

Side Letter of Agreement #3  
Between City of Colton and  
Teamsters, Local 1932 – Mid-Manager Employees Unit

WHEREAS, the City of Colton ("CITY") and the Teamsters, Local 1932 Mid-Manager Employees Unit ("Mid-Manager") are parties to a Memorandum of Understanding ("MOU") that is in effect from January 1, 2021 to June 30, 2026, and generally governs the wages, hours and other terms and conditions of employment of the classifications represented by the Mid-Manager Unit;

WHEREAS, Article II, Section 1 of the MOU provides for the terms of Salary for Mid-Manager Unit members;

WHEREAS, the parties wish to provide Mid-Manager Unit classifications and members with salary increases as follows;

THEREFORE, IT IS AGREED AS FOLLOWS:

1. Upon City Council approval, the attached list of classifications and current members of Mid-Manager Unit shall receive salary increases on the first complete payroll cycle after May 1, 2025.
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 June 30, 2026.

WE AGREE TO THE ABOVE:

CITY OF COLTON:

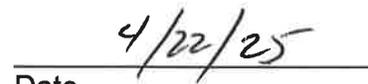


\_\_\_\_\_  
William R. Smith  
City Manager



\_\_\_\_\_  
Date

TEAMSTERS, LOCAL 1932 MID-MANAGER EMPLOYEES UNIT:

  
\_\_\_\_\_  
Juan Delgado  
Teamsters Mid-Manager Unit Representative  
\_\_\_\_\_  
Date

**TEAMSTERS MID-MANAGER UNIT**

<b>Job Title</b>	<b>Increase</b>
Administrative Analyst I	14.85%
Administrative Analyst II	23.64%
Associate Engineer	8.22%
Associate Planner	12.33%
Building Maintenance Supervisor	0.82%
Building Official	12.02%
Business License/Collections Officer	5.50%
Capital Project Manager	9.39%
Collection System Maintenance Supervisor	7.74%
Customer Service Supervisor	58.07%
Early Care & Education Site Supervisor	28.18%
Economic Development Manager	13.98%
Economic Development Project Manager I	6.26%
Economic Development Project Manager II	5.76%
Electric Utility System Designer	28.38%
Energy Services Specialist	13.15%
Engineering Assistant	0.39%
Environmental and Conservation Supervisor	30.31%
Executive Assistant	2.09%
Executive Assistant to Police Chief	13.88%
Information Services Manager	11.68%
Information Technology Coordinator	8.50%
Library Manager	9.84%
Planning Manager	22.27%
Police Records Supervisor	19.84%
Police Support Services Manager	11.86%
Public Works & Water/Wastewater Admin Manager	17.01%
Public Works Supervisor	8.30%
Purchasing and Customer Service Manager	14.57%
Recreation Services Manager	11.53%
Recreation Services Supervisor (new)	13.80%
Senior Accountant	5.88%
Senior Energy Services Specialist	11.25%
Senior Information System Coordinator	8.50%
Senior Planner	13.03%
Substation Superintendent	8.13%
Utilities Business Systems Analyst	21.30%
Utilities Engineer	19.92%
Utilities Executive Assistant	2.09%
Utilities Planning Manager	28.10%
Utility Resource Analyst	15.00%
Warehouse Supervisor	24.78%
Wastewater Utilities Supervisor	12.72%
Water & Wastewater Operations Manager	9.57%
Water Production Supervisor	14.97%
Water Distribution Supervisor	14.81%