



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**

1/10/2023

REGULAR MEETING

COUNCIL MEMBERS PRESENT:

Council Member Sheri Flynn
Council Member Reuben Gonzales
Council Member Rick Minjares
Mayor Alberto Sanchez.
Mayor Pro Tem 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
Matthew Hamner, Chief of Police
Ralph Wright, Parks and Recreation Director
Laurie Sampson, Assistant City Manager
John Garside, Multimedia Specialist

1. CALL TO ORDER

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

- 1.1. Invocation – Chief Hamner provided the invocation.
- 1.2. Pledge of Allegiance – Council Member Minjares led the Pledge of Allegiance.
- 1.3. Roll Call

COUNCIL MEMBER	PRESENT	ABSENT
Gonzales, Reuben	X	
Minjares, Rick	X	
Sanchez, Alberto	X	
Wallace, Colleen	X	

- 1.4. Moment of Silence in Recognition of Fallen Riverside County Sheriff's Deputy Isaiah Cordero

2. AGENDA APPROVAL

- 2.1. Approve Agenda

Motion to approve the agenda, amended to have agenda item 11.1 immediate follow agenda item 7.2.

Motion by Mayor Pro Tem Wallace
Seconded by Council Member Minjares

COUNCIL MEMBER	YES	NO	ABSTAIN	RECUSE	ABSENT
Gonzales, Reuben	X				
Minjares, Rick	X				
Sanchez, Alberto	X				
Wallace, Colleen	X				

Motion approved by a vote of 4-0.

3. CERTIFICATION OF ELECTION RESULTS

- 3.1. Consideration of Resolution 2023-01, Reciting the Facts of the Special Recall Election Held in the City of Banning on December 13, 2022

Motion to adopt Resolution 2023-01.

Motion by Mayor Pro Tem Wallace
Seconded by Council Member Minjares

COUNCIL MEMBER	YES	NO	ABSTAIN	RECUSE	ABSENT
Gonzales, Reuben	X				
Minjares, Rick	X				
Sanchez, Alberto	X				
Wallace, Colleen	X				

Motion approved by a vote of 4-0.

4. PRESENTATIONS

- 4.1. Swearing In of Council Member Sheri Flynn (District 3)
- 4.2. Banning Beautification Award for December 2022 – Rite Aid

5. CLOSED SESSION

City Attorney Young read the closed session citations.

Mayor Sanchez adjourned the meeting into closed session at 5:15 p.m.

5.1. CONFERENCE WITH LABOR NEGOTIATORS

Pursuant to Government Code Section 54957.6

Agency Designated Representatives: Doug Schulze, City Manager; Art Vela, Director of Public Works; Lincoln Bogard, Finance Director; Nicole Jews, Human Resources Manager; Shelline Bennett of Liebert Cassidy Whitmore (City Counsel)

Employee Organization: Teamsters

5.2. CONFERENCE WITH REAL PROPERTY NEGOTIATORS

Pursuant to Government Code Section 54956.8

Property: 33 S San Gorgonio Ave (APN: 540204009)

Agency negotiator: Doug Schulze, City Manager

Negotiating parties: Undetermined at this time

Under negotiation: Price and Terms of Payment

5.3. CONFERENCE WITH REAL PROPERTY NEGOTIATORS

Pursuant to Government Code Section 54956.8

Property: 150 E Ramsey Street (APNs 541-181-014, -023, -037, -039)

Agency negotiator: Doug Schulze, City Manager

Negotiating parties: SGP America Construction, Inc.

Under negotiation: Price and Terms of Payment

Mayor Sanchez reconvened the meeting at 6:19 p.m.

6. REPORT ON CLOSED SESSION

6.1. City Attorney Young reported on agenda items 5.1 and 5.3 direction was provided to staff with no final or reportable action.

Council Member Gonzales recused himself from agenda item 5.2. Direction was provided to staff with no final or reportable action.

7. PUBLIC COMMENTS, CORRESPONDENCE, APPOINTMENTS, CITY COUNCIL COMMITTEE REPORTS, CITY MANAGER REPORT, AND CITY ATTORNEY REPORT

7.1. PUBLIC COMMENTS

The following individuals addressed City Council during Public Comment:

- Michele Walter
- Bill Lamb

- Keawepoo "Key" Fragas
- John McLoughlin
- Stuart MacKenzie
- Mary Ann Rickinaw
- Paul Perkins
- Ron Duncan
- Maureen MacFarland
- Leslie Cattern
- Virginia Cervantes
- Nikki Schorza

7.2. CORRESPONDENCE

None

11. DISCUSSION ITEM(S)

11.1 City Council Policy Committees

Doug Schulze, City Manager, presented the staff report.

Public Comment

- Virginia Cervantes

Motion to direct staff to keep the current City Council committee structure as is, and for new committee appointees to work with the City Manager to draft new statements regarding each committee's purpose and role.

Motion by Mayor Pro Tem Wallace
Seconded by Council Member Gonzales

COUNCIL MEMBER	YES	NO	ABSTAIN	RECUSE	ABSENT
Flynn, Sheri	✗				
Gonzales, Reuben	✗				
Minjares, Rick	✗				
Sanchez, Alberto	✗				
Wallace, Colleen	✗				

Motion approved by a vote of 5-0.

7.3. APPOINTMENTS

7.3.1. City Council Committee Assignments for 2023

Motion to finalize appointments as presented in Exhibit A, “2023 City Council Committee Assignments.”

Motion by Mayor Pro Tem Wallace
Seconded by Council Member Flynn

COUNCIL MEMBER	YES	NO	ABSTAIN	RECUSE	ABSENT
Flynn, Sheri	✗				
Gonzales, Reuben	✗				
Minjares, Rick	✗				
Sanchez, Alberto	✗				
Wallace, Colleen	✗				

Motion approved by a vote of 5-0.

7.3.2. Appointment of Three Parks and Recreation Commissioners to Fill Three Impending Vacancies

Motion to appoint Peggy Murphy, Rick Raum, and Nicolas Urquidez to the Parks and Recreation Commission.

Motion by Mayor Pro Tem Wallace
Seconded by Council Member Gonzales

COUNCIL MEMBER	YES	NO	ABSTAIN	RECUSE	ABSENT
Flynn, Sheri	✗				
Gonzales, Reuben	✗				
Minjares, Rick	✗				
Sanchez, Alberto	✗				
Wallace, Colleen	✗				

Motion approved by a vote of 5-0.

Mayor Sanchez announced a recess at 7:20 p.m. The meeting reconvened at 7:34 p.m.

7.4. CITY COUNCIL COMMITTEE REPORTS

Mayor Pro Tem Wallace reported on a Pass Area Transportation NOW Committee meeting she attended as well as a Regional Conservation Authority (RCA) meeting. Wallace said her District 5 Town Hall would be starting back at Roosevelt Williams Park on the fourth Saturday of every month beginning at 4:00 p.m.

Mayor Sanchez said there was a Waste Management community cleanup event coming up.

Council Member Minjares reported that he would be conducting a District 2 Town Hall at Dysart Park.

7.5. CITY MANAGER REPORT

City Manager Schulze reported that the Active Transportation Survey needs more responses and encouraged residents to complete it on the City's website. He also highlighted the Local Hazard Mitigation Plan (LHMP) survey.

7.6. CITY ATTORNEY REPORT

City Attorney Young had no report.

7.7. CITY TREASURER REPORT

Treasurer Geronimo had no report.

8. CONSENT ITEMS

- 8.1. Minutes of the December 13, 2022 City Council Meetings
- 8.2. Approval and Ratification of Accounts Payable and Payroll Warrants Issued in the Month of November 2022
- 8.3. Receive and File Cash, Investments and Reserve Report for the Month of November 2022
- 8.4. Receive and File Police Department Statistics for the Month of November 2022
- 8.5. Consideration of Resolution 2023-02, Awarding a Professional Services Agreement for the Design of San Gorgonio Avenue and Union Pacific Railroad At-Grade Crossing Safety Improvements to CASC Engineering and Consulting, Inc. in the amount of \$109,908.36 and Approving a 10% Contingency for a Total Not-to-Exceed Amount of \$120,899.20
- 8.6. Consideration of Resolution 2023-03, Awarding a Professional Services Agreement for the Design of Barbour Street Water Main Replacement to TKE Engineering, Inc. in the Amount of \$103,500 and Approving a 10% Contingency for a Total Not-to-Exceed Amount of \$113,850
- 8.7. Authorize the City Manager to Sign the Notice of Completion for Project No. 2022-02, "Street Rehabilitation at Various Locations" as Complete and Direct the City Clerk to Record the Notice of Completion
- 8.8. Consideration of Resolution 2023-11, Authorizing the Submittal of a Grant Application to the California Department of Water Resources to Obtain a Proposition 1 Round 2 Integrated Regional Water Management Implementation Grant and Authorizing the City Manager to Execute a Grant Agreement and Related Sub-Grantee Agreements
- 8.9. Consideration of Resolution 2023-12, Authorizing Participation in Phase Two of the California Arrearages Payment Program (CAPP) to Request Funding for Unpaid Electric Utility Services Incurred During the Covid-19 Pandemic

Public Comment

None

Motion to approve consent agenda items 8.2 to 8.4 and 8.6 to 8.9.

Motion by Mayor Pro Tem Wallace
Seconded by Council Member Gonzales

COUNCIL MEMBER	YES	NO	ABSTAIN	RECUSE	ABSENT
Flynn, Sheri	✗				
Gonzales, Reuben	✗				
Minjares, Rick	✗				
Sanchez, Alberto	✗				
Wallace, Colleen	✗				

Motion approved by a vote of 5-0.

8.1 Minutes of the December 13, 2022 City Council Meetings

Motion to approve consent agenda item 8.1, approving the City Council Meeting Minutes for December 13, 2022.

Motion by Council Member Gonzales
Seconded by Mayor Pro Tem Wallace

COUNCIL MEMBER	YES	NO	ABSTAIN	RECUSE	ABSENT
Flynn, Sheri	✗				
Gonzales, Reuben	✗				
Minjares, Rick	✗				
Sanchez, Alberto	✗				
Wallace, Colleen	✗				

Motion approved by a vote of 5-0.

8.5 Consideration of Resolution 2023-02, Awarding a Professional Services Agreement for the Design of San Gorgonio Avenue and Union Pacific Railroad At-Grade Crossing Safety Improvements to CASC Engineering and Consulting, Inc. in the amount of \$109,908.36 and Approving a 10% Contingency for a Total Not-to-Exceed Amount of \$120,899.20

Motion to approve consent agenda item 8.5, adopting Resolution 2023-02.

Motion by Council Member Gonzales
Seconded by Mayor Pro Tem Wallace

COUNCIL MEMBER	YES	NO	ABSTAIN	RECUSE	ABSENT
Flynn, Sheri	X				
Gonzales, Reuben	X				
Minjares, Rick	X				
Sanchez, Alberto	X				
Wallace, Colleen	X				

Motion approved by a vote of 5-0.

9. PUBLIC HEARING(S)

9.1. Consideration of Resolution 2023-04, Approving an Addendum to the previously prepared Environmental Impact Report (EIR) for the Butterfield Specific Plan and approve Tentative Tract Map 37388, which is a proposal to subdivide approximately 119.90 gross acres of vacant land for the purposes of creating 530 single-family residential lots, six park lots, 26 open space and lettered lots, private common driveways, and public streets all within the Butterfield Specific Plan (the “Atwell” Project)

Adam Rush, Community Development Director, presented the staff report.

Applicant representatives Michael Heishman and Barrett Bruchhauser spoke on behalf of the applicant, TriPointe Homes.

Public Comment

- Chris McCallum
- Laura Leindecker

Motion to adopt Resolution 2023-04.

Motion by Mayor Pro Tem Wallace
Seconded by Council Member Gonzales

COUNCIL MEMBER	YES	NO	ABSTAIN	RECUSE	ABSENT
Flynn, Sheri	X				
Gonzales, Reuben	X				
Minjares, Rick	X				
Sanchez, Alberto	X				
Wallace, Colleen	X				

Motion approved by a vote of 5-0.

10. REPORTS OF OFFICERS

10.1. Consideration and Introduction of Ordinance 1588, An Ordinance of the City of Banning, California, Amending Chapter 2.08 (City Manager) of Title 2 (Administration and Personnel) of the Banning Municipal Code to Remove

References to the Assistant City Attorney Manager Position, Updating a Code Section Cross-Reference in Section 13.05.020 (Authority) of Chapter 13.05 (Banning Electric Utility) of Title 13 (Public Services) of the Banning Municipal Code, and Making a Determination of Exemption under CEQA Guidelines Section 15601(b)(3)

Serita Young, City Attorney, presented the staff report.

Public Comment

- Frank Connolly
- Chris McCallum

Motion to waive full reading and introduce Ordinance 1588.

Motion by Mayor Pro Tem Wallace
Seconded by Council Member Gonzales

COUNCIL MEMBER	YES	NO	ABSTAIN	RECUSE	ABSENT
Flynn, Sheri		✗			
Gonzales, Reuben	✗				
Minjares, Rick	✗				
Sanchez, Alberto	✗				
Wallace, Colleen	✗				

Motion approved by a vote of 4-1.

10.2. Deployment of DropCountr CLEAR Customer Water Usage Software and Application

Art Vela, Director of Public Works, introduced Alison Nill of KUBRA to provide a presentation and live demonstration of the new DropCountr portal for utility users.

Public Comment

- Frank Connolly

10.3. Consideration of Resolution 2023-13, Approving an Exclusive Negotiating Agreement for City-Owned Property Located at 150 E. Ramsey Street in Banning

Doug Schulze, City Manager, presented the staff report.

Public Comment

- Frank Connolly

Motion to adopt Resolution 2023-13, amended to update the contracting party's name to Investel Development, LLC.

Motion by Mayor Pro Tem Wallace
Seconded by Council Member Gonzales

COUNCIL MEMBER	YES	NO	ABSTAIN	RECUSE	ABSENT
Flynn, Sheri	×				
Gonzales, Reuben	×				
Minjares, Rick	×				
Sanchez, Alberto	×				
Wallace, Colleen	×				

Motion approved by a vote of 5-0.

Mayor Sanchez announced a recess at 9:20 p.m. The meeting was reconvened at 9:30 p.m.

10.4. Consideration of Resolution 2023-05, Authorizing a Concurrent Application for a City-Owned 220kV Substation Interconnection with Southern California Edison (SCE) and the California Independent System Operator (CAISO)

Tom Miller, Electric Utility Director, presented the staff report.

Public Comment

None

Motion to continue this item to the next City Council meeting.

Motion by Council Member Flynn
No second. Motion failed.

Motion to adopt Resolution 2023-05.

Motion by Council Member Minjares
Seconded by Council Member Gonzales

COUNCIL MEMBER	YES	NO	ABSTAIN	RECUSE	ABSENT
Flynn, Sheri		×			
Gonzales, Reuben	×				
Minjares, Rick	×				
Sanchez, Alberto	×				
Wallace, Colleen	×				

Motion approved by a vote of 4-1.

10.5. Consideration of Resolutions 2023-06 through 2023-09, Implementing the Reevaluation and Revision to Positions without Recommendations from the Comprehensive Classification and Compensation Plan performed by Public Sector Personnel Services

Lincoln Bogard, Finance Director, presented the staff report.

Public Comment

None

Motion to adopt Resolution 2023-06 through 2023-09.

Motion by Mayor Pro Tem Wallace
Seconded by Council Member Gonzales

COUNCIL MEMBER	YES	NO	ABSTAIN	RECUSE	ABSENT
Flynn, Sheri	✗				
Gonzales, Reuben	✗				
Minjares, Rick	✗				
Sanchez, Alberto	✗				
Wallace, Colleen	✗				

Motion approved by a vote of 5-0.

10.6. Consideration of Resolution 2023-10, Approving the Ratified Tentative Agreement with the International Brotherhood of Electrical Workers (IBEW) Local 47, Representing the General 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.

Motion to extend the meeting for another hour past 10:00 p.m.

Motion by Mayor Pro Tem Wallace
Seconded by Mayor Sanchez

COUNCIL MEMBER	YES	NO	ABSTAIN	RECUSE	ABSENT
Flynn, Sheri	✗				
Gonzales, Reuben	✗				
Minjares, Rick	✗				
Sanchez, Alberto	✗				
Wallace, Colleen	✗				

Motion approved by a vote of 5-0.

Public Comment

None

Motion to adopt Resolution 2023-10.

Motion by Mayor Sanchez

Seconded by Mayor Pro Tem Wallace

COUNCIL MEMBER	YES	NO	ABSTAIN	RECUSE	ABSENT
Flynn, Sheri	✗				
Gonzales, Reuben	✗				
Minjares, Rick	✗				
Sanchez, Alberto	✗				
Wallace, Colleen	✗				

Motion approved by a vote of 5-0.

11. DISCUSSION ITEM(S)

11.1. City Council Policy Committees

*This agenda item was moved to earlier in the meeting agenda, to come after agenda item 7.2.***12. ITEMS FOR FUTURE AGENDAS**

12.1. New Items:

- Historic Site Preservation Board/Mills Act (Minjares)
- Roadside Services (Minjares)
- Beautification of San Gorgonio Overpass Funding (Gonzales)

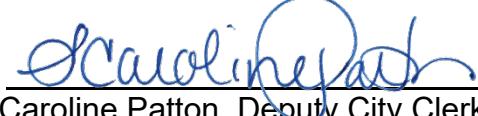
12.2. Pending Items:

1. Cannabis Microbusiness (Wallace)
2. Grow Banning (Sanchez)
3. Rent Control (Sanchez)
4. Potential Grants to Fund Playhouse Bowl Improvements (Sanchez)
5. Committee for Seniors (Gonzales)
6. Food Desert Zoning Overlay (Minjares)

13. ADJOURNMENT

Mayor Sanchez adjourned the meeting at 10:12 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=2753>

ATTACHMENTS:

Exhibit A – 2023 City Council Committee Assignments

Exhibit B – Public Comment: Stagecoach Town USA

Exhibit C – Agenda Item 10.5: Resolutions 2023-06 through 09, Classification and Compensation Plan Revisions

Exhibit D – Agenda Item 10.6: Resolution 2023-10, Tentative Agreement with IBEW General Bargaining Unit



BANNING CITY COUNCIL

2023 COMMITTEE ASSIGNMENTS

COMMITTEE	DAY & TIME OF MEETING	MEMBER	ALTERNATE	STAFF LIAISON
Western Riverside Council of Governments (WRCOG)	1 st Mondays 2:00 p.m.	Minjares	Gonzales	City Manager
Riverside Transit Agency (RTA)	4 th Thursdays 2:00 p.m. (Dark August; Nov and Dec meetings on 3 rd Thursday)	Gonzales	Sanchez	Public Works Director
Riverside County Transportation Commission (RCTC)	2 nd Wednesdays 9:00 a.m.	Flynn	Minjares	Public Works Director
Pass Area Transportation NOW Committee	1 st Thursdays 12:00 p.m.	Wallace	Sanchez	Public Works Director
Regional Conservation Authority (RCA)	1 st Mondays 12:30 p.m.	Wallace	Flynn	Community Development Director
San Gorgonio Pass Water Alliance (SGPWA)	4 th Wednesdays 5:00 p.m.	Minjares	Sanchez	Public Works Director
Southern California Association of Governments (SCAG)	1st Thursdays 10:30 a.m.	Wallace	Flynn	
Community Action Partnership	3 rd Thursdays 7:00 p.m.	Wallace	Gonzales	
League of California Cities (CalCities)	Quarterly (January, March, May, and July)	Sanchez	Wallace	City Manager



BANNING CITY COUNCIL

2023 COMMITTEE ASSIGNMENTS

2 x 2 COUNCIL WORKING GROUPS (meet as needed)

BANNING UNIFIED SCHOOL DISTRICT	MORONGO BAND OF MISSION INDIANS	MT. SAN JACINTO COLLEGE	SAN GORGONIO MEMORIAL HOSPITAL	CITY OF BEAUMONT
Wallace Gonzales Staff: City Manager	Wallace Minjares Staff: City Manager	Sanchez Gonzales Staff: City Manager	Flynn Minjares Staff: City Manager	Flynn Gonzales Staff: City Manager

STANDING COMMITTEES (meet as needed)

ECONOMIC DEVELOPMENT	HEALTHY LIVING CITY	DOWNTOWN	BUDGET & FINANCE	HOMELESSNESS ADVISORY
Flynn Sanchez Staff: Economic Development Mgr	Wallace Gonzales Staff: Parks & Recreation Director	Flynn Wallace Staff: City Manager	Flynn Wallace Staff: Finance Director	Minjares Gonzales Staff: City Manager







Photo: Constance Peters













GILMAN RANCH PARK
RIVERSIDE COUNTY
STAGE STOP 1862-1875
ADDOBE BUILDING BUILT 1854
PURCHASED BY JAMES M. GILMAN, 1869
HISTORICAL MARKER
CAPE ANN CHARTER
NATIONAL SOCIETY
COLONIAL DAMES XVII CENTURY
1987















































CLASSIFICATION & COMPENSATION



Lincoln Bogard
Finance Director

January 10, 2023, City Council Meeting

9/3/20XX

2

PRESENTATION TITLE



ITEMS FOR DISCUSSION

Parks & Recreation, City Manager, Public Works and Police Department
Administrative Services Director
Electric Employees
Confidential Employees

Introduction

On October 25, 2022, the City Council approved Resolution No. 2022-142 to implement the recommendations of the Comprehensive Classification and Compensation Plan however, there were some positions not included within the recommendations. Council requested that staff conduct a subsequent analysis and evaluation to determine if the positions were deemed at "market rate" or required an adjustment. Approved subsequent resolutions 2022-143 (approved at the November 8, 2022 Council meeting) and 2022-164 (approved at the December 13, 2022 Council meeting) addressed some of the positions that didn't receive recommendation. The following outlines the continued findings of the evaluation throughout the City.



3

PARKS & RECREATION, CITY MANAGER, PUBLIC WORKS AND POLICE DEPARTMENT

Resolution 2023-006

Parks and Recreation:

Proposed Increase-Parks and Recreation			
Position/Fund/Range	Current Salary Range	Proposed Salary Range	Proposed Salary Difference
Building Maintenance Specialist/001/G53	\$45,722		
Proposed Maintenance Worker/001/G49		\$45,813	\$91
<small>*Position approved at 12.13.22 meeting; Maintenance Worker aligned with duties.</small>			

- Reclass the Building Maintenance Specialist to Maintenance Worker:
Building Maintenance Specialist (Job Code 4430) Range G53 to Maintenance Worker (Job Code 4250) Range G49

5

City Manager:

Proposed Increase-City Manager			
Position/Fund/Range	Current Salary Range	Proposed Salary Range	Proposed Salary Difference
Multi-Media Specialist/001/G60	\$66,480		
Proposed Multi-Media Specialist/001/G70		\$69,571	\$3,091

- Update the Multimedia Specialist:
Multimedia Specialist (Job Code 1415) Range G60 to Range G70

A reorganization will move the Multimedia Specialist under the City Manager Division.

6

Public Works:

Proposed Increase-Public Works			
Position/Fund/Range	Current Salary Range	Proposed Salary Range	Proposed Salary Difference
Solid Waste Coordinator/690/G58	\$53,049		
Proposed Solid Waste Coordinator/690/G61		\$55,707	\$2,658

- Update the Solid Waste Coordinator:
Solid Waste Coordinator (Job Code 4261) Range G58 to Range G61

7

Police Services:

Proposed Increase-Police Services			
Position/Fund/Range	Current Salary Range	Proposed Salary Range	Proposed Salary Difference
Public Safety Dispatcher I/001/G59	\$63,246		
Proposed addition Public Safety Dispatcher II/001/G62		\$64,767	\$1,521
Public Safety Dispatcher Supervisor/001/G63	\$69,812		
Proposed Public Safety Dispatcher Supervisor/001/G66		\$71,486	\$1,674
Animal Services Officer/001/G48	\$54,671		
Proposed Animal Services Officer/001/G56		\$55,845	\$1,174

- Add the Public Safety Dispatcher II:
Public Safety Dispatcher II (Job Code 2110) Range G62
*Criteria to qualify for the level II in the series outlined in the Job Description
- Update the Public Safety Dispatch Supervisor:
Public Safety Dispatch Supervisor (Job Code 2143) Range G63 to G66
*Move the range to accommodate the newly proposed level II to the series
- Update the Animal Services Officer:
Animal Services Officer (Job Code 2160) Range G48 to Range G56

8

ADMINISTRATIVE SERVICES DIRECTOR

Resolution 2023-007

Administrative Services:

Proposed Increase-Administrative Services			
Position/Fund/Range	Current Salary Range	Proposed Salary Range	Proposed Salary Difference
Finance Director/001/D02	\$183,912		
Proposed Administrative Services Director/001/D06		\$187,923	\$4,011

- Reclass the Finance Director to Administrative Services Director:
Finance Director (Job Code 1110) Range D02 to Administrative Services Director (Job Code 1105) Range D06

A reorganization to reinstate the Administrative Services division will also move Information Technology and Human Resources to report directly to the Administrative Services Director.

ELECTRIC EMPLOYEES

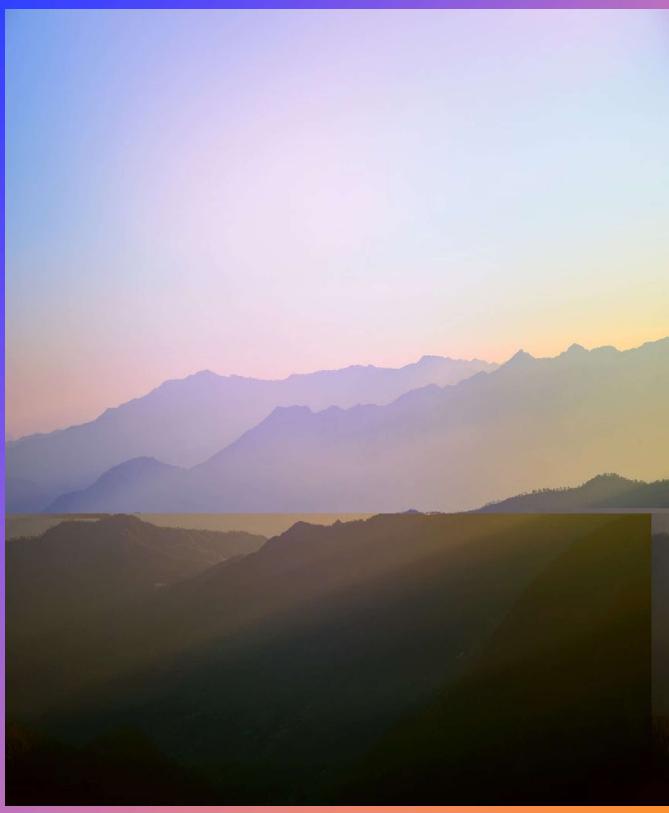
Resolution 2023-008

Electric:

Proposed Increase-Electric			
Position/Fund/Range	Current Salary Range	Proposed Salary Range	Proposed Salary Difference
Electric Engineering Manager/670/T90	\$142,209		
Proposed Electric Engineering Manager/670/T97		\$145,836	\$3,627
Electric Operations Manager/670/T90	\$142,209		
Proposed Electric Operations Manager/670/T97		\$145,836	\$3,627
Power Resource & Revenue Administrator/670/T90	\$142,209		
Proposed Resource & Revenue Administrator/670/T97		\$145,836	\$3,627

The recommended grades in the original Comprehensive Compensation Study would have placed these positions above the top grade in the Teamsters salary schedule. This adjustment includes the addition of additional grades to accommodate.

OVERALL FISCAL IMPACT



Overall Annual Cost

General Fund \$11,562
Refuse \$2,658
Electric \$10,881
Total \$25,101

With Benefits (15%)

General Fund \$13,296
Refuse \$3,057
Electric \$12,513
Total \$28,866

CONFIDENTIAL EMPLOYEES

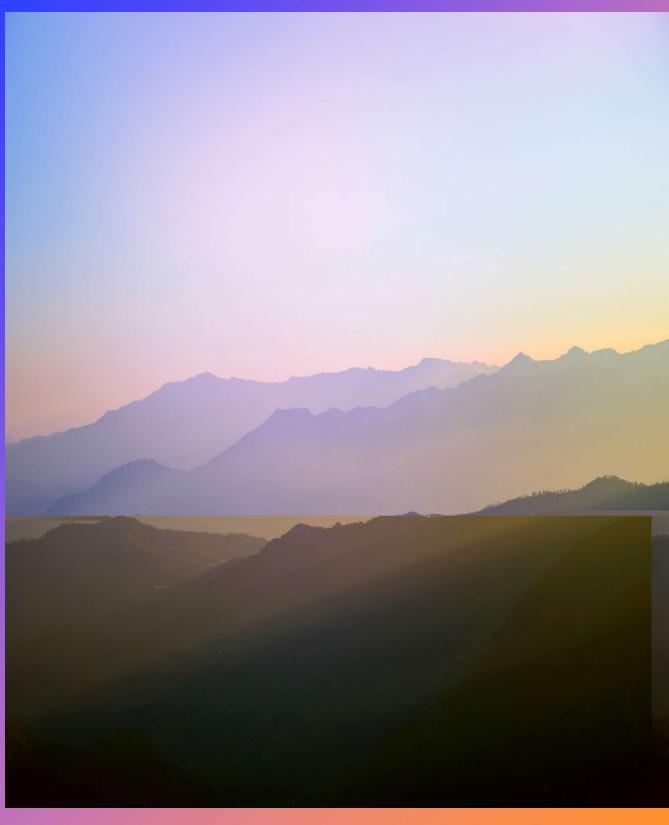
Resolution 2023-009

Confidential Employees

Non-Management Confidential employees are eligible for an additional Three Percent (3%) based on the employee's base wage. This is a pensionable CalPERS special compensation pay under the category Special Assignment and description Confidential Premium.

Purpose: To better align with industry practices and to provide a monetary incentive to stress the importance of maintaining confidentiality over sensitive and personally-identifying information.

Non-Management Confidential positions include Human Resources Technician, Accountant II, Accountant I, Accounting Specialist (Payroll), Executive Secretary, Executive Assistant, Information Technology Analyst, Information Technology Analyst II, and Deputy City Clerk.



Confidential Pay

Funds	Fund Name	FY 2022-23	FY 2023-24
001	General Fund	\$6,936.39	\$12,611.62
610	Transit	\$363.58	\$661.06
670	Electric	\$1,372.99	\$2,496.35
700	Risk Management	\$769.71	\$1,399.48
702	Fleet	\$685.36	\$1,246.10
703	Information Systems	\$2,681.48	\$4,875.41
Total		\$12,809.51	\$23,290.02

Including Benefits of 15%

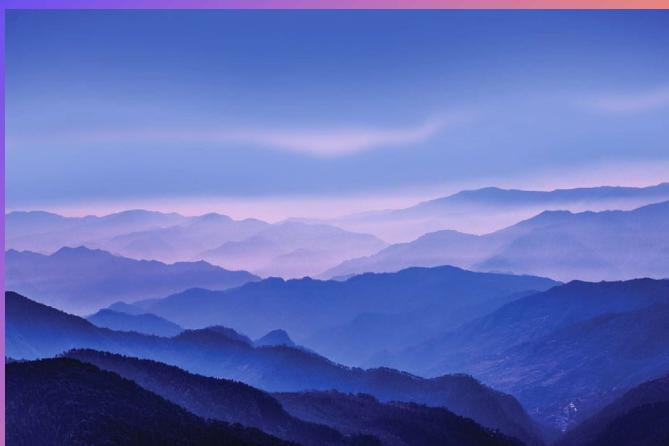
Funds	Fund Name	FY 2022-23	FY 2023-24
001	General Fund	\$7,976.85	\$14,503.36
610	Transit	\$418.12	\$760.22
670	Electric	\$1,578.94	\$2,870.80
700	Risk Management	\$885.17	\$1,609.40
702	Fleet	\$788.16	\$1,433.02
703	Information Systems	\$3,083.70	\$5,606.72
Total		\$14,730.94	\$26,783.53

17



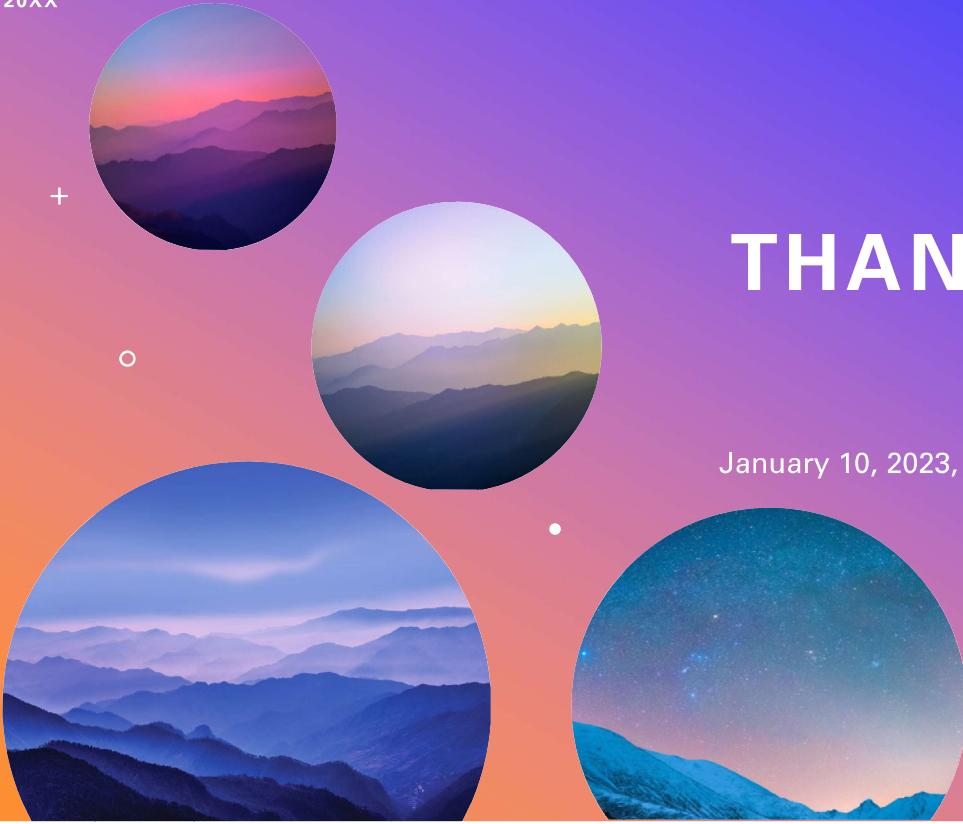
Alternatives

1. Adopt Resolution No. 2023-06 and Amendment to the Compensation and Classification Plan.
2. Adopt Resolution No. 2023-07 and Amendment to the Compensation and Classification Plan for Executives.
3. Adopt Resolution No. 2023-08 Amendment to the Compensation and classification plan for Electric.
4. Adopt Resolution No. 2023-09 Amendment to the Compensation and benefit plan for unrepresented confidential employees.
5. Adopt Resolution No. 2023-06, 2023-07, 2023-08 and 2022-09 with modifications.
6. Do not approve and adopt resolutions and provide alternative direction to staff.



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PRESENTATION TITLE



THANK YOU

Lincoln Bogard
Finance Director
January 10, 2023, City Council Meeting

Tentative Agreement IBEW-General

Lincoln Bogard

Finance Director

January 10, 2023 City Council Meeting



Introduction

At the instruction of City Council, representatives of the City of Banning have negotiated in good faith regarding wages, hours, and other terms and conditions of employment with authorized representatives of IBEW. The MMBA provides that 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.

On December 15, 2022, the City and IBEW signed a tentative agreement on certain deal points, which was subsequently ratified by IBEW membership on December 27, 2022.

Agenda

Presentation title

20XX

3



- Base-Wage (Cost-of-Living) Adjustment
- Longevity Pay
- One-time Targeted Equity Adjustments
- Benefits and Costs
- Total Estimated Impact

Overview of Tentative Agreement

Base-Wage Adjustment	Longevity Pay	Equity Adjustments	Benefits	Clean-Up Items
3.0% retroactive to July 1, 2023, paid 1st full pay period after approval. 3.0% pay period including July 1, 2024.	10-15 Years: 1.0% 15-20 Years: 1.5% 20+ Years: 2.0%	Comprehensive Compensation Study increase of 4-7 grades: 2 step increase; Increase of 8 or more grades: 4 step increase. (One-time adjustment)	Overall estimate of benefit cost increases equal to 15% of salary cost increases.	Union Dues Constructive Receipt Shift Differential Bereavement Holidays Cafeteria Plan Reopener Short-Term Disability waiting period (30 to <=14 days)

Overall Estimated Fiascal Impact

Presentation title

20XX

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Overall Fiscal Impact

	FY 2022-23	FY 2023-24
Base-Wage Increase (3.0%)	\$105,615	\$99,570
Longevity Pay	\$18,509	\$18,509
Targeted Equity Adjustments	\$92,099	\$0
Benefits (15%)	\$47,369	\$47,369
Total	\$263,591	\$165,448

FY 2022-23 assumes a Full year, but only the Base-Wage Increase is Retroactive to July 1st.

Alternatives

1. Adopt Resolution 2023-10 as recommended.
2. Adopt Resolution 2023-10 with modifications.
3. Do not approve Resolution 2023-10 and provide alternative direction to staff.



**Lincoln
Bogard**

**Finance
Director**

[Link to TA](#)

Thank you