

Agenda Report

March 17, 2025

TO: Honorable Mayor and City Council

FROM: Human Resources Department

SUBJECT: ADOPT A SIDE LETTER OF AGREEMENT BETWEEN THE CITY OF PASADENA AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS TO ESTABLISH A TWELVE-HOUR WORK SCHEDULE FOR POWER DISPATCHER AND SENIOR POWER DISPATCHER CLASSIFICATIONS

RECOMMENDATION:

It is recommended that the City Council:

1. Find that the proposed action in the agenda report is exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA guidelines Section 15061(b)(3) "Common Sense" exemption; and
2. Adopt a Side Letter of Agreement between the City of Pasadena and the International Brotherhood of Electrical Workers (IBEW) to Establish a twelve-hour work schedule for the Power Dispatcher and Senior Power Dispatcher classifications.

BACKGROUND:

The Power Dispatcher classification series controls by observation the safe and reliable operation of the City's electric generation, transmission and distribution system. These classifications are responsible for monitoring the City's electrical system, removing lines and equipment from service for repair and coordinating the safe restoration and maintenance of electrical services. The City's Power Dispatch Center is a 24-hour operation. Currently, Power Dispatchers are on rotating continuous eight-hour shifts.

Staff first met with IBEW on October 7, 2024, to discuss the Dispatch Center staff moving to a three/twelve (3/12) work schedule. The 3/12 schedule offers potential benefits to employees' wellbeing by providing consistent hours rather than a continuously rotating schedule. It also streamlines staff scheduling for department management and strengthens recruitment and retention efforts.

The parties agreed on February 3, 2025, to enter into a one-year pilot program with a 3/12 work schedule for Power Dispatchers and Senior Power Dispatchers as follows:

- Effective May 5, 2025, a one-year pilot program will begin with twelve (12) hour shifts for employees in the Senior Power Dispatcher and Power Dispatcher classifications.
- The 3/12 work schedule consists of three twelve-hour days and one four-hour day per work week.
- During the month of December 2025, the City and IBEW will meet to determine whether they mutually agree that the twelve (12) hour shifts will continue after the pilot program ends on May 3, 2026.

COUNCIL POLICY CONSIDERATION:

Approval of staff's recommendation supports the City Council's strategic goals of maintaining fiscal responsibility and stability and ensuring public safety.

ENVIRONMENTAL ANALYSIS:

The proposed action is exempt from the CEQA pursuant to State CEQA Guidelines Section 15061 (b) (3), the "common sense" provision of CEQA (formerly the general rule), which applies to projects which may have the potential for causing a significant effect on the environment. The proposed action will not result in any new development or physical changes.

FISCAL IMPACT:

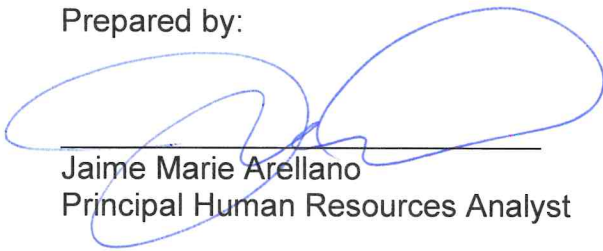
Approval and implementation of the 3/12 work schedule for Power Dispatchers and Senior Power Dispatchers is not expected to have any fiscal impact. However, staff will monitor personnel expenses and request additional appropriations during the fiscal year if necessary.

Respectfully Submitted,



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Human Resources Director

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Approved by:



MIGUEL MÁRQUEZ
City Manager

Attachments:

- Attachment A – Side Letter of Agreement between the City of Pasadena and IBEW
- Attachment B – Track-changed IBEW MOU July 1, 2022 – June 30, 2026