


COUNCIL LATE AGENDA ITEMS


Council Meeting
April 28, 2026

CITY OF ORANGE
Human Resources Department

Memo – Hot File

To: Honorable Mayor and Members of the City Council

Thru: Jarad Hildenbrand, City Manager 

From: Monica Espinoza, Human Resources Director 

Date: April 28, 2026

Re: Item 3.25 – Resolution Nos. 11663 & 11664

This Hot File is in regards to Resolution Nos. 11663 and 11664, pertaining to Letters of Understanding with IBEW Water and IBEW Maintenance & Crafts.

Each Resolution contains an Appendix outlining salary tables for the respective bargaining unit. Subsequent to agenda publication, City staff identified calculation errors within these Appendices.

The attached Appendices incorporate corrected salary tables.

APPENDIX A-Resolution No. 11663

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 47
WATER ANNUAL SALARY RANGES**

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	\$62,302	\$65,484	\$68,826	\$72,326	\$76,023	\$79,890
SR WATER METER SERVICE WORKER	\$63,244	\$66,463	\$69,854	\$73,416	\$77,161	\$81,102
WATER MAINTENANCE LEADWORKER	\$68,838	\$72,351	\$76,035	\$79,915	\$83,991	\$88,275
WATER MAINTENANCE WORKER I	\$51,298	\$53,905	\$56,659	\$59,548	\$62,571	\$65,778
WATER MAINTENANCE WORKER II	\$56,659	\$59,560	\$62,595	\$65,790	\$69,156	\$72,669
WATER METER SERVICE WORKER I	\$53,379	\$56,108	\$58,960	\$61,971	\$65,129	\$68,458
WATER METER SERVICE WORKER II	\$58,972	\$61,983	\$65,141	\$68,471	\$71,959	\$75,631
WATER PLANT OPERATOR I	\$61,996	\$65,154	\$68,483	\$71,971	\$75,643	\$79,499
WATER PLANT OPERATOR II	\$68,495	\$71,996	\$75,655	\$79,523	\$83,575	\$87,834
WATER YARD STOREKEEPER	\$59,572	\$62,608	\$65,802	\$69,156	\$72,681	\$76,390

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

APPENDIX A-Resolution No. 11664

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 47
MAINTENANCE AND CRAFTS ANNUAL SALARY RANGES**

EFFECTIVE JUNE 29, 2025

2.0% Across-the-Board Salary Increase

CLASSIFICATION	A/1	B/2	C/3	D/4	E/5	F/6
CUSTODIAN	\$43,501	\$45,729	\$48,054	\$50,514	\$53,085	\$55,790
EQUIPMENT MAINT LEADWORKER	\$67,136	\$70,576	\$74,162	\$77,957	\$81,922	\$86,108
EQUIPMENT MECHANIC I	\$57,810	\$60,759	\$63,856	\$67,112	\$70,539	\$74,138
EQUIPMENT MECHANIC II	\$63,881	\$67,136	\$70,564	\$74,162	\$77,944	\$81,910
EQUIPMENT OPERATOR	\$61,384	\$64,505	\$67,810	\$71,261	\$74,884	\$78,715
EQUIPMENT PARTS TECHNICIAN	\$57,810	\$60,759	\$63,856	\$67,112	\$70,539	\$74,138
LEAD CUSTODIAN	\$50,539	\$53,109	\$55,814	\$58,666	\$61,653	\$64,786
MAINTENANCE WORKER	\$47,822	\$50,270	\$52,828	\$55,533	\$58,360	\$61,335
PARKS MAINTENANCE LEADWORKER	\$63,881	\$67,136	\$70,564	\$74,162	\$77,944	\$81,910
PARKS MAINTENANCE WORKER I	\$47,822	\$50,270	\$52,828	\$55,533	\$58,360	\$61,335
PARKS MAINTENANCE WORKER II	\$52,840	\$55,545	\$58,385	\$61,359	\$64,480	\$67,773
PUBLIC WORKS MAINT LEADWORKER	\$63,881	\$67,136	\$70,564	\$74,162	\$77,944	\$81,910
PUBLIC WORKS MAINT WORKER I	\$47,822	\$50,270	\$52,828	\$55,533	\$58,360	\$61,335
PUBLIC WORKS MAINT WORKER II	\$52,840	\$55,545	\$58,385	\$61,359	\$64,480	\$67,773
SKILLED MAINT WKR-PUBLIC WORKS	\$59,266	\$62,289	\$65,472	\$68,813	\$72,314	\$76,010
SKILLED MAINT WRKR-FACILITIES	\$59,266	\$62,289	\$65,472	\$68,813	\$72,314	\$76,010
SKILLED MAINTENANCE LEADWORKER	\$65,496	\$68,826	\$72,338	\$76,035	\$79,903	\$83,979
SKILLED MAINTENANCE WRKR-PARKS	\$59,266	\$62,289	\$65,472	\$68,813	\$72,314	\$76,010

**Classification of Chemical Sprayer eliminated effective 6/29/2025 pursuant to FY26 budget*

EFFECTIVE JUNE 28, 2026

3.0% Cost of Living Adjustment

CLASSIFICATION	A/1	B/2	C/3	D/4	E/5	F/6
CUSTODIAN	\$44,806	\$47,101	\$49,496	\$52,029	\$54,678	\$57,464
EQUIPMENT MAINT LEADWORKER	\$69,150	\$72,693	\$76,387	\$80,296	\$84,380	\$88,691
EQUIPMENT MECHANIC I	\$59,544	\$62,582	\$65,772	\$69,125	\$72,655	\$76,362
EQUIPMENT MECHANIC II	\$65,797	\$69,150	\$72,681	\$76,387	\$80,282	\$84,367
EQUIPMENT OPERATOR	\$63,226	\$66,440	\$69,844	\$73,399	\$77,131	\$81,076
EQUIPMENT PARTS TECHNICIAN	\$59,544	\$62,582	\$65,772	\$69,125	\$72,655	\$76,362
LEAD CUSTODIAN	\$52,055	\$54,702	\$57,488	\$60,426	\$63,503	\$66,730
MAINTENANCE WORKER	\$49,257	\$51,778	\$54,413	\$57,199	\$60,111	\$63,175
PARKS MAINTENANCE LEADWORKER	\$65,797	\$69,150	\$72,681	\$76,387	\$80,282	\$84,367
PARKS MAINTENANCE WORKER I	\$49,257	\$51,778	\$54,413	\$57,199	\$60,111	\$63,175
PARKS MAINTENANCE WORKER II	\$54,425	\$57,211	\$60,137	\$63,200	\$66,414	\$69,806
PUBLIC WORKS MAINT LEADWORKER	\$65,797	\$69,150	\$72,681	\$76,387	\$80,282	\$84,367
PUBLIC WORKS MAINT WORKER I	\$49,257	\$51,778	\$54,413	\$57,199	\$60,111	\$63,175
PUBLIC WORKS MAINT WORKER II	\$54,425	\$57,211	\$60,137	\$63,200	\$66,414	\$69,806
SKILLED MAINT WKR-PUBLIC WORKS	\$61,044	\$64,158	\$67,436	\$70,877	\$74,483	\$78,290
SKILLED MAINT WRKR-FACILITIES	\$61,044	\$64,158	\$67,436	\$70,877	\$74,483	\$78,290
SKILLED MAINTENANCE LEADWORKER	\$67,461	\$70,891	\$74,508	\$78,316	\$82,300	\$86,498
SKILLED MAINTENANCE WRKR-PARKS	\$61,044	\$64,158	\$67,436	\$70,877	\$74,483	\$78,290

Memo

To: Mayor and Members of the City Council

From: Leslie Hardy, Community & Library Services Director

Thru: Jarad Hildenbrand, City Manager

Date: April 28, 2026

Re: Council Agenda Item 9.2 - Public Hearing to consider revision of Master Schedule of Fees
Updates to Proposed Fees

After the City Council packet was distributed, it was determined that a category of Community & Library Services Department fees required additional description and justification beyond what was included in the department's section within the associated staff report.

As such, Community & Library Services is providing additional information for consideration regarding recommended fees as shown in Resolution No11665. A brief summary of the information is provided below:

Comment 1. Community Services Facility Rental Section pertinent to Pool Rentals -Non-applicable items.

The Council recently approved an agreement for a contract service provider to operate Hart Park Pool and run aquatic programming, as such the provider will be assessing pool facility rental fees rather than the City. The fees for this category, currently included in the Master Schedule of Fees, will effectively not be implemented and recommended for removal in a future annual update to be consistent with other aquatic fee category removals.

Leslie Hardy
Community & Library Services Director

Attachment

Screenshot of “Non-applicable” Pool Facility Rental Fees

Fee Name	Unit	Current Fee	Total Cost	Recommended Fee	% Recovery	% Increase
FACILITY RENTALS						
Pool Rentals						
Groups 1-100 People						
Deposit	Deposit	\$ 150	\$ 150	\$ 150	100%	0%
Non-Orange Based Business	Per Hour	\$ 435	\$ 955	\$ 1,051	110%	142%
Orange Based Business	Per Hour	\$ 375	\$ 955	\$ 955	100%	155%
Non-Resident, Non-Resident Non-Profit	Per Hour	\$ 185	\$ 955	\$ 955	100%	416%
Resident, Resident Non-Profit	Per Hour	\$ 165	\$ 955	\$ 764	80%	363%
Groups 101-200 People						
Deposit	Deposit	\$ 225	\$ 225	\$ 225	100%	0%
Non-Orange Based Business	Per Hour	\$ 765	\$ 1,549	\$ 1,704	110%	123%
Orange Based Business	Per Hour	\$ 705	\$ 1,549	\$ 1,549	100%	120%
Non-Resident, Non-Resident Non-Profit	Per Hour	\$ 255	\$ 1,549	\$ 1,549	100%	507%
Resident, Resident Non-Profit	Per Hour	\$ 235	\$ 1,549	\$ 1,239	80%	427%