



LETTER OF AGREEMENT

BETWEEN

CITY OF PASADENA

AND

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 18

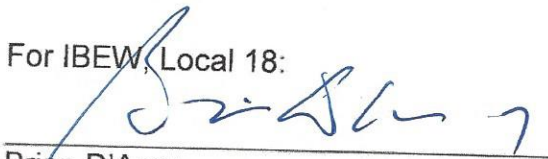
This Letter of Agreement ("Agreement") between the City of Pasadena ("City") and International Brotherhood of Electrical Workers Local 18 ("IBEW") (collectively "Parties") is entered into with respect to the following:

1. The development of a Power Dispatcher apprenticeship program was completed in late February 2021 by a Joint Labor Management Committee and is ready to be submitted to the state of California Department of Apprentice Standards.

Prior to its development, the parties initially estimated the Power Dispatcher apprenticeship program would take participants four years to complete the curriculum and therefore included a four-year pay step schedule as Exhibit II of the July 1, 2019-June 30, 2022 IBEW MOU. Now that the program has been developed, the parties have determined the curriculum can be completed in three years.

2. The purpose of this Agreement is to memorialize the mutual understanding that the curriculum for the Power Dispatcher apprenticeship program will take three years to complete and, as a result, the pay steps in the IBEW MOU must be amended to reflect the three-year curriculum timeframe. The mutually agreed upon pay steps are attached in Exhibit II. The starting step remains 74% of the top salary step and the ending step at 94%. The starting and ending pay are unchanged from that which the City Council approved for the initially estimated four-year program.
3. This Agreement does not alter any other provisions of the 2019-2022 IBEW MOU other than the Exhibit II that will be effective upon the date both parties sign below and will expire on June 30, 2022.

For IBEW, Local 18:



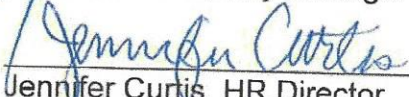
Brian D'Arcy,
Business Manager

Dated: 6/15/21

For the City:



for Steve Mermell, City Manager



Jennifer Curtis, HR Director

Dated: 5-12-2021