

Side Letter of Agreement #3

Between City of Colton and

International Brotherhood of Electrical Workers, Local 47 - Water and Wastewater Unit

WHEREAS, the City of Colton ("CITY") and the International Brotherhood of Electrical Workers, Local 47 Water and Wastewater Divisions ("IBEW Water/Wastewater") are parties to a Memorandum of Understanding ("MOU") that is in effect from January 1, 2021 to December 31, 2025, and generally governs the wages, hours and other terms and conditions of employment of the classifications represented by IBEW Water/Wastewater;

WHEREAS, Article II, Section 1 of the MOU provides for the terms of Salary for IBEW Water/Wastewater members;

WHEREAS, the parties wish to provide IBEW Water/Wastewater classifications and members with salary increases as follows;

THEREFORE, IT IS AGREED AS FOLLOWS:

1. Upon City Council approval, classifications and current members of IBEW Water/Wastewater shall receive the following salary increases on the first complete payroll cycle after May 1, 2025.
 - a. Collection System Maintenance Technician I – 5.02% increase
 - b. Public Works & Utility Inspector - .74% increase
 - c. Senior Water Distribution Operator – 7.84% increase
 - d. Senior Water Production Operator – 12.13% increase
 - e. Wastewater Treatment Plant Mechanic I – 8.81% increase
 - f. Water Distribution Foreperson – 3% increase
 - g. Water Distribution Operator I – 9.28% increase
 - h. Water Distribution Operator II – 11.98% increase
 - i. Water Production Operator I – 20.51% increase
 - j. Water Production Operator II – 19.73% increase
 - k. Water Production Operator III – 22.19% increase

2. No other terms and/or items in the MOU have been discussed and the economic enhancements, benefits, and language of the current MOU shall remain in full force and effect throughout the term of the MOU, ending on December 31, 2025.

WE AGREE TO THE ABOVE:

CITY OF COLTON:



William R. Smith
City Manager

23 APRIL 2025

Date

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 47,
WATER AND WASTEWATER UNIT:



John Baca
IBEW Local 47, Assistant Business Manager

4-22-25

Date