RESOLUTION 2016-95

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BANNING APPROVING THE TENTATIVE AGREEMENT FOR A SUCCESSOR MEMORANDUM OF UNDERSTANDING (DEAL POINTS) AND APPROVING THE MEMORANDUM OF UNDERSTANDING BETWEEN THE TEAMSTERS LOCAL 1932 REPRESENTING THE MANAGEMENT EMPLOYEES UNIT AND THE CITY OF BANNING FOR THE PERIOD OF JUNE 30, 2016 THROUGH JULY 1, 2017

WHEREAS, the City of Banning ("City") has formally recognized the Teamsters Local 1932 as the exclusive employee organization for the Management employees bargaining unit; and

WHEREAS, the prior Memorandum of Understanding (MOU) between the City and the Teamsters expired on June 30, 2016; and

WHEREAS, the City and Teamsters have successfully met, conferred and reached a Tentative Agreement For A Successor MOU between the City and the Teamsters Local 1932 Management employees for the period of July 1, 2016 through June 30, 2017 pursuant to the Meyers-Milias-Brown Act (MMBA) (Gov't Code Sections 3500-3511) and the City's Employer-Employee Relations Resolution 2010-45; and

WHEREAS, MMBA Section 3505.1 provides that:

> "If a tentative agreement is reached by the authorized representatives of the public agency and a recognized employee organization or recognized employee organizations, the governing body shall vote to accept or reject the tentative agreement within 30 days of the date it is first considered at a duly noticed public meeting. A decision by the governing body to reject the tentative agreement shall not bar the filing of a charge of unfair practice for failure to meet and confer in good faith. If the governing body adopts the tentative agreement, the parties shall jointly prepare a written memorandum of understanding"; and

WHEREAS, the City labor representative and the Teamsters representatives have also jointly and concurrently prepared and signed, and the Teamsters has ratified, a proposed successor Teamsters MOU for the period July 1, 2016 through June 30, 2017, where once approved by the governing body of a local agency becomes a binding agreement between the employee organization and the local agency.

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

SECTION 1: That the City Council approves the Tentative Agreement For A Successor MOU between the City and Teamsters Local 1932 for the period of July 1, 2016 through June 30, 2017, a fully executed copy of which is provided herewith as Attachment 1 and by this reference made a part hereof.

SECTION 2: That the City Council approves the MOU Between the City and the Teamsters Local 1932 for the period July 1, 2016 through June 30, 2017, a fully executed copy of which is provided herewith as Attachment 2 and by this reference made a part hereof.

PASSED, APPROVED AND ADOPTED this 7th day of November, 2016.

Arthur L. Welch, Mayor
City of Banning, California

ATTEST:

Marie A. Calderon, City Clerk
City of Banning

APPROVED AS TO FORM AND LEGAL CONTENT:

John C. Cotti, Interim City Attorney
Jenkins & Hogin, LLC

CERTIFICATION:

I, Marie A. Calderon, City Clerk of the City of Banning, California, do hereby certify that the foregoing Resolution, 2016-95 was duly adopted by the City Council of the City of Banning, California, at a regular meeting thereof held on the 7th day of November, 2016, by the following vote, to wit:

AYES: Councilmembers Franklin, Miller, Moyer, Peterson, Mayor Welch

NOES: None

ABSENT: None

ABSTAIN: None

Marie A. Calderon

Marie A. Calderon, City Clerk
City of Banning, California

ATTACHMENT 1
to Resolution No. 2016-95

(Tentative Agreement for a Successor MOU)

TENTATIVE AGREEMENT FOR A SUCCESSOR
MEMORANDUM OF UNDERSTANDING
Between
The City of Banning and
Teamsters Local 1932

Mid-Management & Professional Unit Employees

October 18, 2016

1. All terms and conditions of prior Memorandum of Understanding (MOU) between the City and the Teamsters Local 1932 (Teamsters), formerly San Bernardino Public Employees Association, Mid-Management & Professional Unit Employees Unit shall continue unless expressly modified or changed herein.

2. Article 1.3 – Term - Except as otherwise provided herein, the successor MOU between the City and the Teamsters relative to wages, hours, and other terms and conditions of employment shall remain in force until its term expires at close of business on June 30, 2017.

3. Article 1.4 – Unit Members – The Community Services Manager position will be added as a new position, Customer Services Manager position was changed to Customer Service & Billing Manager and the Public Works Analyst title to Management Analyst. The Information Technology Manager was removed from Teamsters to a confidential employee.

4. Article 11.1b – Salary Survey – The City agrees to fund a salary survey which will be used for negotiations with Teamsters for the MOU commencing in 2017. The salary survey will consist of various Agencies for each manager in a specified division. At the conclusion of the survey, the high and low salaries will be disregarded and the mean salary for each position shall be determined as the salary to base the 2017 MOU negotiations.

5. Article 11.2 – Salaries – All Teamsters represented Unit members shall receive a cost of living adjustment (COLA) salary increase of two percent (2%) of base pay effective July 1, 2016.

The City will add the following language to this section for salary step increase: "Ranges with defined steps are shown on the salary schedule provided herewith. The salary table is calibrated in approximate 2.5% increments. Annual increases for the satisfactory performance will be two (2) steps or approximately 5%."

6. Add to Article 11.3 – Probationary Period – Probation Extension on an employees' 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 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.

6. Article 12.1 – Exempt Employees – The new position of Community Services Manager and Customer Services & Billing Manager will be listed as an exempt employee. The Information Technology Manager position will be removed from the list.

7. Article 16.1 – Mileage, Meals & Other Reimbursements – The new positions of Community Services Manager and Customer Service & Billing Manager will receive $250 per month for vehicle allowance.

8. Article 17.1 – Tuition Reimbursement – Maximum reimbursement to all permanent employee Unit members shall be three thousand five hundred dollars ($3,500) per fiscal year, for tuition and required books related to classes qualified for tuition reimbursement. Tuition paid will be reimbursed for courses approved by the Department Head and taken in an accredited educational institution provided that:

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

10. Article 19.6 - Holiday Leave Accrual - The City shall grant Christmas Eve as a paid Holiday.

11. Article 20.1 – City Contributions to Cafeteria Plan – The City agrees to the following contribution to each employee's cafeteria account: Effective July 1, 2016, increase monthly cafeteria plan by $50 per month; this will not constitute changes to existing medical and dental plans until the next open enrollment period. The cafeteria increase, will be paid as a $600.00 one-time lump sum payable in the first full pay period after adoption of the MOU for employees hired prior or by July 1, 2016; employees hired after July 1, 2016 will receive a prorated amount.

Effective July 1, 2017 the cafeteria plan contribution will be increased to $1,250 per month. The City contributions may be used toward any City benefit offered under the cafeteria plan.

12. Article 20.1b – The balance of unused cafeteria benefits cannot be used for voluntary life insurance regulated through the Internal Revenue Service.

13. Article 20.3 – Eye Wear Reimbursement – Reimbursement for eye wear must be prescription eye wear up to the allotted amount in the MOU every two years.

SIGNATURES ON FOLLOWING PAGE

TENTATIVE AGREEMENT FOR A SUCCESSOR
MEMORANDUM OF UNDERSTANDING
Between City and Teamsters for 2016-2017 Term

CITY OF BANNING

Michael Rock, City Manager

Rochelle Clayton, Deputy City Manager

Rita Chapparosa, Human Resources/
Risk Manager

Teamsters Local 1932

Steve Matthews, Lead Negotiator

Brandon Robinson, Employee Representative

Between City and Teamsters for 2016-2017 Term

CITY OF BANNING

Michael Rock, City Manager

Rochelle Clayton, Deputy City Manager

Teamsters Local 1932

11/1/16

Steve Matthews, Lead Negotiator

11/1/16

Brandon Robinson, Employee Representative

ATTACHMENT 2
to Resolution No. 2016-95

(Memorandum of Understanding between the
City and Teamsters Local 1932)

MEMORANDUM OF UNDERSTANDING BETWEEN

THE CITY OF BANNING

AND

TEAMSTERS LOCAL 1932

JULY 1, 2016 – JUNE 30, 2017

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ARTICLE 1- PREAMBLE

1.1- Parties. This Memorandum of Understanding (hereinafter MOU) is entered into between The City of Banning, a municipal corporation (hereinafter "City") and Teamsters Local 1932 (hereinafter "Association"), a California nonprofit mutual benefit corporation and the recognized employee organization for the mid-management and professional unit of representation (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- Employee Organization Recognition. The City continues to formally recognize the Association as the Exclusive Recognized Employee Organization representing employees in the Unit presently or hereafter employed by the City and eligible for inclusion in the Association. It is understood that this MOU shall constitute a bar to any petition or request for recognition of any unit which includes classifications of employees covered by this MOU or such petitions to represent such Unit members at any time during the initial term of this MOU. 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- MOU Term. Except as otherwise provided herein, this MOU shall be effective as of July 1, 2016 and shall remain in full force and effect until June 30, 2017 or until a successor MOU is adopted or impasse procedures are completed and the City Council approves unilateral implementation of its last, best and final offer, whichever occurs first.

1.4- Unit Members. This MOU covers employees in the following classifications:

Assistant Civil Engineer
Assistant Planner
Assistant Director Water/Wastewater
Associate Civil Engineer
Associate Electrical Engineer
Associate Planner
City Engineer
Community Services Manager
Customer Service & Billing Manager
Development Service Manager
Economic Development Manager
Electric Operations Manager
Fleet Maintenance Manager
Parks/Streets Maintenance Manager
Planning Engineer
Power Resource and Revenue Administrator
Principal Civil Engineer
Management Analyst
Public Works Superintendent
Purchasing Manager
Recreation Manager
Redevelopment Manager
Risk Management Analyst
Senior Planner
Senior Civil Engineer
Transit Manager
Utility Financial Analyst
Water/Wastewater Superintendent

ARTICLE 2- CONTINUATION OF RULES & POLICIES

2.1- Governing Law. Subject to the terms of this MOU, all City Ordinances, Policies, Resolutions, Rules and Regulations, including the Personnel Rules and Regulations of the City of Banning, the Employer-Employee Relations Resolution; and the Administrative Policies of the City of Banning, or successor rules, shall remain in effect during the course of this MOU.

2.2- Meet and Confer. The Association and the City agree to meet and confer during the term of this MOU over the adoption or revision of City Ordinances, Resolutions, Policies, Rules, Regulations, Administrative and/or Personnel Policies regarding mandatory subjects of negotiation pursuant to the Meyers-Milias-Brown Act, including but not limited to updating the City's Personnel Rules and the City's Employer- Employee Relations Resolution.

2.3- Departmental Policies. The Association recognizes the right of the City to adopt new or revised departmental rules and regulations which are not in conflict with this MOU and which are not regarding mandatory subjects of negotiation. In adopting such new or revised departmental rules and regulations, the City shall receive and consider input, if any, submitted by Unit members. The process of making such input shall not delay the timely implementation of such rule. Such input shall generally be solicited as follows:

(a) The City shall provide a draft of the proposed change to the President of the Association or his/her designee. At the time of providing the draft, a time shall be set to meet and confer on the proposed change. Such date shall be no less than twenty-five (25) and no more than thirty-five (35) calendar days following date of presentation of the draft.

(b) Within twenty (20) days following date of presentation, the Association shall provide copies of its comments to the Administrative Services Director/Deputy City Manager or his/her designee in writing. Failure to provide written comments within the twenty (20) day time period shall be deemed to be acceptance of the proposal as presented and termination of the requirement for further meet and confer.

(c) If agreement is not reached on the proposal at the first meeting, a second meeting shall be held within fifteen (15) days thereafter. If an agreement is not reached at the second meeting as to a matter which is not a mandatory subject of meet and confer, the City may proceed with the adoption of the policy without further meetings.

(d) The time limits set forth herein may be modified by the written agreement of the parties.

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, marital status, sex (including pregnancy, childbirth and related medical conditions), 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 Association.

3.2- Union Membership. The Association 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, marital status, sex (including pregnancy, childbirth and related medical conditions), age, sexual orientation, citizenship status or any other basis protected by applicable law.

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

3.4- Additional Employee Rights. Unit members 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 to 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 sections (a) and (b) above.

ARTICLE 4- MANAGEMENT RIGHTS

4.1 – City Rights. The Association recognizes and agrees that 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; take all necessary actions to carry out its mission in emergencies; and, exercise complete control and discretion over its organization and work performance technology.

4.2- Duty to Bargain Effects. 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.

ARTICLE 5- ASSOCIATION DUES DEDUCTION

5.1- The City shall deduct one (1) month's current and periodic Association dues from the wages and/or Sick Leave benefits of each Unit member who voluntarily executes and delivers to the City a payroll deduction authorization form.

5.2- The employee's earnings must be regularly sufficient after other legal and required deductions are made to cover the amount of the 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.

5.3- 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 Association dues.

5.4- An employee's authorization for deduction of dues may be canceled at any time by written notice from the employee to the City, with a copy to the Association. An employee's deduction authorization shall automatically be canceled if the employee leaves the employ of the City or is transferred out of the Unit.

5.5- The aggregate amount of Association dues deductions by the City shall be transmitted monthly to the Association. The City shall provide the Association with a list each month indicating the dues deducted from the pay of any Unit member and those Unit members for whom no deduction was made pursuant to the provisions of Sections 5.2, 5.3 and 5.4.

5.6 -The Association shall indemnify, defend, and hold the City harmless against any claims made, and against any suit instituted, against the City on account of deduction of employee organization dues. In addition, the Association shall refund to the City any amounts paid to it in error upon presentation of supporting evidence.

ARTICLE 6- ASSOCIATION REPRESENTATIVES

Three (3) Unit members selected by the Association 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 providing adequate notice to their supervisor. Additional employees who are not on duty may participate at no additional cost to the City. 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.

ARTICLE 7- BULLETIN BOARDS

7.1- Authorized Postings. The City will furnish adequate bulletin board space where currently available. Only areas designated by the Human Resource Department may be used for posting notices. Bulletin boards may be used for the following notices:

(a) Scheduled Association meetings, agenda and minutes.

(b) Information on Association elections and election results.

(c) Information regarding Association special, credit association, recreational, and related Bulletins.

(d) Reports of official business of the Association including reports of committees or the board of directors.

(e) MOU, pay scales, job announcements, promotion lists, etc.

(f) Such other items as may be approved by the Human Resource Director upon request of the Association.

7.2- 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 may be dated and signed by an authorized representative of the Association. The Association may give notices to Unit members through the use of the City mail system and/or the City computer e-mail system.

ARTICLE 8- MEMORANDUM OF UNDERSTANDING COPIES

After it has been executed by the parties, the City shall provide the Association with one (1) executed copy and one (1) electronic copy (PDF) of this MOU. Association shall be responsible for providing copies of this MOU to Unit members at Association's expense. City shall also provide a copy of the executed MOU to any Unit member hired or promoted into the Unit after the effective date of the MOU. The City may charge for any additional copies.

ARTICLE 9- MEETINGS

9.1- Items of Mutual Concern. Upon mutual agreement of both the City and the Association, 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.

9.2- Use of City Facilities. The Association 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 the Association from the Administrative Services Director/Deputy City Manager or his/her designee. The Association shall be held fully responsible for any damages to and security of any facility that is used by the Association.

9.3- Budget Oversight Committee. The City agrees to the creation of a Budget Oversight Committee, with the Association entitled to appoint one (1) member. Said Committee shall have an equal number of members appointed by the City's recognized Employee Associations and the City. Said Committee shall be advisory only to the City Manager. City shall determine the necessity of meetings.

9.4- Subcontracting Work. The City shall notify the Association President of its intention to subcontract work performed by employees covered by this MOU no later than the date bids are requested for said contract work. The Association may comment on the proposed subcontracting and may request a meeting under Article 9 to discuss it or if applicable may ask for a meet and confer on the effects.

ARTICLE 10- HOURS OF WORK

The parties agree that the City has the right to return to its traditional five day work week eight hour work day (5/8) work schedule, maintain its current four day work week ten hour work day (4/10) work schedule, or implement a nine day every two work week eighty work week (9/80) work schedule for some or all Association represented employees as appropriate in the sole discretion of the City as determined by each Department Head and with City Manager approval. The City shall provide at least thirty calendar days notice of a change in work schedules. Association represented employees currently working alternative work schedules at the time of the Association's ratification of the deal points of this MOU who are required to return to working the traditional five day work week eight hour work day (5/8) work 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. The Association reserves the option to waive this thirty day notice period.

ARTICLE 11- SALARIES, PERFORMANCE EVALUATIONS, RETIREMENT BENEFITS, AND EDUCATION INCENTIVE

11.1- Salary Survey & Salary Classifications.

(a) The City will fund a salary survey by a professional consultant that will commence in July 2016 and will establish negotiations with Teamsters for the 2017-2018 MOU.

(b) The Salary Survey shall include the Cities listed below for each manager in the specified Divisions. At the conclusion of the Salary Survey, the high and low salaries will be disregarded and the mean salary for each position shall be determined as the salary to base negotiations on.

General	Electric Utility	Water Utility	Wastewater Utility
• La Quinta • Coachella • Palm Springs • Colton • Azusa • Corona • Riverside	• Anaheim • Riverside • Colton • Azusa • Southern California Edison • Pasadena • Burbank	• Anaheim • Azusa • Colton • Riverside • Eastern Municipal Water District • Redlands	• Riverside • Redlands • Colton • Ontario • Chino • Coachella Valley • Eastern Municipal Water District

(c) Unit classifications are assigned to salary ranges, as set forth below in accordance with the City's adopted Salary Table. Employees will be able to progress through the salary range as set forth in section 11.2.

Classification	Salary Range
Assistant Director	85
City Engineer	85
Electric Operations &	85
Development Services	84
Utility Financial Analyst	76
Power Resource & Revenue	85
Redevelopment Manager	85
Senior Civil Engineer	82
Water/Wastewater	81
Public Works Superintendent	81
Senior Planner	79
Purchasing Manager	77
Planning Engineer	76
Associate Civil Engineer	76
Associate Electrical Engineer	76
Fleet Maintenance Manager	75
Transit Manager	73
Customer Service & Billing	71
Streets/Parks Maintenance	70
Assistant Civil Engineer	68
Associate Planner	68
Community Services Manager	68
Management Analyst	68
Risk Management Analyst	64
Assistant Planner	63
Recreation Manager	62
Principal Civil Engineer	N/A

The City and the Association agree to meet and confer regarding the job description and salary range for the classification of Principal Civil Engineer at such time as the City desires to fund a position in that classification. The City reserves the right to fill the position with the current incumbent in the classification of Career Part-Time Associate Civil Engineer, or with any other qualified applicant, whichever best meets its needs at that time.

11.2- Salaries, Performance Evaluations, Probationary Period & Assignment to Ranges.

Effective July 1, 2016, all unit members shall receive a cost of living adjustment (COLA) salary increase of two percent (2%) on the base pay rate as shown on the salary schedule provided herewith as Attachment A.

Ranges with defined steps are shown on the salary schedule provided herewith. The salary table is calibrated in approximate 2.5% increments. Annual increases for satisfactory performance will be two (2) steps or approximately 5%. Unit members will continue to be evaluated using the employee performance evaluation form.

(a) No Unit member shall be granted a step increase unless and until such employee has obtained a satisfactory overall evaluation on the City approved employee evaluation form consistent with the applicable administrative policies of the City.

(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.

(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 (6) 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 Association 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.

11.3- Probationary Period. The probationary period for newly hired represented employees will be one (1) year. The probationary period for promotions will remain at six (6) months.

Probation Extension on an employees' 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 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.

The City agrees that as soon as practicable, job specifications will be reviewed to determine any necessary changes in minimum education requirements.

11.4- California Public Employees Retirement System (CalPERS) Formulas.

(a) All Unit members hired prior to December 11, 2012 will 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" shall 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.)

11.5- Contributions to CalPERS.

(a) Effective January 1, 2013, all miscellaneous new hires defined by CalPERS as "new members" pay their full employee member contribution rate towards their CalPERS retirement benefit per the Public Employees Pension Reform Act of 2013 (rates vary per retirement formula).

(b) Effective the first full pay period that included January 22, 2013, all Association represented employees began paying their full member contribution rate as well to their respective retirement plan with CalPERS and the City eliminated any and all Employer Paid Member Contributions.

11.6- FICA. Unit members shall pay the employee's portion of the Federal Insurance Contributions Act (FICA) tax and the City shall be responsible for payment of the employer's portion.

11.7- Disability.

(a) Each Unit member shall pay the cost of membership in the State Disability Insurance or other long term disability insurance selected by the City.

(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 Human Resources Policy and the Family Leave Policy. An employee is prohibited from receiving more than 100% of salary in combined sick/vacation/comp time and the City mandated STD or LTD benefits.

11.8- Direct Deposit. All Unit members shall be paid by direct deposit of their payroll check into an account of their choice, except those employees who either do not hold an account with a financial institution that offers direct deposit or who do not hold an account of any type. It shall be the responsibility of the employee to establish and maintain such account. When separation from the City is caused by death, payment of all outstanding compensation, including Salary and all remaining Sick Leave, Vacation, Comp Time or Holiday Time accruals shall be paid into the employee's direct deposit account the same as regular payroll.

11.9- Residency Credit. All Unit members who reside within City limits shall receive one $150 per month per employee(s) household discount against the cost of electric and water service during the period of such residence.

11.10- Education Incentive. Unit members whose job specification does not require a bachelor's degree as a minimum requirement shall receive additional compensation of $200.00 per month for a Bachelor's Degree; employees who possess a Bachelor's Degree and a job related certificate shall receive $225.00 per month; employees who possess a Bachelor's Degree and a certification through a professional designation of official competency after taking a test or meeting established criteria by a universally recognized authority or association will receive $250.00 per month; employees who possess a Master's Degree will receive $275.00 per month; those employees who possess a Master's Degree and a certification through a professional designation of official competency after taking a test or meeting criteria established by a universally recognized authority of association shall receive $300.00 per month.

ARTICLE 12- COMPENSATORY TIME, OVERTIME AND ON-CALL PAY

12.1- Exempt Employees.

Except as outlined in Article 12.8, the following listed Unit classifications shall not receive overtime pay:

Assistant Director Water/Wastewater
Associate Civil Engineer
Associate Electrical Engineer
City Engineer
Community Services Manager
Customer Services & Billing Manager
Development Services Manager (Building Official)
Electric Operations & Maintenance Manager
Fleet Maintenance Manager
Parks/Streets Maintenance Manager
Planning Engineer
Public Works Analyst
Public Works Superintendent
Power Resource & Revenue Administrator
Principal Civil Engineer
Public Works Superintendent
Purchasing Manager
Recreation Manager
Redevelopment Manager
Risk Management Analyst
Senior Civil Engineer
Senior Planner
Transit Manager
Utility Financial Analyst
Water/Wastewater Superintendent

12.2- Non-Exempt Employees.

The following Unit members are entitled to receive overtime pay:

Assistant Planner
Associate Planner
Assistant Civil Engineer

12.3- Compensated time off for Non-Exempt employees listed in Article 12.2:

(a) Non-Exempt Unit members shall be paid for all overtime at the rate of time and one-half (1-112) for each hour worked, or they shall accrue compensatory time off hours at the rate of one and one-half hour (1-1/2) for each hour worked up to a maximum of two-hundred forty (240) hours.

(b) Unit members may exercise the option to cash out a maximum of sixty (60) hours of compensatory time off per fiscal year.

12.4- Hours Worked. For purposes of overtime calculation, "hours worked" for non-exempt Unit members shall include time spent in required court appearances as set forth in Article 14. All other hours paid for but not worked, including, but not limited to vacation, holiday, sick leave, on call time and compensatory time off shall not be counted as hours worked for overtime calculation.

12.5- Non-Exempt Overtime. All work performed by Unit members listed in Article 12.2 in excess of forty (40) hours per week shall be paid at the rate of one and one half times (1-1/2) the employee's regular hourly base rate of pay, except for employees who choose to be compensated in additional compensatory time as outlined in Article 12.3 All overtime worked shall be authorized by a supervisor in advance of working overtime hours, if possible. Otherwise, the claim for overtime shall be subject to review by the Administrative Services Director.

12.6- Non-Exempt On-Call Status. Only the employees listed in Article 12.2, the non-FLSA (Fair Labor Standards Act) exempt Unit members, shall be entitled to additional compensation for on call status. Unit members required to remain in an on call status shall, at employee's option, receive an additional eight (8) hours of compensatory time or pay at his/her regular rate for each week for such duty plus and additional one (1) hour for any week in which a holiday occurs. Unit members shall be entitled to receive the pro rata equivalent for any partial week.

(a) When required to respond, Unit members shall receive, at employee's option, a minimum of two (2) hours of compensatory time or pay at his/her regular rate for any time worked during the first one (1) hour and compensatory time or pay at time and one-half (1-1/2) for each hour worked thereafter.

(b) For purposes of this Article, Unit members shall be deemed to be in on call status only when all of the following conditions are met:

(1) The appropriate Director has placed the employee in on call status by a notice in writing;

(2) The employee is required to respond to the City Yard or other designated location within a specified time not to exceed thirty (30) minutes; and,

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

12.7- CTO Cash-Out. In the event a Unit member terminates his or her employment, the City shall "cash out" the employee's accrued compensatory time. The employee shall be compensated for all such compensatory time at his/her then current, straight time rate of pay.

12.8- Contract Overtime for Non-Exempt Employees. In assessing costs against such other agency for work performed by Unit members, the City shall assess compensation for such employee at the rate of one and one-half (1-1/2) times the regular rate of compensation. Represented employees shall receive in compensation the greater of that received from the third party agency for the employee's services or such compensation as he/she shall be otherwise entitled to under law and this MOU.

12.9- Personal Leave. Unit members shall receive paid personal leave time accrued at a rate of 3.77 hours per pay period to compensate for time spent in excess of normal working hours in completing their responsibilities. This personal leave time shall be capped at a total of one hundred ninety-two (192) hours, at which time accrual shall cease until the unused balance of accrued time drops below the cap.

(a) In the event a Unit member terminates his or her employment with the City, the employee shall be compensated for all accrued personal leave at his or her then current rate of pay.

(b) Unit members may exercise the option to cash out a maximum of sixty (60) personal leave hours per fiscal year from their active or unique personal leave bank.

ARTICLE 13- ACTING PAY AND PROMOTION PAY

13.1- Unit members temporarily assigned by management to fill a vacancy in a higher classification, when the vacancy is created by a departure, or when the incumbent is absent in excess of twenty (20) work days, shall be compensated from the first day working such assignment, and consecutive days worked thereafter, at the lowest pay range of the incumbent which is at least five percent (5%) above the acting employee's normal rate of compensation while working in the higher classification. The conditions of this subsection are a prerequisite to the receipt of any higher acting pay. At such time as an employee is no longer performing work out of his permanent classification, he/she shall be compensated at his/her regular rate of pay for his/her permanent classification.

13.2- Unit members promoted to work in a higher classification shall be paid five percent (5%) more than the employee received in the lower classification.

13.3- Temporary assignments to perform work out of a Unit member's permanent classification shall be limited in duration to six (6) months in any one (1) year. A time extension to the temporary assignment beyond the initial six months may be made with the concurrence of the Association in writing.

ARTICLE 14- PAY FOR JURY DUTY & COURT APPEARANCES

Any Unit member who shall be 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, but he/she may, however, use vacation leave, holiday leave, personal leave or compensatory leave for such absence.

ARTICLE 15- SAFETY, EQUIPMENT, AND TRAINING

15.1- The City will provide Unit members safety equipment in accordance with California State Law. Effective the first full pay period in January, 2013, and annually thereafter, the City shall provide a yearly boot/safety shoe allowance of two-hundred fifty dollars ($250) to each employee who is required, by 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. 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.

15.2- The City shall reimburse Unit members 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 appropriate supervisor 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 two-hundred dollars ($200) per pair per year. Replacement for watches is limited to one-hundred dollars ($100) per year. Replacement of items will be secondary to any applicable insurance.

15.3- A Joint Safety and Training Committee shall be continued.

(a) Joint Safety and Training Committee. The Committee shall consist of an equal number of members appointed by the City and the Association. The Committee shall be advisory only. The Committee shall meet on a regular basis, but not less than once per quarter. The Association and City 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.

(b) Reporting. Minutes of all Committee meetings shall be posted on Association bulletin boards, with copies to the Human Resource Department and to the President of the Association, within five (5) working days after the Committee meeting. Specific questions submitted either to the Committees or by the Committees to City Management will be responded to within a reasonable time and the answers posted on Association bulletin boards.

(c) Findings. 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 16- MILEAGE, MEALS AND OTHER REIMBURSEMENTS

16.1- Effective July 1, 2008, the following listed Unit member classifications were provided with a two-hundred fifty dollar ($250) per month vehicle allowance under this section. The City also provides employees with mileage reimbursements as provided in the Administrative Policy E-1 dated September 1, 2001, except that AP E-1 item C.4 was amended as follows: mileage for trips exceeding forty (40) miles round trip shall be reimbursable at the current IRS rate for total trip mileage that exceeds forty (40) miles, an employee may only request reimbursement for expenses equal to or greater than twenty dollars ($20) and an employee must keep record of the mileage or aggregate from multiple trips to establish the twenty dollar ($20) minimum.

Associate Civil Engineer
Associate Electrical Engineer
Associate Planner
Assistant Civil Engineer
Assistant Planner
Community Services Manager
Customer Service & Billing Manager
Planning Engineer
Power Resource & Revenue Administrator
Principal Civil Engineer
Purchasing Manager
Recreation Manager
Redevelopment Manager
Risk Management Analyst
Senior Planner
Senior Civil Engineer
Utility Financial Analyst

16.2- The following listed Unit member classifications shall be provided with a City Vehicle for performing City business and travel to and from work:

Assistant Director Water/Wastewater
City Engineer
Development Services Manager (CBO)
Fleet Maintenance Manager
Public Works Superintendent
Streets/Parks Maintenance Manager
Electric Operations & Maintenance Manager
Public Utilities Superintendent

In the event the City vehicle is unavailable, then the employee shall receive a vehicle allowance or mileage, consistent with City policy. The City is currently working on a new and updated Vehicle Policy and the parties agree to meet and confer on such policy even to the extent that it changes the benefits provided in this Article.

16.3- All Unit members receiving such vehicle allowance shall name the City as an additional named insured on any policy of insurance providing coverage for the vehicle used by the employee for the purposes set forth herein. Proof of current insurance shall be available upon request.

16.4- Unit members assigned a take home vehicle shall be reimbursed for use of their own vehicle for authorized City business at the rate set by the Internal Revenue Service.

16.5- Unit members shall be reimbursed for meals as per the Administrative Policies of the City and in compliance with IRS rules, whichever is more current.

16.6- The City shall bear the full cost of any fidelity or other bonds required of Unit members under any law or ordinance.

ARTICLE 17- TUITION, AND PROFESSIONAL TRAINING AND TRAVEL

17.1- Qualifications. Maximum reimbursement to all permanent employee Unit members shall be three thousand five hundred dollars ($3,500) per fiscal year for tuition and required books related to classes qualified for tuition reimbursement. Tuition paid will be reimbursed for courses approved by the Department Head and taken in an accredited educational institution provided that:

(a) 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.

(b) The employee has received at least a competent proficiency rating on the last evaluation report.

(c) The employee has furnished evidence that the course has been completed with at least a 'C' grade or "pass" grade, verified by Human Resources.

17.2- Reimbursement.

(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.

17.3- Training. The City hereby agrees to pay, as outlined in Article 16, the travel and subsistence expenses of Unit members for professional and official travel, meetings, and occasions required to continue the professional development of Unit members and to adequately pursue necessary official and other functions of the City, including but not limited to annual state conference of the California League of Cities, and such other national, regional, state and local governmental groups provided it is budgeted in the annual operations budget. Time spent in City required and approved training or conferences, including 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. Reimbursement for meals, lodging or travel are subject to IRS rules for reporting compensation through payroll or reimbursement through accounts payable.

17.4- Tools. The City hereby agrees to finance at no interest the purchase of any job- related tools or equipment that serve the professional development of any Unit members over the term of this MOU. Such tools and equipment shall be approved in advance by the Human Resources Department. Repayment to the City by the Unit member shall be made by payroll deductions until the amount loaned is completely repaid. The maximum period for repayment shall be two (2) years.

ARTICLE 18- SICK LEAVE

18.1- 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.

18.2- Use of Sick Leave. Sick leave shall be granted only where consistent with the City's Sick Leave policy (currently AP-01), except as otherwise provided in the Family Medical Leave Act and Pregnancy Leave policies of the City (currently AP-02).

18.3- Sick Leave Buy Out. All sick leave shall hereafter accrue in a "Bank". Any Unit member may cash out the "Bank", to a maximum of ninety-six (96) hours, at straight time at the current rate of pay, but will not be allowed to cash out the "Bank" below forty (40) hours. This request must be made no later than November 1st of each year and the payment shall be made in the last check issued in November of each year.

(a) Sick Leave Upon Separation. Upon separation, service retirement, disability retirement, or termination, a Unit member shall be eligible to receive a cash payment for accrued sick leave in the "Banks" in an amount equivalent to straight time, to a maximum of ninety-six (96) hours. After ten (10) years of continuous City service, all hours accrued in the "Bank," less the total hours cashed out in 18.3, shall be eligible for conversion to cash in an amount equivalent to thirty percent (30%) of such unused sick leave. Such reimbursement to be computed based upon the employees' final compensation rate. (See AP-01.)

(b) Sick Leave Conversion. Beginning with the eleventh (11) year of City service, Unit members may convert the value of the total amount of their sick leave "Bank" minus forty (40) hours to either Deferred Compensation or the Retiree Health Savings.

18.4- Bereavement. All Unit members covered by this MOU who have passed their probation are granted bereavement leave. In the event of the death of a member of their family, including 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 employee shall be allowed thirty (30) hours of bereavement leave for each death of a family member. In the event of the death of a spouse or multiple family deaths occurring within a twenty-four (24) hour period, the employee shall be allowed forty (40) hours of bereavement leave.

18.5- Bereavement - Use of Leave Balances. In addition to the foregoing bereavement leave, the Unit member may also utilize up to twenty (20) hours from accrued sick leave, if there is a death of a family member and up to forty (40) hours from accrued sick leave in the event of the death of a spouse or multiple family deaths. If the employee has insufficient accumulated sick leave to exercise this option, then the employee may utilize accrued vacation, or compensated time off for the additional bereavement leave.

ARTICLE 19- VACATION AND HOLIDAY LEAVE

19.1 -Vacation Leave Accruals. Unit member vacation leave shall accrue in accordance with the following schedules:

(a) One (1) through four (4) years of service:
Ten (10) eight (8) hour days per year = three and eight hundredth (3.08) hours per pay period

(b) Beginning the fifth (5th) year through the ninth (9th) year:
Fifteen (15) eight (8) hour days per year = four and sixty-two hundredth (4.62) hours per pay period

(c) Beginning the tenth (10th) year & thereafter:
Twenty (20) eight (8) hour days per year = six and fifteen hundredth (6.15) hours per pay period

19.2- Maximum Vacation Leave Accrual. Vacation leave may be accrued 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 employees 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.

19.3- Vacation Leave Approval Required. Vacation leave may be taken with approval of the employee's supervisor, and as otherwise consistent with the policies of the City. Vacation leave may be taken at any time after six (6) months of City employment. Vacation leave taken shall not be in excess of that actually accrued at the time such vacation leave is taken. Vacation leave 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 employee's supervisor.

19.4- Vacation Leave Payment upon Termination. Any Unit member 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 or her employment, and has earned vacation leave to his/her credit, shall be paid for such vacation leave within one payroll period of the effective date of such termination.

19.5- Vacation Payment. In-Lieu. Unit members with greater than two-hundred fifty (250) hours of accrued vacation time may request a one-time cash out of fifty percent (50%) of the total available hours to be paid at their current pay rate. Unused vacation accrual in excess of eighty (80) hours may be paid off at the option of the employee up to a maximum of eighty (80) hours per fiscal year.

19.6- Holiday Leave Accrual. The following holidays shall be granted to employees: 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 and Christmas.

(a) One (1) ten (10) hour floating holiday will be credited to Employee's Holiday Leave bank July 1st each year. Accrued floating holiday hours may be taken in one hour increments. Leave balances must be used during the fiscal year or they will be cashed out according to Administrative Policy A-30.

(b) Effective July 1, 2013, all of a Unit member's existing holiday leave hours were moved to a new unique leave account bank. The cash value of any holiday leave hours in the unique leave account bank shall be equal to and, upon cash-out, remain at the employee's then current pay rate. Upon termination, for any reason, the employee shall be entitled to one- hundred percent (100%) of the unused holiday leave on the books then existing, including that in the unique leave bank account.

19.7- Holiday Leave Approval Required. Holiday leave (section 19.6 (a) and (b)) other than City recognized holidays (City Hall closed) must be approved a minimum of fourteen (14) days in advance of the first day of such leave. Exceptions may be made to the fourteen (14) day notice requirement for emergencies or at the discretion of the Unit member's supervisor.

19.8- Holiday Leave Payment Upon Termination. Any Unit member, 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.

19.9- Additional Holidays. If, during the term of this MOU, the City Council recognizes an additional Holiday for City employees, Unit members will be granted the holiday.

19.10- Promotional Pay Out of Leave. Prior to implementation of a promotion to a different bargaining unit, the City shall be entitled to cash-out at the Unit member's current pay rate, all vacation, holiday and comp time leave banks in excess of three hundred (300) hours collectively. Employee will identify which leave balances will remain.

ARTICLE 20 - CAFETERIA PLAN

20.1- City Contributions to Cafeteria Plan. Effective July 1, 2016, increase monthly cafeteria plan by $50 per month; this will not constitute changes to existing medical and dental plans until the next open enrollment period. The cafeteria increase will 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 or by July 1, 2016. Thereafter, effective July 1, 2017, the cafeteria plan contribution will be increased to $1,250 per month.

(a) Said contribution shall first be used to provide for health insurance for the 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 City's Human Resource Department.

(b) The balance may be used for any of the following or any combination thereof:

1. Health insurance for employee's spouse and/or dependents;
2. Dental Insurance for employee, spouse and/or dependents;
3. Eye care plan for employee, spouse and/or dependents;
4. Deferred compensation programs;
5. Eye care plan for employee, spouse and/or dependents; and
6. 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.

(d) The City will pay for life insurance in the amount of one-hundred fifty thousand dollars ($150,000) and the Unit member will pay the taxes on the portion of the premium attributable to coverage above fifty thousand dollars ($50,000).

20.2- IRS 125 Flexible Spending Plan. During the term of this MOU, the City shall maintain an Internal Revenue Section 125 program which will allow Unit members 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 well as health and welfare insurance premiums, with the exception of disability insurance premiums.

20.3- Eye Wear Reimbursement. The City will reimburse Unit members and/or their dependents a maximum of two-hundred fifty dollars ($250) per Unit member and/or Dependent for prescription eyewear every two (2) years from the date of last reimbursement.

ARTICLE 21- LAYOFFS AND RE-EMPLOYMENT

21.1- 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.

21.2- Reasons for Layoff. 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.

21.3- Notice of Layoff. Any layoff initiated under the provisions of this MOU can take place at any time during the year. The City shall notify the affected Unit members in writing at least sixty (60) calendar days prior to the employee's last day of work. The City reserves the right to pay the employee for such sixty (60) day period or any remaining portion thereof, and to require the employee to immediately vacate City property. A copy of any notice will be f01warded to the appropriate Association representative. Any notice of layoff shall specify the reason for the layoff and effective date. The form, procedure and timing of such notice shall be subject to the established Grievance Procedure, provided however, that the City's decision to layoff is not subject to the Grievance Procedure. The date of layoff shall not be delayed by the pendency of a grievance.

21.4- Order of Layoff. Any layoff shall be effective within classes determined by the City. The order of layoff shall be based on the City Manager's evaluation of critical position function and seniority measured as the length of uninterrupted service within the class as measured to the date of the layoff notice.

21.5- Equal Seniority. If two (2) or more employees subject to layoff have equal class seniority, then the determination as to who has seniority shall be based upon total length of uninterrupted service with the City

21.6- Re-Employment Rights.

(a) Any Unit member who has been given a written notice of layoff may compete for any open position for which he or she is qualified. The City will make reasonable efforts to notify the affected employee of any position that is open or any future position that is opening for the Unit member's consideration. The Human Resource Department shall receive and date the resume/application and set up testing for the Unit member who is qualified for that position. The Unit member shall compete with any other laid off employee who also qualifies for that position. A Unit member that has been laid off and is qualified shall compete for the position that has opened or that is opening prior to it being open to present employees or to the public.

(b) Unit members who have been laid off or reduced in classification under the provisions of this Article shall be placed upon reemployment lists for a period of two (2) years, or until they are re-employed with the City, whichever occurs first. For purposes of this section, "reemployment" means any full-time employment with the City. Employees on a reemployment list shall have hiring preference for vacancies in their original classifications in order of their respective seniorities within those classifications, with the most senior employees having first preference. Employees on such reemployment lists shall also have preference over new hires in applying for vacancies in bargaining unit classifications other than those from which they were laid off, and according to the City's usual and customary hiring practices.

(c) This Article shall be implemented consistent with the provisions of Administrative Policy AP-10.

ARTICLE 22-·GRIEVANCE PROCEDURE

22.1- FLSA Applicability. As to all Unit members, no discipline may be imposed except as consistent with FLSA rules for the applicable class of exempt employee.

22.2- Grievable Matters. Any permanent employee in the Unit who has a grievance based upon his/her demotion, dismissal, reduction in pay, improper treatment, violation of the personnel ordinance or salary resolution, shall be entitled to have the matter reviewed through the following grievance procedure outlined in this Article. This right shall not extend to complaints concerning Performance Evaluation forms.

22.3- Informal Step. An attempt shall be made to ascertain all facts and adjust such grievance on an informal basis between the Unit member and, if he/she desires, his/her representative, 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.

22.4- Step One. If the grievance is not adjusted to the satisfaction of the Unit member under the procedures set forth in Sections 23.3 above, the employee or his/her representative may submit the grievance, in writing, to their department head, within fourteen (14) calendar days after the completion of the last step under paragraph 23.3 above. The department head and a representative of the Human Resources department shall meet with the employee and his/her representative if applicable, within fourteen (14) calendar days of receipt of such written grievance, and the department head shall deliver a decision in writing, to the employee, along with the reasons for such decision, within fourteen (14) calendar days after the meeting.

22.5- Step Two. If the grievance is not adjusted to the satisfaction of the employee under the procedure set forth in Section 23.4 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 23.4 above of his/her intent to submit the matter to advisory arbitration. The procedures set forth below shall be followed.

(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.

(b) Within fourteen (14) calendar days of receipt of the list of arbitrators the City and the Association shall attempt to reach an agreement on an arbitrator. Failing to agree on an arbitrator, the Association and the City shall take turns striking the names or arbitrators from the FMCS list until one (1) name remains. The Association shall strike the first name.

(c) The parties shall contact the arbitrator to arrange for a mutually convenient time and date for the advisory arbitration hearing.

(d) The cost of the arbitrator shall be split equally by the City and the Association.

(e) All arbitration proceedings shall be recorded. The arbitrator shall be required to provide both parties with a decision and with written findings of fact in support of the decision. The arbitrator's decision shall be consistent with and supported by the substantive law.

22.6- Step Three. Within seven (7) calendar days after the Association and City receive the advisory arbitrator's recommendation, either party may submit written argument whether the arbitrator's opinion should be accepted, rejected or modified. Within fourteen (14) calendar days after the seven (7) day period above has expired, the City Manager shall advise the Association and the department head whether the City Manager is accepting, rejecting, or modifying the recommended decision. The decision of the City Manager shall be final and binding.

22.7- Time Extensions. The above time limits may be changed by mutual agreement

ARTICLE 23- SAVINGS 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 to be unlawful, unenforceable, unconstitutional, or not applicable, the parties agree to meet and confer as soon as possible concerning only those sections.

ARTICLE 24- COMPLETE AGREEMENT

Anything contained herein to the contrary notwithstanding, during the meeting and conferring resulting in this MOU, the City and the Association each had the unlimited right and opportunity to make demands and proposals with respect to any subject matter as to which the Meyers-Milias-Brown Act imposes an obligation to meet and confer. Except as specifically set forth elsewhere in this MOU, the City expressly waives its right to require the Association meet and confer, and the Association expressly waives its right to require the City to meet and confer, over all matters as to which the Meyers-Milias-Brown Act imposes an obligation to meet and confer, whether or not: (a) such matters are specifically referred to in this MOU; (b) such matters were discussed between the City and the Association during the negotiations which resulted in this MOU; (c) such matters were within the contemplation of or knowledge of the City or the Association at the time this MOU was negotiated and executed. This MOU contains the entire understanding, undertaking, and agreement of the City and the Association, after exercise of the right and opportunity referred to in the first sentence of this Article, and

finally determines all matters of meeting and conferring for its term. Changes in this MOU, whether by addition, waiver, deletion, amendment, or modification, must be reduced to writing and executed by both the City and the Association.

ARTICLE 25- RATIFICATION AND EXECUTION

This MOU has been developed as a result of meet and confer sessions between authorized representatives of the City and the Association regarding issues related to wages, hours and other terms and conditions of employment. The City's representatives and the Association 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 this MOU as 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 1st DAY OF November, 2016.

For the City of Banning

Michael Rock,
City Manager

Rochelle Clayton,
Deputy City Manager

Rita Chapparosa, Human Resources/Risk Manager

Teamsters Local, 1932

Steve Matthews,
Labor Relations Representative

Brandon Robinson,
Employee Representative

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Michael Rock,
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City of Banning
Salary Schedule
2.5506% Between Steps

Attachment "A"

Grade		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
27	Hourly	10.2814	10.5436	10.8126	11.0884	11.3712	11.6612	11.9586	12.2637	12.5764	12.8972	13.2262	13.5635	13.9095
	Biweekly	822.51	843.49	865.01	887.07	909.69	932.90	956.69	981.09	1,006.12	1,031.78	1,058.09	1,085.08	1,112.76
	Annual	21,385.32	21,930.77	22,490.14	23,063.77	23,652.04	24,255.31	24,873.96	25,508.40	26,159.02	26,826.23	27,510.46	28,212.14	28,931.72
28	Hourly	10.5384	10.8072	11.0828	11.3655	11.6554	11.9527	12.2575	12.5702	12.8908	13.2196	13.5567	13.9025	14.2571
	Biweekly	843.07	864.57	886.62	909.24	932.43	956.21	980.60	1,005.61	1,031.26	1,057.57	1,084.54	1,112.20	1,140.57
	Annual	21,919.80	22,478.89	23,052.23	23,640.20	24,243.17	24,861.52	25,495.63	26,145.93	26,812.80	27,496.69	28,198.02	28,917.24	29,654.80
29	Hourly	10.8017	11.0772	11.3597	11.6495	11.9466	12.2513	12.5638	12.8843	13.2129	13.5499	13.8955	14.2499	14.6134
	Biweekly	864.14	886.18	908.78	931.96	955.73	980.11	1,005.10	1,030.74	1,057.03	1,083.99	1,111.64	1,139.99	1,169.07
	Annual	22,467.54	23,040.60	23,628.27	24,230.93	24,848.97	25,482.77	26,132.73	26,799.27	27,482.81	28,183.79	28,902.64	29,639.84	30,395.83
30	Hourly	11.0716	11.3540	11.6436	11.9406	12.2452	12.5575	12.8778	13.2062	13.5431	13.8885	14.2427	14.6060	14.9786
	Biweekly	885.73	908.32	931.49	955.25	979.61	1,004.60	1,030.22	1,056.50	1,083.45	1,111.08	1,139.42	1,168.48	1,198.29
	Annual	23,029.00	23,616.38	24,218.74	24,836.46	25,469.94	26,119.58	26,785.78	27,468.98	28,169.60	28,888.10	29,624.92	30,380.53	31,155.42
31	Hourly	11.3486	11.6380	11.9349	12.2393	12.5514	12.8716	13.1999	13.5366	13.8818	14.2359	14.5990	14.9713	15.3532
	Biweekly	907.88	931.04	954.79	979.14	1,004.12	1,029.73	1,055.99	1,082.92	1,110.55	1,138.87	1,167.92	1,197.71	1,228.26
	Annual	23,605.00	24,207.07	24,824.49	25,457.67	26,106.99	26,772.88	27,455.75	28,156.03	28,874.18	29,610.64	30,365.89	31,140.41	31,934.67
32	Hourly	11.6324	11.9291	12.2334	12.5454	12.8654	13.1935	13.5300	13.8751	14.2290	14.5920	14.9641	15.3458	15.7372
	Biweekly	930.59	954.33	978.67	1,003.63	1,029.23	1,055.48	1,082.40	1,110.01	1,138.32	1,167.36	1,197.13	1,227.67	1,258.98
	Annual	24,195.42	24,812.55	25,445.42	26,094.43	26,759.99	27,442.53	28,142.48	28,860.28	29,596.39	30,351.28	31,125.42	31,919.31	32,733.44
33	Hourly	11.9232	12.2273	12.5392	12.8590	13.1870	13.5233	13.8683	14.2220	14.5847	14.9567	15.3382	15.7294	16.1306
	Biweekly	953.86	978.19	1,003.14	1,028.72	1,054.96	1,081.87	1,109.46	1,137.76	1,166.78	1,196.54	1,227.06	1,258.36	1,290.45
	Annual	24,800.28	25,432.84	26,081.53	26,746.76	27,428.96	28,128.57	28,846.01	29,581.76	30,336.27	31,110.03	31,903.52	32,717.25	33,551.74
34	Hourly	12.2214	12.5331	12.8528	13.1806	13.5168	13.8615	14.2151	14.5776	14.9495	15.3308	15.7218	16.1228	16.5340
	Biweekly	977.71	1,002.65	1,028.22	1,054.45	1,081.34	1,108.92	1,137.21	1,166.21	1,195.96	1,226.46	1,257.74	1,289.82	1,322.72
	Annual	25,420.44	26,068.81	26,733.72	27,415.60	28,114.86	28,831.96	29,567.34	30,321.49	31,094.87	31,887.97	32,701.31	33,535.39	34,390.74
35	Hourly	12.5269	12.8464	13.1740	13.5101	13.8547	14.2080	14.5704	14.9420	15.3232	15.7140	16.1148	16.5258	16.9473
	Biweekly	1,002.15	1,027.71	1,053.92	1,080.81	1,108.37	1,136.64	1,165.63	1,195.36	1,225.85	1,257.12	1,289.18	1,322.07	1,355.79
	Annual	26,055.90	26,720.48	27,402.01	28,100.93	28,817.67	29,552.70	30,306.47	31,079.46	31,872.18	32,685.11	33,518.77	34,373.70	35,250.44
36	Hourly	12.8402	13.1677	13.5036	13.8480	14.2012	14.5634	14.9349	15.3158	15.7065	16.1071	16.5179	16.9392	17.3713
	Biweekly	1,027.22	1,053.42	1,080.29	1,107.84	1,136.10	1,165.07	1,194.79	1,225.27	1,256.52	1,288.57	1,321.43	1,355.14	1,389.70
	Annual	26,707.68	27,388.89	28,087.47	28,803.87	29,538.54	30,291.95	31,064.57	31,856.91	32,669.45	33,502.72	34,357.24	35,233.55	36,132.22

Effective 07/01/2016

City of Banning
Salary Schedule
2.5506% Between Steps

Attachment "A"

Grade		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
37	Hourly	13.1609	13.4966	13.8409	14.1939	14.5559	14.9272	15.3079	15.6984	16.0988	16.5094	16.9305	17.3623	17.8051
	Biweekly	1,052.88	1,079.73	1,107.27	1,135.51	1,164.47	1,194.18	1,224.63	1,255.87	1,287.90	1,320.75	1,354.44	1,388.98	1,424.41
	Annual	27,374.76	28,072.98	28,789.01	29,523.30	30,276.32	31,048.55	31,840.48	32,652.60	33,485.44	34,339.52	35,215.38	36,113.58	37,034.70
38	Hourly	13.4900	13.8341	14.1869	14.5488	14.9199	15.3004	15.6906	16.0909	16.5013	16.9221	17.3538	17.7964	18.2503
	Biweekly	1,079.20	1,106.73	1,134.95	1,163.90	1,193.59	1,224.03	1,255.25	1,287.27	1,320.10	1,353.77	1,388.30	1,423.71	1,460.02
	Annual	28,059.18	28,774.86	29,508.79	30,261.44	31,033.29	31,824.82	32,636.55	33,468.98	34,322.63	35,198.07	36,095.83	37,016.49	37,960.63
39	Hourly	13.8274	14.1801	14.5418	14.9127	15.2930	15.6831	16.0831	16.4933	16.9140	17.3454	17.7878	18.2415	18.7068
	Biweekly	1,106.19	1,134.41	1,163.34	1,193.01	1,223.44	1,254.65	1,286.65	1,319.47	1,353.12	1,387.63	1,423.03	1,459.32	1,496.54
	Annual	28,761.04	29,494.62	30,246.91	31,018.39	31,809.54	32,620.88	33,452.90	34,306.15	35,181.17	36,078.50	36,998.72	37,942.40	38,910.16
40	Hourly	14.1731	14.5346	14.9053	15.2855	15.6754	16.0752	16.4852	16.9057	17.3369	17.7791	18.2325	18.6976	19.1745
	Biweekly	1,133.85	1,162.77	1,192.43	1,222.84	1,254.03	1,286.01	1,318.82	1,352.45	1,386.95	1,422.32	1,458.60	1,495.81	1,533.96
	Annual	29,480.04	30,231.96	31,003.05	31,793.82	32,604.75	33,436.37	34,289.20	35,163.78	36,060.66	36,980.43	37,923.65	38,890.93	39,882.88
41	Hourly	14.5272	14.8977	15.2777	15.6673	16.0669	16.4768	16.8970	17.3280	17.7699	18.2232	18.6880	19.1646	19.6535
	Biweekly	1,162.17	1,191.81	1,222.21	1,253.39	1,285.36	1,318.14	1,351.76	1,386.24	1,421.60	1,457.86	1,495.04	1,533.17	1,572.28
	Annual	30,216.48	30,987.18	31,777.54	32,588.06	33,419.25	34,271.64	35,145.77	36,042.20	36,961.49	37,904.23	38,871.02	39,862.46	40,879.20
42	Hourly	14.8905	15.2703	15.6598	16.0592	16.4688	16.8889	17.3197	17.7614	18.2144	18.6790	19.1554	19.6440	20.1451
	Biweekly	1,191.24	1,221.63	1,252.78	1,284.74	1,317.51	1,351.11	1,385.57	1,420.91	1,457.16	1,494.32	1,532.44	1,571.52	1,611.60
	Annual	30,972.30	31,762.28	32,572.41	33,403.20	34,255.18	35,128.89	36,024.89	36,943.74	37,886.03	38,852.35	39,843.32	40,859.56	41,901.73
43	Hourly	15.2613	15.6505	16.0497	16.4591	16.8789	17.3094	17.7509	18.2036	18.6679	19.1441	19.6324	20.1331	20.6466
	Biweekly	1,220.90	1,252.04	1,283.98	1,316.72	1,350.31	1,384.75	1,420.07	1,456.29	1,493.43	1,531.53	1,570.59	1,610.65	1,651.73
	Annual	31,743.42	32,553.07	33,383.37	34,234.84	35,108.04	36,003.50	36,921.81	37,863.53	38,829.28	39,819.66	40,835.30	41,876.85	42,944.96
44	Hourly	15.6443	16.0433	16.4525	16.8721	17.3024	17.7438	18.1963	18.6605	19.1364	19.6245	20.1250	20.6384	21.1648
	Biweekly	1,251.54	1,283.46	1,316.20	1,349.77	1,384.20	1,419.50	1,455.71	1,492.84	1,530.91	1,569.96	1,610.00	1,651.07	1,693.18
	Annual	32,540.04	33,370.01	34,221.14	35,093.99	35,989.09	36,907.03	37,848.38	38,813.74	39,803.73	40,818.96	41,860.09	42,927.77	44,022.69
45	Hourly	16.0356	16.4446	16.8640	17.2941	17.7353	18.1876	18.6515	19.1272	19.6151	20.1154	20.6285	21.1546	21.6942
	Biweekly	1,282.85	1,315.57	1,349.12	1,383.53	1,418.82	1,455.01	1,492.12	1,530.18	1,569.21	1,609.23	1,650.28	1,692.37	1,735.53
	Annual	33,354.00	34,204.73	35,077.15	35,971.83	36,889.33	37,830.23	38,795.13	39,784.63	40,799.38	41,840.01	42,907.18	44,001.57	45,123.88
46	Hourly	16.4362	16.8554	17.2854	17.7262	18.1784	18.6420	19.1175	19.6051	20.1052	20.6180	21.1438	21.6831	22.2362
	Biweekly	1,314.90	1,348.44	1,382.83	1,418.10	1,454.27	1,491.36	1,529.40	1,568.41	1,608.41	1,649.44	1,691.51	1,734.65	1,778.90
	Annual	34,187.34	35,059.32	35,953.55	36,870.58	37,811.00	38,775.40	39,764.41	40,778.64	41,818.74	42,885.37	43,979.20	45,100.94	46,251.28
47	Hourly	16.8472	17.2769	17.7175	18.1694	18.6329	19.1081	19.5955	20.0953	20.6078	21.1335	21.6725	22.2253	22.7921
	Biweekly	1,347.77	1,382.15	1,417.40	1,453.55	1,490.63	1,528.65	1,567.64	1,607.62	1,648.63	1,690.68	1,733.80	1,778.02	1,823.37
	Annual	35,042.10	35,935.88	36,852.46	37,792.42	38,756.36	39,744.88	40,758.61	41,798.20	42,864.30	43,957.60	45,078.78	46,228.56	47,407.67

Effective 07/01/2016

City of Banning
Salary Schedule
2.5506% Between Steps

Attachment "A"

Grade		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
48	Hourly	17.2684	17.7089	18.1605	18.6237	19.0988	19.5859	20.0854	20.5977	21.1231	21.6619	22.2144	22.7810	23.3620
	Biweekly	1,381.47	1,416.71	1,452.84	1,489.90	1,527.90	1,566.87	1,606.84	1,647.82	1,689.85	1,732.95	1,777.15	1,822.48	1,868.96
	Annual	35,918.28	36,834.41	37,773.91	38,737.37	39,725.41	40,738.64	41,777.72	42,843.31	43,936.07	45,056.70	46,205.92	47,384.44	48,593.03
49	Hourly	17.7004	18.1519	18.6149	19.0897	19.5766	20.0759	20.5880	21.1131	21.6516	22.2038	22.7702	23.3509	23.9465
	Biweekly	1,416.03	1,452.15	1,489.19	1,527.17	1,566.13	1,606.07	1,647.04	1,689.05	1,732.13	1,776.31	1,821.61	1,868.07	1,915.72
	Annual	36,816.90	37,755.95	38,718.96	39,706.52	40,719.28	41,757.86	42,822.94	43,915.18	45,035.28	46,183.95	47,361.92	48,569.93	49,808.75
50	Hourly	18.1428	18.6055	19.0801	19.5667	20.0658	20.5776	21.1024	21.6407	22.1926	22.7587	23.3392	23.9345	24.5449
	Biweekly	1,451.42	1,488.44	1,526.40	1,565.34	1,605.26	1,646.21	1,688.19	1,731.25	1,775.41	1,820.69	1,867.13	1,914.76	1,963.59
	Annual	37,736.94	38,699.46	39,686.53	40,698.77	41,736.83	42,801.37	43,893.07	45,012.60	46,160.69	47,338.07	48,545.47	49,783.67	51,053.46
51	Hourly	18.5964	19.0707	19.5571	20.0559	20.5675	21.0921	21.6300	22.1817	22.7475	23.3277	23.9227	24.5329	25.1586
	Biweekly	1,487.71	1,525.65	1,564.57	1,604.47	1,645.40	1,687.37	1,730.40	1,774.54	1,819.80	1,866.22	1,913.82	1,962.63	2,012.69
	Annual	38,680.44	39,667.02	40,678.77	41,716.32	42,780.34	43,871.49	44,990.48	46,138.01	47,314.80	48,521.62	49,759.21	51,028.37	52,329.90
52	Hourly	19.0613	19.5474	20.0460	20.5573	21.0816	21.6193	22.1708	22.7362	23.3162	23.9109	24.5207	25.1462	25.7875
	Biweekly	1,524.90	1,563.79	1,603.68	1,644.58	1,686.53	1,729.55	1,773.66	1,818.90	1,865.29	1,912.87	1,961.66	2,011.69	2,063.00
	Annual	39,647.40	40,658.65	41,695.69	42,759.18	43,849.79	44,968.22	46,115.18	47,291.40	48,497.61	49,734.59	51,003.12	52,304.01	53,638.07
53	Hourly	19.5379	20.0362	20.5473	21.0714	21.6088	22.1600	22.7252	23.3048	23.8992	24.5088	25.1339	25.7750	26.4324
	Biweekly	1,563.03	1,602.90	1,643.78	1,685.71	1,728.70	1,772.80	1,818.01	1,864.38	1,911.94	1,960.70	2,010.71	2,062.00	2,114.59
	Annual	40,638.84	41,675.37	42,738.35	43,828.43	44,946.32	46,092.72	47,268.36	48,473.99	49,710.36	50,978.28	52,278.53	53,611.95	54,979.37
54	Hourly	20.0264	20.5372	21.0610	21.5982	22.1490	22.7140	23.2933	23.8874	24.4967	25.1215	25.7623	26.4194	27.0932
	Biweekly	1,602.11	1,642.97	1,684.88	1,727.85	1,771.92	1,817.12	1,863.47	1,911.00	1,959.74	2,009.72	2,060.98	2,113.55	2,167.46
	Annual	41,654.85	42,717.30	43,806.85	44,924.18	46,070.02	47,245.08	48,450.11	49,685.88	50,953.17	52,252.78	53,585.54	54,952.30	56,353.91
55	Hourly	20.5270	21.0506	21.5875	22.1381	22.7028	23.2818	23.8756	24.4846	25.1091	25.7495	26.4063	27.0798	27.7705
	Biweekly	1,642.16	1,684.05	1,727.00	1,771.05	1,816.22	1,862.54	1,910.05	1,958.77	2,008.73	2,059.96	2,112.50	2,166.39	2,221.64
	Annual	42,696.18	43,785.19	44,901.97	46,047.24	47,221.72	48,426.16	49,661.32	50,927.98	52,226.95	53,559.05	54,925.13	56,326.05	57,762.70
56	Hourly	21.0400	21.5766	22.1269	22.6913	23.2701	23.8636	24.4723	25.0964	25.7366	26.3930	27.0662	27.7565	28.4645
	Biweekly	1,683.20	1,726.13	1,770.15	1,815.30	1,861.61	1,909.09	1,957.78	2,007.72	2,058.92	2,111.44	2,165.29	2,220.52	2,277.16
	Annual	43,763.10	44,879.32	46,024.01	47,197.90	48,401.73	49,636.27	50,902.29	52,200.60	53,532.03	54,897.42	56,297.63	57,733.56	59,206.11
57	Hourly	21.5661	22.1162	22.6803	23.2588	23.8520	24.4604	25.0843	25.7241	26.3802	27.0530	27.7431	28.4507	29.1763
	Biweekly	1,725.29	1,769.30	1,814.42	1,860.70	1,908.16	1,956.83	2,006.74	2,057.93	2,110.42	2,164.24	2,219.44	2,276.05	2,334.11
	Annual	44,857.56	46,001.70	47,175.02	48,378.26	49,612.20	50,877.61	52,175.29	53,506.07	54,870.80	56,270.33	57,705.57	59,177.40	60,686.78
58	Hourly	22.1051	22.6689	23.2471	23.8400	24.4481	25.0716	25.7111	26.3669	27.0394	27.7291	28.4364	29.1617	29.9054
	Biweekly	1,768.41	1,813.51	1,859.77	1,907.20	1,955.85	2,005.73	2,056.89	2,109.35	2,163.15	2,218.33	2,274.91	2,332.93	2,392.44
	Annual	45,978.54	47,151.27	48,353.91	49,587.22	50,852.00	52,149.03	53,479.14	54,843.18	56,242.01	57,676.52	59,147.61	60,656.23	62,203.33
59	Hourly	22.6577	23.2356	23.8283	24.4361	25.0593	25.6985	26.3539	27.0261	27.7155	28.4224	29.1473	29.8907	30.6531
	Biweekly	1,812.62	1,858.85	1,906.26	1,954.88	2,004.75	2,055.88	2,108.32	2,162.09	2,217.24	2,273.79	2,331.78	2,391.26	2,452.25
	Annual	47,128.08	48,330.13	49,562.84	50,826.99	52,123.38	53,452.84	54,816.21	56,214.35	57,648.15	59,118.53	60,626.40	62,172.74	63,758.52

Effective 07/01/2016

City of Banning
Salary Schedule
2.5506% Between Steps

Attachment "A"

Grade		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
60	Hourly	23.2241	23.8165	24.4239	25.0469	25.6857	26.3409	27.0127	27.7017	28.4083	29.1329	29.8759	30.6379	31.4194
	Biweekly	1,857.93	1,905.32	1,953.92	2,003.75	2,054.86	2,107.27	2,161.02	2,216.14	2,272.66	2,330.63	2,390.07	2,451.04	2,513.55
	Annual	48,306.18	49,538.28	50,801.80	52,097.55	53,426.35	54,789.04	56,186.49	57,619.59	59,089.23	60,596.36	62,141.93	63,726.92	65,352.34
61	Hourly	23.8047	24.4119	25.0346	25.6731	26.3279	26.9994	27.6881	28.3943	29.1185	29.8612	30.6228	31.4039	32.2049
	Biweekly	1,904.38	1,952.95	2,002.76	2,053.85	2,106.23	2,159.95	2,215.05	2,271.54	2,329.48	2,388.90	2,449.83	2,512.31	2,576.39
	Annual	49,513.86	50,776.76	52,071.87	53,400.02	54,762.04	56,158.80	57,591.19	59,060.11	60,566.49	62,111.30	63,695.51	65,320.13	66,986.19
62	Hourly	24.4001	25.0224	25.6606	26.3151	26.9863	27.6746	28.3805	29.1044	29.8467	30.6080	31.3887	32.1893	33.0103
	Biweekly	1,952.01	2,001.79	2,052.85	2,105.21	2,158.91	2,213.97	2,270.44	2,328.35	2,387.74	2,448.64	2,511.09	2,575.14	2,640.82
	Annual	50,752.14	52,046.62	53,374.13	54,735.49	56,131.57	57,563.26	59,031.47	60,537.13	62,081.19	63,664.63	65,288.46	66,953.71	68,661.43
63	Hourly	25.0101	25.6480	26.3022	26.9731	27.6610	28.3666	29.0901	29.8320	30.5929	31.3732	32.1734	32.9941	33.8356
	Biweekly	2,000.81	2,051.84	2,104.18	2,157.84	2,212.88	2,269.32	2,327.21	2,386.56	2,447.43	2,509.86	2,573.88	2,639.52	2,706.85
	Annual	52,021.02	53,347.87	54,708.56	56,103.96	57,534.94	59,002.43	60,507.35	62,050.65	63,633.31	65,256.34	66,920.77	68,627.65	70,378.07
64	Hourly	25.6353	26.2892	26.9597	27.6474	28.3525	29.0757	29.8173	30.5778	31.3577	32.1576	32.9778	33.8189	34.6815
	Biweekly	2,050.83	2,103.14	2,156.78	2,211.79	2,268.20	2,326.06	2,385.38	2,446.23	2,508.62	2,572.60	2,638.22	2,705.51	2,774.52
	Annual	53,321.52	54,681.54	56,076.25	57,506.53	58,973.29	60,477.46	62,020.00	63,601.88	65,224.11	66,887.72	68,593.75	70,343.31	72,137.48
65	Hourly	26.2763	26.9465	27.6338	28.3386	29.0614	29.8027	30.5628	31.3423	32.1417	32.9616	33.8023	34.6644	35.5486
	Biweekly	2,102.10	2,155.72	2,210.70	2,267.09	2,324.91	2,384.21	2,445.02	2,507.39	2,571.34	2,636.92	2,704.18	2,773.15	2,843.89
	Annual	54,654.66	56,048.68	57,478.26	58,944.30	60,447.73	61,989.51	63,570.62	65,192.05	66,854.84	68,560.04	70,308.73	72,102.02	73,941.06
66	Hourly	26.9329	27.6199	28.3243	29.0468	29.7876	30.5474	31.3265	32.1256	32.9449	33.7852	34.6470	35.5307	36.4369
	Biweekly	2,154.63	2,209.59	2,265.95	2,323.74	2,383.01	2,443.79	2,506.12	2,570.04	2,635.60	2,702.82	2,771.76	2,842.45	2,914.95
	Annual	56,020.44	57,449.30	58,914.60	60,417.27	61,958.28	63,538.59	65,159.20	66,821.15	68,525.49	70,273.30	72,065.69	73,903.80	75,788.79
67	Hourly	27.6062	28.3103	29.0324	29.7729	30.5323	31.3111	32.1097	32.9287	33.7685	34.6298	35.5131	36.4189	37.3478
	Biweekly	2,208.50	2,264.83	2,322.59	2,381.83	2,442.58	2,504.88	2,568.77	2,634.29	2,701.48	2,770.39	2,841.05	2,913.51	2,987.82
	Annual	57,420.90	58,885.48	60,387.41	61,927.65	63,507.18	65,126.99	66,788.12	68,491.62	70,238.57	72,030.07	73,867.27	75,751.33	77,683.44
68	Hourly	28.2962	29.0179	29.7580	30.5170	31.2954	32.0936	32.9122	33.7517	34.6125	35.4954	36.4007	37.3291	38.2813
	Biweekly	2,263.69	2,321.43	2,380.64	2,441.36	2,503.63	2,567.49	2,632.98	2,700.13	2,769.00	2,839.63	2,912.06	2,986.33	3,062.50
	Annual	58,856.04	60,357.22	61,896.69	63,475.43	65,094.43	66,754.73	68,457.38	70,203.45	71,994.06	73,830.34	75,713.46	77,644.61	79,625.01
69	Hourly	29.0038	29.7436	30.5022	31.2802	32.0780	32.8962	33.7353	34.5957	35.4781	36.3830	37.3110	38.2627	39.2386
	Biweekly	2,320.30	2,379.49	2,440.18	2,502.42	2,566.24	2,631.70	2,698.82	2,767.66	2,838.25	2,910.64	2,984.88	3,061.01	3,139.09
	Annual	60,327.90	61,866.62	63,444.59	65,062.81	66,722.30	68,424.12	70,169.35	71,959.09	73,794.48	75,676.68	77,606.89	79,586.33	81,616.26
70	Hourly	29.7291	30.4873	31.2650	32.0624	32.8802	33.7188	34.5789	35.4608	36.3653	37.2928	38.2440	39.2195	40.2198
	Biweekly	2,378.33	2,438.99	2,501.20	2,564.99	2,630.41	2,697.51	2,766.31	2,836.87	2,909.22	2,983.43	3,059.52	3,137.56	3,217.58
	Annual	61,836.48	63,413.68	65,031.11	66,689.79	68,390.78	70,135.16	71,924.03	73,758.52	75,639.81	77,569.07	79,547.55	81,576.49	83,657.18

Effective 07/01/2016

City of Banning
Salary Schedule
2.5506% Between Steps

Attachment "A"

Grade		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
71	Hourly	30.4720	31.2492	32.0463	32.8636	33.7019	34.5615	35.4430	36.3470	37.2741	38.2248	39.1997	40.1996	41.2249
	Biweekly	2,437.76	2,499.94	2,563.70	2,629.09	2,696.15	2,764.92	2,835.44	2,907.76	2,981.93	3,057.98	3,135.98	3,215.97	3,297.99
	Annual	63,381.78	64,998.40	66,656.24	68,356.38	70,099.88	71,887.84	73,721.42	75,601.75	77,530.05	79,507.53	81,535.45	83,615.10	85,747.78
72	Hourly	31.2341	32.0307	32.8477	33.6855	34.5447	35.4258	36.3294	37.2560	38.2062	39.1807	40.1801	41.2049	42.2559
	Biweekly	2,498.73	2,562.46	2,627.82	2,694.84	2,763.58	2,834.06	2,906.35	2,980.48	3,056.50	3,134.46	3,214.40	3,296.39	3,380.47
	Annual	64,966.86	66,623.90	68,323.21	70,065.87	71,852.97	73,685.65	75,565.07	77,492.44	79,468.96	81,495.89	83,574.53	85,706.18	87,892.20
73	Hourly	32.0148	32.8313	33.6687	34.5275	35.4081	36.3113	37.2374	38.1872	39.1612	40.1600	41.1844	42.2348	43.3120
	Biweekly	2,561.18	2,626.51	2,693.50	2,762.20	2,832.65	2,904.90	2,978.99	3,054.98	3,132.90	3,212.80	3,294.75	3,378.78	3,464.96
	Annual	66,590.70	68,289.16	70,030.95	71,817.16	73,648.92	75,527.41	77,453.82	79,429.35	81,455.28	83,532.88	85,663.46	87,848.40	90,089.06
74	Hourly	32.8151	33.6520	34.5104	35.3906	36.2933	37.2190	38.1683	39.1418	40.1401	41.1640	42.2139	43.2906	44.3948
	Biweekly	2,625.21	2,692.16	2,760.83	2,831.25	2,903.46	2,977.52	3,053.46	3,131.34	3,211.21	3,293.12	3,377.11	3,463.25	3,551.58
	Annual	68,255.34	69,996.26	71,781.59	73,612.45	75,490.01	77,415.45	79,390.01	81,414.93	83,491.50	85,621.04	87,804.89	90,044.44	92,341.11
75	Hourly	33.6355	34.4934	35.3732	36.2754	37.2006	38.1495	39.1225	40.1204	41.1437	42.1931	43.2693	44.3729	45.5047
	Biweekly	2,690.84	2,759.47	2,829.85	2,902.03	2,976.05	3,051.96	3,129.80	3,209.63	3,291.50	3,375.45	3,461.54	3,549.83	3,640.37
	Annual	69,961.80	71,746.25	73,576.21	75,452.84	77,377.34	79,350.93	81,374.85	83,450.40	85,578.88	87,761.66	90,000.11	92,295.65	94,649.74
76	Hourly	34.4765	35.3558	36.2576	37.1824	38.1308	39.1034	40.1007	41.1235	42.1724	43.2481	44.3512	45.4824	46.6425
	Biweekly	2,758.12	2,828.47	2,900.61	2,974.59	3,050.46	3,128.27	3,208.06	3,289.88	3,373.79	3,459.85	3,548.09	3,638.59	3,731.40
	Annual	71,711.10	73,540.16	75,415.88	77,339.44	79,312.06	81,334.99	83,409.52	85,536.96	87,718.67	89,956.02	92,250.44	94,603.38	97,016.33
77	Hourly	35.3386	36.2399	37.1643	38.1122	39.0843	40.0812	41.1035	42.1518	43.2270	44.3295	45.4602	46.6197	47.8088
	Biweekly	2,827.09	2,899.19	2,973.14	3,048.97	3,126.74	3,206.49	3,288.28	3,372.15	3,458.16	3,546.36	3,636.82	3,729.58	3,824.70
	Annual	73,504.26	75,379.06	77,301.68	79,273.33	81,295.28	83,368.80	85,495.20	87,675.84	89,912.10	92,205.40	94,557.19	96,968.97	99,442.26
78	Hourly	36.2218	37.1456	38.0931	39.0647	40.0611	41.0829	42.1307	43.2053	44.3073	45.4374	46.5963	47.7848	49.0036
	Biweekly	2,897.74	2,971.65	3,047.45	3,125.17	3,204.89	3,286.63	3,370.46	3,456.42	3,544.58	3,634.99	3,727.71	3,822.79	3,920.29
	Annual	75,341.28	77,262.93	79,233.60	81,254.54	83,327.01	85,452.35	87,631.90	89,867.04	92,159.19	94,509.80	96,920.37	99,392.42	101,927.52
79	Hourly	37.1275	38.0745	39.0456	40.0415	41.0628	42.1102	43.1842	44.2857	45.4152	46.5736	47.7615	48.9797	50.2290
	Biweekly	2,970.20	3,045.96	3,123.65	3,203.32	3,285.02	3,368.81	3,454.74	3,542.85	3,633.22	3,725.89	3,820.92	3,918.38	4,018.32
	Annual	77,225.22	79,194.93	81,214.87	83,286.34	85,410.64	87,589.12	89,823.17	92,114.20	94,463.67	96,873.06	99,343.90	101,877.77	104,476.26
80	Hourly	38.0553	39.0260	40.0214	41.0421	42.0890	43.1625	44.2634	45.3924	46.5501	47.7374	48.9550	50.2037	51.4842
	Biweekly	3,044.43	3,122.08	3,201.71	3,283.37	3,367.12	3,453.00	3,541.07	3,631.39	3,724.01	3,819.00	3,916.40	4,016.29	4,118.73
	Annual	79,155.06	81,173.99	83,244.41	85,367.64	87,545.03	89,777.96	92,067.83	94,416.11	96,824.29	99,293.89	101,826.48	104,423.67	107,087.10
81	Hourly	39.0072	40.0021	41.0224	42.0687	43.1417	44.2421	45.3705	46.5277	47.7144	48.9315	50.1795	51.4594	52.7719
	Biweekly	3,120.57	3,200.17	3,281.79	3,365.49	3,451.33	3,539.36	3,629.64	3,722.22	3,817.16	3,914.52	4,014.36	4,116.75	4,221.75
	Annual	81,134.88	83,204.31	85,326.52	87,502.85	89,734.70	92,023.47	94,370.63	96,777.64	99,246.05	101,777.42	104,373.36	107,035.50	109,765.55
82	Hourly	39.9820	41.0018	42.0476	43.1201	44.2199	45.3478	46.5044	47.6906	48.9069	50.1544	51.4336	52.7455	54.0908
	Biweekly	3,198.56	3,280.15	3,363.81	3,449.61	3,537.59	3,627.82	3,720.35	3,815.24	3,912.56	4,012.35	4,114.69	4,219.64	4,327.26
	Annual	83,162.64	85,283.79	87,459.03	89,689.76	91,977.39	94,323.37	96,729.18	99,196.35	101,726.46	104,321.09	106,981.90	109,710.58	112,508.86

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City of Banning
Salary Schedule
2.5506% Between Steps

Attachment "A"

Grade		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
83	Hourly	40.9814	42.0267	43.0986	44.1979	45.3252	46.4813	47.6669	48.8826	50.1294	51.4080	52.7193	54.0639	55.4429
	Biweekly	3,278.52	3,362.14	3,447.89	3,535.83	3,626.02	3,718.50	3,813.35	3,910.61	4,010.36	4,112.64	4,217.54	4,325.11	4,435.43
	Annual	85,241.40	87,415.57	89,645.19	91,931.68	94,276.49	96,681.10	99,147.05	101,675.90	104,269.24	106,928.73	109,656.06	112,452.95	115,321.17
84	Hourly	42.0063	43.0778	44.1765	45.3033	46.4588	47.6437	48.8590	50.1051	51.3831	52.6937	54.0377	55.4160	56.8294
	Biweekly	3,360.51	3,446.22	3,534.12	3,624.26	3,716.70	3,811.50	3,908.72	4,008.41	4,110.65	4,215.50	4,323.02	4,433.28	4,546.36
	Annual	87,373.20	89,601.74	91,887.12	94,230.80	96,634.25	99,099.00	101,626.62	104,218.71	106,876.91	109,602.91	112,398.44	115,265.28	118,205.23
85	Hourly	43.0563	44.1545	45.2807	46.4356	47.6200	48.8346	50.0801	51.3575	52.6674	54.0107	55.3883	56.8011	58.2498
	Biweekly	3,444.50	3,532.36	3,622.45	3,714.85	3,809.60	3,906.77	4,006.41	4,108.60	4,213.39	4,320.86	4,431.07	4,544.09	4,659.99
	Annual	89,557.02	91,841.26	94,183.76	96,586.02	99,049.54	101,575.90	104,166.69	106,823.57	109,548.21	112,342.35	115,207.75	118,146.24	121,159.68
86	Hourly	44.1327	45.2583	46.4127	47.5965	48.8105	50.0554	51.3321	52.6414	53.9841	55.3610	56.7730	58.2211	59.7061
	Biweekly	3,530.61	3,620.66	3,713.01	3,807.72	3,904.84	4,004.43	4,106.57	4,211.31	4,318.73	4,428.88	4,541.84	4,657.69	4,776.49
	Annual	91,795.92	94,137.27	96,538.33	99,000.64	101,525.75	104,115.26	106,770.83	109,494.13	112,286.88	115,150.87	118,087.91	121,099.86	124,188.63
87	Hourly	45.2360	46.3898	47.5730	48.7864	50.0308	51.3069	52.6155	53.9575	55.3337	56.7451	58.1924	59.6767	61.1988
	Biweekly	3,618.88	3,711.18	3,805.84	3,902.91	4,002.46	4,104.55	4,209.24	4,316.60	4,426.70	4,539.61	4,655.39	4,774.13	4,895.90
	Annual	94,090.92	96,490.80	98,951.90	101,475.76	104,064.01	106,718.26	109,440.22	112,231.60	115,094.18	118,029.77	121,040.24	124,127.49	127,293.49
88	Hourly	46.3668	47.5495	48.7623	50.0060	51.2815	52.5894	53.9308	55.3063	56.7170	58.1636	59.6471	61.1685	62.7287
	Biweekly	3,709.35	3,803.96	3,900.98	4,000.48	4,102.52	4,207.16	4,314.46	4,424.51	4,537.36	4,653.09	4,771.77	4,893.48	5,018.29
	Annual	96,443.04	98,902.92	101,425.53	104,012.49	106,665.44	109,386.04	112,176.05	115,037.21	117,971.35	120,980.32	124,066.05	127,230.48	130,475.62
89	Hourly	47.5261	48.7383	49.9814	51.2563	52.5636	53.9043	55.2792	56.6891	58.1350	59.6178	61.1384	62.6978	64.2970
	Biweekly	3,802.09	3,899.07	3,998.51	4,100.50	4,205.09	4,312.34	4,422.33	4,535.13	4,650.80	4,769.43	4,891.08	5,015.83	5,143.76
	Annual	98,854.32	101,375.70	103,961.39	106,613.03	109,332.30	112,120.93	114,980.68	117,913.38	120,920.88	124,005.09	127,167.96	130,411.51	133,737.78
90	Hourly	48.7143	49.9568	51.2310	52.5377	53.8777	55.2520	56.6612	58.1064	59.5885	61.1083	62.6670	64.2654	65.9045
	Biweekly	3,897.15	3,996.55	4,098.48	4,203.02	4,310.22	4,420.16	4,532.90	4,648.51	4,767.08	4,888.67	5,013.36	5,141.23	5,272.36
	Annual	101,325.78	103,910.20	106,560.53	109,278.46	112,065.72	114,924.07	117,855.32	120,861.34	123,944.03	127,105.34	130,347.29	133,671.93	137,081.37
91	Hourly	49.9319	51.2055	52.5116	53.8509	55.2244	56.6330	58.0775	59.5588	61.0779	62.6358	64.2333	65.8717	67.5518
	Biweekly	3,994.56	4,096.44	4,200.92	4,308.07	4,417.95	4,530.64	4,646.20	4,764.70	4,886.23	5,010.86	5,138.67	5,269.73	5,404.14
	Annual	103,858.44	106,507.45	109,224.03	112,009.90	114,866.83	117,796.62	120,801.14	123,882.29	127,042.03	130,282.37	133,605.35	137,013.09	140,507.74
92	Hourly	51.1805	52.4859	53.8246	55.1974	56.6053	58.0491	59.5297	61.0480	62.6051	64.2019	65.8395	67.5188	69.2409
	Biweekly	4,094.44	4,198.87	4,305.97	4,415.79	4,528.42	4,643.93	4,762.37	4,883.84	5,008.41	5,136.15	5,267.16	5,401.50	5,539.27
	Annual	106,455.36	109,170.61	111,955.12	114,810.64	117,739.00	120,742.05	123,821.70	126,979.90	130,218.65	133,540.00	136,946.08	140,439.02	144,021.06
93	Hourly	52.4599	53.7979	55.1701	56.5773	58.0203	59.5002	61.0178	62.5741	64.1701	65.8068	67.4853	69.2066	70.9718
	Biweekly	4,196.79	4,303.83	4,413.61	4,526.18	4,641.63	4,760.01	4,881.42	5,005.93	5,133.61	5,264.55	5,398.83	5,536.53	5,677.74
	Annual	109,116.54	111,899.67	114,753.78	117,680.69	120,682.25	123,760.37	126,917.01	130,154.15	133,473.86	136,878.25	140,369.46	143,949.73	147,621.31

Effective 07/01/2016

City of Banning
Salary Schedule
2.5506% Between Steps

Attachment "A"

Grade		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
94	Hourly	53.7717	55.1432	56.5496	57.9920	59.4711	60.9880	62.5436	64.1388	65.7747	67.4524	69.1728	70.9371	72.7465
	Biweekly	4,301.73	4,411.45	4,523.97	4,639.36	4,757.69	4,879.04	5,003.49	5,131.10	5,261.98	5,396.19	5,533.83	5,674.97	5,819.72
	Annual	111,845.04	114,697.76	117,623.24	120,623.34	123,699.96	126,855.05	130,090.61	133,408.71	136,811.43	140,300.94	143,879.46	147,549.24	151,312.64
95	Hourly	55.1158	56.5216	57.9632	59.4416	60.9577	62.5125	64.1070	65.7421	67.4189	69.1385	70.9019	72.7104	74.5649
	Biweekly	4,409.26	4,521.73	4,637.06	4,755.33	4,876.62	5,001.00	5,128.56	5,259.37	5,393.51	5,531.08	5,672.16	5,816.83	5,965.19
	Annual	114,640.86	117,564.89	120,563.50	123,638.59	126,792.12	130,026.08	133,342.52	136,743.56	140,231.34	143,808.08	147,476.05	151,237.57	155,095.04
96	Hourly	56.4938	57.9347	59.4124	60.9278	62.4818	64.0754	65.7098	67.3857	69.1045	70.8671	72.6746	74.5282	76.4292
	Biweekly	4,519.50	4,634.78	4,752.99	4,874.22	4,998.54	5,126.04	5,256.78	5,390.86	5,528.36	5,669.37	5,813.97	5,962.26	6,114.33
	Annual	117,507.06	120,504.20	123,577.78	126,729.75	129,962.12	133,276.93	136,676.29	140,162.36	143,737.34	147,403.51	151,163.18	155,018.75	158,972.66
97	Hourly	57.9061	59.3830	60.8977	62.4509	64.0438	65.6773	67.3525	69.0703	70.8321	72.6387	74.4914	76.3914	78.3398
	Biweekly	4,632.49	4,750.64	4,871.81	4,996.07	5,123.50	5,254.18	5,388.20	5,525.63	5,666.56	5,811.10	5,959.31	6,111.31	6,267.19
	Annual	120,444.66	123,516.72	126,667.14	129,897.91	133,211.09	136,608.77	140,093.11	143,666.33	147,330.68	151,088.50	154,942.16	158,894.11	162,946.87
98	Hourly	59.3537	60.8676	62.4201	64.0122	65.6448	67.3192	69.0362	70.7971	72.6028	74.4546	76.3537	78.3011	80.2983
	Biweekly	4,748.30	4,869.41	4,993.61	5,120.97	5,251.59	5,385.53	5,522.90	5,663.77	5,808.23	5,956.37	6,108.29	6,264.09	6,423.86
	Annual	123,455.70	126,604.56	129,833.74	133,145.28	136,541.28	140,023.90	143,595.35	147,257.89	151,013.85	154,865.61	158,815.62	162,866.37	167,020.44
99	Hourly	60.8376	62.3893	63.9806	65.6125	67.2860	69.0022	70.7622	72.5671	74.4180	76.3161	78.2626	80.2587	82.3058
	Biweekly	4,867.01	4,991.15	5,118.45	5,249.00	5,382.88	5,520.18	5,660.98	5,805.37	5,953.44	6,105.29	6,261.01	6,420.70	6,584.47
	Annual	126,542.22	129,769.81	133,079.71	136,474.05	139,954.95	143,524.64	147,185.38	150,939.49	154,789.36	158,737.41	162,786.17	166,938.19	171,196.12
100	Hourly	62.3583	63.9488	65.5799	67.2526	68.9679	70.7270	72.5310	74.3809	76.2781	78.2236	80.2188	82.2649	84.3631
	Biweekly	4,988.66	5,115.90	5,246.39	5,380.20	5,517.43	5,658.16	5,802.48	5,950.47	6,102.25	6,257.89	6,417.51	6,581.19	6,749.05
	Annual	129,705.24	133,013.50	136,406.14	139,885.32	143,453.23	147,112.15	150,864.40	154,712.34	158,658.44	162,705.18	166,855.14	171,110.94	175,475.30
101	Hourly	63.9172	65.5475	67.2193	68.9338	70.6921	72.4951	74.3442	76.2404	78.1850	80.1792	82.2243	84.3215	86.4722
	Biweekly	5,113.38	5,243.80	5,377.55	5,514.71	5,655.37	5,799.61	5,947.54	6,099.23	6,254.80	6,414.34	6,577.94	6,745.72	6,917.77
	Annual	132,947.82	136,338.79	139,816.24	143,382.40	147,039.51	150,789.90	154,635.95	158,580.09	162,624.83	166,772.74	171,026.45	175,388.65	179,862.11
102	Hourly	65.5154	67.1864	68.9001	70.6574	72.4596	74.3078	76.2031	78.1467	80.1399	82.1840	84.2802	86.4298	88.6343
	Biweekly	5,241.23	5,374.91	5,512.01	5,652.60	5,796.77	5,944.62	6,096.25	6,251.74	6,411.19	6,574.72	6,742.41	6,914.38	7,090.74
	Annual	136,272.00	139,747.75	143,312.16	146,967.48	150,716.03	154,560.20	158,502.41	162,545.17	166,691.05	170,942.67	175,302.73	179,774.00	184,359.32
103	Hourly	67.1533	68.8661	70.6226	72.4239	74.2711	76.1655	78.1082	80.1004	82.1434	84.2386	86.3872	88.5906	90.8501
	Biweekly	5,372.26	5,509.29	5,649.81	5,793.91	5,941.69	6,093.24	6,248.65	6,408.03	6,571.47	6,739.09	6,910.97	7,087.24	7,268.01
	Annual	139,678.80	143,241.45	146,894.96	150,641.67	154,483.93	158,424.20	162,464.97	166,608.80	170,858.32	175,216.24	179,685.30	184,268.35	188,968.30
104	Hourly	68.8319	70.5875	72.3879	74.2342	76.1276	78.0693	80.0606	82.1026	84.1967	86.3442	88.5465	90.8050	93.1211
	Biweekly	5,506.55	5,647.00	5,791.03	5,938.74	6,090.21	6,245.55	6,404.85	6,568.21	6,735.74	6,907.54	7,083.72	7,264.40	7,449.69
	Annual	143,170.26	146,821.96	150,566.80	154,407.16	158,345.47	162,384.23	166,526.00	170,773.41	175,129.16	179,596.00	184,176.78	188,874.39	193,691.82
105	Hourly	70.5526	72.3521	74.1975	76.0900	78.0308	80.0210	82.0620	84.1551	86.3016	88.5028	90.7601	93.0751	95.4490
	Biweekly	5,644.21	5,788.17	5,935.80	6,087.20	6,242.46	6,401.68	6,564.96	6,732.41	6,904.13	7,080.22	7,260.81	7,446.01	7,635.92
	Annual	146,749.44	150,492.43	154,330.89	158,267.25	162,304.02	166,443.75	170,689.06	175,042.66	179,507.29	184,085.81	188,781.10	193,596.15	198,534.01

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Attachment "A"

Grade		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
106	Hourly	72.3165	74.1610	76.0526	77.9924	79.9817	82.0217	84.1137	86.2591	88.4592	90.7155	93.0293	95.4021	97.8354
	Biweekly	5,785.32	5,932.88	6,084.21	6,239.39	6,398.53	6,561.73	6,729.10	6,900.73	7,076.74	7,257.24	7,442.34	7,632.17	7,826.83
	Annual	150,418.38	154,254.95	158,189.38	162,224.16	166,361.85	170,605.07	174,956.52	179,418.96	183,995.22	188,688.21	193,500.89	198,436.32	203,497.64
107	Hourly	74.1246	76.0152	77.9540	79.9423	81.9813	84.0724	86.2167	88.4158	90.6709	92.9835	95.3552	97.7873	100.2815
	Biweekly	5,929.97	6,081.22	6,236.32	6,395.39	6,558.51	6,725.79	6,897.34	7,073.26	7,253.67	7,438.68	7,628.41	7,822.98	8,022.52
	Annual	154,179.12	158,111.61	162,144.41	166,280.06	170,521.20	174,870.52	179,330.76	183,904.77	188,595.45	193,405.76	198,338.77	203,397.60	208,585.46
108	Hourly	75.9777	77.9156	79.9029	81.9409	84.0309	86.1742	88.3722	90.6262	92.9377	95.3082	97.7391	100.2321	102.7886
	Biweekly	6,078.22	6,233.25	6,392.24	6,555.28	6,722.47	6,893.94	7,069.78	7,250.10	7,435.02	7,624.66	7,819.13	8,018.56	8,223.09
	Annual	158,033.70	162,064.51	166,198.12	170,437.17	174,784.34	179,242.39	183,814.15	188,502.51	193,310.46	198,241.04	203,297.37	208,482.67	213,800.23
109	Hourly	77.8770	79.8633	81.9003	83.9893	86.1315	88.3284	90.5813	92.8916	95.2609	97.6907	100.1824	102.7376	105.3580
	Biweekly	6,230.16	6,389.07	6,552.03	6,719.14	6,890.52	7,066.27	7,246.50	7,431.33	7,620.88	7,815.25	8,014.59	8,219.01	8,428.64
	Annual	161,984.16	166,115.73	170,352.68	174,697.69	179,153.53	183,723.02	188,409.06	193,214.62	198,142.75	203,196.58	208,379.31	213,694.24	219,144.72
110	Hourly	79.8239	81.8599	83.9478	86.0890	88.2847	90.5365	92.8458	95.2139	97.6424	100.1329	102.6869	105.3060	107.9919
	Biweekly	6,385.91	6,548.79	6,715.82	6,887.12	7,062.78	7,242.92	7,427.66	7,617.11	7,811.39	8,010.63	8,214.95	8,424.48	8,639.35
	Annual	166,033.66	170,268.51	174,611.38	179,065.02	183,632.25	188,315.98	193,119.17	198,044.86	203,096.19	208,276.37	213,588.66	219,036.46	224,623.20
111	Hourly	81.8197	83.9066	86.0467	88.2414	90.4921	92.8002	95.1672	97.5945	100.0837	102.6365	105.2543	107.9389	110.6920
	Biweekly	6,545.58	6,712.53	6,883.74	7,059.31	7,239.37	7,424.02	7,613.37	7,807.56	8,006.70	8,210.92	8,420.34	8,635.11	8,855.36
	Annual	170,184.96	174,525.70	178,977.15	183,542.14	188,223.57	193,024.40	197,947.68	202,996.53	208,174.16	213,483.85	218,928.97	224,512.97	230,239.40
112	Hourly	83.8651	86.0041	88.1978	90.4473	92.7543	95.1201	97.5462	100.0342	102.5857	105.2023	107.8855	110.6373	113.4592
	Biweekly	6,709.21	6,880.33	7,055.82	7,235.79	7,420.34	7,609.61	7,803.70	8,002.74	8,206.86	8,416.18	8,630.84	8,850.98	9,076.73
	Annual	174,439.38	178,888.63	183,451.36	188,130.47	192,928.93	197,849.78	202,896.13	208,071.20	213,378.27	218,820.69	224,401.93	230,125.53	235,995.11
113	Hourly	85.9620	88.1545	90.4030	92.7088	95.0734	97.4984	99.9852	102.5354	105.1507	107.8326	110.5830	113.4035	116.2960
	Biweekly	6,876.96	7,052.36	7,232.24	7,416.70	7,605.87	7,799.87	7,998.81	8,202.83	8,412.05	8,626.61	8,846.64	9,072.28	9,303.68
	Annual	178,800.90	183,361.40	188,038.21	192,834.31	197,752.75	202,796.63	207,969.16	213,273.62	218,713.38	224,291.88	230,012.67	235,879.37	241,895.71
114	Hourly	88.1108	90.3582	92.6629	95.0263	97.4501	99.9356	102.4846	105.0986	107.7792	110.5282	113.3474	116.2384	119.2032
	Biweekly	7,048.87	7,228.66	7,413.03	7,602.11	7,796.01	7,994.85	8,198.77	8,407.88	8,622.34	8,842.26	9,067.79	9,299.07	9,536.25
	Annual	183,270.54	187,945.04	192,738.76	197,654.76	202,696.14	207,866.11	213,167.94	218,605.00	224,180.74	229,898.70	235,762.49	241,775.85	247,942.59
115	Hourly	90.3136	92.6172	94.9795	97.4020	99.8864	102.4341	105.0467	107.7261	110.4737	113.2915	116.1811	119.1444	122.1833
	Biweekly	7,225.09	7,409.37	7,598.36	7,792.16	7,990.91	8,194.72	8,403.74	8,618.09	8,837.90	9,063.32	9,294.49	9,531.55	9,774.66
	Annual	187,852.38	192,643.74	197,557.31	202,596.21	207,763.63	213,062.85	218,497.23	224,070.22	229,785.36	235,646.26	241,656.65	247,820.35	254,141.25
116	Hourly	92.5714	94.9325	97.3538	99.8370	102.3834	104.9948	107.6728	110.4191	113.2354	116.1236	119.0855	122.1229	125.2377
	Biweekly	7,405.71	7,594.60	7,788.31	7,986.96	8,190.67	8,399.58	8,613.82	8,833.53	9,058.83	9,289.89	9,526.84	9,769.83	10,019.02
	Annual	192,548.46	197,459.60	202,496.01	207,660.87	212,957.47	218,389.16	223,959.39	229,671.70	235,529.71	241,537.13	247,697.78	254,015.55	260,494.48

Effective 07/01/2016