

**MEMORANDUM OF UNDERSTANDING**

**THIS MEMORANDUM OF UNDERSTANDING** (“MOU”) is between the City of Dover (“City” or “Employer”) and the International Brotherhood of Electric Workers Local 1238 (“Union” or “Employees”), (collectively, the “Parties”) and is effective on the 18<sup>th</sup> day of April, 2023.

**WHEREAS**, the City and the Union are parties a collective bargaining agreement (“CBA”) for the time period of July 1, 2020 through June 30, 2023; and

**WHEREAS**, the Parties wish to extend the terms of the Agreement through June 30, 2024; and

**WHEREAS**, the Parties wish to amend and modify the Job Classification/Grade Assignments included in the CBA as Appendix C; and

**NOW THEREFORE**, the Parties agree as follows:

- 1) The term of the current CBA shall be extended an additional year through June 30, 2024.
- 2) A modified version of Appendix C is attached to this MOU. The Parties agree that effective May 1, 2023, it will replace, in full, the original version of Appendix C attached to the CBA, and will remain in effect through June 30, 2024.
- 3) The Parties agree that, effective May 1, 2023, all employees will be moved to the new pay grade shown in Appendix C. All employees will maintain their current step as of April 30, 2023. Any employee unaffected by a new pay grade will receive a flat 3.0% wage increase.
- 4) This MOU shall take effect immediately upon ratification by the Union and approval by Dover’s City Council.

CITY OF DOVER

  
BY: \_\_\_\_\_

Dated: 4/18/23

INTERNATIONAL BROTHERHOOD OF  
ELECTRIC WORKERS LOCAL 1238

  
BY: \_\_\_\_\_

Dated: 4-18-23

**APPENDIX C**  
**May 1, 2023 - June 30, 2024**

	<u>Grade</u>		<u>Step 1 (A)</u>	<u>Step 2 (B)</u>	<u>Step 3 (C)</u>	<u>Step 4 (D)</u>	<u>Step 5 (E)</u>
<b>Electrician</b>							
Electrician I	18	12 mo	\$30.59	\$31.60	\$32.78	\$33.68	\$34.63
Electrician II	20	until licensed	\$33.20	\$34.30	\$35.58	\$36.58	\$37.61
Licensed Electrician	21	thereafter	\$34.67	\$35.77	\$37.13	\$38.18	\$39.27

<b>Utility Locator</b>							
Utility Locator I	13	24 mo	\$25.02	\$25.82	\$26.78	\$27.51	\$28.28
Utility Locator II	14	24 mo	\$26.07	\$26.90	\$27.90	\$28.68	\$29.48
Utility Locator III	15	thereafter	\$27.11	\$27.99	\$29.02	\$29.82	\$30.66

<b>Electric Meter Technician</b>							
Electric Meter Technician I	21	thereafter	\$34.67	\$35.77	\$37.13	\$38.18	\$39.27
Electric Meter Technician II	24	thereafter	\$39.56	\$40.88	\$42.42	\$43.64	\$44.87
Electric Meter Technician Crew Leader	26		\$44.96	\$46.47	\$48.24	\$49.64	\$51.04

<b>Relay Technician</b>							
Substation Technician I	22	12 mo	\$36.25	\$37.44	\$38.86	\$39.96	\$41.09
Substation Technician II	26	thereafter	\$44.96	\$46.47	\$48.24	\$49.64	\$51.04
Substation Technician Crew Leader	27		\$47.93	\$49.54	\$51.42	\$52.92	\$54.41

<b>Engineering Fieldman</b>							
Engineering Fieldman I	24	12 mo	\$39.56	\$40.88	\$42.42	\$43.64	\$44.87
Engineering Fieldman II	27	thereafter	\$47.93	\$49.54	\$51.42	\$52.92	\$54.41
Engineering Fieldman Crew Leader	29		\$54.46	\$56.30	\$58.43	\$60.13	\$61.83

<b>System Operator</b>							
System Operator I	26	12 mo	\$44.96	\$46.47	\$48.24	\$49.64	\$51.04
System Operator II	27	thereafter	\$47.93	\$49.54	\$51.42	\$52.92	\$54.41
System Operator Crew Leader	28		\$51.09	\$52.81	\$54.81	\$56.41	\$58.00

<b>T&amp;D Engineering Coordinator</b>							
T&D Engineering Coordinator I	15	24 mo	\$27.11	\$27.99	\$29.02	\$29.82	\$30.66
T&D Engineering Coordinator II	17	24 mo	\$29.33	\$30.28	\$31.42	\$32.30	\$33.21
T&D Engineering Coordinator III	20	thereafter	\$33.20	\$34.30	\$35.58	\$36.58	\$37.61

<b>Electric Draftsman</b>							
Electric Draftsman I	18	24 mo	\$30.59	\$31.60	\$32.78	\$33.68	\$34.63
Electric Draftsman II	19	until qualified	\$31.84	\$32.88	\$34.10	\$35.08	\$36.06
Electric Draftsman III	20	thereafter	\$33.20	\$34.30	\$35.58	\$36.58	\$37.61

<b>SCADA Technician</b>							
SCADA Technician I	22	24 mo	\$36.25	\$37.44	\$38.86	\$39.96	\$41.09
SCADA Technician II	26	until qualified	\$44.96	\$46.47	\$48.24	\$49.64	\$51.04
SCADA Technician III	27	thereafter	\$47.93	\$49.54	\$51.42	\$52.92	\$54.41

<b>Lineman</b>							
Groundswoker I	11	12 mo	\$23.17	\$23.91	\$24.79	\$25.48	\$26.17
Groundswoker II	15	thereafter	\$27.11	\$27.99	\$29.02	\$29.82	\$30.66
Lineman 3rd Class I	19	12 mo	\$31.84	\$32.88	\$34.10	\$35.08	\$36.06
Lineman 3rd Class II	20	thereafter	\$33.20	\$34.30	\$35.58	\$36.58	\$37.61
Lineman 2nd Class I	22	12 mo	\$36.25	\$37.44	\$38.86	\$39.96	\$41.09
Lineman 2nd Class II	23	thereafter	\$37.91	\$39.16	\$40.64	\$41.80	\$42.99
Lineman 1st Class I	26	12 mo	\$44.96	\$46.47	\$48.24	\$49.64	\$51.04
Lineman 1st Class II	27	thereafter	\$47.93	\$49.54	\$51.42	\$52.92	\$54.41
Lineworker Crew Leader	28	thereafter	\$51.09	\$52.81	\$54.81	\$56.41	\$58.00