

MEMORADUM OF UNDERSTANDING  
BETWEEN THE  
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS  
LOCAL UNION 126  
AND THE  
CITY OF MILFORD, DELAWARE  
AGREEMENT EFFECTIVE  
July 1, 2025

**THIS MEMORANDUM OF UNDERSTANDING** (“MOU”) is between the City of Milford (“City” or “Employer”) and the International Brotherhood of Electrical Workers Local Union 126 (“Union” or “Employees”), (collectively, the “Parties”) and is effective on the \_\_\_\_ day of January 2026.

**WHEREAS**, the City and the Union are parties a collective bargaining agreement (“CBA”) for the time period of July 1, 2024, through June 30, 2027.

**Article IX Seniority Section 7**

In making promotions, the City shall give appropriate consideration to the applicants’ qualifications, including their record of performance. In the event that two (2) applicants are equally qualified, bargaining unit seniority shall be determinative.

- a. The Employer and the Union agree to provide temporary job reclassifications to two (2) Employees, based on bargaining unit seniority as Electric Line Technician, First Class, while the Employer conducts a recruitment process for the non-union position of Electric Line Technician, Lead.
- b. Effective February 1, 2026, one (1) Employee shall receive a temporary job reclassification to the position of Electric Line Technician, Crew Leader.
- c. Effective February 1, 2026, one (1) Employee shall receive a temporary job reclassification to the position of Electric Line Technician, Troubleperson.
- d. Both Employees shall receive a temporary salary adjustment for the duration of the temporary job reclassification.
- e. The Employer shall notify the Union upon conclusion of the recruitment process.

1. IN WITNESS WHEREOF, the parties hereto agree to and have caused this Amendment to be signed in their respective names by their representatives hereunto duly authorized dated:

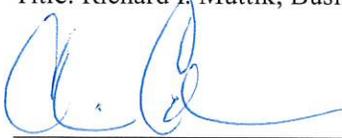


1/29/2026

\_\_\_\_\_  
Signature for IBEW Local 126

\_\_\_\_\_  
Date

Title: Richard L. Muttik, Business Manager/Financial Secretary



\_\_\_\_\_  
Signature for the City of Milford

1/29/2026  
\_\_\_\_\_  
Date

Title: Christopher T. Coleman, ICMA-CM  
City Manager