

**CITY OF BANNING**  
**Grade Step Table - IBEWU**  
**UTILITY EMPLOYEES UNIT**

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

Effective: 7/1/2021

2.5506% Between Steps

Base Wage Increase (BWI) 5%

| Grade | Pay Frequency | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   |
|-------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| U40   | Hourly        | 16.2617   | 16.6765   | 17.1018   | 17.5380   | 17.9853   | 18.4441   | 18.9145   | 19.3969   | 19.8917   | 20.3990   | 20.9193   | 21.4529   | 22.0001   |
|       | Biweekly      | 1,300.94  | 1,334.12  | 1,368.14  | 1,403.04  | 1,438.83  | 1,475.53  | 1,513.16  | 1,551.75  | 1,591.33  | 1,631.92  | 1,673.55  | 1,716.23  | 1,760.01  |
|       | Annual        | 33,824.32 | 34,687.04 | 35,571.77 | 36,479.06 | 37,409.50 | 38,363.66 | 39,342.17 | 40,345.63 | 41,374.68 | 42,429.99 | 43,512.21 | 44,622.03 | 45,760.16 |
| U41   | Hourly        | 16.6679   | 17.0931   | 17.5290   | 17.9761   | 18.4346   | 18.9048   | 19.3870   | 19.8815   | 20.3886   | 20.9086   | 21.4419   | 21.9888   | 22.5497   |
|       | Biweekly      | 1,333.43  | 1,367.44  | 1,402.32  | 1,438.09  | 1,474.77  | 1,512.39  | 1,550.96  | 1,590.52  | 1,631.09  | 1,672.69  | 1,715.35  | 1,759.10  | 1,803.97  |
|       | Annual        | 34,669.28 | 35,553.56 | 36,460.39 | 37,390.34 | 38,344.02 | 39,322.02 | 40,324.97 | 41,353.50 | 42,408.26 | 43,489.93 | 44,599.18 | 45,736.73 | 46,903.29 |
| U42   | Hourly        | 17.0848   | 17.5206   | 17.9675   | 18.4258   | 18.8957   | 19.3777   | 19.8719   | 20.3788   | 20.8986   | 21.4316   | 21.9783   | 22.5388   | 23.1137   |
|       | Biweekly      | 1,366.79  | 1,401.65  | 1,437.40  | 1,474.06  | 1,511.66  | 1,550.22  | 1,589.76  | 1,630.30  | 1,671.89  | 1,714.53  | 1,758.26  | 1,803.11  | 1,849.10  |
|       | Annual        | 35,536.48 | 36,442.88 | 37,372.39 | 38,325.61 | 39,303.14 | 40,305.61 | 41,333.64 | 42,387.90 | 43,469.04 | 44,577.76 | 45,714.76 | 46,880.77 | 48,076.51 |
| U43   | Hourly        | 17.5102   | 17.9568   | 18.4148   | 18.8845   | 19.3662   | 19.8601   | 20.3667   | 20.8862   | 21.4189   | 21.9652   | 22.5254   | 23.1000   | 23.6892   |
|       | Biweekly      | 1,400.82  | 1,436.55  | 1,473.19  | 1,510.76  | 1,549.30  | 1,588.81  | 1,629.34  | 1,670.89  | 1,713.51  | 1,757.22  | 1,802.04  | 1,848.00  | 1,895.13  |
|       | Annual        | 36,421.24 | 37,350.20 | 38,302.85 | 39,279.80 | 40,281.67 | 41,309.10 | 42,362.73 | 43,443.23 | 44,551.30 | 45,687.62 | 46,852.93 | 48,047.96 | 49,273.47 |
| U44   | Hourly        | 17.9496   | 18.4075   | 18.8770   | 19.3584   | 19.8522   | 20.3585   | 20.8778   | 21.4103   | 21.9564   | 22.5164   | 23.0907   | 23.6797   | 24.2837   |
|       | Biweekly      | 1,435.97  | 1,472.60  | 1,510.16  | 1,548.68  | 1,588.18  | 1,628.68  | 1,670.22  | 1,712.83  | 1,756.51  | 1,801.31  | 1,847.26  | 1,894.38  | 1,942.69  |
|       | Annual        | 37,335.25 | 38,287.52 | 39,264.08 | 40,265.55 | 41,292.57 | 42,345.77 | 43,425.85 | 44,533.47 | 45,669.34 | 46,834.18 | 48,028.73 | 49,253.75 | 50,510.02 |
| U45   | Hourly        | 18.3986   | 18.8679   | 19.3492   | 19.8427   | 20.3488   | 20.8678   | 21.4001   | 21.9459   | 22.5056   | 23.0797   | 23.6683   | 24.2720   | 24.8911   |
|       | Biweekly      | 1,471.89  | 1,509.43  | 1,547.93  | 1,587.41  | 1,627.90  | 1,669.42  | 1,712.00  | 1,755.67  | 1,800.45  | 1,846.37  | 1,893.47  | 1,941.76  | 1,991.29  |
|       | Annual        | 38,269.16 | 39,245.25 | 40,246.24 | 41,272.76 | 42,325.46 | 43,405.02 | 44,512.10 | 45,647.43 | 46,811.71 | 48,005.69 | 49,230.13 | 50,485.79 | 51,773.48 |
| U46   | Hourly        | 18.8583   | 19.3393   | 19.8326   | 20.3384   | 20.8572   | 21.3892   | 21.9347   | 22.4942   | 23.0679   | 23.6563   | 24.2597   | 24.8784   | 25.5130   |
|       | Biweekly      | 1,508.67  | 1,547.15  | 1,586.61  | 1,627.07  | 1,668.58  | 1,711.13  | 1,754.78  | 1,799.54  | 1,845.43  | 1,892.50  | 1,940.77  | 1,990.28  | 2,041.04  |
|       | Annual        | 39,225.30 | 40,225.78 | 41,251.78 | 42,303.95 | 43,382.95 | 44,489.48 | 45,624.23 | 46,787.92 | 47,981.29 | 49,205.10 | 50,460.13 | 51,747.16 | 53,067.03 |
| U47   | Hourly        | 19.3298   | 19.8228   | 20.3284   | 20.8469   | 21.3787   | 21.9239   | 22.4831   | 23.0566   | 23.6447   | 24.2478   | 24.8662   | 25.5005   | 26.1509   |
|       | Biweekly      | 1,546.39  | 1,585.83  | 1,626.28  | 1,667.76  | 1,710.29  | 1,753.92  | 1,798.65  | 1,844.53  | 1,891.57  | 1,939.82  | 1,989.30  | 2,040.04  | 2,092.07  |
|       | Annual        | 40,206.02 | 41,231.52 | 42,283.17 | 43,361.64 | 44,467.62 | 45,601.81 | 46,764.93 | 47,957.72 | 49,180.93 | 50,435.34 | 51,721.74 | 53,040.96 | 54,393.82 |

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| U48   | Hourly        | 19.8131   | 20.3185   | 20.8367   | 21.3682   | 21.9132   | 22.4721   | 23.0453   | 23.6331   | 24.2359   | 24.8540   | 25.4880   | 26.1381   | 26.8047   |
|       | Biweekly      | 1,585.05  | 1,625.48  | 1,666.94  | 1,709.46  | 1,753.06  | 1,797.77  | 1,843.62  | 1,890.65  | 1,938.87  | 1,988.32  | 2,039.04  | 2,091.05  | 2,144.38  |
|       | Annual        | 41,211.32 | 42,262.45 | 43,340.40 | 44,445.84 | 45,579.48 | 46,742.03 | 47,934.23 | 49,156.84 | 50,410.63 | 51,696.41 | 53,014.98 | 54,367.18 | 55,753.86 |
| U49   | Hourly        | 20.3088   | 20.8268   | 21.3580   | 21.9028   | 22.4614   | 23.0343   | 23.6219   | 24.2244   | 24.8422   | 25.4759   | 26.1256   | 26.7920   | 27.4754   |
|       | Biweekly      | 1,624.71  | 1,666.15  | 1,708.64  | 1,752.22  | 1,796.92  | 1,842.75  | 1,889.75  | 1,937.95  | 1,987.38  | 2,038.07  | 2,090.05  | 2,143.36  | 2,198.03  |
|       | Annual        | 42,242.36 | 43,319.80 | 44,424.71 | 45,557.81 | 46,719.80 | 47,911.44 | 49,133.47 | 50,386.67 | 51,671.83 | 52,989.77 | 54,341.33 | 55,727.36 | 57,148.74 |
| U50   | Hourly        | 20.8163   | 21.3473   | 21.8918   | 22.4501   | 23.0227   | 23.6100   | 24.2122   | 24.8297   | 25.4630   | 26.1125   | 26.7785   | 27.4615   | 28.1620   |
|       | Biweekly      | 1,665.31  | 1,707.78  | 1,751.34  | 1,796.01  | 1,841.82  | 1,888.80  | 1,936.97  | 1,986.38  | 2,037.04  | 2,089.00  | 2,142.28  | 2,196.92  | 2,252.96  |
|       | Annual        | 43,297.98 | 44,402.34 | 45,534.87 | 46,696.28 | 47,887.31 | 49,108.73 | 50,361.29 | 51,645.81 | 52,963.09 | 54,313.96 | 55,699.30 | 57,119.96 | 58,576.86 |
| U51   | Hourly        | 21.3368   | 21.8810   | 22.4391   | 23.0114   | 23.5984   | 24.2003   | 24.8175   | 25.4505   | 26.0997   | 26.7653   | 27.4480   | 28.1481   | 28.8661   |
|       | Biweekly      | 1,706.94  | 1,750.48  | 1,795.13  | 1,840.91  | 1,887.87  | 1,936.02  | 1,985.40  | 2,036.04  | 2,087.97  | 2,141.23  | 2,195.84  | 2,251.85  | 2,309.28  |
|       | Annual        | 44,380.52 | 45,512.49 | 46,673.33 | 47,863.78 | 49,084.59 | 50,336.55 | 51,620.43 | 52,937.06 | 54,287.27 | 55,671.92 | 57,091.89 | 58,548.08 | 60,041.41 |
| U52   | Hourly        | 21.8702   | 22.4280   | 23.0000   | 23.5867   | 24.1883   | 24.8052   | 25.4379   | 26.0867   | 26.7521   | 27.4344   | 28.1342   | 28.8518   | 29.5877   |
|       | Biweekly      | 1,749.61  | 1,794.24  | 1,840.00  | 1,886.94  | 1,935.06  | 1,984.42  | 2,035.03  | 2,086.94  | 2,140.17  | 2,194.76  | 2,250.74  | 2,308.14  | 2,367.01  |
|       | Annual        | 45,489.97 | 46,650.24 | 47,840.10 | 49,060.31 | 50,311.64 | 51,594.89 | 52,910.87 | 54,260.42 | 55,644.38 | 57,063.65 | 58,519.11 | 60,011.70 | 61,542.36 |
| U53   | Hourly        | 22.4171   | 22.9888   | 23.5752   | 24.1765   | 24.7932   | 25.4255   | 26.0740   | 26.7391   | 27.4211   | 28.1205   | 28.8377   | 29.5733   | 30.3276   |
|       | Biweekly      | 1,793.37  | 1,839.11  | 1,886.02  | 1,934.12  | 1,983.45  | 2,034.04  | 2,085.92  | 2,139.13  | 2,193.69  | 2,249.64  | 2,307.02  | 2,365.86  | 2,426.20  |
|       | Annual        | 46,627.52 | 47,816.80 | 49,036.41 | 50,287.13 | 51,569.76 | 52,885.10 | 54,233.98 | 55,617.28 | 57,035.85 | 58,490.61 | 59,982.47 | 61,512.38 | 63,081.32 |
| U54   | Hourly        | 22.9775   | 23.5636   | 24.1646   | 24.7809   | 25.4130   | 26.0612   | 26.7259   | 27.4076   | 28.1066   | 28.8235   | 29.5587   | 30.3126   | 31.0858   |
|       | Biweekly      | 1,838.20  | 1,885.09  | 1,933.17  | 1,982.48  | 2,033.04  | 2,084.90  | 2,138.07  | 2,192.61  | 2,248.53  | 2,305.88  | 2,364.70  | 2,425.01  | 2,486.86  |
|       | Annual        | 47,793.25 | 49,012.26 | 50,262.37 | 51,544.36 | 52,859.05 | 54,207.28 | 55,589.89 | 57,007.76 | 58,461.80 | 59,952.93 | 61,482.09 | 63,050.25 | 64,658.41 |
| U55   | Hourly        | 23.5519   | 24.1527   | 24.7687   | 25.4004   | 26.0483   | 26.7127   | 27.3940   | 28.0927   | 28.8093   | 29.5441   | 30.2976   | 31.0704   | 31.8629   |
|       | Biweekly      | 1,884.16  | 1,932.21  | 1,981.50  | 2,032.04  | 2,083.86  | 2,137.02  | 2,191.52  | 2,247.42  | 2,304.74  | 2,363.53  | 2,423.81  | 2,485.63  | 2,549.03  |
|       | Annual        | 48,988.03 | 50,237.52 | 51,518.88 | 52,832.92 | 54,180.48 | 55,562.40 | 56,979.58 | 58,432.90 | 59,923.29 | 61,451.69 | 63,019.08 | 64,626.44 | 66,274.81 |

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|-------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| U56   | Hourly        | 24.1405   | 24.7562   | 25.3876   | 26.0352   | 26.6992   | 27.3802   | 28.0786   | 28.7947   | 29.5292   | 30.2823   | 31.0547   | 31.8468   | 32.6591   |
|       | Biweekly      | 1,931.24  | 1,980.50  | 2,031.01  | 2,082.81  | 2,135.94  | 2,190.42  | 2,246.29  | 2,303.58  | 2,362.33  | 2,422.59  | 2,484.38  | 2,547.75  | 2,612.73  |
|       | Annual        | 50,212.18 | 51,492.89 | 52,806.27 | 54,153.14 | 55,534.37 | 56,950.83 | 58,403.42 | 59,893.06 | 61,420.69 | 62,987.29 | 64,593.84 | 66,241.37 | 67,930.92 |
| U57   | Hourly        | 24.7442   | 25.3753   | 26.0225   | 26.6863   | 27.3669   | 28.0650   | 28.7808   | 29.5149   | 30.2677   | 31.0397   | 31.8314   | 32.6433   | 33.4759   |
|       | Biweekly      | 1,979.54  | 2,030.03  | 2,081.80  | 2,134.90  | 2,189.35  | 2,245.20  | 2,302.46  | 2,361.19  | 2,421.41  | 2,483.17  | 2,546.51  | 2,611.46  | 2,678.07  |
|       | Annual        | 51,467.92 | 52,780.66 | 54,126.88 | 55,507.44 | 56,923.22 | 58,375.10 | 59,864.02 | 61,390.91 | 62,956.74 | 64,562.52 | 66,209.25 | 67,897.98 | 69,629.79 |
| U58   | Hourly        | 25.3625   | 26.0094   | 26.6728   | 27.3532   | 28.0508   | 28.7663   | 29.5000   | 30.2524   | 31.0240   | 31.8153   | 32.6268   | 33.4590   | 34.3124   |
|       | Biweekly      | 2,029.00  | 2,080.76  | 2,133.83  | 2,188.25  | 2,244.07  | 2,301.30  | 2,360.00  | 2,420.19  | 2,481.92  | 2,545.23  | 2,610.15  | 2,676.72  | 2,744.99  |
|       | Annual        | 52,754.09 | 54,099.64 | 55,479.50 | 56,894.56 | 58,345.72 | 59,833.88 | 61,360.00 | 62,925.05 | 64,530.02 | 66,175.92 | 67,863.81 | 69,594.74 | 71,369.82 |
| U59   | Hourly        | 25.9966   | 26.6597   | 27.3397   | 28.0370   | 28.7521   | 29.4855   | 30.2376   | 31.0088   | 31.7997   | 32.6108   | 33.4426   | 34.2955   | 35.1703   |
|       | Biweekly      | 2,079.73  | 2,132.78  | 2,187.18  | 2,242.96  | 2,300.17  | 2,358.84  | 2,419.00  | 2,480.70  | 2,543.98  | 2,608.86  | 2,675.40  | 2,743.64  | 2,813.62  |
|       | Annual        | 54,073.03 | 55,452.22 | 56,866.58 | 58,317.02 | 59,804.46 | 61,329.83 | 62,894.11 | 64,498.28 | 66,143.38 | 67,830.43 | 69,560.51 | 71,334.72 | 73,154.19 |
| U60   | Hourly        | 26.6465   | 27.3262   | 28.0231   | 28.7379   | 29.4709   | 30.2226   | 30.9934   | 31.7839   | 32.5946   | 33.4260   | 34.2785   | 35.1529   | 36.0495   |
|       | Biweekly      | 2,131.72  | 2,186.09  | 2,241.85  | 2,299.03  | 2,357.67  | 2,417.81  | 2,479.47  | 2,542.72  | 2,607.57  | 2,674.08  | 2,742.28  | 2,812.23  | 2,883.96  |
|       | Annual        | 55,424.74 | 56,838.40 | 58,288.12 | 59,774.82 | 61,299.44 | 62,862.94 | 64,466.32 | 66,110.60 | 67,796.82 | 69,526.04 | 71,299.38 | 73,117.94 | 74,982.88 |
| U61   | Hourly        | 27.3127   | 28.0093   | 28.7237   | 29.4564   | 30.2077   | 30.9781   | 31.7683   | 32.5786   | 33.4095   | 34.2616   | 35.1355   | 36.0317   | 36.9507   |
|       | Biweekly      | 2,185.01  | 2,240.75  | 2,297.90  | 2,356.51  | 2,416.61  | 2,478.25  | 2,541.46  | 2,606.28  | 2,672.76  | 2,740.93  | 2,810.84  | 2,882.54  | 2,956.06  |
|       | Annual        | 56,810.39 | 58,259.39 | 59,745.36 | 61,269.22 | 62,831.96 | 64,434.55 | 66,078.02 | 67,763.40 | 69,491.77 | 71,264.23 | 73,081.90 | 74,945.92 | 76,857.50 |
| U62   | Hourly        | 27.9957   | 28.7098   | 29.4421   | 30.1930   | 30.9631   | 31.7529   | 32.5628   | 33.3933   | 34.2450   | 35.1185   | 36.0142   | 36.9328   | 37.8748   |
|       | Biweekly      | 2,239.66  | 2,296.78  | 2,355.37  | 2,415.44  | 2,477.05  | 2,540.23  | 2,605.02  | 2,671.46  | 2,739.60  | 2,809.48  | 2,881.14  | 2,954.62  | 3,029.98  |
|       | Annual        | 58,231.15 | 59,716.39 | 61,239.52 | 62,801.49 | 64,403.31 | 66,045.98 | 67,730.54 | 69,458.08 | 71,229.68 | 73,046.46 | 74,909.58 | 76,820.23 | 78,779.61 |
| U63   | Hourly        | 28.6957   | 29.4276   | 30.1782   | 30.9479   | 31.7373   | 32.5467   | 33.3769   | 34.2282   | 35.1012   | 35.9965   | 36.9146   | 37.8562   | 38.8217   |
|       | Biweekly      | 2,295.65  | 2,354.21  | 2,414.25  | 2,475.83  | 2,538.98  | 2,603.74  | 2,670.15  | 2,738.26  | 2,808.10  | 2,879.72  | 2,953.17  | 3,028.49  | 3,105.74  |
|       | Annual        | 59,687.01 | 61,209.39 | 62,770.60 | 64,371.62 | 66,013.48 | 67,697.22 | 69,423.91 | 71,194.64 | 73,010.53 | 74,872.73 | 76,782.44 | 78,740.85 | 80,749.21 |

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| U64   | Hourly        | 29.4131   | 30.1633   | 30.9326   | 31.7216   | 32.5307   | 33.3604   | 34.2113   | 35.0839   | 35.9787   | 36.8964   | 37.8375   | 38.8026   | 39.7923   |
|       | Biweekly      | 2,353.04  | 2,413.06  | 2,474.61  | 2,537.73  | 2,602.45  | 2,668.83  | 2,736.90  | 2,806.71  | 2,878.30  | 2,951.71  | 3,027.00  | 3,104.21  | 3,183.38  |
|       | Annual        | 61,179.16 | 62,739.59 | 64,339.83 | 65,980.88 | 67,663.79 | 69,389.62 | 71,159.47 | 72,974.47 | 74,835.75 | 76,744.51 | 78,701.96 | 80,709.33 | 82,767.90 |
| U65   | Hourly        | 30.1484   | 30.9174   | 31.7060   | 32.5147   | 33.3440   | 34.1945   | 35.0666   | 35.9610   | 36.8783   | 37.8189   | 38.7835   | 39.7727   | 40.7871   |
|       | Biweekly      | 2,411.88  | 2,473.39  | 2,536.48  | 2,601.17  | 2,667.52  | 2,735.56  | 2,805.33  | 2,876.88  | 2,950.26  | 3,025.51  | 3,102.68  | 3,181.82  | 3,262.97  |
|       | Annual        | 62,708.75 | 64,308.20 | 65,948.45 | 67,630.53 | 69,355.51 | 71,124.50 | 72,938.60 | 74,798.97 | 76,706.79 | 78,663.27 | 80,669.66 | 82,727.22 | 84,837.26 |
| U66   | Hourly        | 30.9018   | 31.6900   | 32.4983   | 33.3272   | 34.1772   | 35.0490   | 35.9429   | 36.8597   | 37.7998   | 38.7639   | 39.7527   | 40.7666   | 41.8064   |
|       | Biweekly      | 2,472.15  | 2,535.20  | 2,599.86  | 2,666.18  | 2,734.18  | 2,803.92  | 2,875.43  | 2,948.77  | 3,023.99  | 3,101.12  | 3,180.21  | 3,261.33  | 3,344.51  |
|       | Annual        | 64,275.80 | 65,915.22 | 67,596.45 | 69,320.57 | 71,088.66 | 72,901.84 | 74,761.28 | 76,668.14 | 78,623.64 | 80,629.01 | 82,685.54 | 84,794.51 | 86,957.28 |
| U67   | Hourly        | 31.6743   | 32.4822   | 33.3107   | 34.1603   | 35.0316   | 35.9252   | 36.8415   | 37.7811   | 38.7448   | 39.7330   | 40.7464   | 41.7857   | 42.8515   |
|       | Biweekly      | 2,533.95  | 2,598.58  | 2,664.86  | 2,732.83  | 2,802.53  | 2,874.01  | 2,947.32  | 3,022.49  | 3,099.58  | 3,178.64  | 3,259.72  | 3,342.86  | 3,428.12  |
|       | Annual        | 65,882.64 | 67,563.04 | 69,286.30 | 71,053.52 | 72,865.81 | 74,724.32 | 76,630.24 | 78,584.77 | 80,589.16 | 82,644.66 | 84,752.60 | 86,914.30 | 89,131.13 |
| U68   | Hourly        | 32.4660   | 33.2941   | 34.1433   | 35.0141   | 35.9072   | 36.8230   | 37.7623   | 38.7254   | 39.7131   | 40.7261   | 41.7648   | 42.8301   | 43.9225   |
|       | Biweekly      | 2,597.28  | 2,663.53  | 2,731.46  | 2,801.13  | 2,872.58  | 2,945.84  | 3,020.98  | 3,098.03  | 3,177.05  | 3,258.09  | 3,341.19  | 3,426.41  | 3,513.80  |
|       | Annual        | 67,529.26 | 69,251.66 | 71,018.00 | 72,829.38 | 74,686.97 | 76,591.93 | 78,545.49 | 80,548.87 | 82,603.35 | 84,710.23 | 86,870.85 | 89,086.58 | 91,358.82 |
| U69   | Hourly        | 33.2779   | 34.1267   | 34.9971   | 35.8898   | 36.8052   | 37.7439   | 38.7066   | 39.6939   | 40.7063   | 41.7445   | 42.8093   | 43.9012   | 45.0209   |
|       | Biweekly      | 2,662.23  | 2,730.13  | 2,799.77  | 2,871.18  | 2,944.41  | 3,019.51  | 3,096.53  | 3,175.51  | 3,256.50  | 3,339.56  | 3,424.74  | 3,512.09  | 3,601.67  |
|       | Annual        | 69,218.02 | 70,983.50 | 72,794.00 | 74,650.69 | 76,554.73 | 78,507.33 | 80,509.74 | 82,563.22 | 84,669.08 | 86,828.65 | 89,043.30 | 91,314.44 | 93,643.50 |
| U70   | Hourly        | 34.1101   | 34.9801   | 35.8723   | 36.7872   | 37.7255   | 38.6877   | 39.6745   | 40.6865   | 41.7242   | 42.7884   | 43.8798   | 44.9990   | 46.1467   |
|       | Biweekly      | 2,728.80  | 2,798.41  | 2,869.78  | 2,942.98  | 3,018.04  | 3,095.02  | 3,173.96  | 3,254.92  | 3,337.94  | 3,423.07  | 3,510.38  | 3,599.92  | 3,691.74  |
|       | Annual        | 70,948.91 | 72,758.53 | 74,614.31 | 76,517.43 | 78,469.08 | 80,470.51 | 82,522.99 | 84,627.82 | 86,786.34 | 88,999.91 | 91,269.95 | 93,597.88 | 95,985.18 |
| U71   | Hourly        | 34.9625   | 35.8542   | 36.7687   | 37.7065   | 38.6683   | 39.6546   | 40.6660   | 41.7032   | 42.7669   | 43.8577   | 44.9763   | 46.1235   | 47.2999   |
|       | Biweekly      | 2,797.00  | 2,868.34  | 2,941.50  | 3,016.52  | 3,093.46  | 3,172.36  | 3,253.28  | 3,336.26  | 3,421.35  | 3,508.62  | 3,598.11  | 3,689.88  | 3,783.99  |
|       | Annual        | 72,721.93 | 74,576.78 | 76,478.93 | 78,429.60 | 80,430.03 | 82,481.48 | 84,585.25 | 86,742.68 | 88,955.14 | 91,224.03 | 93,550.79 | 95,936.90 | 98,383.86 |

**CITY OF BANNING**  
**Grade Step Table - IBEWU**  
**UTILITY EMPLOYEES UNIT**

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

Effective: 7/1/2021

2.5506% Between Steps

Base Wage Increase (BWI) 5%

| Grade | Pay Frequency | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    |
|-------|---------------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|
| U72   | Hourly        | 35.8368   | 36.7509   | 37.6882   | 38.6495   | 39.6353   | 40.6463    | 41.6830    | 42.7461    | 43.8364    | 44.9545    | 46.1011    | 47.2770    | 48.4828    |
|       | Biweekly      | 2,866.95  | 2,940.07  | 3,015.06  | 3,091.96  | 3,170.83  | 3,251.70   | 3,334.64   | 3,419.69   | 3,506.91   | 3,596.36   | 3,688.09   | 3,782.16   | 3,878.63   |
|       | Annual        | 74,540.59 | 76,441.83 | 78,391.55 | 80,391.01 | 82,441.46 | 84,544.21  | 86,700.60  | 88,911.98  | 91,179.77  | 93,505.40  | 95,890.35  | 98,336.13  | 100,844.29 |
| U73   | Hourly        | 36.7326   | 37.6695   | 38.6303   | 39.6156   | 40.6260   | 41.6622    | 42.7248    | 43.8146    | 44.9321    | 46.0782    | 47.2534    | 48.4587    | 49.6947    |
|       | Biweekly      | 2,938.60  | 3,013.56  | 3,090.42  | 3,169.25  | 3,250.08  | 3,332.98   | 3,417.99   | 3,505.17   | 3,594.57   | 3,686.25   | 3,780.27   | 3,876.69   | 3,975.57   |
|       | Annual        | 76,403.73 | 78,352.48 | 80,350.94 | 82,400.37 | 84,502.08 | 86,657.39  | 88,867.67  | 91,134.33  | 93,458.80  | 95,842.56  | 98,287.12  | 100,794.03 | 103,364.88 |
| U74   | Hourly        | 37.6508   | 38.6111   | 39.5959   | 40.6059   | 41.6416   | 42.7037    | 43.7929    | 44.9099    | 46.0553    | 47.2300    | 48.4347    | 49.6700    | 50.9369    |
|       | Biweekly      | 3,012.06  | 3,088.89  | 3,167.68  | 3,248.47  | 3,331.33  | 3,416.29   | 3,503.43   | 3,592.79   | 3,684.43   | 3,778.40   | 3,874.77   | 3,973.60   | 4,074.95   |
|       | Annual        | 78,313.68 | 80,311.14 | 82,359.56 | 84,460.22 | 86,614.47 | 88,823.65  | 91,089.19  | 93,412.51  | 95,795.09  | 98,238.44  | 100,744.11 | 103,313.69 | 105,948.81 |
| U75   | Hourly        | 38.5921   | 39.5764   | 40.5859   | 41.6211   | 42.6827   | 43.7713    | 44.8878    | 46.0327    | 47.2068    | 48.4108    | 49.6456    | 50.9118    | 52.2104    |
|       | Biweekly      | 3,087.37  | 3,166.12  | 3,246.87  | 3,329.69  | 3,414.61  | 3,501.71   | 3,591.02   | 3,682.61   | 3,776.54   | 3,872.87   | 3,971.65   | 4,072.95   | 4,176.83   |
|       | Annual        | 80,271.61 | 82,319.01 | 84,418.64 | 86,571.82 | 88,779.92 | 91,044.35  | 93,366.52  | 95,747.93  | 98,190.08  | 100,694.51 | 103,262.83 | 105,896.65 | 108,597.65 |
| U76   | Hourly        | 39.5571   | 40.5660   | 41.6007   | 42.6617   | 43.7499   | 44.8658    | 46.0101    | 47.1836    | 48.3871    | 49.6213    | 50.8869    | 52.1848    | 53.5159    |
|       | Biweekly      | 3,164.56  | 3,245.28  | 3,328.05  | 3,412.94  | 3,499.99  | 3,589.26   | 3,680.81   | 3,774.69   | 3,870.97   | 3,969.70   | 4,070.95   | 4,174.79   | 4,281.27   |
|       | Annual        | 82,278.69 | 84,377.29 | 86,529.42 | 88,736.43 | 90,999.75 | 93,320.79  | 95,701.03  | 98,141.98  | 100,645.19 | 103,212.24 | 105,844.77 | 108,544.45 | 111,312.98 |
| U77   | Hourly        | 40.5462   | 41.5804   | 42.6409   | 43.7285   | 44.8439   | 45.9876    | 47.1606    | 48.3635    | 49.5970    | 50.8621    | 52.1594    | 53.4897    | 54.8540    |
|       | Biweekly      | 3,243.70  | 3,326.43  | 3,411.27  | 3,498.28  | 3,587.51  | 3,679.01   | 3,772.85   | 3,869.08   | 3,967.76   | 4,068.97   | 4,172.75   | 4,279.18   | 4,388.32   |
|       | Annual        | 84,336.09 | 86,487.17 | 88,693.11 | 90,955.32 | 93,275.23 | 95,654.30  | 98,094.06  | 100,596.05 | 103,161.85 | 105,793.10 | 108,491.46 | 111,258.64 | 114,096.40 |
| U78   | Hourly        | 41.5595   | 42.6195   | 43.7066   | 44.8214   | 45.9646   | 47.1370    | 48.3392    | 49.5722    | 50.8366    | 52.1332    | 53.4629    | 54.8265    | 56.2250    |
|       | Biweekly      | 3,324.76  | 3,409.56  | 3,496.53  | 3,585.71  | 3,677.17  | 3,770.96   | 3,867.14   | 3,965.77   | 4,066.93   | 4,170.66   | 4,277.03   | 4,386.12   | 4,498.00   |
|       | Annual        | 86,443.82 | 88,648.66 | 90,909.73 | 93,228.48 | 95,606.36 | 98,044.90  | 100,545.63 | 103,110.15 | 105,740.07 | 108,437.08 | 111,202.88 | 114,039.22 | 116,947.90 |
| U79   | Hourly        | 42.5987   | 43.6853   | 44.7995   | 45.9422   | 47.1140   | 48.3156    | 49.5480    | 50.8118    | 52.1078    | 53.4368    | 54.7998    | 56.1975    | 57.6309    |
|       | Biweekly      | 3,407.90  | 3,494.82  | 3,583.96  | 3,675.37  | 3,769.12  | 3,865.25   | 3,963.84   | 4,064.94   | 4,168.62   | 4,274.95   | 4,383.98   | 4,495.80   | 4,610.47   |
|       | Annual        | 88,605.39 | 90,865.36 | 93,182.97 | 95,559.69 | 97,997.04 | 100,496.55 | 103,059.82 | 105,688.46 | 108,384.15 | 111,148.60 | 113,983.55 | 116,890.82 | 119,872.23 |

**CITY OF BANNING**  
**Grade Step Table - IBEWU**  
**UTILITY EMPLOYEES UNIT**

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

Effective: 7/1/2021

2.5506% Between Steps

Base Wage Increase (BWI) 5%

| Grade | Pay Frequency | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    |
|-------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| U80   | Hourly        | 43.6633    | 44.7770    | 45.9190    | 47.0902    | 48.2913    | 49.5230    | 50.7862    | 52.0815    | 53.4099    | 54.7722    | 56.1692    | 57.6019    | 59.0711    |
|       | Biweekly      | 3,493.06   | 3,582.16   | 3,673.52   | 3,767.22   | 3,863.31   | 3,961.84   | 4,062.89   | 4,166.52   | 4,272.79   | 4,381.78   | 4,493.54   | 4,608.15   | 4,725.69   |
|       | Annual        | 90,819.61  | 93,136.06  | 95,511.59  | 97,947.71  | 100,445.96 | 103,007.94 | 105,635.26 | 108,329.59 | 111,092.64 | 113,926.17 | 116,831.97 | 119,811.89 | 122,867.81 |
| U81   | Hourly        | 44.7549    | 45.8964    | 47.0670    | 48.2675    | 49.4986    | 50.7611    | 52.0558    | 53.3836    | 54.7452    | 56.1415    | 57.5734    | 59.0419    | 60.5478    |
|       | Biweekly      | 3,580.39   | 3,671.71   | 3,765.36   | 3,861.40   | 3,959.89   | 4,060.89   | 4,164.47   | 4,270.69   | 4,379.61   | 4,491.32   | 4,605.88   | 4,723.35   | 4,843.83   |
|       | Annual        | 93,090.11  | 95,464.46  | 97,899.38  | 100,396.40 | 102,957.11 | 105,583.13 | 108,276.14 | 111,037.83 | 113,869.96 | 116,774.33 | 119,752.77 | 122,807.19 | 125,939.51 |
| U82   | Hourly        | 45.8737    | 47.0438    | 48.2437    | 49.4742    | 50.7361    | 52.0302    | 53.3572    | 54.7182    | 56.1138    | 57.5450    | 59.0128    | 60.5180    | 62.0615    |
|       | Biweekly      | 3,669.90   | 3,763.50   | 3,859.49   | 3,957.93   | 4,058.89   | 4,162.41   | 4,268.58   | 4,377.45   | 4,489.10   | 4,603.60   | 4,721.02   | 4,841.44   | 4,964.92   |
|       | Annual        | 95,417.36  | 97,851.07  | 100,346.86 | 102,906.31 | 105,531.04 | 108,222.71 | 110,983.04 | 113,813.77 | 116,716.71 | 119,693.68 | 122,746.59 | 125,877.37 | 129,087.99 |
| U83   | Hourly        | 47.0206    | 48.2199    | 49.4498    | 50.7110    | 52.0045    | 53.3309    | 54.6912    | 56.0861    | 57.5166    | 58.9837    | 60.4881    | 62.0309    | 63.6131    |
|       | Biweekly      | 3,761.65   | 3,857.59   | 3,955.98   | 4,056.88   | 4,160.36   | 4,266.47   | 4,375.29   | 4,486.89   | 4,601.33   | 4,718.69   | 4,839.05   | 4,962.47   | 5,089.05   |
|       | Annual        | 97,802.79  | 100,297.35 | 102,855.53 | 105,478.97 | 108,169.31 | 110,928.28 | 113,757.62 | 116,659.12 | 119,634.63 | 122,686.03 | 125,815.26 | 129,024.30 | 132,315.19 |
| U84   | Hourly        | 48.1961    | 49.4254    | 50.6860    | 51.9788    | 53.3046    | 54.6642    | 56.0584    | 57.4883    | 58.9546    | 60.4583    | 62.0003    | 63.5817    | 65.2034    |
|       | Biweekly      | 3,855.69   | 3,954.03   | 4,054.88   | 4,158.31   | 4,264.37   | 4,373.13   | 4,484.68   | 4,599.06   | 4,716.37   | 4,836.66   | 4,960.02   | 5,086.53   | 5,216.27   |
|       | Annual        | 100,247.86 | 102,804.78 | 105,426.92 | 108,115.94 | 110,873.55 | 113,701.49 | 116,601.56 | 119,575.60 | 122,625.49 | 125,753.18 | 128,960.64 | 132,249.91 | 135,623.07 |
| U85   | Hourly        | 49.4010    | 50.6610    | 51.9532    | 53.2783    | 54.6372    | 56.0308    | 57.4599    | 58.9255    | 60.4284    | 61.9697    | 63.5503    | 65.1712    | 66.8335    |
|       | Biweekly      | 3,952.08   | 4,052.88   | 4,156.25   | 4,262.26   | 4,370.98   | 4,482.46   | 4,596.79   | 4,714.04   | 4,834.27   | 4,957.58   | 5,084.03   | 5,213.70   | 5,346.68   |
|       | Annual        | 102,754.06 | 105,374.90 | 108,062.60 | 110,818.84 | 113,645.39 | 116,544.02 | 119,516.60 | 122,564.99 | 125,691.13 | 128,897.01 | 132,184.65 | 135,556.16 | 139,013.65 |
| U86   | Hourly        | 50.6360    | 51.9275    | 53.2520    | 54.6102    | 56.0031    | 57.4316    | 58.8964    | 60.3986    | 61.9391    | 63.5190    | 65.1391    | 66.8005    | 68.5043    |
|       | Biweekly      | 4,050.88   | 4,154.20   | 4,260.16   | 4,368.82   | 4,480.25   | 4,594.52   | 4,711.71   | 4,831.89   | 4,955.13   | 5,081.52   | 5,211.13   | 5,344.04   | 5,480.35   |
|       | Annual        | 105,322.91 | 108,009.28 | 110,764.16 | 113,589.31 | 116,486.52 | 119,457.63 | 122,504.51 | 125,629.11 | 128,833.41 | 132,119.43 | 135,489.27 | 138,945.06 | 142,488.99 |
| U87   | Hourly        | 51.9019    | 53.2257    | 54.5833    | 55.9755    | 57.4032    | 58.8673    | 60.3688    | 61.9086    | 63.4876    | 65.1069    | 66.7675    | 68.4705    | 70.2169    |
|       | Biweekly      | 4,152.15   | 4,258.06   | 4,366.66   | 4,478.04   | 4,592.26   | 4,709.39   | 4,829.50   | 4,952.69   | 5,079.01   | 5,208.55   | 5,341.40   | 5,477.64   | 5,617.35   |
|       | Annual        | 107,955.98 | 110,709.51 | 113,533.26 | 116,429.04 | 119,398.68 | 122,444.07 | 125,567.12 | 128,769.84 | 132,054.24 | 135,422.42 | 138,876.50 | 142,418.69 | 146,051.22 |
| U88   | Hourly        | 53.1995    | 54.5564    | 55.9479    | 57.3749    | 58.8383    | 60.3390    | 61.8780    | 63.4563    | 65.0748    | 66.7346    | 68.4367    | 70.1823    | 71.9724    |
|       | Biweekly      | 4,255.96   | 4,364.51   | 4,475.83   | 4,589.99   | 4,707.06   | 4,827.12   | 4,950.24   | 5,076.50   | 5,205.98   | 5,338.77   | 5,474.94   | 5,614.58   | 5,757.79   |
|       | Annual        | 110,654.88 | 113,477.25 | 116,371.60 | 119,339.77 | 122,383.65 | 125,505.17 | 128,706.30 | 131,989.09 | 135,355.60 | 138,807.98 | 142,348.41 | 145,979.15 | 149,702.50 |
| U89   | Hourly        | 54.5294    | 55.9203    | 57.3466    | 58.8093    | 60.3093    | 61.8475    | 63.4250    | 65.0427    | 66.7017    | 68.4030    | 70.1477    | 71.9368    | 73.7717    |
|       | Biweekly      | 4,362.36   | 4,473.62   | 4,587.73   | 4,704.74   | 4,824.74   | 4,947.80   | 5,074.00   | 5,203.42   | 5,336.13   | 5,472.24   | 5,611.81   | 5,754.95   | 5,901.73   |

**CITY OF BANNING**  
**Grade Step Table - IBEWU**  
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 Base Wage Increase (BWI) 5%

| Grade                         | Pay Frequency | Step 1                | Step 2                | Step 3                | Step 4                | Step 5                | Step 6                | Step 7  | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    |
|-------------------------------|---------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---|------------|------------|------------|------------|------------|------------|
|                               | Annual        | 113,421.25            | 116,314.18            | 119,280.89            | 122,323.26            | 125,443.24            | 128,642.80            | 131,923.96  | 135,288.81 | 138,739.49 | 142,278.18 | 145,907.13 | 149,628.63 | 153,445.06 |
| U90                           | Hourly        | 55.8927               | 57.3183               | 58.7802               | 60.2795               | 61.8170               | 63.3937               | 65.0106   | 66.6688    | 68.3692    | 70.1130    | 71.9013    | 73.7353    | 75.6160    |
|                               | Biweekly      | 4,471.41              | 4,585.46              | 4,702.42              | 4,822.36              | 4,945.36              | 5,071.49              | 5,200.85  | 5,333.50   | 5,469.54   | 5,609.04   | 5,752.11   | 5,898.82   | 6,049.28   |
|                               | Annual        | 116,256.79            | 119,222.03            | 122,262.91            | 125,381.35            | 128,579.32            | 131,858.87            | 135,222.06  | 138,671.03 | 142,207.98 | 145,835.13 | 149,554.80 | 153,369.35 | 157,281.19 |
| POWERLINE APPRENTICE 1<br>U67 |               | PHASE 1<br>65% U75 13 | PHASE 2<br>70% U75 13 | PHASE 3<br>75% U75 13 | PHASE 4<br>80% U75 13 | PHASE 5<br>85% U75 13 | PHASE 6<br>90% U75 13 | PHASE 7 - PROBATIONARY POWERLINE TECH<br>95% U75 13 |            |            |            |            |            |            |
|                               | Hourly        | 33.9368               | 36.5473               | 39.1578               | 41.7683               | 44.3788               | 46.9894               | 49.5999   |            |            |            |            |            |            |
|                               | Biweekly      | 2,714.94              | 2,923.78              | 3,132.62              | 3,341.47              | 3,550.31              | 3,759.15              | 3,967.99  |            |            |            |            |            |            |
|                               | Annual        | 70,588.47             | 76,018.35             | 81,448.24             | 86,878.12             | 92,308.00             | 97,737.88             | 103,167.76  |            |            |            |            |            |            |