

RESOLUTION NO. 11663

**A RESOLUTION OF THE CITY COUNCIL OF
THE CITY OF ORANGE ESTABLISHING A
LETTER OF UNDERSTANDING BETWEEN THE
CITY OF ORANGE AND THE INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS
IBEW LOCAL 47 WATER UNION EFFECTIVE
JULY 1, 2025 THROUGH AND INCLUDING JUNE
30, 2027**

WHEREAS, the City of Orange, hereinafter referred to as "City", and the International Brotherhood of Electrical Workers IBEW (IBEW) Local 47 Water bargaining unit, hereinafter referred to as "Union", collectively the "Parties", have met and conferred in accordance with requirements of the Meyers-Milias-Brown Act; and

WHEREAS, the Parties have reached agreement on wages, hours, and other terms and conditions of employment effective July 1, 2025 through and including June 30, 2027 and the City Council desires to enter into a Letter of Understanding (LOU) setting forth specified terms and conditions of employment for the Union's covered employees for the period of July 1, 2025 through and including June 30, 2027; and

WHEREAS, the Parties agree to incorporate the provisions of this LOU into a new Memorandum of Understanding (MOU) at a future date in 2027, and until then all specified terms and conditions of employment in Resolution No. 11513 remain operative; and

WHEREAS, all salary ranges for the classifications covered herein must be authorized by the City Council and published by the City in order for the salary range to be considered pension-reportable, pursuant to California Public Employees' Retirement System law; and

WHEREAS, the City Council has consulted with the City Manager and Human Resources Director concerning the proposed employment terms contained in the attached LOU.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Orange that the attached LOU is approved and incorporated by reference as Exhibit A as though fully set forth herein and furthermore authorizes staff to adjust the departmental salary and benefit accounts in the FY26 and FY27 budget to reflect the cost of the contract provisions.

ADOPTED this ____ day of _____, 2026

Daniel R. Slater, Mayor, City of Orange

ATTEST:

Pamela Coleman, City Clerk, City of Orange

APPROVED AS TO FORM:

Nathalie Adourian, City Attorney, City of Orange

STATE OF CALIFORNIA)
COUNTY OF ORANGE)
CITY OF ORANGE)

I, PAMELA COLEMAN, City Clerk of the City of Orange, California, do hereby certify that the foregoing Resolution was duly and regularly adopted by the City Council of the City of Orange at a regular meeting thereof held on the ____ day of _____, 2026 by the following vote:

AYES: COUNCILMEMBERS:
NOES: COUNCILMEMBERS:
ABSENT: COUNCILMEMBERS:

Pamela Coleman, City Clerk, City of Orange

EXHIBIT A

**A LETTER OF UNDERSTANDING
ENTERED INTO BY AND BETWEEN THE CITY OF ORANGE AND
THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS IBEW
LOCAL 47 WATER UNION EFFECTIVE JULY 1, 2025 THROUGH AND INCLUDING
JUNE 30, 2027**

This Letter of Understanding (LOU) is entered into by and between the City of Orange (the City) and the International Brotherhood of Electrical Workers IBEW Local 47 Water (Union), collectively the “Parties”. The LOU contains agreed upon terms and conditions of employment of the Union, including salary and benefit adjustments, for the period of July 1, 2025, through and including June 30, 2027.

The Parties have agreed to the following terms:

Term of Agreement

July 1, 2025 through and including June 30, 2027

Salary Increases

An across-the-board increase of two percent (2.0%) with retroactivity to June 29, 2025, and a three percent (3.0%) cost of living adjustment effective June 28, 2026 for all covered classifications as incorporated in Appendix A.

Medical

Amend Article XVI Section 1(A) by providing a \$100.00 per month increase towards the family tier amount (from \$2,095.00 to \$2,195.00) effective May 31, 2026.

Holiday

Amend Article XI Section 1 to add the following: Nine (9) hours of floating holiday.

Amend Article XI to add a new Section 2:

SECTION 2. FLOATING HOLIDAY. Nine (9) hours of floating holiday will accrue on January 1st of each year. Employees hired after January 1st of each year shall receive a prorated portion of the nine (9) hours. All floating holiday hours must be utilized by December 31st of the year in which they were accrued. Unused floating holiday hours shall be forfeited.

Floating holiday hours shall be taken at the convenience of the City with approval of the Department Head. Probationary employees accrue, and are eligible to use, floating holiday and holiday hours according to the guidelines established in this Article, and/or, with approval of the Human Resources Director.

Upon separation from the City, any remaining portion of an employee's floating holiday hours shall be cashed out.

Probationary Employee Vacation Use

Amend Article XII Section 2 to allow probationary employees to use vacation accruals after completion of six (6) months of benefited active City service.

Educational Assistance/Professional Development

Amend Article XVII Section 3 to be "Educational Assistance/Professional Development." Educational Assistance and Professional Development payments to an employee shall not exceed \$600.00 in any one (1) fiscal year and the employee must still be employed by the City when the course is completed to qualify for reimbursement. Purchases must be approved in advance by the Department Head and the Human Resources Director prior to registration. Employees with a future separation date on file are ineligible for this benefit.

No Furlough or No Layoffs

During the term of this agreement, the City shall not impose furloughs, reductions in work hours, or layoffs on any IBEW Water-represented employees. This provision shall sunset on June 30, 2027 and will no longer be applicable after this date.

Vacation Conversion

Modify vacation conversion provision pursuant to the Internal Revenue Code 451 (Constructive Receipt) which will change the mechanism to cash out vacation hours as follows:

An employee may convert up to 50% of their current annual vacation accrual into pay in lieu of time off with pay on an annual basis. An employee requesting such conversion must meet the eligibility requirements as set forth in Section 2 and may convert twice in a fiscal year, within the cap provisions stated above. Any exception to this provision requires the approval of the Human Resources Director.

On or before December 15, 2026, and every December 15th thereafter, a qualified employee who elects to cash out accrued vacation for the following year shall submit written request to the Human Resources Department stating their irrevocable election(s).

The City shall administer the cash out twice annually, starting in June 2027 and every June and December thereafter. The City shall make the cash outs in the second paycheck in June and December. Such cash outs shall be paid at the employee's net salary hourly rate of pay.

On-site Training

Allow 60-90 minutes of on-site training related to the IBEW Code of Excellence, with City management staff.

Union Release Time and Tracking

Up to four (4) Union employees may be granted release time for Union business not to exceed one hundred fifty (150) hours per fiscal year collectively. All Union release time must be fully documented on employee timesheets.

Language Clean Up and Proposals

The City will be proposing and presenting a redlined MOU that updates provisions within the MOU to provide greater clarity on existing practices and regulatory compliance, ensuring adherence with current laws.

Memorandum of Understanding

The Parties agree to incorporate the provisions contained in this LOU into a successor Memorandum of Understanding (MOU) in 2027 and further agree that all terms within the existing MOU remain operative.

The Parties agree that except as specifically modified by this Amendment that this Amendment shall not modify any previously negotiated and agreed upon Memorandum of Understanding and that all such terms and conditions contained therein shall remain in full force and effect; notwithstanding the expiration of the term of any applicable MOU, IBEW-WATER shall be entitled to the salary increases set forth in such LOU as provided in Appendix A.

Ratification and Execution

The Parties acknowledge that this LOU shall not be in full force and effect until ratified by the Association and adopted by the City Council of the City of Orange. Subject to the foregoing, this LOU is hereby executed by the authorized representative of the City and IBEW-WATER and entered into on this ____ day of _____, 2026.

CITY OF ORANGE

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS IBEW LOCAL 47 WATER

Dated: _____

Dated: _____

By: _____
Monica Espinoza, Human Resources Director

By: _____
Colin Lavin, IBEW Local 47, Business Manager

By: _____
Trang Nguyen, Finance Director

By: _____
Dick Reed, IBEW Local 47, Asst. Business Manager

By: _____
Cody Kleen, Assistant HR Director

By: _____
Mike Clark, IBEW Local 47, Business Representative

By: _____
Erin Hodges, Senior HR Analyst

By: _____
Al Contreras, Water Plant Operator II

By: _____
Rafael Cadena, Human Resources Technician

By: _____
Shawn Donnelly, Water Maintenance Leadworker

By: _____
Hector Medina, Water Maintenance Leadworker

By: _____
Joshua Borden, Water Maintenance Leadworker

APPROVED AS TO FORM:

Nathalie Adourian, City Attorney, City of Orange

APPENDIX A

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL 47 WATER**

EFFECTIVE JUNE 29, 2025

2.0% Across-the-Board Salary Increase

CLASSIFICATION	A/1	B/2	C/3	D/4	E/5	F/6
SKILLED MAINT WORKER - WATER	\$61,080	\$64,200	\$67,476	\$70,908	\$74,532	\$78,324
SR WATER METER SERVICE WORKER	\$62,004	\$65,160	\$68,484	\$71,976	\$75,648	\$79,512
WATER MAINTENANCE LEADWORKER	\$67,488	\$70,932	\$74,544	\$78,348	\$82,344	\$86,544
WATER MAINTENANCE WORKER I	\$50,292	\$52,848	\$55,548	\$58,380	\$61,344	\$64,488
WATER MAINTENANCE WORKER II	\$55,548	\$58,392	\$61,368	\$64,500	\$67,800	\$71,244
WATER METER SERVICE WORKER I	\$52,332	\$55,008	\$57,804	\$60,756	\$63,852	\$67,116
WATER METER SERVICE WORKER II	\$57,816	\$60,768	\$63,864	\$67,128	\$70,548	\$74,148
WATER PLANT OPERATOR I	\$60,780	\$63,876	\$67,140	\$70,560	\$74,160	\$77,940
WATER PLANT OPERATOR II	\$67,152	\$70,584	\$74,172	\$77,964	\$81,936	\$86,112
WATER YARD STOREKEEPER	\$58,404	\$61,380	\$64,512	\$67,800	\$71,256	\$74,892

EFFECTIVE JUNE 28, 2026

3.0% Cost of Living Adjustment

CLASSIFICATION	A/1	B/2	C/3	D/4	E/5	F/6
SKILLED MAINT WORKER - WATER	\$64,171	\$67,449	\$70,891	\$74,496	\$78,304	\$82,287
SR WATER METER SERVICE WORKER	\$65,141	\$68,457	\$71,950	\$75,618	\$79,476	\$83,535
WATER MAINTENANCE LEADWORKER	\$70,903	\$74,522	\$78,316	\$82,312	\$86,511	\$90,923
WATER MAINTENANCE WORKER I	\$52,837	\$55,522	\$58,359	\$61,334	\$64,448	\$67,751
WATER MAINTENANCE WORKER II	\$58,359	\$61,347	\$64,473	\$67,764	\$71,231	\$74,849
WATER METER SERVICE WORKER I	\$54,980	\$57,791	\$60,729	\$63,830	\$67,083	\$70,512
WATER METER SERVICE WORKER II	\$60,741	\$63,842	\$67,095	\$70,525	\$74,118	\$77,900
WATER PLANT OPERATOR I	\$63,856	\$67,109	\$70,537	\$74,130	\$77,912	\$81,884
WATER PLANT OPERATOR II	\$70,550	\$74,156	\$77,925	\$81,909	\$86,082	\$90,469
WATER YARD STOREKEEPER	\$61,359	\$64,486	\$67,776	\$71,231	\$74,861	\$78,682