



*The following information comprises the minutes for a regular meeting of the City Council, a joint meeting of the Banning City Council and Banning Utility Authority and a joint meeting of the Banning City Council and the Banning City Council sitting in its capacity as the Successor Agency Board.*

**MINUTES  
CITY COUNCIL**

**11/08/2022  
REGULAR MEETING**

COUNCIL MEMBERS PRESENT: Council Member Happe  
Council Member Rick Minjares  
Mayor Pro Tem Alberto Sanchez\* arrived 5:40 p.m.  
Mayor Colleen Wallace

COUNCIL MEMBERS ABSENT: None

OTHERS PRESENT: Doug Schulze, City Manager  
Serita Young, City Attorney  
Marie Calderon, City Clerk  
Caroline Patton, Deputy City Clerk  
Lincoln Bogard, Finance Director  
Art Vela, Director of Public Works  
Tom Miller, Electric Utility Director  
Adam Rush, Community Development Director  
Laurie Sampson, Assistant City Manager  
John Garside, Multimedia Specialist

**1. CALL TO ORDER**

Mayor Wallace called the regular meeting to order at 5:00 p.m.

- 1.1. Invocation – Pastor Doug Purcell from Banning United Methodist Church provided the invocation.
- 1.2. Pledge of Allegiance – Council Member Happe led the Pledge of Allegiance.
- 1.3. Roll Call

COUNCIL MEMBER	PRESENT	ABSENT
Happe, David	X	
Minjares, Rick	X	
Sanchez, Alberto*	X	
Wallace, Colleen	X	

*\*Arrived at 5:40 p.m.*

## **2. AGENDA APPROVAL**

### **2.1. Approve Agenda**

#### **Motion to approve the agenda.**

Motion by Council Member Happe

Seconded by Council Member Minjares

COUNCIL MEMBER	YES	NO	ABSTAIN	RECUSE	ABSENT
Happe, David	X				
Minjares, Rick	X				
Sanchez, Alberto					X
Wallace, Colleen	X				

Motion approved by a vote of 3-0, with 1 absence.

## **3. PRESENTATION(S)**

3.1. Banning Beautification Award for November 2022 – Holiday Inn Express

3.2. Recycling All Stars Certificates presented by Doug Tani of Waste Management

3.3. Lexipol Gold Award presented by Police Chief Hamner

## **4. REPORT ON CLOSED SESSION**

4.1. City Attorney Young reported on agenda item 3.1, there was discussion with no reportable final action. Further discussion and action will occur under agenda item 8.4. On agenda item 3.2, there was discussion with no reportable final action. Further discussion and action will occur under agenda item 8.3. On agenda item 3.3, there was discussion and direction provided with no final or reportable action.

## **5. PUBLIC COMMENTS, CORRESPONDENCE, APPOINTMENTS, CITY COUNCIL COMMITTEE REPORTS, CITY MANAGER REPORT, AND CITY ATTORNEY REPORT**

### **5.1. PUBLIC COMMENTS**

The following individuals addressed City Council during Public Comment:

- Ellen Carr
- Frank Burgess
- Karen Amiron
- Diego Rose

5.2. CORRESPONDENCE

None

5.3. APPOINTMENTS

5.4. CITY COUNCIL COMMITTEE REPORTS

**Council Member Happe** reported on a Western Riverside County Council of Governments (WRCOG) meeting he attended and commended the new director on the progress he had made since joining the organization.

**Council Member Minjares** commented on a stormwater conference he attended recently.

**Mayor Wallace** reported on meetings with Southern California Association of Governments (SCAG) and the Regional Conservation Authority (RCA).

5.5. CITY MANAGER REPORT

City Manager Schulze reported on upcoming commission vacancies and two recent employee promotions.

5.6. CITY ATTORNEY REPORT

City Attorney Young had no report.

5.7. CITY TREASURER REPORT

City Treasurer Alejandro Geronimo asked for updates on his previous staff requests.

**6. CONSENT ITEMS**

- 6.1. Minutes of the October 25, 2022 City Council Meetings
- 6.2. Approval and Ratification of Accounts Payable and Payroll Warrants Issued in the Month of September 2022
- 6.3. Parks and Recreation Report of Monthly activities through the 1st Quarter of Fiscal Year 2022/2023 – September 2022
- 6.4. Consideration of Amendment No. 3 to the Professional Services Agreement with Blais and Associates, LLC for Grant Writing Services Increasing Compensation to a Not-to-Exceed Amount of \$53,840.00 and Extending the Term through December 03, 2023
- 6.5. Authorize City Staff to Execute and Record the Notice of Completion for Project No. 2016-11, “Ramsey Street and Hathaway Street Improvements”
- 6.6. Authorize City Staff to Execute and Record the Notice of Completion for Project No. 2022-03, “Bryant Street Homeless Shelter”
- 6.7. Bulky Item Collection Event Update
- 6.8. Release of Tri-Pointe Homes Maintenance Bonds for Improvement Projects Completed on Highland Springs Avenue

- 6.9. Consideration of Resolution 2022-151, Approving an Agreement with Robert Half & Associates for \$150,000 for Fiscal Year 2023 for Temporary Staff Services
- 6.10. Consideration of Resolution 2022-152, Approving Amendment No. 1 to the Agreement with Crosstown Electrical & Data, Inc. to Include the Traffic Signal at the Intersection of Ramsey and Hathaway Streets for Monthly Maintenance and Repairs
- 6.11. Consideration of Resolution 2022-154, Approving a Purchase Order with 3L Executive Services in the Amount of \$26,135.97 which includes a 5% contingency, for the Engine Overhaul of Transit Bus Unit 224
- 6.12. Consideration of Resolution 2022-155, Approving Amendment No. 2 to the Contract Agreement with CASC Engineering and Consulting, Inc. ("CASC") for Consulting Services Associated with the Focused General Plan Update for Fiscal Year 2022/2023 in the Amount of \$58,574 for a Total Amount of \$245,308
- 6.13. Consideration of Resolution 2022-156 Approving Amendment No. 1 to the Professional Services Agreement with Michael Baker International, Inc. ("MBI") for Consulting Services Associated with Planning and Environmental Support Services for Fiscal Years 2022/2023 and 2023/2024 in the amount of \$100,000 for a Total of \$150,000
- 6.14. Consideration of Resolution 2022-13UA, Awarding a Professional Services Agreement to Dudek for Design of Well M-12A Drilling and Equipping in the Amount of \$870,213 and Establishing a 5% Contingency for a Total Project Budget of \$913,724

Public Comments:

- Kathleen Dale

*Mayor Pro Tem Sanchez arrived at 5:40 p.m.*

### **Motion to approve the consent agenda.**

Motion by Council Member Happe

Seconded by Council Member Minjares

COUNCIL MEMBER	YES	NO	ABSTAIN	RECUSE	ABSENT
Happe, David	X				
Minjares, Rick	X				
Sanchez, Alberto	X				
Wallace, Colleen	X				

Motion approved by a vote of 4-0.

## **7. PUBLIC HEARING(S)**



*Mayor Wallace announced they would hold the public hearing for agenda item 7.2 first to allow time for tallying the ballots.*

- 7.2. Public Hearing for the Proposed Water and Wastewater Rate Increases and Introduction of Ordinance No. 1587, Adopting the Proposed Water and Wastewater Rate Increases and Making a Determination of Exemption from CEQA in Connection Therewith

Art Vela, Director of Public Works presented the staff report.

Public Comment:

- Frank Burgess
- James Anderson
- Don Dyke
- Nancy Sons
- Diego Rose
- Michele Walter
- Ellen Carr
- Kathleen Dale
- Cynthia Herman
- Vickie Sellers

Mayor Wallace asked the City Clerk to read Ordinance 1587 by title only.

**Motion to waive further reading and introduce Ordinance 1587 for a first reading.**

Motion by Mayor Pro Tem Sanchez

Seconded by Council Member Minjares

COUNCIL MEMBER	YES	NO	ABSTAIN	RECUSE	ABSENT
Happe, David	X				
Minjares, Rick	X				
Sanchez, Alberto	X				
Wallace, Colleen	X				

Motion approved by a vote of 4-0.

*Mayor Wallace announced a recess at 7:13 p.m. The meeting was reconvened at 7:25 p.m.*

- 7.1. Second Reading and Consideration of Ordinance 1586, Amending Chapters 15.08 and 8.16 of the Banning Municipal Code Adopting by Reference, with Amendments, the Entirety of the 2022 Edition of the Building Standards Code, the 2021 Edition of the International Property Maintenance Code, and the 1997 Edition of the Uniform Code for the Abatement of Dangerous

Buildings, and Amending Section 15.40.030 of the Banning Municipal Code Concerning Pool Fencing and Enclosure Standards

Adam Rush, Community Development Director presented the staff report.

Public Comments:

None

**Motion to adopt the Notice of Exemption to CEQA and conduct a second reading to adopt Ordinance 1586.**

Motion by Mayor Pro Tem Sanchez

Seconded by Council Member Minjares

COUNCIL MEMBER	YES	NO	ABSTAIN	RECUSE	ABSENT
Happe, David	X				
Minjares, Rick	X				
Sanchez, Alberto	X				
Wallace, Colleen	X				

Motion approved by a vote of 4-0.

## **8. REPORTS OF OFFICERS**

### **8.1. Consideration of Resolution 2022-146, Approving Fiscal Year 2023/2024 Community Development Block Grant Program Applications**

Doug Schulze, City Manager, presented the staff report.

Public Comments:

- Mary Ann Rickinaw

**Motion to adopt Resolution 2022-146.**

Motion by Council Member Happe

Seconded by Council Member Minjares

COUNCIL MEMBER	YES	NO	ABSTAIN	RECUSE	ABSENT
Happe, David	X				
Minjares, Rick	X				
Sanchez, Alberto	X				
Wallace, Colleen	X				

Motion approved by a vote of 4-0.

### **8.2. Consideration of Three Resolutions in Connection with the City's Classification and Compensation Plan: (1) Resolution 2022-148, Approving**

Updates to the City's Classification and Compensation Plan; (2) Resolution 2022-149, Approving Updates to the City's Classification and Compensation Plan for Public Safety; and (3) Resolution 2022-150, Updating the City's Confidential Employee List

Lincoln Bogard, Finance Director, presented the staff report.

Public Comments:

None

**Motion to adopt Resolution 2022-148, 149, and 150 with staff's recommendation for the timing of implementation of those resolutions.**

Motion by Council Member Happe

Seconded by Mayor Pro Tem Sanchez

COUNCIL MEMBER	YES	NO	ABSTAIN	RECUSE	ABSENT
Happe, David	X				
Minjares, Rick	X				
Sanchez, Alberto	X				
Wallace, Colleen	X				

Motion approved by a vote of 4-0.

- 8.3. Consideration of Resolution 2022-153, Approving the Ratified Tentative Agreement with the International Brotherhood of Electrical Workers – Local 47, Representing Utility Unit Bargaining Unit, and Authorizing the City Manager to Finalize and Execute a Successor Memorandum of Understanding

Lincoln Bogard, Finance Director, presented the staff report.

Public Comments:

- Diego Rose

**Motion to adopt Resolution 2022-153.**

Motion by Mayor Pro Tem Sanchez

Seconded by Council Member Happe

COUNCIL MEMBER	YES	NO	ABSTAIN	RECUSE	ABSENT
Happe, David	X				
Minjares, Rick	X				
Sanchez, Alberto	X				
Wallace, Colleen	X				

Motion approved by a vote of 4-0.

8.4. Consideration of Amendment No. 3 to the City Manager Employment Agreement with Douglas Schulze, and Resolution No. 2022-147 Approving that Amendment

Serita Young, City Attorney, presented the staff report.

Public Comments:

- Diego Rose

**Motion to adopt Resolution 2022-147.**

Motion by Mayor Pro Tem Sanchez

Seconded by Council Member Happe

COUNCIL MEMBER	YES	NO	ABSTAIN	RECUSE	ABSENT
Happe, David	X				
Minjares, Rick	X				
Sanchez, Alberto	X				
Wallace, Colleen	X				

Motion approved by a vote of 4-0.

**9. DISCUSSION ITEM(S)**

None

**10. ITEMS FOR FUTURE AGENDAS**

10.1. New Items

10.2. Pending Items:

1. Affordable Housing Solutions
2. Internship Program
3. Traffic Circles/Diverging Diamonds (Happe)
4. Cannabis Regulations (Happe)
5. Cannabis Microbusiness (Wallace)
6. Grow Banning (Sanchez)
7. Rent Control (Sanchez)
8. Potential Grants to Fund Playhouse Bowl Improvements (Sanchez)
9. Desert Landscaping Implementation and Promotional Rebate Program (Happe)

## **11. ADJOURNMENT**

Mayor Wallace adjourned the meeting at 8:28 p.m.

Minutes Prepared by:

  
Caroline Patton, Deputy City Clerk

**This entire meeting may be viewed here:**

**<https://banninglive.viebit.com/index.php?folder=City+Council+Meetings>**

**All documents related to this meeting are available here:**

**<http://banning.ca.us/Archive.aspx?ADID=2735>**

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### **ATTACHMENTS:**

Exhibit A – Agenda Item 5.5.: City Manager’s Report

Exhibit B – Agenda Item 7.2: Ordinance 1587 First Reading – Staff Presentation

Exhibit C – Agenda Item 7.1: Ordinance 1586 Second Reading – Staff Presentation

Exhibit D – Agenda Item 8.2: Classification and Compensation – Staff Presentation

Exhibit E – Agenda Item 8.3: IBEW Utility Unit Tentative MOU – Staff Presentation

# CITY MANAGER'S REPORT

November 8, 2022



## COMMISSION VACANCIES

- Planning Commission Vacancies: <http://banning.ca.us/678/Planning-Commission> The City of Banning is accepting applications to fill four impending vacancies on the City of Banning Planning Commission. The term of three of these offices will begin in February 2023 and run through January 31, 2027. One term will begin upon appointment and expire January 31, 2025.
- Parks and Recreation Commission Vacancies: <http://banning.ca.us/679/Parks-Recreation-Commission> The City of Banning is accepting applications to fill three impending vacancies on the City of Banning Parks & Recreation Commission. The term of these offices will begin in February 2023 and run through January 31, 2027.

- Contacted City of Calimesa staff involved with rent control.
- City staff preparing an RFQ for consultant to advise City on rent control

## RENT CONTROL

## PROMOTION

A'ja Wallace, Deputy Finance Director



# PROMOTION

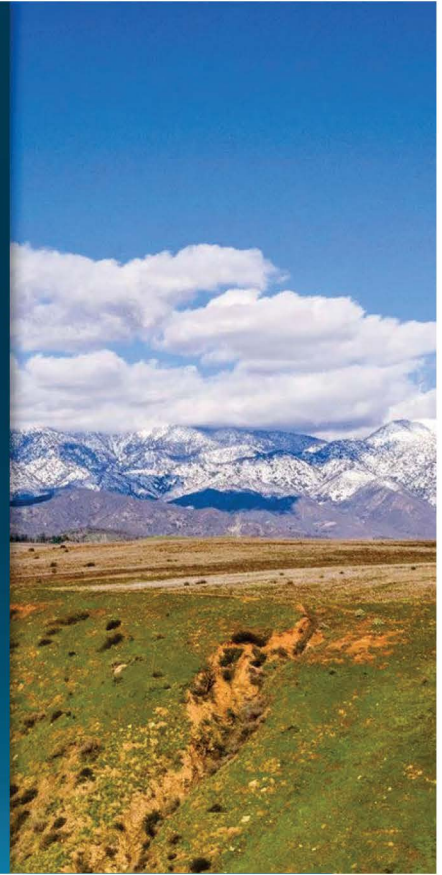
Nicole Jews, Human Resources Manager





# PUBLIC HEARING FOR PROPOSED WATER AND WASTEWATER RATE INCREASES AND ORDINANCE NO. 1587

11/8/22

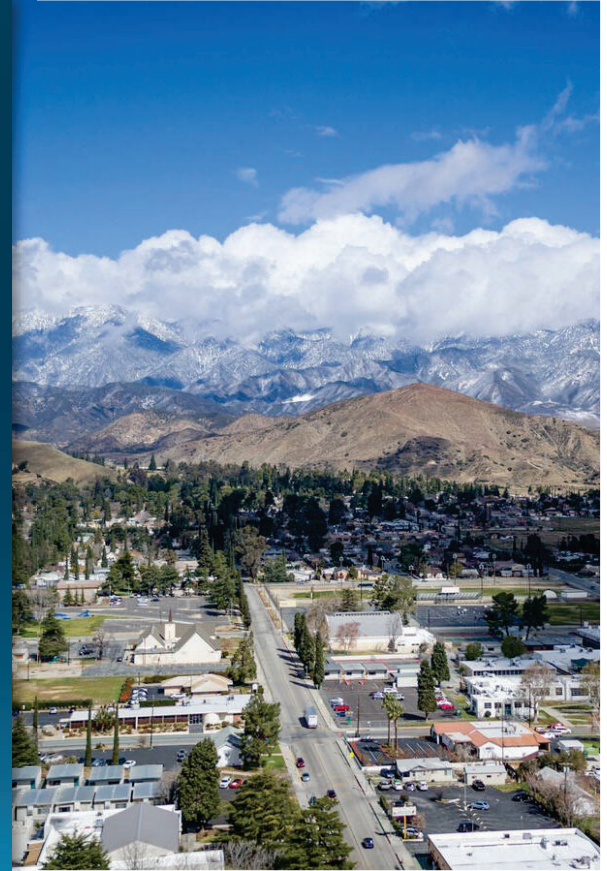


## BACKGROUND

- 2017 WATER/WASTEWATER RATE STUDY
  - In order to meet increasing operating costs and capital improvement needs recommended the following rate adjustments over a 5-year period:
    - WATER : 19%, 18%, 18%, 5% and 3%
    - WASTEWATER: 26%, 26%, 5%, 0% AND 0%
  - City Council approved only a 3% increase for each of 5 years and deferred approximately:
    - \$95.75M of water capital projects
    - \$42.5M of wastewater capital projects
- 3% increase = cumulative increase of 15.9%
- CPI increased 21.4% during the same time frame

# RECAP

- 2022 W/WW RATE STUDY
  - Provides financial plan for 5-year period (O&M, Capital, Debt Service, etc.)
- Cost of Service Analysis
- Development of water and wastewater rates in a manner that is fair, equitable and in proportion to the cost of providing service.



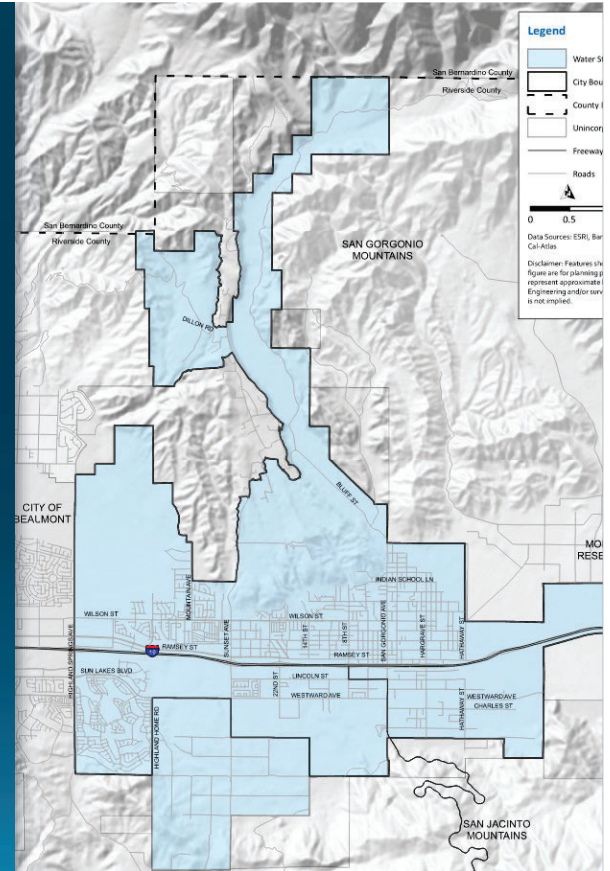
Fiscal Year	Effective Month	Water Utility	Wastewater Utility
FY 2022-2023	January	10.75%	40.00%
FY 2023-2024	July	0.00%	25.00%
FY 2023-2024	January	10.75%	25.00%
FY 2024-2025	January	10.75%	3.00%
FY 2025-2026	January	10.75%	3.00%
FY 2026-2027	January	10.75%	3.00%

2022 W/WW RATE STUDY RECOMMENDED REVENUE ADJUSTMENTS

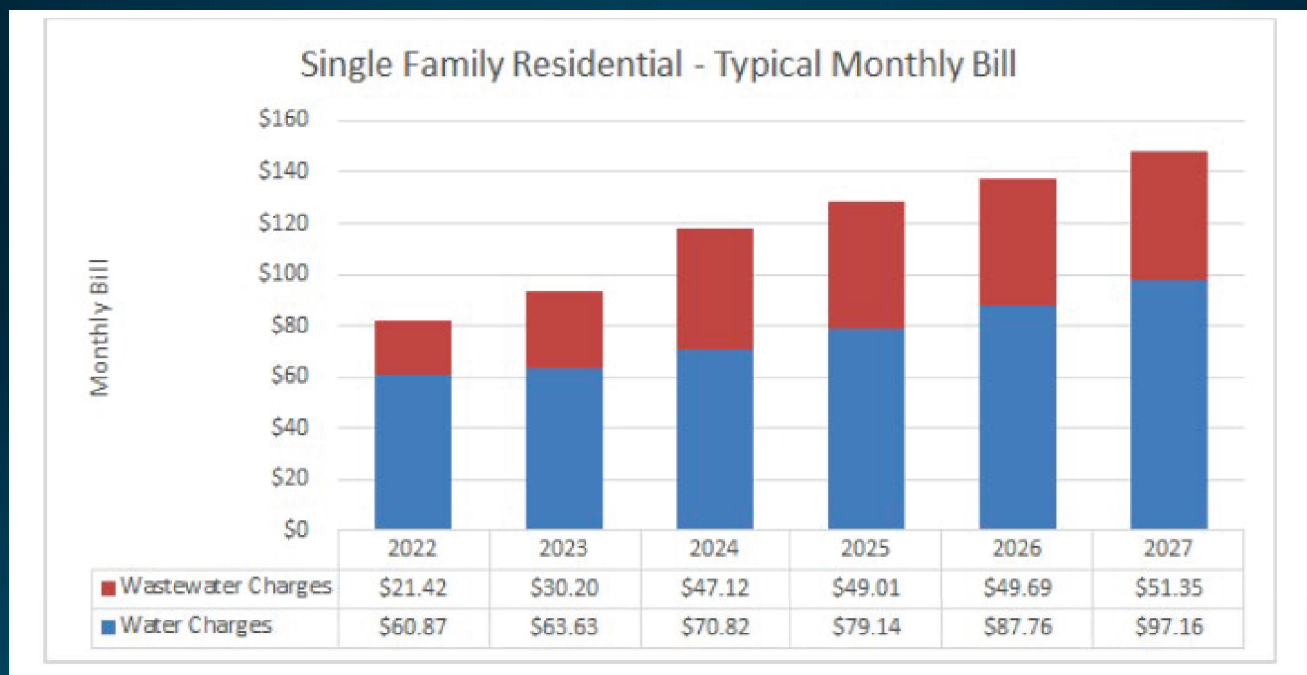
## REVENUE NEEDS

# NOTABLE CHANGES TO RATE STRUCTURE

- **WATER**
  - Revision to the consumption allowances in the three-tier rate structure
  - Removal of uniform municipal use rate
  - Development of a new private fire service line rate
  - Development of a drought surcharge rate
- **WASTEWATER**
  - Development of two separate rates; residential and commercial

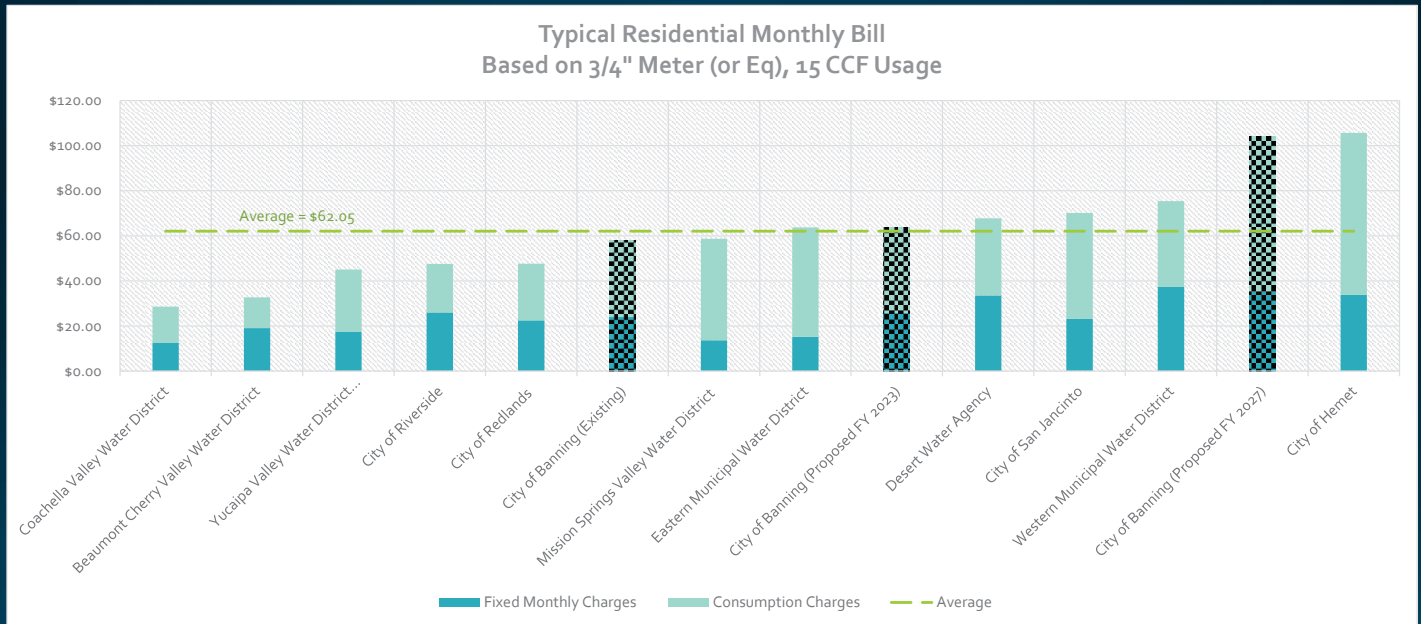


## AVERAGE SINGLE-FAMILY RESIDENTIAL CUSTOMER

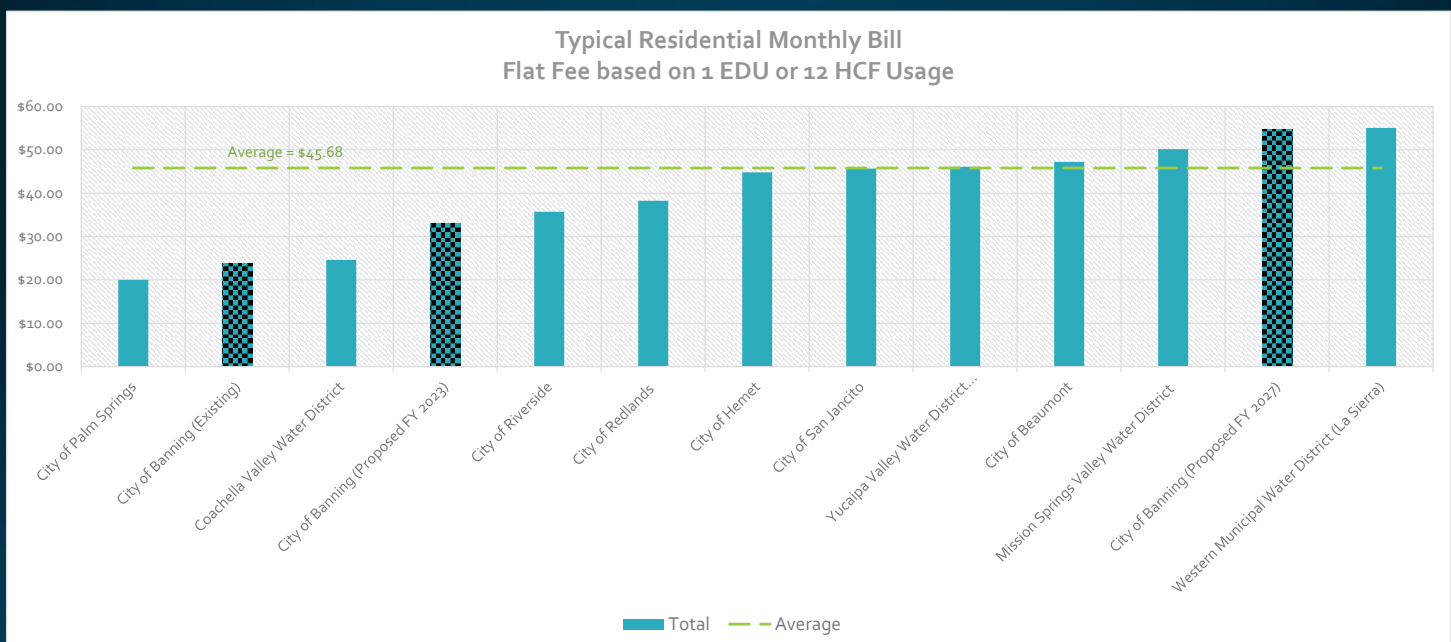




# BENCHMARKING (WATER)



# BENCHMARKING (WASTEWATER)



Dates	Actions
April 19, 2021	<ul style="list-style-type: none"> <li>Budget and Finance Committee Rate Study Presentation</li> </ul>
June 21, 2021	<ul style="list-style-type: none"> <li>Budget and Finance Committee Rate Study Presentation</li> </ul>
August 23, 2022	<ul style="list-style-type: none"> <li>City Council draft 2022 Rate Study Presentation and Workshop</li> </ul>
September 13, 2022	<ul style="list-style-type: none"> <li>Banning Utility Authority approval of 2022 Rate Study</li> <li>Authorization to proceed with Proposition 218 noticing</li> </ul>
September 23, 2022	<ul style="list-style-type: none"> <li>Mail notices and protest forms at least 45 days prior to the Public Hearing</li> </ul>
November 8, 2022	<ul style="list-style-type: none"> <li>Public Hearing and introduction of Ordinance No. 1587 adopting water and wastewater rate adjustments</li> </ul>
December 13, 2022	<ul style="list-style-type: none"> <li>Adoption of Ordinance No. 1587, adopting water and wastewater rate adjustments</li> <li>Ordinance No. 1587 becomes effective</li> </ul>
January 12, 2023	<ul style="list-style-type: none"> <li>First rate adjustment implemented</li> </ul>

## PROPOSITION 218

- Water/Wastewater utilities must meet Prop 218 procedural requirements
- City must hold a public hearing to consider rate adjustments
- Provide written notice to all customers 45 days prior to public hearing
- Prop 218 Notices:
  - Proposed rate adjustments
  - Reason for proposed rate adjustments
  - Date, time and location of public hearing
  - Process for submitting a protest against the rate adjustment. A protest form was included for convenience, but not required to be used.

## PROPOSITION 218 cont...

- At the public hearing the City Clerk will announce the amount of written protests received.
- City will calculate the the percentage of protest in two ways (either will be accepted as majority protest for the specific rate increase:
  - Using the total number of water service accounts (11,590). One protest per account, or;
  - Using the total number of water service parcels (10,715). One protest per parcel, or;
  - Using the total number of wastewater service accounts (11,900). One protest per account, or;
  - Using the total number of wastewater service parcels (11,700). One protest per parcel.
- City Council cannot adopt proposed rate adjustments if written protests are received for more than 50% of accounts or 50% of the parcels subject to the rate adjustments are received.

## RECOMMENDATIONS

- Determine if a majority protest exists.
- If majority protest does not exist, waive first reading and introduce Ordinance No. 1587 adopting the proposed water and/or wastewater adjustments.
- If there is a majority protest against either the proposed water rate increases or the proposed wastewater increases, consider the adoption of a modified Ordinance No. 1587 that does not include rate increases for which there was a majority protest.
- **Note: must pass with 4-0 vote.**

THANK YOU







## **REPORT of OFFICERS ITEM NO. 7.1: ORDINANCE 1586 (BUILDING CODE) AMENDMENT**

**Consideration of Ordinance 1586, Amending Chapters 15.08 and 8.16 of the Banning Municipal Code by adopting by reference, with Amendments, the entirety of the 2022 Edition of the Building Standards Code and other Code Updates.**



## **Background**

- Every three years, the City goes through the California Building Standards Code (CBSC) adoption process.
- On July 1<sup>st</sup>, the CBSC published the 2022 edition of the updated codes.
- Updated codes must be adopted by January 1, 2023, along with any local modifications proposed by the City.
- Revisions to building standards are permitted in order to make any such standard stricter.
- Each amendment must be separately identified and supported by the appropriate finding (topo, climate, or geological).





## Project Description

The Construction Codes proposed for adoption by reference include the following:

- 2022 California Administrative Code
- 2022 California Building Code
- 2022 California Residential Code
- 2022 California Electrical Code
- 2022 California Mechanical Code
- 2022 California Plumbing Code
- 2022 California Energy Code
- 2022 California Fire Code
- 2022 California Existing Building Code
- 2022 California Green Building Standards Code
- 2021 International Property Maintenance Code
- 1997 Uniform Code for the Abatement of Dangerous Buildings



## Proposed Amendments – Building

2022 Residential Code – The City again will make amendments to the fencing and enclosures for Swimming Pools, referenced in Section 15.40.030, which states:

*15.40.030 - Fencing and enclosure – Doors, gates, and other openings:*

*All gates or doors opening through the enclosure required by this chapter shall be equipped with a self-closing and self-latching device, consistent with the requirements of Subsection B of section 15.08.020, not less than fifty-four inches high, designed to keep, and capable of keeping, such door or gate securely closed at all times when not in actual use. The door of any dwelling house or accessory building and forming any part of the enclosure need not be so equipped.*



## Proposed Amendments – Fire

The Office of the Fire Marshall is recommending certain changes and amendments to the 2022 California Building, Residential, Energy, and Fire Codes, respectfully; which have been itemized and are detailed in Sections 2 and 3 of Ordinance 1586 and Exhibit A to Ordinance 1586.

If the proposed amendments are approved by the City Council, the amendments must be filed with the California Building Standards Commission before they will become effective.



## Recommendation

Staff respectfully recommend City Council: (1) Adopt the Notice of Exemption (NOE) which determines that Ordinance No. 1585 is not subject to CEQA, pursuant to Section 15060(c)(3) of the California Environmental Quality Act (CEQA); (2) Conduct a public hearing on Ordinance No. 1586 in accordance with Gov. Code, § 50022.3; and (3) Motion to conduct a second reading and adopt Ordinance No. 1586, Amending Chapters 15.08 and 8.16 of the Banning Municipal Code by adopting by reference, with Amendments, the entirety of the 2022 Edition of the Building Standards Code, the 2021 Edition of the International Property Maintenance Code, and the 1997 Edition of the Uniform Code for the Abatement of ending Section 15.40.030 of the Banning Municipal Code concerning Pool Fencing and Enclosure Standards.



***Thank You & Questions***

# Classification & Compensation Plan Changes (Continued Item)

Lincoln Bogard – Finance Director  
Council Meeting – November 8, 2022

## Overview of Changes

- Decreased amount due to previously approved consultant recommendations and these reclassifications.
- Most positions are reclassifications already paying employee benefits, except the Building Permit Specialist, which has a contract savings offset.
- The classification and compensation plan (typically exhibit B) will be updated and brought back to Council after Union negotiations and Classification & Compensation updates are complete.
- We project a surplus for the General Fund of around \$361,000 for Fiscal Year 2022-23
- Vacancies/staff movement since the Comprehensive Classification & Compensation study may reduce fiscal impact.

## Additional Fiscal Impact and Summary

- The fiscal impact incorporates previously approved recommendations (salary/grade increases) from the Classification and Compensation study performed by Public Sector Personnel Consultants.
- Includes an estimated benefits package increase of 15%
  - Accommodates for increased maximum cash outs and other cafeteria items contained within the City offered benefits package.

## Community Development Department

### Planning:

Position/Fund/Range	Fiscal Impact		
	Proposed Salary Range	Current Salary Range	Proposed Salary Difference
Building Permit Specialist	\$ 103,679		\$ 103,679
Identified Contract Savings*	\$ (121,242)		\$ (121,242)
<b>Total Fiscal Impact (Annually)</b>			<b>\$ (17,563)</b>

\*Contract Savings Identified in the amount of \$121,242

# Public Works

## Public Works:

Base Wage Fiscal Impact				
Position/Fund/Range	Proposed Salary Range	Current Salary Range	Proposed Salary Difference	
Transit Manager/610/T83	\$ 97,803	\$ 95,843	\$	1,960
Fleet Manager /702/T83	\$ 113,758	\$ 111,259	\$	2,499
Public Works Program				
Manager/001,100,660,680 & 690/T83	\$ 105,479	\$ 103,162	\$	2,317
Total Base Wage Fiscal Impact (Annually)			\$	6,777

# Finance

## Fiscal Services:

Base Wage Fiscal Impact				
Position/Fund/Range	Proposed Salary Range	Current Salary Range	Proposed Salary Difference	
Accountant II/001/G64	\$ 73,383		\$	73,383
Identified Savings*	(82,476)		\$	(82,476)
Customer Service Supervisor/761/T79	\$ 88,605	\$ 82,279	\$	6,327
Finance Manager/001/T83	\$ 113,758	\$ 111,313	\$	2,445
Accounting Specialist/001/G53	\$ 51,858	\$ 50,717	\$	1,141
Total Base Wage Fiscal Impact (Annually)			\$	818

\*Accountant II will have savings from overtime in the amount of \$73,156 (annually) and Temporary Staff in the amount of \$9,320 (Annually)



# Police

## Police Services:

Position/Fund/Range	Base Wage Fiscal Impact		
	Proposed Salary Range	Current Salary Range	Proposed Salary Difference
Property & Evidence Specialist/001/G63	\$ 68,076	\$ 49,529	\$ 18,547
Police Lieutenant/001/P87	\$ 153,939	\$ 130,079	\$ 23,859
Executive Assistant/Support Services Manager/001/P70	\$ 82,523	\$ 68,278	\$ 14,245
<b>Total Base Wage Fiscal Impact (Annually)</b>			<b>\$ 56,651</b>

FY2022-23				Base Wage Fiscal Impact Allocation												
Position	Qty	Amount Per Employee	Total Amount	Finance 001-1900	Engin. 001-3000	Building Maint. 001-3200	Police 001-2200	Planning 001-2800	Street 100-4900	Fixed-Route 610-5800	Dial-A-Ride 610-5850	Water 660-8000	Wastewater 680-8000	Refuse 690-9600	Fleet 702-3800	Utility Billing 761-3100
Fleet Manager Range T83	1	\$ 113,758	\$ 113,758												\$ 113,758	
Fleet Manager Range T75	(1)	\$ 111,259	\$ (111,259)												\$ (111,259)	
Public Works Program Manager T	1	\$ 105,479	\$ 105,479		\$ 5,274	\$ 7,911			\$ 2,637			\$ 21,096	\$ 15,822	\$ 52,740		
Public Works Program Manager T	(1)	\$ 103,162	\$ (103,162)		\$ (5,158)	\$ (7,737)			\$ (2,579)			\$ (20,632)	\$ (15,474)	\$ (51,581)		
Transit Manager Range T83	1	\$ 97,803	\$ 97,803							\$ 88,023	\$ 9,780					
Transit Manager Range T73	(1)	\$ 95,843	\$ (95,843)							\$ (86,258)	\$ (9,584)					
Finance Manager Range T83	1	\$ 113,758	\$ 113,758	\$ 113,758												
Budget & Financial Analyst Range	(1)	\$ 111,313	\$ (111,313)	\$ (111,313)												
Customer Service Supervisor Range	1	\$ 88,605	\$ 88,605													\$ 88,605
Utility Financial Analyst Range T6	(1)	\$ 82,279	\$ (82,279)													\$ (82,279)
Building Permit Specialist G55	1	\$ 103,679	\$ 103,679					\$ 103,679								
Identified Savings**	(1)	\$ 121,242	\$ (121,242)					\$ (121,242)								
Accountant II G64	1	\$ 73,383	\$ 73,383	\$ 73,383												
Identified Savings*	(1)	\$ 82,476	\$ (82,476)	\$ (82,476)												
Accounting Specialist G53	1	\$ 51,858	\$ 51,858	\$ 51,858												
Financial Services Specialist G47	(1)	\$ 50,717	\$ (50,717)	\$ (50,717)												
Property Evidence Specialist	1	\$ 68,076	\$ 68,076				\$ 68,076									
Police Assistant 1	(1)	\$ 49,529	\$ (49,529)				\$ (49,529)									
Executive Assistant/Police Support Services Manager	1	\$ 82,523	\$ 82,523				\$ 82,523									
Executive Assistant	(1)	\$ 68,278	\$ (68,278)				\$ (68,278)									
Police Lieutenant	1	\$ 153,939	\$ 153,939				\$ 153,939									
Police Sergeant	(1)	\$ 130,079	\$ (130,079)				\$ (130,079)									
		\$ -	\$ -												\$ -	
		\$ 46,683	\$ (5,508)	\$ 116	\$ 174	\$ 56,651	\$ (17,563)	\$ 58	\$ 1,764	\$ 196	\$ 463	\$ 348	\$ 1,159	\$ 2,499	\$ 6,327	

\*Accountant II will have savings from overtime in the amount of \$73,156 (annually) and Temporary Staff in the amount of \$9,320 (Annually)

\*\* Building Permit Specialist is offset by Contract savings in the amount of \$121,242 (Annually)

## Alternatives:

- Adopt all three resolutions implementing changes to the City’s classification and compensation plan and confidential employees list.
- Adopt one or more resolutions and provide alternate direction to staff.
- Do not adopt resolutions and provide alternative direction to staff.

## Recommended Modifications

- Adopt Resolutions 2022-148 and 2022-150 to be implemented as of the first full pay period following Council approval.
- Adopt Resolution 2022-149 (Public Safety) to be implemented as of the first full pay period following Council approval, retroactive to October 26, 2022
  - Same date as item prior to continuation.





# IBEW – Utility Contract

Lincoln Bogard – Finance Director

City Council Meeting  
November 8, 2022

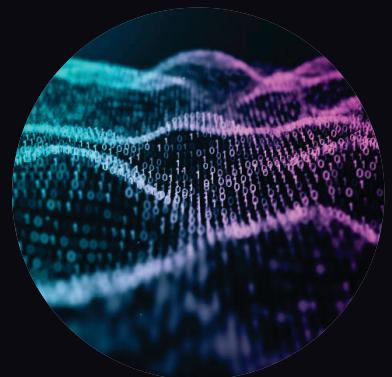
## Status

Negotiations completed within  
original rules

Tentative Agreement reached  
between Union and City

Council briefings in Closed  
Sessions have occurred

Bringing Tentative Agreement to  
Council for approval



# Tentative Agreements

Tuesday, February 2, 20XX

Sample Footer Text

3

## Summary of Changes from existing MOU

- Term – Two years – July 1, 2022 through June 30, 2024
- Implement previously approved unrepresented classifications and add Certified Powerline Technician
- Update Union Dues language per legal recommendations
- Add required FLSA shift language for 9/80 schedules
- 3% base wage increase retroactive to July 1, 2022, and another 3% base wage increase pay period including July 1, 2023
- Implement ladder structure for positions including contractually required steps in grades as well as I, II, and III classifications
- 6% Rubber Glove Certificate Pay to be incorporated into base salary
- City option to have 0, 1, or 2 step increase upon annual reviews

Tuesday, November 8, 2022

IBEW – Utility Memorandum of Understanding (MOU)

4

# Summary of Changes from existing MOU

- Continue retention bonuses for electric at current rate and structure (\$5,000 per year retro upon approval and July 1, 2023)
  - Add Certified Powerline Technician
- Add retention bonuses for water and wastewater based on agreed structure (\$2,500 per year retro upon approval and July 1, 2023)
- Mandatory leave cash-outs above threshold first pay period after November 1<sup>st</sup> each year
- Temporary upgrade pay change to 960 hours from 6 months per CalPERS
- Add Juneteenth holiday
- Employee Transfers between bargaining units will maintain accruals (not cash out)
- Cafeteria Cash Out unchanged subject to reopener within 2 weeks of City notice
- Add spouse/domestic partner to eyewear reimbursement combined \$250 coverage

Tuesday, November 8, 2022

IBEW – Utility Memorandum of Understanding (MOU)

5

# Summary of Changes from existing MOU

- Implementation of the PSPC 2022 Total Compensation survey recommendations
  - Council approved October 25, 2022, and implementing this pay period retroactive to October 26, 2022
- Contingent upon agreement of all bargaining groups agreeing, insert short-term disability mandatory employee paid benefit into MOU and reduce waiting period from 30 days to 14 days

Tuesday, November 8, 2022

IBEW – Utility Memorandum of Understanding (MOU)

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# Current Status

Tentative Agreement ratified by IBEW – Utility on October 27, 2022, and signed by John Baca, Union Representative, on November 3, 2022, and Shelline Bennett, City Negotiation Counsel, on November 4, 2022

# Alternatives

1. Adopt Resolution 2022-153 as recommended.
2. Adopt Resolution 2022-153 with modifications.
3. Do not approve Resolution 2022-153 and provide alternative direction to staff.

