position and has more seniority with the City than an incumbent in the position. For purposes of this subsection, an "entry level position" is a position requiring no prior experience.

27.6 Equal Seniority. If two (2) or more employees subject to lay off have equal class seniority, then the determination as to who has seniority shall be based upon total length of uninterrupted service with the City. If both employees were hired on same day, the employee with the lower City Employee number assigned on the date of hire shall be considered to have seniority.

27.7 Reemployment Rights. Laid off employees will be eligible for reemployment up to eighteen (18) months from date of layoff notice.

ARTICLE 28 - GRIEVANCE PROCEDURE

28.1 Items Subject To Grievance Procedure. Any permanent employee in the competitive service who has a grievance based upon his/her demotion, dismissal, reduction in pay, violation of the personnel ordinance, salary resolution or this MOU, or violation of commonly accepted safety practices not resolved by the Safety Committee, shall be entitled to have the matter reviewed through the following grievance procedure outlined in this Article.

28.2 Informal Step. An attempt shall be made to ascertain all facts and adjust such grievance on an informal basis between the employee and, if he desires, his/her steward, and the immediate supervisor. Presentation of such grievance shall be made within fourteen (14) calendar days of the incident causing the grievance, or the date on which the employee first became aware of it.

28.3 Step One. If the grievance is not adjusted to the satisfaction of the employee within fourteen (14) calendar days after presentation of the grievance to the immediate supervisor, then the grievance shall be submitted in writing by the employee or his/her steward to the Department Head, within the next fourteen (14) calendar days. The Department Head and a representative of the Human Resource Department shall meet with the employee, his/her steward or both within fourteen (14) calendar days of receipt of such written grievance and the Department Head shall deliver his decision in writing to the employee, along with his reasons for such decision, within fourteen (14) calendar days after the meeting.

28.4 Step Two. If the grievance is not adjusted to the satisfaction of the employee under the procedures set forth in Sections 28.2 and 28.3 above, then the employee or his/her steward may submit the grievance, in writing, to the City Manager, within fourteen (14) calendar days after the completion of the last step under paragraph 28.3 above. The City Manager shall meet with the employee, and his/her steward, if applicable, within fourteen (14) calendar days of receipt of such written grievance, and shall deliver his decision in writing, to the employee, along with the reasons for such decision, within fourteen (14) calendar days after the meeting.

28.5 Step Three. If the grievance is not adjusted to the satisfaction of the employee under the procedures set forth in Sections 28.2, 28.3 and 28.4 above, the employee or his/her representative may submit written notice to the City Manager within fourteen (14) calendar days after the completion of the last step under paragraph 28.4 above of his/her intent to submit the matter to arbitration. In matters of interpretation of this MOU, IBEW – Local 47 shall have the exclusive authority to determine whether a grievance shall be taken to arbitration. In disciplinary cases where IBEW – Local 47 may be required to pay for any part of the cost of such arbitration, IBEW – Local 47 may elect to proceed to arbitration. If IBEW – Local 47 does not elect to do so, then the employee may elect arbitration in disciplinary case and the City shall pay all expenses. The procedures set forth below shall be followed for arbitrations.

- (a) Within seven (7) calendar days of receipt of the written notice, the parties shall request a list of seven (7) arbitrators from the Federal Mediation and Conciliation Service or any other mutually agreeable mediation service.
- (b) Within fourteen (14) calendar days of receipt of the list of arbitrators the City and IBEW – Local 47 (or the employee if not represented by IBEW – Local 47 in a discipline case) shall attempt to reach an agreement on an arbitrator. Failing to agree on an arbitrator, the parties shall take turns striking the names or arbitrators from the FMCS list until one (1) name remains. IBEW – Local 47 (or the employee if not represented by IBEW – Local 47 in a discipline case) shall strike the first name.
- (c) The parties shall contact the arbitrator to arrange for a mutually convenient time and date for the arbitration hearing.

(d) The cost of the arbitrator shall be split equally by the City and the Union save that if the grievance arises from the administration of discipline, the City shall bear the cost.

28.7 Step Four. Within fourteen (14) calendar days after the parties receive the arbitrator's recommendation, the opinion of the arbitrator will be final on matters relating to the interpretation or administration of this MOU. Arbitration on discipline is advisory only. If a decision relates to discipline, within fourteen (14) calendar days after the parties receive the arbitrator's recommendation, the City Manager shall advise the parties whether the City Manager is accepting, rejecting, or modifying the recommended decision. The decision of the City Manager shall be the final decision of the City.

28.8. Change of Time Limits. The above time limits may be changed by mutual agreement.

28.9 Mutual Agreement For Additional Mediation/Arbitration. Upon mutual agreement of the parties, a grievance may be submitted to a representative of a mutually agreeable arbitration service for mediation and/or arbitration. Unless agreed otherwise by the parties in writing, the role of the arbitrator shall be advisory only and it shall have no power or authority to impose a result or resolution upon any of the parties.

ARTICLE 29 – ADMINISTRATIVE LEAVE

29.1 Administrative Leave Provision. Employees will be granted paid time off based on their regular work schedule. Employee will be compensated for holidays while they are on paid administrative leave.

ARTICLE 30 - SEVERABILITY CLAUSE

30.1 Severability Clause. If any of the provisions contained in this MOU are determined to be unlawful, then only such provision(s) shall be deleted from this MOU with the remainder of this MOU remaining in full force and effect. Upon the issuance of a decision by a Court of Competent Jurisdiction declaring any section of this MOU be unlawful, unenforceable, unconstitutional, or not applicable, the parties agree to meet and confer as soon as possible concerning only those sections.

ARTICLE 31 - COMPLETE AGREEMENT

31.1 Entire Agreement: This MOU is the entire agreement between the parties, terminating all prior agreements, whether written or oral, arrangements and practices, and, except as otherwise provided herein, shall conclude all meetings and conferences during the term of this MOU.

31.2 Items not covered: All terms and conditions of employment not covered by this MOU shall continue to be subject to the City's direction and control.

ARTICLE 32 - POSTING JOB VACANCIES

32.1 City agrees to post on City's website and IBEW – Local 47 bulletin boards all vacant positions in the Unit.

ARTICLE 33 - RE-OPENERS

33.1 During the term of this MOU, unless otherwise provided, the parties shall not meet and confer with respect to any subject or matter whether or not referred to in this MOU, unless mutually agreed to otherwise.

32.1 During the term of this MOU, unless otherwise provided, the parties shall not meet and confer with respect to any subject or matter whether or not referred to in this MOU, unless mutually agreed to otherwise.

ARTICLE 34 - RATIFICATION AND EXECUTION.

This MOU has been developed as a result of meet and confer sessions between authorized representatives of the City and IBEW – Local 47 regarding issues related to wages, hours and other terms and conditions of employment. The City's representatives and IBEW – Local 47 have reached an understanding as to certain recommendations to be made to the City Council for the City of Banning and have agreed that the parties hereto will jointly urge said Council to adopt a new wage and benefit resolution which will provide for the changes contained in said joint recommendation. The parties hereto acknowledge that this MOU shall not be in full force and effect until adoption by the Banning City Council.

In witness whereof, the parties have caused their signatures to be affixed this _____ day of

2018.

For: The City of Banning



Rochelle Clayton
Interim City Manager



Robert Meteau
Deputy HR Director

For: IBEW – Local 47



Pat Lavin
Business Manager



John Baca
Assistant Business Manager

Stan Stosel
Senior Assistant Business Manager



Mario Elizondo
Employee Representative



Ben Coffey
Employee Representative



Ernie Floyd
Employee Representative



Rick Diaz
Employee Representative

CITY OF BANNING

Grade Step Table - IBEWU

UTILITY EMPLOYEES UNIT

MOU: The International Brotherhood of Electric Workers - Local 47 (Utility Unit)
2.5506% Between Steps

Effective: 7/1/2017
COLA 3%

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
U40	Hourly	14.5983	14.9706	15.3525	15.7441	16.1456	16.5574	16.9797	17.4128	17.8570	18.3124	18.7795	19.2585	19.7497
	Biweekly	1,167.86	1,197.65	1,228.20	1,259.52	1,291.65	1,324.59	1,358.38	1,393.03	1,428.56	1,464.99	1,502.36	1,540.68	1,579.98
	Annual	30,364.44	31,138.92	31,933.15	32,747.63	33,582.89	34,439.46	35,317.87	36,218.69	37,142.48	38,089.84	39,061.36	40,057.66	41,079.37
U41	Hourly	14.9630	15.3446	15.7360	16.1374	16.5490	16.9711	17.4039	17.8478	18.3030	18.7699	19.2486	19.7396	20.2431
	Biweekly	1,197.04	1,227.57	1,258.88	1,290.99	1,323.92	1,357.68	1,392.31	1,427.83	1,464.24	1,501.59	1,539.89	1,579.17	1,619.45
	Annual	31,122.97	31,916.80	32,730.87	33,565.70	34,421.83	35,299.79	36,200.15	37,123.47	38,070.34	39,041.36	40,037.15	41,058.34	42,105.57
U42	Hourly	15.3372	15.7284	16.1296	16.5410	16.9629	17.3956	17.8392	18.2943	18.7609	19.2394	19.7301	20.2333	20.7494
	Biweekly	1,226.98	1,258.27	1,290.37	1,323.28	1,357.03	1,391.64	1,427.14	1,463.54	1,500.87	1,539.15	1,578.41	1,618.67	1,659.95
	Annual	31,901.47	32,715.15	33,549.58	34,405.30	35,282.84	36,182.76	37,105.64	38,052.06	39,022.61	40,017.92	41,038.62	42,085.35	43,158.78
U43	Hourly	15.7191	16.1200	16.5312	16.9528	17.3852	17.8287	18.2834	18.7497	19.2280	19.7184	20.2213	20.7371	21.2660
	Biweekly	1,257.53	1,289.60	1,322.49	1,356.23	1,390.82	1,426.29	1,462.67	1,499.98	1,538.24	1,577.47	1,617.71	1,658.97	1,701.28
	Annual	32,695.72	33,529.66	34,384.87	35,261.89	36,161.28	37,083.61	38,029.46	38,999.44	39,994.16	41,014.25	42,060.36	43,133.15	44,233.31
U44	Hourly	16.1136	16.5246	16.9460	17.3783	17.8215	18.2761	18.7422	19.2203	19.7105	20.2132	20.7288	21.2575	21.7997
	Biweekly	1,289.09	1,321.97	1,355.68	1,390.26	1,425.72	1,462.09	1,499.38	1,537.62	1,576.84	1,617.06	1,658.30	1,700.60	1,743.98
	Annual	33,516.24	34,371.11	35,247.78	36,146.81	37,068.77	38,014.24	38,983.83	39,978.15	40,997.84	42,043.53	43,115.89	44,215.60	45,343.37
U45	Hourly	16.5166	16.9379	17.3699	17.8130	18.2673	18.7332	19.2110	19.7010	20.2035	20.7189	21.2473	21.7892	22.3450
	Biweekly	1,321.33	1,355.03	1,389.59	1,425.04	1,461.38	1,498.66	1,536.88	1,576.08	1,616.28	1,657.51	1,699.78	1,743.14	1,787.60
	Annual	34,354.62	35,230.87	36,129.47	37,050.99	37,996.01	38,965.13	39,958.98	40,978.17	42,023.36	43,095.21	44,194.40	45,321.62	46,477.59
U46	Hourly	16.9293	17.3611	17.8039	18.2580	18.7237	19.2013	19.6910	20.1933	20.7083	21.2365	21.7782	22.3336	22.9033
	Biweekly	1,354.34	1,388.89	1,424.31	1,460.64	1,497.90	1,536.10	1,575.28	1,615.46	1,656.67	1,698.92	1,742.25	1,786.69	1,832.26
	Annual	35,212.96	36,111.10	37,032.15	37,976.69	38,945.33	39,938.67	40,957.34	42,002.00	43,073.30	44,171.93	45,298.58	46,453.97	47,638.82
U47	Hourly	17.3526	17.7952	18.2491	18.7145	19.1918	19.6814	20.1833	20.6981	21.2261	21.7675	22.3227	22.8920	23.4759
	Biweekly	1,388.21	1,423.61	1,459.92	1,497.16	1,535.35	1,574.51	1,614.67	1,655.85	1,698.09	1,741.40	1,785.81	1,831.36	1,878.07
	Annual	36,093.36	37,013.96	37,958.04	38,926.20	39,919.05	40,937.22	41,981.37	43,052.14	44,150.23	45,276.33	46,431.15	47,615.42	48,829.90

CITY OF BANNING

Grade Step Table - IBEWU

UTILITY EMPLOYEES UNIT

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

2.5506% Between Steps

Effective: 7/1/2017

COLA 3%

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
U48	Hourly	17.7865	18.2401	18.7053	19.1824	19.6717	20.1735	20.6880	21.2157	21.7568	22.3117	22.8808	23.4644	24.0629
	Biweekly	1,422.92	1,459.21	1,496.43	1,534.60	1,573.74	1,613.88	1,655.04	1,697.25	1,740.54	1,784.94	1,830.47	1,877.15	1,925.03
	Annual	36,995.83	37,939.44	38,907.13	39,899.49	40,917.17	41,960.80	43,031.05	44,128.60	45,254.15	46,408.40	47,592.09	48,805.98	50,050.82
U49	Hourly	18.2314	18.6965	19.1733	19.6624	20.1639	20.6782	21.2056	21.7465	22.3011	22.8699	23.4533	24.0515	24.6649
	Biweekly	1,458.52	1,495.72	1,533.87	1,572.99	1,613.11	1,654.25	1,696.45	1,739.72	1,784.09	1,829.59	1,876.26	1,924.12	1,973.19
	Annual	37,921.41	38,888.63	39,880.52	40,897.72	41,940.85	43,010.60	44,107.63	45,232.63	46,386.34	47,569.47	48,782.77	50,027.03	51,303.02
U50	Hourly	18.6870	19.1637	19.6525	20.1537	20.6678	21.1949	21.7355	22.2899	22.8584	23.4414	24.0393	24.6525	25.2813
	Biweekly	1,494.96	1,533.09	1,572.20	1,612.30	1,653.42	1,695.59	1,738.84	1,783.19	1,828.67	1,875.32	1,923.15	1,972.20	2,022.50
	Annual	38,869.05	39,860.44	40,877.12	41,919.73	42,988.94	44,085.42	45,209.86	46,362.98	47,545.51	48,758.21	50,001.84	51,277.18	52,585.06
U51	Hourly	19.1543	19.6428	20.1438	20.6576	21.1845	21.7248	22.2789	22.8472	23.4299	24.0275	24.6404	25.2689	25.9134
	Biweekly	1,532.34	1,571.42	1,611.51	1,652.61	1,694.76	1,737.99	1,782.32	1,827.77	1,874.39	1,922.20	1,971.23	2,021.51	2,073.07
	Annual	39,840.85	40,857.03	41,899.13	42,967.81	44,063.75	45,187.64	46,340.20	47,522.15	48,734.25	49,977.26	51,251.98	52,559.22	53,899.79
U52	Hourly	19.6331	20.1338	20.6474	21.1740	21.7141	22.2679	22.8359	23.4183	24.0156	24.6282	25.2564	25.9005	26.5612
	Biweekly	1,570.65	1,610.71	1,651.79	1,693.92	1,737.13	1,781.43	1,826.87	1,873.47	1,921.25	1,970.26	2,020.51	2,072.04	2,124.89
	Annual	40,836.82	41,878.41	42,946.56	44,041.95	45,165.29	46,317.27	47,498.64	48,710.14	49,952.54	51,226.63	52,533.22	53,873.13	55,247.22
U53	Hourly	20.1240	20.6373	21.1637	21.7035	22.2571	22.8248	23.4069	24.0039	24.6162	25.2441	25.8879	26.5482	27.2254
	Biweekly	1,609.92	1,650.99	1,693.10	1,736.28	1,780.57	1,825.98	1,872.55	1,920.32	1,969.30	2,019.52	2,071.03	2,123.86	2,178.03
	Annual	41,858.01	42,925.64	44,020.50	45,143.28	46,294.71	47,475.50	48,686.41	49,928.21	51,201.68	52,507.63	53,846.88	55,220.30	56,628.75
U54	Hourly	20.6272	21.1533	21.6928	22.2461	22.8135	23.3954	23.9921	24.6041	25.2316	25.8752	26.5351	27.2120	27.9060
	Biweekly	1,650.17	1,692.26	1,735.43	1,779.69	1,825.08	1,871.63	1,919.37	1,968.33	2,018.53	2,070.01	2,122.81	2,176.96	2,232.48
	Annual	42,904.50	43,998.82	45,121.05	46,271.91	47,452.12	48,662.43	49,903.62	51,176.46	52,481.77	53,820.37	55,193.11	56,600.86	58,044.53
U55	Hourly	21.1428	21.6821	22.2351	22.8022	23.3838	23.9803	24.5919	25.2191	25.8624	26.5220	27.1985	27.8922	28.6036
	Biweekly	1,691.43	1,734.57	1,778.81	1,824.18	1,870.71	1,918.42	1,967.35	2,017.53	2,068.99	2,121.76	2,175.88	2,231.38	2,288.29
	Annual	43,977.07	45,098.74	46,249.03	47,428.66	48,638.38	49,878.95	51,151.16	52,455.82	53,793.76	55,165.82	56,572.88	58,015.83	59,495.58

CITY OF BANNING

Grade Step Table - IBEWU

UTILITY EMPLOYEES UNIT

MOU: The International Brotherhood of Electric Workers - Local 47 (Utility Unit)
2.5506% Between Steps

Effective: 7/1/2017
COLA 3%

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
U56	Hourly	21.6712	22.2239	22.7907	23.3720	23.9682	24.5795	25.2064	25.8493	26.5087	27.1848	27.8782	28.5892	29.3184
	Biweekly	1,733.69	1,777.91	1,823.26	1,869.76	1,917.45	1,966.36	2,016.51	2,067.95	2,120.69	2,174.78	2,230.25	2,287.14	2,345.47
	Annual	45,075.99	46,225.70	47,404.73	48,613.84	49,853.78	51,125.35	52,429.36	53,766.62	55,137.99	56,544.34	57,986.56	59,465.57	60,982.30
U57	Hourly	22.2131	22.7797	23.3607	23.9565	24.5676	25.1942	25.8368	26.4958	27.1716	27.8646	28.5754	29.3042	30.0516
	Biweekly	1,777.05	1,822.37	1,868.86	1,916.52	1,965.41	2,015.54	2,066.94	2,119.66	2,173.73	2,229.17	2,286.03	2,344.34	2,404.13
	Annual	46,203.29	47,381.75	48,590.27	49,829.61	51,100.56	52,403.94	53,740.55	55,111.26	56,516.92	57,958.44	59,436.73	60,952.73	62,507.39
U58	Hourly	22.7682	23.3489	23.9445	24.5552	25.1815	25.8238	26.4825	27.1579	27.8506	28.5610	29.2894	30.0365	30.8026
	Biweekly	1,821.46	1,867.92	1,915.56	1,964.42	2,014.52	2,065.90	2,118.60	2,172.63	2,228.05	2,284.88	2,343.16	2,402.92	2,464.21
	Annual	47,357.90	48,565.81	49,804.53	51,074.84	52,377.56	53,713.50	55,083.51	56,488.47	57,929.27	59,406.81	60,922.04	62,475.92	64,069.43
U59	Hourly	23.3375	23.9327	24.5431	25.1691	25.8111	26.4694	27.1446	27.8369	28.5469	29.2750	30.0217	30.7875	31.5727
	Biweekly	1,867.00	1,914.62	1,963.45	2,013.53	2,064.89	2,117.55	2,171.57	2,226.95	2,283.75	2,342.00	2,401.74	2,463.00	2,525.82
	Annual	48,541.92	49,780.03	51,049.72	52,351.80	53,687.08	55,056.42	56,460.69	57,900.78	59,377.60	60,892.08	62,445.20	64,037.92	65,671.27
U60	Hourly	23.9208	24.5310	25.1567	25.7983	26.4563	27.1311	27.8231	28.5328	29.2605	30.0069	30.7722	31.5571	32.3620
	Biweekly	1,913.67	1,962.48	2,012.53	2,063.86	2,116.51	2,170.49	2,225.85	2,282.62	2,340.84	2,400.55	2,461.78	2,524.57	2,588.96
	Annual	49,755.37	51,024.43	52,325.85	53,660.48	55,029.14	56,432.72	57,872.09	59,348.17	60,861.91	62,414.25	64,006.19	65,638.73	67,312.91
U61	Hourly	24.5189	25.1443	25.7856	26.4433	27.1177	27.8094	28.5187	29.2461	29.9921	30.7570	31.5415	32.3460	33.1710
	Biweekly	1,961.51	2,011.54	2,062.85	2,115.46	2,169.42	2,224.75	2,281.50	2,339.69	2,399.36	2,460.56	2,523.32	2,587.68	2,653.68
	Annual	50,999.28	52,300.06	53,634.03	55,002.02	56,404.90	57,843.56	59,318.92	60,831.91	62,383.49	63,974.64	65,606.38	67,279.73	68,995.77
U62	Hourly	25.1321	25.7731	26.4305	27.1046	27.7959	28.5049	29.2319	29.9775	30.7421	31.5262	32.3303	33.1550	34.0006
	Biweekly	2,010.57	2,061.85	2,114.44	2,168.37	2,223.67	2,280.39	2,338.55	2,398.20	2,459.37	2,522.10	2,586.43	2,652.40	2,720.05
	Annual	52,274.70	53,608.02	54,975.35	56,377.55	57,815.52	59,290.16	60,802.41	62,353.24	63,943.62	65,574.57	67,247.11	68,962.32	70,721.27
U63	Hourly	25.7604	26.4175	27.0913	27.7822	28.4909	29.2175	29.9628	30.7270	31.5107	32.3144	33.1386	33.9839	34.8507
	Biweekly	2,060.83	2,113.40	2,167.30	2,222.58	2,279.27	2,337.40	2,397.02	2,458.16	2,520.86	2,585.16	2,651.09	2,718.71	2,788.05
	Annual	53,581.65	54,948.30	56,349.82	57,787.07	59,260.99	60,772.50	62,322.57	63,912.16	65,542.31	67,214.03	68,928.39	70,686.48	72,489.41

CITY OF BANNING

Grade Step Table - IBEWU

UTILITY EMPLOYEES UNIT

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U64	Hourly	26.4044	27.0779	27.7685	28.4768	29.2031	29.9480	30.7118	31.4952	32.2985	33.1223	33.9671	34.8335	35.7219
	Biweekly	2,112.35	2,166.23	2,221.48	2,278.14	2,336.25	2,395.84	2,456.95	2,519.61	2,583.88	2,649.78	2,717.37	2,786.68	2,857.75
	Annual	54,921.17	56,321.98	57,758.53	59,231.72	60,742.49	62,291.78	63,880.60	65,509.94	67,180.83	68,894.35	70,651.57	72,453.61	74,301.61
U65	Hourly	27.0646	27.7549	28.4628	29.1888	29.9333	30.6967	31.4797	32.2826	33.1060	33.9504	34.8163	35.7044	36.6150
	Biweekly	2,165.17	2,220.39	2,277.02	2,335.10	2,394.66	2,455.74	2,518.37	2,582.61	2,648.48	2,716.03	2,785.31	2,856.35	2,929.20
	Annual	56,294.30	57,730.14	59,202.61	60,712.63	62,261.17	63,849.20	65,477.74	67,147.81	68,860.48	70,616.84	72,417.99	74,265.09	76,159.29
U66	Hourly	27.7409	28.4485	29.1741	29.9182	30.6813	31.4638	32.2663	33.0893	33.9333	34.7988	35.6864	36.5966	37.5300
	Biweekly	2,219.27	2,275.88	2,333.92	2,393.45	2,454.50	2,517.11	2,581.31	2,647.15	2,714.66	2,783.90	2,854.91	2,927.73	3,002.40
	Annual	57,701.05	59,172.78	60,682.04	62,229.79	63,817.03	65,444.74	67,113.98	68,825.79	70,581.26	72,381.50	74,227.66	76,120.92	78,062.46
U67	Hourly	28.4344	29.1596	29.9034	30.6661	31.4483	32.2504	33.0730	33.9165	34.7816	35.6687	36.5785	37.5115	38.4682
	Biweekly	2,274.75	2,332.77	2,392.27	2,453.29	2,515.86	2,580.03	2,645.84	2,713.32	2,782.53	2,853.50	2,926.28	3,000.92	3,077.46
	Annual	59,143.53	60,652.04	62,199.03	63,785.48	65,412.39	67,080.80	68,791.77	70,546.37	72,345.72	74,190.97	76,083.29	78,023.87	80,013.95
U68	Hourly	29.1451	29.8884	30.6508	31.4325	32.2343	33.0564	33.8996	34.7642	35.6509	36.5602	37.4927	38.4490	39.4297
	Biweekly	2,331.60	2,391.07	2,452.06	2,514.60	2,578.74	2,644.51	2,711.97	2,781.14	2,852.07	2,924.82	2,999.42	3,075.92	3,154.38
	Annual	60,621.72	62,167.94	63,753.59	65,379.69	67,047.27	68,757.38	70,511.10	72,309.56	74,153.88	76,045.25	77,984.86	79,973.95	82,013.76
U69	Hourly	29.8739	30.6359	31.4173	32.2186	33.0404	33.8831	34.7473	35.6336	36.5425	37.4745	38.4303	39.4105	40.4157
	Biweekly	2,389.91	2,450.87	2,513.38	2,577.49	2,643.23	2,710.65	2,779.79	2,850.69	2,923.40	2,997.96	3,074.43	3,152.84	3,233.26
	Annual	62,137.74	63,722.62	65,347.93	67,014.70	68,723.97	70,476.85	72,274.43	74,117.86	76,008.31	77,946.98	79,935.09	81,973.92	84,064.75
U70	Hourly	30.6209	31.4020	32.2029	33.0243	33.8666	34.7304	35.6162	36.5247	37.4562	38.4116	39.3913	40.3961	41.4264
	Biweekly	2,449.68	2,512.16	2,576.23	2,641.94	2,709.33	2,778.43	2,849.30	2,921.97	2,996.50	3,072.93	3,151.31	3,231.68	3,314.11
	Annual	63,691.57	65,316.09	66,982.04	68,690.49	70,442.51	72,239.21	74,081.75	75,971.28	77,909.00	79,896.15	81,933.98	84,023.79	86,166.90
U71	Hourly	31.3862	32.1867	33.0077	33.8496	34.7129	35.5983	36.5063	37.4374	38.3923	39.3715	40.3757	41.4056	42.4616
	Biweekly	2,510.89	2,574.94	2,640.61	2,707.96	2,777.03	2,847.86	2,920.50	2,994.99	3,071.38	3,149.72	3,230.06	3,312.44	3,396.93
	Annual	65,283.23	66,948.35	68,655.93	70,407.07	72,202.87	74,044.48	75,933.06	77,869.81	79,855.95	81,892.76	83,981.52	86,123.55	88,320.22

CITY OF BANNING

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U72	Hourly	32.1711	32.9916	33.8331	34.6961	35.5810	36.4886	37.4192	38.3737	39.3524	40.3561	41.3855	42.4410	43.5235
	Biweekly	2,573.69	2,639.33	2,706.65	2,775.69	2,846.48	2,919.09	2,993.54	3,069.89	3,148.19	3,228.49	3,310.84	3,395.28	3,481.88
	Annual	66,915.87	68,622.62	70,372.91	72,167.84	74,008.55	75,896.22	77,832.03	79,817.21	81,853.03	83,940.77	86,081.76	88,277.37	90,528.97
U73	Hourly	32.9752	33.8163	34.6788	35.5633	36.4704	37.4006	38.3545	39.3328	40.3360	41.3648	42.4199	43.5019	44.6114
	Biweekly	2,638.02	2,705.30	2,774.30	2,845.06	2,917.63	2,992.05	3,068.36	3,146.62	3,226.88	3,309.19	3,393.59	3,480.15	3,568.91
	Annual	68,588.42	70,337.84	72,131.87	73,971.67	75,858.39	77,793.24	79,777.43	81,812.23	83,898.94	86,038.86	88,233.37	90,483.85	92,791.73
U74	Hourly	33.7995	34.6616	35.5457	36.4523	37.3821	38.3355	39.3133	40.3160	41.3444	42.3989	43.4803	44.5893	45.7266
	Biweekly	2,703.96	2,772.93	2,843.66	2,916.19	2,990.57	3,066.84	3,145.07	3,225.28	3,307.55	3,391.91	3,478.42	3,567.15	3,658.13
	Annual	70,303.00	72,096.15	73,935.03	75,820.82	77,754.71	79,737.92	81,771.71	83,857.38	85,996.25	88,189.67	90,439.03	92,745.77	95,111.35
U75	Hourly	34.6445	35.5282	36.4344	37.3637	38.3167	39.2940	40.2962	41.3240	42.3780	43.4589	44.5674	45.7041	46.8698
	Biweekly	2,771.56	2,842.26	2,914.75	2,989.09	3,065.33	3,143.52	3,223.70	3,305.92	3,390.24	3,476.71	3,565.39	3,656.33	3,749.59
	Annual	72,060.65	73,898.63	75,783.49	77,716.43	79,698.66	81,731.45	83,816.10	85,953.91	88,146.25	90,394.51	92,700.11	95,064.52	97,489.24
U76	Hourly	35.5108	36.4165	37.3454	38.2979	39.2747	40.2765	41.3038	42.3572	43.4376	44.5455	45.6817	46.8469	48.0417
	Biweekly	2,840.86	2,913.32	2,987.63	3,063.83	3,141.98	3,222.12	3,304.30	3,388.58	3,475.01	3,563.64	3,654.54	3,747.75	3,843.34
	Annual	73,862.43	75,746.37	77,678.36	79,659.62	81,691.42	83,775.04	85,911.80	88,103.07	90,350.23	92,654.70	95,017.95	97,441.48	99,926.82
U77	Hourly	36.3987	37.3271	38.2792	39.2555	40.2568	41.2836	42.3366	43.4164	44.5238	45.6594	46.8240	48.0183	49.2430
	Biweekly	2,911.90	2,986.17	3,062.34	3,140.44	3,220.54	3,302.69	3,386.93	3,473.31	3,561.90	3,652.75	3,745.92	3,841.46	3,939.44
	Annual	75,709.39	77,640.43	79,620.73	81,651.53	83,734.14	85,869.86	88,060.06	90,306.12	92,609.47	94,971.56	97,393.91	99,878.04	102,425.53
U78	Hourly	37.3084	38.2600	39.2359	40.2366	41.2629	42.3153	43.3946	44.5015	45.6365	46.8005	47.9942	49.2184	50.4737
	Biweekly	2,984.67	3,060.80	3,138.87	3,218.93	3,301.03	3,385.23	3,471.57	3,560.12	3,650.92	3,744.04	3,839.54	3,937.47	4,037.90
	Annual	77,601.52	79,580.82	81,610.61	83,692.17	85,826.82	88,015.92	90,260.86	92,563.05	94,923.96	97,345.09	99,827.98	102,374.19	104,985.35
U79	Hourly	38.2413	39.2167	40.2170	41.2428	42.2947	43.3735	44.4797	45.6142	46.7777	47.9708	49.1943	50.4491	51.7358
	Biweekly	3,059.31	3,137.34	3,217.36	3,299.42	3,383.58	3,469.88	3,558.38	3,649.14	3,742.21	3,837.66	3,935.55	4,035.93	4,138.87
	Annual	79,541.98	81,570.77	83,651.32	85,784.93	87,972.96	90,216.80	92,517.87	94,877.63	97,297.58	99,779.25	102,324.22	104,934.10	107,610.55

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U80	Hourly	39.1970	40.1967	41.2220	42.2734	43.3516	44.4574	45.5913	46.7541	47.9466	49.1696	50.4237	51.7098	53.0287
	Biweekly	3,135.76	3,215.74	3,297.76	3,381.87	3,468.13	3,556.59	3,647.30	3,740.33	3,835.73	3,933.57	4,033.90	4,136.78	4,242.30
	Annual	81,529.71	83,609.21	85,741.75	87,928.67	90,171.38	92,471.29	94,829.87	97,248.60	99,729.02	102,272.71	104,881.28	107,556.38	110,299.71

POWERLINE APPRENTICE 1	PHASE 1	PHASE 2	PHASE 3	PHASE 4	PHASE 5	PHASE 6	PHASE 7 - PROBATIONARY POWERLINE TECH	
U67	65% U75 13	70% U75 13	75% U75 13	80% U75 13	85% U75 13	90% U75 13	95% U75 13	
	Hourly	30.4654	32.8089	35.1524	37.4959	39.8394	42.1828	44.5263
	Biweekly	2,437.23	2,624.71	2,812.19	2,999.67	3,187.15	3,374.63	3,562.11
	Annual	63,368.00	68,242.47	73,116.93	77,991.39	82,865.85	87,740.31	92,614.77

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U40	Hourly	15.0362	15.4198	15.8130	16.2164	16.6300	17.0542	17.4891	17.9352	18.3927	18.8618	19.3429	19.8362	20.3422
	Biweekly	1,202.90	1,233.58	1,265.04	1,297.31	1,330.40	1,364.33	1,399.13	1,434.82	1,471.41	1,508.94	1,547.43	1,586.90	1,627.37
	Annual	31,275.37	32,073.08	32,891.14	33,730.06	34,590.38	35,472.64	36,377.41	37,305.25	38,256.76	39,232.53	40,233.20	41,259.39	42,311.75
U41	Hourly	15.4119	15.8050	16.2081	16.6215	17.0454	17.4802	17.9260	18.3833	18.8521	19.3330	19.8261	20.3318	20.8504
	Biweekly	1,232.95	1,264.40	1,296.65	1,329.72	1,363.63	1,398.41	1,434.08	1,470.66	1,508.17	1,546.64	1,586.09	1,626.54	1,668.03
	Annual	32,056.66	32,874.30	33,712.79	34,572.67	35,454.48	36,358.78	37,286.15	38,237.17	39,212.45	40,212.60	41,238.26	42,290.09	43,368.74
U42	Hourly	15.7974	16.2003	16.6135	17.0372	17.4718	17.9174	18.3744	18.8431	19.3237	19.8166	20.3220	20.8403	21.3719
	Biweekly	1,263.79	1,296.02	1,329.08	1,362.98	1,397.74	1,433.39	1,469.95	1,507.45	1,545.90	1,585.33	1,625.76	1,667.23	1,709.75
	Annual	32,858.51	33,696.60	34,556.07	35,437.45	36,341.32	37,268.24	38,218.81	39,193.62	40,193.29	41,218.46	42,269.78	43,347.91	44,453.54
U43	Hourly	16.1907	16.6036	17.0271	17.4614	17.9068	18.3635	18.8319	19.3122	19.8048	20.3099	20.8280	21.3592	21.9040
	Biweekly	1,295.25	1,328.29	1,362.17	1,396.91	1,432.54	1,469.08	1,506.55	1,544.98	1,584.38	1,624.80	1,666.24	1,708.74	1,752.32
	Annual	33,676.59	34,535.55	35,416.41	36,319.74	37,246.12	38,196.12	39,170.35	40,169.42	41,193.99	42,244.68	43,322.17	44,427.15	45,560.31
U44	Hourly	16.5970	17.0203	17.4544	17.8996	18.3562	18.8244	19.3045	19.7969	20.3018	20.8196	21.3507	21.8952	22.4537
	Biweekly	1,327.76	1,361.62	1,396.35	1,431.97	1,468.49	1,505.95	1,544.36	1,583.75	1,624.15	1,665.57	1,708.05	1,751.62	1,796.29
	Annual	34,521.73	35,402.24	36,305.21	37,231.21	38,180.83	39,154.67	40,153.35	41,177.50	42,227.77	43,304.83	44,409.37	45,542.07	46,703.67
U45	Hourly	17.0121	17.4461	17.8910	18.3474	18.8153	19.2952	19.7874	20.2921	20.8096	21.3404	21.8847	22.4429	23.0153
	Biweekly	1,360.97	1,395.68	1,431.28	1,467.79	1,505.23	1,543.62	1,582.99	1,623.37	1,664.77	1,707.23	1,750.78	1,795.43	1,841.23
	Annual	35,385.26	36,287.80	37,213.35	38,162.52	39,135.89	40,134.09	41,157.75	42,207.52	43,284.06	44,388.07	45,520.23	46,681.27	47,871.92
U46	Hourly	17.4372	17.8819	18.3380	18.8058	19.2854	19.7773	20.2818	20.7991	21.3296	21.8736	22.4315	23.0036	23.5904
	Biweekly	1,394.97	1,430.56	1,467.04	1,504.46	1,542.83	1,582.19	1,622.54	1,663.93	1,706.37	1,749.89	1,794.52	1,840.29	1,887.23
	Annual	36,269.35	37,194.44	38,143.12	39,115.99	40,113.69	41,136.83	42,186.06	43,262.06	44,365.50	45,497.09	46,657.54	47,847.59	49,067.99
U47	Hourly	17.8732	18.3290	18.7965	19.2760	19.7676	20.2718	20.7889	21.3191	21.8629	22.4205	22.9923	23.5788	24.1802
	Biweekly	1,429.85	1,466.32	1,503.72	1,542.08	1,581.41	1,621.74	1,663.11	1,705.53	1,749.03	1,793.64	1,839.39	1,886.30	1,934.42
	Annual	37,176.16	38,124.38	39,096.78	40,093.98	41,116.62	42,165.34	43,240.81	44,343.71	45,474.74	46,634.62	47,824.08	49,043.88	50,294.79

CITY OF BANNING

Grade Step Table - IBEWU

UTILITY EMPLOYEES UNIT

MOU: The International Brotherhood of Electric Workers - Local 47 (Utility Unit)
2.5506% Between Steps

Effective: 7/1/2018
COLA 3%

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
U48	Hourly	18.3200	18.7873	19.2665	19.7579	20.2619	20.7787	21.3086	21.8521	22.4095	22.9811	23.5672	24.1683	24.7848
	Biweekly	1,465.60	1,502.99	1,541.32	1,580.63	1,620.95	1,662.29	1,704.69	1,748.17	1,792.76	1,838.49	1,885.38	1,933.47	1,982.78
	Annual	38,105.70	39,077.63	40,074.34	41,096.48	42,144.68	43,219.63	44,321.99	45,452.46	46,611.77	47,800.65	49,019.86	50,270.16	51,552.35
U49	Hourly	18.7784	19.2574	19.7485	20.2522	20.7688	21.2985	21.8418	22.3989	22.9702	23.5560	24.1569	24.7730	25.4049
	Biweekly	1,502.27	1,540.59	1,579.88	1,620.18	1,661.50	1,703.88	1,747.34	1,791.91	1,837.61	1,884.48	1,932.55	1,981.84	2,032.39
	Annual	39,059.05	40,055.29	41,076.94	42,124.65	43,199.08	44,300.91	45,430.85	46,589.61	47,777.93	48,996.55	50,246.26	51,527.84	52,842.11
U50	Hourly	19.2477	19.7386	20.2420	20.7583	21.2878	21.8308	22.3876	22.9586	23.5442	24.1447	24.7605	25.3921	26.0397
	Biweekly	1,539.81	1,579.09	1,619.36	1,660.67	1,703.02	1,746.46	1,791.01	1,836.69	1,883.53	1,931.58	1,980.84	2,031.37	2,083.18
	Annual	40,035.12	41,056.26	42,103.44	43,177.33	44,278.61	45,407.98	46,566.15	47,753.87	48,971.88	50,220.96	51,501.89	52,815.50	54,162.61
U51	Hourly	19.7289	20.2321	20.7481	21.2773	21.8200	22.3766	22.9473	23.5326	24.1328	24.7484	25.3796	26.0269	26.6908
	Biweekly	1,578.31	1,618.57	1,659.85	1,702.19	1,745.60	1,790.13	1,835.78	1,882.61	1,930.63	1,979.87	2,030.37	2,082.15	2,135.26
	Annual	41,036.08	42,082.75	43,156.11	44,256.85	45,385.66	46,543.27	47,730.40	48,947.81	50,196.28	51,476.58	52,789.54	54,135.99	55,516.79
U52	Hourly	20.2221	20.7379	21.2668	21.8092	22.3655	22.9360	23.5210	24.1209	24.7361	25.3670	26.0140	26.6776	27.3580
	Biweekly	1,617.77	1,659.03	1,701.34	1,744.74	1,789.24	1,834.88	1,881.68	1,929.67	1,978.89	2,029.36	2,081.12	2,134.20	2,188.64
	Annual	42,061.93	43,134.76	44,234.95	45,363.21	46,520.24	47,706.79	48,923.60	50,171.44	51,451.12	52,763.43	54,109.21	55,489.32	56,904.63
U53	Hourly	20.7278	21.2564	21.7986	22.3546	22.9248	23.5095	24.1091	24.7241	25.3547	26.0014	26.6646	27.3447	28.0421
	Biweekly	1,658.22	1,700.52	1,743.89	1,788.37	1,833.98	1,880.76	1,928.73	1,977.93	2,028.37	2,080.11	2,133.17	2,187.57	2,243.37
	Annual	43,113.75	44,213.40	45,341.11	46,497.58	47,683.55	48,899.77	50,147.00	51,426.05	52,737.73	54,082.85	55,462.29	56,876.91	58,327.62
U54	Hourly	21.2460	21.7879	22.3436	22.9135	23.4979	24.0973	24.7119	25.3422	25.9886	26.6514	27.3312	28.0283	28.7432
	Biweekly	1,699.68	1,743.03	1,787.49	1,833.08	1,879.83	1,927.78	1,976.95	2,027.38	2,079.09	2,132.11	2,186.50	2,242.27	2,299.46
	Annual	44,191.63	45,318.78	46,474.68	47,660.07	48,875.68	50,122.31	51,400.73	52,711.75	54,056.22	55,434.98	56,848.90	58,298.89	59,785.86
U55	Hourly	21.7771	22.3326	22.9022	23.4863	24.0853	24.6997	25.3297	25.9757	26.6383	27.3177	28.0145	28.7290	29.4618
	Biweekly	1,742.17	1,786.60	1,832.17	1,878.90	1,926.83	1,975.97	2,026.37	2,078.06	2,131.06	2,185.42	2,241.16	2,298.32	2,356.94
	Annual	45,296.38	46,451.71	47,636.50	48,851.52	50,097.53	51,375.32	52,685.69	54,029.50	55,407.57	56,820.80	58,270.07	59,756.30	61,280.45

CITY OF BANNING

Grade Step Table - IBEWU

UTILITY EMPLOYEES UNIT

MOU: The International Brotherhood of Electric Workers - Local 47 (Utility Unit)
2.5506% Between Steps

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COLA 3%

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U56	Hourly	22.3213	22.8906	23.4745	24.0732	24.6872	25.3169	25.9626	26.6248	27.3039	28.0003	28.7145	29.4469	30.1980
	Biweekly	1,785.70	1,831.25	1,877.96	1,925.86	1,974.98	2,025.35	2,077.01	2,129.99	2,184.31	2,240.03	2,297.16	2,355.75	2,415.84
	Annual	46,428.27	47,612.47	48,826.88	50,072.25	51,349.40	52,659.11	54,002.24	55,379.62	56,792.13	58,240.67	59,726.16	61,249.53	62,811.76
U57	Hourly	22.8795	23.4631	24.0615	24.6752	25.3046	25.9500	26.6119	27.2907	27.9867	28.7006	29.4326	30.1833	30.9532
	Biweekly	1,830.36	1,877.05	1,924.92	1,974.02	2,024.37	2,076.00	2,128.95	2,183.25	2,238.94	2,296.05	2,354.61	2,414.67	2,476.25
	Annual	47,589.39	48,803.20	50,047.97	51,324.50	52,633.58	53,976.05	55,352.77	56,764.59	58,212.43	59,697.20	61,219.83	62,781.31	64,382.61
U58	Hourly	23.4513	24.0494	24.6628	25.2919	25.9370	26.5985	27.2769	27.9727	28.6861	29.4178	30.1681	30.9376	31.7267
	Biweekly	1,876.10	1,923.95	1,973.03	2,023.35	2,074.96	2,127.88	2,182.15	2,237.81	2,294.89	2,353.42	2,413.45	2,475.01	2,538.14
	Annual	48,778.63	50,022.78	51,298.66	52,607.09	53,948.88	55,324.90	56,736.02	58,183.13	59,667.15	61,189.02	62,749.70	64,350.20	65,991.51
U59	Hourly	24.0376	24.6507	25.2794	25.9242	26.5854	27.2635	27.9589	28.6720	29.4033	30.1533	30.9224	31.7111	32.5199
	Biweekly	1,923.01	1,972.06	2,022.35	2,073.94	2,126.83	2,181.08	2,236.71	2,293.76	2,352.27	2,412.26	2,473.79	2,536.89	2,601.59
	Annual	49,998.18	51,273.43	52,581.21	53,922.35	55,297.69	56,708.12	58,154.51	59,637.80	61,158.92	62,718.84	64,318.55	65,959.06	67,641.41
U60	Hourly	24.6385	25.2669	25.9114	26.5723	27.2500	27.9450	28.6578	29.3888	30.1383	30.9071	31.6954	32.5038	33.3328
	Biweekly	1,971.08	2,021.35	2,072.91	2,125.78	2,180.00	2,235.60	2,292.63	2,351.10	2,411.07	2,472.56	2,535.63	2,600.30	2,666.63
	Annual	51,248.03	52,555.16	53,895.63	55,270.29	56,680.02	58,125.70	59,608.25	61,128.62	62,687.77	64,286.68	65,926.38	67,607.89	69,332.30
U61	Hourly	25.2544	25.8986	26.5592	27.2366	27.9313	28.6437	29.3743	30.1235	30.8918	31.6798	32.4878	33.3164	34.1662
	Biweekly	2,020.36	2,071.89	2,124.73	2,178.93	2,234.50	2,291.50	2,349.94	2,409.88	2,471.35	2,534.38	2,599.02	2,665.31	2,733.29
	Annual	52,529.25	53,869.07	55,243.05	56,652.08	58,097.05	59,578.87	61,098.49	62,656.87	64,254.99	65,893.88	67,574.57	69,298.13	71,065.64
U62	Hourly	25.8860	26.5463	27.2234	27.9177	28.6298	29.3600	30.1089	30.8768	31.6644	32.4720	33.3003	34.1496	35.0206
	Biweekly	2,070.88	2,123.70	2,177.87	2,233.42	2,290.38	2,348.80	2,408.71	2,470.15	2,533.15	2,597.76	2,664.02	2,731.97	2,801.65
	Annual	53,842.95	55,216.26	56,624.61	58,068.88	59,549.98	61,068.86	62,626.49	64,223.84	65,861.93	67,541.80	69,264.53	71,031.19	72,842.91
U63	Hourly	26.5332	27.2100	27.9040	28.6157	29.3456	30.0941	30.8617	31.6488	32.4560	33.2839	34.1328	35.0034	35.8962
	Biweekly	2,122.66	2,176.80	2,232.32	2,289.26	2,347.65	2,407.53	2,468.93	2,531.90	2,596.48	2,662.71	2,730.62	2,800.27	2,871.70
	Annual	55,189.10	56,596.75	58,040.31	59,520.69	61,038.82	62,595.68	64,192.24	65,829.53	67,508.58	69,230.45	70,996.24	72,807.07	74,664.09

CITY OF BANNING

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U64	Hourly	27.1965	27.8902	28.6016	29.3311	30.0792	30.8464	31.6332	32.4400	33.2674	34.1160	34.9861	35.8785	36.7936
	Biweekly	2,175.72	2,231.22	2,288.13	2,346.49	2,406.34	2,467.71	2,530.65	2,595.20	2,661.39	2,729.28	2,798.89	2,870.28	2,943.49
	Annual	56,568.80	58,011.64	59,491.29	61,008.67	62,564.76	64,160.54	65,797.02	67,475.24	69,196.26	70,961.18	72,771.11	74,627.21	76,530.66
U65	Hourly	27.8765	28.5875	29.3167	30.0644	30.8313	31.6176	32.4241	33.2511	34.0992	34.9689	35.8608	36.7755	37.7135
	Biweekly	2,230.12	2,287.00	2,345.33	2,405.15	2,466.50	2,529.41	2,593.93	2,660.09	2,727.93	2,797.51	2,868.87	2,942.04	3,017.08
	Annual	57,983.13	59,462.05	60,978.69	62,534.01	64,129.00	65,764.67	67,442.07	69,162.25	70,926.30	72,735.34	74,590.53	76,493.04	78,444.07
U66	Hourly	28.5731	29.3019	30.0493	30.8157	31.6017	32.4077	33.2343	34.0820	34.9513	35.8428	36.7570	37.6945	38.6559
	Biweekly	2,285.85	2,344.15	2,403.94	2,465.26	2,528.14	2,592.62	2,658.75	2,726.56	2,796.10	2,867.42	2,940.56	3,015.56	3,092.47
	Annual	59,432.08	60,947.96	62,502.50	64,096.69	65,731.54	67,408.09	69,127.40	70,890.56	72,698.69	74,552.95	76,454.49	78,404.54	80,404.33
U67	Hourly	29.2874	30.0344	30.8005	31.5861	32.3917	33.2179	34.0652	34.9340	35.8250	36.7388	37.6759	38.6368	39.6223
	Biweekly	2,342.99	2,402.75	2,464.04	2,526.89	2,591.34	2,657.43	2,725.21	2,794.72	2,866.00	2,939.10	3,014.07	3,090.95	3,169.78
	Annual	60,917.83	62,471.60	64,065.00	65,699.05	67,374.77	69,093.23	70,855.52	72,662.76	74,516.10	76,416.70	78,365.79	80,364.59	82,414.36
U68	Hourly	30.0194	30.7851	31.5703	32.3755	33.2013	34.0481	34.9166	35.8071	36.7204	37.6570	38.6175	39.6025	40.6126
	Biweekly	2,401.55	2,462.81	2,525.62	2,590.04	2,656.10	2,723.85	2,793.32	2,864.57	2,937.63	3,012.56	3,089.40	3,168.20	3,249.01
	Annual	62,440.37	64,032.98	65,666.20	67,341.08	69,058.69	70,820.10	72,626.43	74,478.84	76,378.50	78,326.61	80,324.41	82,373.16	84,474.17
U69	Hourly	30.7701	31.5550	32.3598	33.1852	34.0316	34.8996	35.7897	36.7026	37.6387	38.5987	39.5832	40.5929	41.6282
	Biweekly	2,461.61	2,524.40	2,588.78	2,654.81	2,722.53	2,791.97	2,863.18	2,936.21	3,011.10	3,087.90	3,166.66	3,247.43	3,330.26
	Annual	64,001.87	65,634.30	67,308.37	69,025.14	70,785.69	72,591.15	74,442.66	76,341.40	78,288.56	80,285.39	82,333.15	84,433.14	86,586.69
U70	Hourly	31.5396	32.3440	33.1690	34.0150	34.8826	35.7723	36.6847	37.6204	38.5799	39.5640	40.5731	41.6079	42.6692
	Biweekly	2,523.17	2,587.52	2,653.52	2,721.20	2,790.61	2,861.78	2,934.78	3,009.63	3,086.39	3,165.12	3,245.85	3,328.63	3,413.53
	Annual	65,602.32	67,275.57	68,991.51	70,751.20	72,555.78	74,406.39	76,304.20	78,250.41	80,246.27	82,293.03	84,392.00	86,544.50	88,751.90
U71	Hourly	32.3278	33.1523	33.9979	34.8650	35.7543	36.6663	37.6015	38.5605	39.5441	40.5527	41.5870	42.6477	43.7355
	Biweekly	2,586.22	2,652.18	2,719.83	2,789.20	2,860.34	2,933.30	3,008.12	3,084.84	3,163.52	3,244.21	3,326.96	3,411.82	3,498.84
	Annual	67,241.73	68,956.80	70,715.61	72,519.28	74,368.96	76,265.81	78,211.05	80,205.90	82,251.63	84,349.54	86,500.96	88,707.26	90,969.82

CITY OF BANNING

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U72	Hourly	33.1362	33.9814	34.8481	35.7370	36.6485	37.5832	38.5418	39.5249	40.5330	41.5668	42.6270	43.7143	44.8292
	Biweekly	2,650.90	2,718.51	2,787.85	2,858.96	2,931.88	3,006.66	3,083.35	3,161.99	3,242.64	3,325.35	3,410.16	3,497.14	3,586.34
	Annual	68,923.34	70,681.30	72,484.10	74,332.88	76,228.81	78,173.10	80,166.99	82,211.73	84,308.62	86,458.99	88,664.22	90,925.69	93,244.84
U73	Hourly	33.9645	34.8308	35.7191	36.6302	37.5645	38.5226	39.5052	40.5128	41.5461	42.6058	43.6925	44.8069	45.9498
	Biweekly	2,717.16	2,786.46	2,857.53	2,930.42	3,005.16	3,081.81	3,160.41	3,241.02	3,323.69	3,408.46	3,495.40	3,584.55	3,675.98
	Annual	70,646.07	72,447.97	74,295.83	76,190.82	78,134.14	80,127.03	82,170.75	84,266.60	86,415.90	88,620.03	90,880.37	93,198.36	95,575.48
U74	Hourly	34.8135	35.7015	36.6121	37.5459	38.5035	39.4856	40.4927	41.5255	42.5847	43.6708	44.7847	45.9270	47.0984
	Biweekly	2,785.08	2,856.12	2,928.96	3,003.67	3,080.28	3,158.85	3,239.42	3,322.04	3,406.77	3,493.67	3,582.78	3,674.16	3,767.87
	Annual	72,412.09	74,259.03	76,153.08	78,095.44	80,087.35	82,130.05	84,224.86	86,373.10	88,576.14	90,835.36	93,152.21	95,528.15	97,964.69
U75	Hourly	35.6839	36.5940	37.5274	38.4846	39.4662	40.4728	41.5051	42.5637	43.6493	44.7627	45.9044	47.0752	48.2759
	Biweekly	2,854.71	2,927.52	3,002.19	3,078.77	3,157.29	3,237.82	3,320.41	3,405.10	3,491.95	3,581.01	3,672.35	3,766.02	3,862.07
	Annual	74,222.47	76,115.59	78,057.00	80,047.92	82,089.62	84,183.40	86,330.58	88,532.53	90,790.64	93,106.34	95,481.11	97,916.46	100,413.91
U76	Hourly	35.5108	36.4165	37.3454	38.2979	39.2747	40.2765	41.3038	42.3572	43.4376	44.5455	45.6817	46.8469	48.0417
	Biweekly	2,840.86	2,913.32	2,987.63	3,063.83	3,141.98	3,222.12	3,304.30	3,388.58	3,475.01	3,563.64	3,654.54	3,747.75	3,843.34
	Annual	73,862.43	75,746.37	77,678.36	79,659.62	81,691.42	83,775.04	85,911.80	88,103.07	90,350.23	92,654.70	95,017.95	97,441.48	99,926.82
U77	Hourly	37.4907	38.4469	39.4276	40.4332	41.4645	42.5221	43.6067	44.7189	45.8595	47.0292	48.2287	49.4588	50.7203
	Biweekly	2,999.26	3,075.76	3,154.21	3,234.66	3,317.16	3,401.77	3,488.53	3,577.51	3,668.76	3,762.33	3,858.30	3,956.71	4,057.63
	Annual	77,980.67	79,969.64	82,009.35	84,101.08	86,246.16	88,445.96	90,701.86	93,015.30	95,387.75	97,820.71	100,315.72	102,874.38	105,498.29
U78	Hourly	38.4277	39.4078	40.4129	41.4437	42.5008	43.5848	44.6965	45.8365	47.0056	48.2045	49.4340	50.6949	51.9879
	Biweekly	3,074.21	3,152.62	3,233.04	3,315.50	3,400.06	3,486.78	3,575.72	3,666.92	3,760.45	3,856.36	3,954.72	4,055.59	4,159.03
	Annual	79,929.56	81,968.25	84,058.93	86,202.94	88,401.63	90,656.40	92,968.68	95,339.94	97,771.68	100,265.45	102,822.82	105,445.42	108,134.91
U79	Hourly	39.3886	40.3932	41.4235	42.4800	43.5635	44.6747	45.8141	46.9827	48.1810	49.4099	50.6702	51.9626	53.2879
	Biweekly	3,151.09	3,231.46	3,313.88	3,398.40	3,485.08	3,573.97	3,665.13	3,758.61	3,854.48	3,952.79	4,053.61	4,157.00	4,263.03
	Annual	81,928.24	84,017.90	86,160.86	88,358.48	90,612.15	92,923.30	95,293.40	97,723.96	100,216.50	102,772.63	105,393.94	108,082.12	110,838.87

CITY OF BANNING

Grade Step Table - IBEWU

UTILITY EMPLOYEES UNIT

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

2.5506% Between Steps

Effective: 7/1/2018

COLA 3%

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
U80	Hourly	40.3729	41.4026	42.4587	43.5416	44.6522	45.7911	46.9590	48.1568	49.3850	50.6447	51.9364	53.2611	54.6196
	Biweekly	3,229.83	3,312.21	3,396.69	3,483.33	3,572.17	3,663.29	3,756.72	3,852.54	3,950.80	4,051.57	4,154.91	4,260.89	4,369.57
	Annual	83,975.60	86,117.48	88,314.00	90,566.53	92,876.52	95,245.43	97,674.76	100,166.06	102,720.89	105,340.89	108,027.71	110,783.07	113,608.70

POWERLINE APPRENTICE 1	PHASE 1	PHASE 2	PHASE 3	PHASE 4	PHASE 5	PHASE 6	PHASE 7 - PROBATIONARY POWERLINE TECH	
U67	65% U75 13	70% U75 13	75% U75 13	80% U75 13	85% U75 13	90% U75 13	95% U75 13	
	Hourly	31.3793	33.7931	36.2069	38.6207	41.0345	43.4483	45.8621
	Biweekly	2,510.35	2,703.45	2,896.56	3,089.66	3,282.76	3,475.87	3,668.97
	Annual	65,269.04	70,289.74	75,310.43	80,331.13	85,351.83	90,372.52	95,393.22

CITY OF BANNING

Grade Step Table - IBEWU

UTILITY EMPLOYEES UNIT

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COLA 3%

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U40	Hourly	15.4873	15.8823	16.2874	16.7029	17.1289	17.5658	18.0138	18.4733	18.9445	19.4276	19.9232	20.4313	20.9525
	Biweekly	1,238.99	1,270.59	1,303.00	1,336.23	1,370.31	1,405.26	1,441.11	1,477.86	1,515.56	1,554.21	1,593.85	1,634.51	1,676.20
	Annual	32,213.64	33,035.28	33,877.87	34,741.96	35,628.09	36,536.82	37,468.73	38,424.41	39,404.46	40,409.51	41,440.20	42,497.17	43,581.10
U41	Hourly	15.8742	16.2791	16.6943	17.1201	17.5568	18.0046	18.4638	18.9348	19.4177	19.9130	20.4209	20.9417	21.4759
	Biweekly	1,269.94	1,302.33	1,335.55	1,369.61	1,404.54	1,440.37	1,477.11	1,514.78	1,553.42	1,593.04	1,633.67	1,675.34	1,718.07
	Annual	33,018.36	33,860.53	34,724.18	35,609.85	36,518.12	37,449.55	38,404.74	39,384.29	40,388.82	41,418.98	42,475.41	43,558.79	44,669.80
U42	Hourly	16.2713	16.6863	17.1119	17.5484	17.9959	18.4549	18.9257	19.4084	19.9034	20.4111	20.9317	21.4656	22.0131
	Biweekly	1,301.70	1,334.90	1,368.95	1,403.87	1,439.68	1,476.40	1,514.05	1,552.67	1,592.27	1,632.89	1,674.53	1,717.24	1,761.04
	Annual	33,844.27	34,707.50	35,592.75	36,500.58	37,431.56	38,386.29	39,365.37	40,369.43	41,399.09	42,455.01	43,537.87	44,648.35	45,787.15
U43	Hourly	16.6764	17.1017	17.5379	17.9853	18.4440	18.9144	19.3969	19.8916	20.3989	20.9192	21.4528	22.0000	22.5611
	Biweekly	1,334.11	1,368.14	1,403.03	1,438.82	1,475.52	1,513.15	1,551.75	1,591.33	1,631.92	1,673.54	1,716.22	1,760.00	1,804.89
	Annual	34,686.89	35,571.62	36,478.91	37,409.34	38,363.50	39,342.00	40,345.46	41,374.51	42,429.80	43,512.02	44,621.84	45,759.96	46,927.12
U44	Hourly	17.0949	17.5309	17.9781	18.4366	18.9069	19.3891	19.8836	20.3908	20.9109	21.4442	21.9912	22.5521	23.1273
	Biweekly	1,367.59	1,402.47	1,438.24	1,474.93	1,512.55	1,551.13	1,590.69	1,631.26	1,672.87	1,715.54	1,759.29	1,804.17	1,850.18
	Annual	35,557.38	36,464.31	37,394.37	38,348.15	39,326.25	40,329.31	41,357.95	42,412.82	43,494.61	44,603.98	45,741.65	46,908.34	48,104.78
U45	Hourly	17.5225	17.9694	18.4278	18.8978	19.3798	19.8741	20.3810	20.9008	21.4339	21.9806	22.5413	23.1162	23.7058
	Biweekly	1,401.80	1,437.55	1,474.22	1,511.82	1,550.38	1,589.93	1,630.48	1,672.07	1,714.71	1,758.45	1,803.30	1,849.30	1,896.46
	Annual	36,446.82	37,376.43	38,329.75	39,307.39	40,309.97	41,338.11	42,392.48	43,473.74	44,582.58	45,719.71	46,885.84	48,081.71	49,308.08
U46	Hourly	17.9603	18.4184	18.8882	19.3699	19.8640	20.3706	20.8902	21.4230	21.9695	22.5298	23.1045	23.6938	24.2981
	Biweekly	1,436.82	1,473.47	1,511.05	1,549.60	1,589.12	1,629.65	1,671.22	1,713.84	1,757.56	1,802.38	1,848.36	1,895.50	1,943.85
	Annual	37,357.43	38,310.27	39,287.41	40,289.47	41,317.10	42,370.93	43,451.64	44,559.92	45,696.47	46,862.00	48,057.26	49,283.01	50,540.03
U47	Hourly	18.4094	18.8789	19.3604	19.8542	20.3606	20.8800	21.4125	21.9587	22.5187	23.0931	23.6821	24.2862	24.9056
	Biweekly	1,472.75	1,510.31	1,548.83	1,588.34	1,628.85	1,670.40	1,713.00	1,756.69	1,801.50	1,847.45	1,894.57	1,942.89	1,992.45
	Annual	38,291.45	39,268.11	40,269.68	41,296.80	42,350.12	43,430.30	44,538.03	45,674.02	46,838.98	48,033.66	49,258.80	50,515.20	51,803.64

CITY OF BANNING

Grade Step Table - IBEWU

UTILITY EMPLOYEES UNIT

MOU: The International Brotherhood of Electric Workers - Local 47 (Utility Unit)
2.5506% Between Steps

Effective: 7/1/2019
COLA 3%

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
U48	Hourly	18.8697	19.3509	19.8445	20.3507	20.8697	21.4020	21.9479	22.5077	23.0818	23.6705	24.2743	24.8934	25.5283
	Biweekly	1,509.57	1,548.08	1,587.56	1,628.05	1,669.58	1,712.16	1,755.83	1,800.62	1,846.54	1,893.64	1,941.94	1,991.47	2,042.27
	Annual	39,248.87	40,249.96	41,276.57	42,329.37	43,409.02	44,516.22	45,651.65	46,816.04	48,010.13	49,234.67	50,490.45	51,778.26	53,098.92
U49	Hourly	19.3417	19.8351	20.3410	20.8598	21.3919	21.9375	22.4970	23.0708	23.6593	24.2627	24.8816	25.5162	26.1670
	Biweekly	1,547.34	1,586.81	1,627.28	1,668.78	1,711.35	1,755.00	1,799.76	1,845.67	1,892.74	1,941.02	1,990.52	2,041.30	2,093.36
	Annual	40,230.82	41,256.95	42,309.25	43,388.39	44,495.05	45,629.94	46,793.78	47,987.30	49,211.27	50,466.45	51,753.65	53,073.67	54,427.37
U50	Hourly	19.8251	20.3307	20.8493	21.3811	21.9264	22.4857	23.0592	23.6473	24.2505	24.8690	25.5033	26.1538	26.8209
	Biweekly	1,586.01	1,626.46	1,667.94	1,710.49	1,754.11	1,798.85	1,844.74	1,891.79	1,940.04	1,989.52	2,040.27	2,092.31	2,145.67
	Annual	41,236.17	42,287.94	43,366.54	44,472.65	45,606.97	46,770.22	47,963.14	49,186.49	50,441.04	51,727.59	53,046.95	54,399.96	55,787.49
U51	Hourly	20.3208	20.8391	21.3706	21.9157	22.4746	23.0479	23.6357	24.2386	24.8568	25.4908	26.1410	26.8077	27.4915
	Biweekly	1,625.66	1,667.12	1,709.65	1,753.25	1,797.97	1,843.83	1,890.86	1,939.09	1,988.54	2,039.26	2,091.28	2,144.62	2,199.32
	Annual	42,267.16	43,345.23	44,450.79	45,584.55	46,747.23	47,939.57	49,162.31	50,416.25	51,702.16	53,020.88	54,373.23	55,760.07	57,182.29
U52	Hourly	20.8287	21.3600	21.9048	22.4635	23.0365	23.6240	24.2266	24.8445	25.4782	26.1280	26.7945	27.4779	28.1787
	Biweekly	1,666.30	1,708.80	1,752.38	1,797.08	1,842.92	1,889.92	1,938.13	1,987.56	2,038.26	2,090.24	2,143.56	2,198.23	2,254.30
	Annual	43,323.78	44,428.80	45,562.00	46,724.11	47,915.85	49,137.99	50,391.31	51,676.59	52,994.65	54,346.33	55,732.49	57,154.00	58,611.77
U53	Hourly	21.3496	21.8941	22.4526	23.0252	23.6125	24.2148	24.8324	25.4658	26.1153	26.7814	27.4645	28.1650	28.8834
	Biweekly	1,707.97	1,751.53	1,796.21	1,842.02	1,889.00	1,937.18	1,986.59	2,037.26	2,089.23	2,142.51	2,197.16	2,253.20	2,310.67
	Annual	44,407.16	45,539.81	46,701.34	47,892.51	49,114.06	50,366.76	51,651.41	52,968.83	54,319.86	55,705.34	57,126.16	58,583.22	60,077.44
U54	Hourly	21.8834	22.4415	23.0139	23.6009	24.2029	24.8202	25.4532	26.1025	26.7682	27.4510	28.1511	28.8692	29.6055
	Biweekly	1,750.67	1,795.32	1,841.11	1,888.07	1,936.23	1,985.61	2,036.26	2,088.20	2,141.46	2,196.08	2,252.09	2,309.53	2,368.44
	Annual	45,517.38	46,678.35	47,868.92	49,089.87	50,341.95	51,625.98	52,942.75	54,293.11	55,677.91	57,098.03	58,554.37	60,047.86	61,579.44
U55	Hourly	22.4304	23.0025	23.5892	24.1909	24.8079	25.4407	26.0896	26.7550	27.4374	28.1372	28.8549	29.5909	30.3456
	Biweekly	1,794.43	1,840.20	1,887.14	1,935.27	1,984.63	2,035.25	2,087.16	2,140.40	2,194.99	2,250.98	2,308.39	2,367.27	2,427.65
	Annual	46,655.27	47,845.26	49,065.60	50,317.07	51,600.45	52,916.57	54,266.26	55,650.38	57,069.80	58,525.42	60,018.17	61,548.99	63,118.86

CITY OF BANNING

Grade Step Table - IBEWU

UTILITY EMPLOYEES UNIT

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Effective: 7/1/2019

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COLA 3%

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U56	Hourly	22.9909	23.5773	24.1787	24.7954	25.4278	26.0764	26.7415	27.4236	28.1230	28.8403	29.5759	30.3303	31.1039
	Biweekly	1,839.27	1,886.19	1,934.30	1,983.63	2,034.23	2,086.11	2,139.32	2,193.88	2,249.84	2,307.23	2,366.07	2,426.42	2,488.31
	Annual	47,821.12	49,040.85	50,291.68	51,574.42	52,889.88	54,238.89	55,622.31	57,041.01	58,495.90	59,987.89	61,517.94	63,087.02	64,696.12
U57	Hourly	23.5659	24.1670	24.7834	25.4155	26.0637	26.7285	27.4103	28.1094	28.8263	29.5616	30.3156	31.0888	31.8818
	Biweekly	1,885.27	1,933.36	1,982.67	2,033.24	2,085.10	2,138.28	2,192.82	2,248.75	2,306.11	2,364.93	2,425.25	2,487.11	2,550.54
	Annual	49,017.07	50,267.30	51,549.41	52,864.23	54,212.59	55,595.33	57,013.35	58,467.53	59,958.80	61,488.11	63,056.43	64,664.75	66,314.09
U58	Hourly	24.1548	24.7709	25.4027	26.0506	26.7151	27.3965	28.0952	28.8118	29.5467	30.3003	31.0732	31.8657	32.6785
	Biweekly	1,932.38	1,981.67	2,032.22	2,084.05	2,137.21	2,191.72	2,247.62	2,304.95	2,363.74	2,424.03	2,485.85	2,549.26	2,614.28
	Annual	50,241.99	51,523.46	52,837.62	54,185.30	55,567.35	56,984.65	58,438.10	59,928.62	61,457.16	63,024.69	64,632.20	66,280.70	67,971.26
U59	Hourly	24.7587	25.3902	26.0378	26.7019	27.3830	28.0814	28.7977	29.5322	30.2854	31.0579	31.8501	32.6624	33.4955
	Biweekly	1,980.70	2,031.22	2,083.03	2,136.15	2,190.64	2,246.51	2,303.81	2,362.57	2,422.83	2,484.63	2,548.00	2,612.99	2,679.64
	Annual	51,498.13	52,811.64	54,158.65	55,540.02	56,956.62	58,409.36	59,899.15	61,426.94	62,993.69	64,600.41	66,248.11	67,937.83	69,670.65
U60	Hourly	25.3776	26.0249	26.6887	27.3694	28.0675	28.7834	29.5175	30.2704	31.0425	31.8343	32.6462	33.4789	34.3328
	Biweekly	2,030.21	2,081.99	2,135.10	2,189.55	2,245.40	2,302.67	2,361.40	2,421.63	2,483.40	2,546.74	2,611.70	2,678.31	2,746.63
	Annual	52,785.47	54,131.81	55,512.50	56,928.40	58,380.42	59,869.47	61,396.50	62,962.48	64,568.40	66,215.28	67,904.17	69,636.13	71,412.27
U61	Hourly	26.0121	26.6755	27.3559	28.0537	28.7692	29.5030	30.2555	31.0272	31.8186	32.6301	33.4624	34.3159	35.1912
	Biweekly	2,080.97	2,134.04	2,188.47	2,244.29	2,301.54	2,360.24	2,420.44	2,482.18	2,545.49	2,610.41	2,676.99	2,745.27	2,815.29
	Annual	54,105.13	55,485.14	56,900.34	58,351.64	59,839.96	61,366.24	62,931.44	64,536.57	66,182.64	67,870.70	69,601.81	71,377.07	73,197.61
U62	Hourly	26.6626	27.3427	28.0401	28.7553	29.4887	30.2408	31.0122	31.8032	32.6143	33.4462	34.2993	35.1741	36.0712
	Biweekly	2,133.01	2,187.41	2,243.21	2,300.42	2,359.10	2,419.27	2,480.97	2,544.25	2,609.15	2,675.69	2,743.94	2,813.93	2,885.70
	Annual	55,458.23	56,872.75	58,323.35	59,810.94	61,336.48	62,900.93	64,505.28	66,150.55	67,837.79	69,568.06	71,342.46	73,162.12	75,028.20
U63	Hourly	27.3292	28.0263	28.7411	29.4742	30.2260	30.9969	31.7875	32.5983	33.4297	34.2824	35.1568	36.0535	36.9731
	Biweekly	2,186.34	2,242.10	2,299.29	2,357.93	2,418.08	2,479.75	2,543.00	2,607.86	2,674.38	2,742.59	2,812.54	2,884.28	2,957.85
	Annual	56,844.77	58,294.66	59,781.52	61,306.31	62,869.99	64,473.55	66,118.01	67,804.42	69,533.84	71,307.37	73,126.13	74,991.29	76,904.01

CITY OF BANNING

Grade Step Table - IBEWU

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U64	Hourly	28.0124	28.7269	29.4596	30.2110	30.9816	31.7718	32.5822	33.4132	34.2655	35.1394	36.0357	36.9548	37.8974
	Biweekly	2,240.99	2,298.15	2,356.77	2,416.88	2,478.53	2,541.74	2,606.57	2,673.06	2,741.24	2,811.15	2,882.86	2,956.39	3,031.79
	Annual	58,265.86	59,751.99	61,276.03	62,838.93	64,441.70	66,085.35	67,770.93	69,499.49	71,272.15	73,090.01	74,954.25	76,866.03	78,826.58
U65	Hourly	28.7128	29.4451	30.1962	30.9664	31.7562	32.5662	33.3968	34.2486	35.1222	36.0180	36.9367	37.8788	38.8449
	Biweekly	2,297.02	2,355.61	2,415.69	2,477.31	2,540.50	2,605.29	2,671.74	2,739.89	2,809.77	2,881.44	2,954.93	3,030.30	3,107.59
	Annual	59,722.62	61,245.91	62,808.05	64,410.03	66,052.87	67,737.61	69,465.33	71,237.11	73,054.09	74,917.40	76,828.25	78,787.83	80,797.39
U66	Hourly	29.4303	30.1810	30.9508	31.7402	32.5498	33.3800	34.2314	35.1045	35.9998	36.9180	37.8597	38.8253	39.8156
	Biweekly	2,354.42	2,414.48	2,476.06	2,539.21	2,603.98	2,670.40	2,738.51	2,808.36	2,879.99	2,953.44	3,028.77	3,106.03	3,185.25
	Annual	61,215.05	62,776.40	64,377.57	66,019.59	67,703.48	69,430.33	71,201.22	73,017.28	74,879.66	76,789.54	78,748.13	80,756.68	82,816.46
U67	Hourly	30.1660	30.9355	31.7245	32.5337	33.3635	34.2144	35.0871	35.9820	36.8998	37.8410	38.8061	39.7959	40.8110
	Biweekly	2,413.28	2,474.84	2,537.96	2,602.69	2,669.08	2,737.15	2,806.97	2,878.56	2,951.98	3,027.28	3,104.49	3,183.67	3,264.88
	Annual	62,745.37	64,345.75	65,986.95	67,670.02	69,396.01	71,166.02	72,981.18	74,842.64	76,751.58	78,709.20	80,716.76	82,775.52	84,886.80
U68	Hourly	30.9200	31.7086	32.5174	33.3468	34.1973	35.0696	35.9641	36.8814	37.8220	38.7867	39.7760	40.7906	41.8310
	Biweekly	2,473.60	2,536.69	2,601.39	2,667.74	2,735.79	2,805.57	2,877.12	2,950.51	3,025.76	3,102.94	3,182.08	3,263.24	3,346.48
	Annual	64,313.58	65,953.97	67,636.19	69,361.32	71,130.45	72,944.70	74,805.23	76,713.21	78,669.86	80,676.41	82,734.14	84,844.36	87,008.40
U69	Hourly	31.6932	32.5016	33.3306	34.1807	35.0525	35.9466	36.8634	37.8037	38.7679	39.7567	40.7707	41.8106	42.8771
	Biweekly	2,535.46	2,600.13	2,666.45	2,734.46	2,804.20	2,875.73	2,949.07	3,024.29	3,101.43	3,180.54	3,261.66	3,344.85	3,430.16
	Annual	65,921.93	67,603.33	69,327.62	71,095.89	72,909.26	74,768.89	76,675.94	78,631.64	80,637.22	82,693.95	84,803.14	86,966.13	89,184.29
U70	Hourly	32.4858	33.3143	34.1641	35.0355	35.9291	36.8455	37.7853	38.7490	39.7373	40.7509	41.7903	42.8562	43.9493
	Biweekly	2,598.86	2,665.15	2,733.13	2,802.84	2,874.33	2,947.64	3,022.82	3,099.92	3,178.99	3,260.07	3,343.22	3,428.49	3,515.94
	Annual	67,570.39	69,293.84	71,061.25	72,873.74	74,732.46	76,638.58	78,593.33	80,597.93	82,653.66	84,761.82	86,923.76	89,140.83	91,414.46
U71	Hourly	33.2976	34.1469	35.0178	35.9110	36.8269	37.7662	38.7295	39.7173	40.7304	41.7692	42.8346	43.9272	45.0476
	Biweekly	2,663.81	2,731.75	2,801.43	2,872.88	2,946.15	3,021.30	3,098.36	3,177.39	3,258.43	3,341.54	3,426.77	3,514.17	3,603.80
	Annual	69,258.98	71,025.50	72,837.08	74,694.86	76,600.03	78,553.79	80,557.38	82,612.08	84,719.18	86,880.03	89,095.99	91,368.47	93,698.92

CITY OF BANNING

Grade Step Table - IBEWU

UTILITY EMPLOYEES UNIT

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

2.5506% Between Steps

Effective: 7/1/2019

COLA 3%

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
U72	Hourly	34.1303	35.0008	35.8936	36.8091	37.7479	38.7107	39.6981	40.7106	41.7490	42.8138	43.9058	45.0257	46.1741
	Biweekly	2,730.42	2,800.07	2,871.49	2,944.73	3,019.83	3,096.86	3,175.85	3,256.85	3,339.92	3,425.11	3,512.47	3,602.06	3,693.93
	Annual	70,991.04	72,801.74	74,658.62	76,562.86	78,515.68	80,518.30	82,572.00	84,678.08	86,837.88	89,052.76	91,324.14	93,653.46	96,042.18
U73	Hourly	34.9834	35.8757	36.7907	37.7291	38.6914	39.6783	40.6903	41.7282	42.7925	43.8840	45.0033	46.1511	47.3282
	Biweekly	2,798.67	2,870.05	2,943.26	3,018.33	3,095.31	3,174.26	3,255.23	3,338.25	3,423.40	3,510.72	3,600.26	3,692.09	3,786.26
	Annual	72,765.46	74,621.41	76,524.71	78,476.54	80,478.17	82,530.84	84,635.87	86,794.60	89,008.38	91,278.63	93,606.78	95,994.32	98,442.75
U74	Hourly	35.8579	36.7725	37.7104	38.6723	39.6586	40.6702	41.7075	42.7713	43.8622	44.9810	46.1283	47.3048	48.5114
	Biweekly	2,868.63	2,941.80	3,016.83	3,093.78	3,172.69	3,253.61	3,336.60	3,421.70	3,508.98	3,598.48	3,690.26	3,784.38	3,880.91
	Annual	74,584.45	76,486.80	78,437.68	80,438.31	82,489.97	84,593.96	86,751.61	88,964.30	91,233.42	93,560.42	95,946.77	98,393.99	100,903.63
U75	Hourly	36.7544	37.6919	38.6532	39.6391	40.6501	41.6870	42.7502	43.8406	44.9588	46.1055	47.2815	48.4875	49.7242
	Biweekly	2,940.35	3,015.35	3,092.26	3,171.13	3,252.01	3,334.96	3,420.02	3,507.25	3,596.71	3,688.44	3,782.52	3,879.00	3,977.94
	Annual	76,449.15	78,399.06	80,398.71	82,449.36	84,552.31	86,708.90	88,920.50	91,188.50	93,514.36	95,899.53	98,345.55	100,853.95	103,426.33
U76	Hourly	36.5761	37.5090	38.4657	39.4468	40.4530	41.4848	42.5429	43.6280	44.7407	45.8819	47.0522	48.2523	49.4830
	Biweekly	2,926.09	3,000.72	3,077.26	3,155.75	3,236.24	3,318.78	3,403.43	3,490.24	3,579.26	3,670.55	3,764.17	3,860.18	3,958.64
	Annual	76,078.31	78,018.76	80,008.71	82,049.41	84,142.16	86,288.29	88,489.16	90,746.16	93,060.74	95,434.34	97,868.49	100,364.72	102,924.63
U77	Hourly	38.6154	39.6004	40.6104	41.6462	42.7084	43.7978	44.9149	46.0605	47.2353	48.4401	49.6756	50.9426	52.2419
	Biweekly	3,089.23	3,168.03	3,248.83	3,331.70	3,416.67	3,503.82	3,593.19	3,684.84	3,778.82	3,875.21	3,974.05	4,075.41	4,179.36
	Annual	80,320.09	82,368.73	84,469.63	86,624.11	88,833.55	91,099.34	93,422.92	95,805.76	98,249.38	100,755.33	103,325.20	105,960.61	108,663.24
U78	Hourly	39.5805	40.5900	41.6253	42.6870	43.7758	44.8924	46.0374	47.2116	48.4158	49.6507	50.9171	52.2158	53.5476
	Biweekly	3,166.44	3,247.20	3,330.03	3,414.96	3,502.06	3,591.39	3,682.99	3,776.93	3,873.26	3,972.05	4,073.37	4,177.26	4,283.81
	Annual	82,327.45	84,427.29	86,580.70	88,789.02	91,053.68	93,376.09	95,757.74	98,200.14	100,704.83	103,273.41	105,907.50	108,608.78	111,378.95
U79	Hourly	40.5702	41.6050	42.6662	43.7544	44.8704	46.0149	47.1886	48.3922	49.6264	50.8922	52.1903	53.5214	54.8866
	Biweekly	3,245.62	3,328.40	3,413.30	3,500.36	3,589.64	3,681.19	3,775.08	3,871.37	3,970.12	4,071.38	4,175.22	4,281.71	4,390.92
	Annual	84,386.08	86,538.43	88,745.68	91,009.23	93,330.51	95,711.00	98,152.21	100,655.68	103,223.00	105,855.81	108,555.76	111,324.59	114,164.03

CITY OF BANNING

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UTILITY EMPLOYEES UNIT

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2.5506% Between Steps

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COLA 3%

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
U80	Hourly	41.5841	42.6447	43.7324	44.8479	45.9917	47.1648	48.3678	49.6015	50.8666	52.1640	53.4945	54.8589	56.2582
	Biweekly	3,326.73	3,411.58	3,498.59	3,587.83	3,679.34	3,773.18	3,869.42	3,968.12	4,069.33	4,173.12	4,279.56	4,388.71	4,500.65
	Annual	86,494.87	88,701.01	90,963.42	93,283.53	95,662.82	98,102.80	100,605.01	103,171.04	105,802.52	108,501.12	111,268.55	114,106.56	117,016.96

POWERLINE APPRENTICE 1	PHASE 1	PHASE 2	PHASE 3	PHASE 4	PHASE 5	PHASE 6	PHASE 7 - PROBATIONARY POWERLINE TECH	
U67	65% U75 13	70% U75 13	75% U75 13	80% U75 13	85% U75 13	90% U75 13	95% U75 13	
	Hourly	32.3207	34.8069	37.2931	39.7794	42.2656	44.7518	47.2380
	Biweekly	2,585.66	2,784.56	2,983.45	3,182.35	3,381.25	3,580.14	3,779.04
	Annual	67,227.11	72,398.43	77,569.75	82,741.06	87,912.38	93,083.70	98,255.01