

LETTER OF UNDERSTANDING ON

System Operator Schedule

June 24, 2025

This document serves as an extension to the Letter of Understanding dated July 23, 2024 executed by and between the City of Alameda and the International Brotherhood of Electrical Workers (IBEW) Local 1245. The parties agree to extend the term of the Original Agreement (Appendix A) for an additional period, commencing from July 1, 2025 and will sunset on September 30, 2025. Except as specifically set forth in this extension, all other terms and conditions of the original Letter of Understanding shall remain in full force and effect.

For the City of Alameda		For IBEW 1245	
<div>Signed by: <u>Jennifer Ott</u> 645B087E46D243E...</div>	<u>6/25/2025</u>	<div><u>Al Fortier</u></div>	<u>6/25/25</u>
Jennifer Ott,	Date	Al Fortier,	Date
City Manager		Senior Assistant Business Manager	

Approved as to form	<div>Signed by: <u>Douglas W. McManaway</u> DD12294E76EF4B2</div>
	Douglas W. McManaway, Assistant City Attorney

LETTER OF UNDERSTANDING ON

System Operator Schedule

July 23, 2024

The purpose of this letter is to memorialize an agreement between the City of Alameda and the International Brotherhood of Electrical Workers (IBEW) Local 1245 to temporarily modify the System Operator classification schedule. The provisions of this letter will sunset at the expiration of the current IBEW, Local 1245 Memorandum of Understanding (MOU) dated June 1, 2022, through June 30, 2025, and revert to the previously agreed upon schedule as outlined in section 11.7 System Operator of the current MOU and rotation.

The System Operator working schedule will be modified to a seven-on-seven-off rotating schedule as follows:

- The FLSA period, which would apply to all System Operators, would commence Thursday at 1100 hours (11:00 AM) through the following Thursday at 1059 hours (10:59 AM).
- Day Shift would commence at 0500 hours (5:00 AM) through 1700 hours (5:00 PM) of the same day.
- Night shift would commence at 1700 hours (5:00 PM) of the day prior to 0500 hours (5:00 AM) of the following day.
- The number of hours within the FLSA workweek will change, with twelve (12) hours of regularly scheduled overtime built into the rotating schedule for each operator over the four (4) week period, cycling through 36-42-42-48 hours over a four (4) week period in working shifts of 0000 hours (12:00 AM) to 0500 hours (5:00 AM), 0500 hours (5:00 AM) to 1100 hours (11:00 AM), 1100 hours (11:00 AM) to 1700 hours (5:00 PM), and 1700 hours (5:00 PM) to 2359 hours (11:59 PM).

The schedule modifications in this letter will sunset with the expiration of the current MOU dated July 1, 2022, through June 30, 2025. Effective July 1, 2025, the schedules for the System Operator classification will revert to the previously agreed upon schedule as outlined in section 11.7 of the current MOU with a normal working week of forty (40) hours and a rotating schedule of 12-8-8-12 hours over a work week period.

At the time of the execution of this Letter of Understanding, there are three fully trained System Operators and AMP is in the process of hiring two additional System Operators. The schedule set forth in this letter will go into effect the Fair Labor Standards Act (FLSA) period when there are four System Operators fully trained and able to fulfill the duties of System Operator and provide adequate coverage of the modified schedule. Those duties are set forth in the System Operator job description. If at any point during the duration of this Letter of Understanding there are three or fewer fully trained system operators, the System Operator schedule shall revert to the then current schedule.

For the City of Alameda

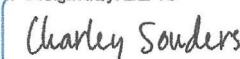


Jennifer Ott,
City Manager

10/16/2024

Date

For IBEW 1245



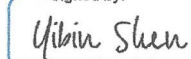
Charley Souders,
Business Representative

8/21/2024

Date

Approved as to form

Signed by:



Yibin Shen City Attorney

Schedule Example

	Thursday (11A - 1159P)	Friday	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday (12A - 10:59 A)
WEEK 1								
Operator 1	11 AM - 5 PM (6 HRS)	5 AM - 5 PM (12 HRS)	5 AM - 5 PM (12 HRS)	5 AM - 5 PM (12 HRS)	OFF	OFF	OFF	OFF
Operator 2		12 AM - 5:00 AM (5 HRS)	12 AM - 5:00 AM (5 HRS)	12 AM - 5:00 AM (5 HRS)	OFF	OFF	OFF	OFF
	5 PM - 11:59 PM (7 HRS)	5 PM - 11:59 PM (7 HRS)	5 PM - 11:59 PM (7 HRS)	OFF				
Operator 3	OFF	OFF	OFF	OFF	5 AM - 5 PM (12 HRS)	5 AM - 5 PM (12 HRS)	5 AM - 5 PM (12 HRS)	5 AM - 1059 AM (6 HRS)
Operator 4	OFF	OFF	OFF	OFF	12 AM - 5:00 AM (5 HRS)	12 AM - 5:00 AM (5 HRS)	12 AM - 5:00 AM (5 HRS)	12 AM - 5:00 AM (5 HRS)
				5 PM - 11:59 PM (7 HRS)	5 PM - 11:59 PM (7 HRS)	5 PM - 11:59 PM (7 HRS)	5 PM - 11:59 PM (7 HRS)	
WEEK 2								
Operator 1	OFF	OFF	OFF	OFF	12 AM - 5:00 AM (5 HRS)	12 AM - 5:00 AM (5 HRS)	12 AM - 5:00 AM (5 HRS)	12 AM - 5 AM (5 HRS)
				5 PM - 11:59 PM (7 HRS)	5 PM - 11:59 PM (7 HRS)	5 PM - 11:59 PM (7 HRS)	5 PM - 11:59 PM (7 HRS)	
Operator 2	OFF	OFF	OFF	OFF	5 AM - 5 PM (12 HRS)	5 AM - 5 PM (12 HRS)	5 AM - 5 PM (12 HRS)	5 AM - 1059 AM (6 HRS)
Operator 3	11 AM - 5 PM (6 HRS)	5 AM - 5 PM (12 HRS)	5 AM - 5 PM (12 HRS)	5 AM - 5 PM (12 HRS)	OFF	OFF	OFF	OFF
Operator 4		12 AM - 5:00 AM (5 HRS)	12 AM - 5:00 AM (5 HRS)	12 AM - 5:00 AM (5 HRS)	OFF	OFF	OFF	OFF
	5 PM - 11:59 PM (7 HRS)	5 PM - 11:59 PM (7 HRS)	5 PM - 11:59 PM (7 HRS)	OFF				
WEEK 3								
Operator 1		12 AM - 5 AM (5 HRS)	12 AM - 5 AM (5 HRS)	12 AM - 5 AM (5 HRS)	OFF	OFF	OFF	OFF
	5 PM - 11:59 PM (7 HRS)	5 PM - 11:59 PM (7 HRS)	5 PM - 11:59 PM (7 HRS)	OFF				
Operator 2	11 AM - 5 PM (6 HRS)	5 AM - 5 PM (12 HRS)	5 AM - 5 PM (12 HRS)	5 AM - 5 PM (12 HRS)	OFF	OFF	OFF	OFF
Operator 3	OFF	OFF	OFF	OFF	12 AM - 5 AM (5 HRS)	12 AM - 5 AM (5 HRS)	12 AM - 5 AM (5 HRS)	12 AM - 5 AM (5 HRS)
				5 PM - 11:59 PM (7 HRS)	5 PM - 11:59 PM (7 HRS)	5 PM - 11:59 PM (7 HRS)	5 PM - 11:59 PM (7 HRS)	
Operator 4	OFF	OFF	OFF	OFF	5 AM - 5 PM (12 HRS)	5 AM - 5 PM (12 HRS)	5 AM - 5 PM (12 HRS)	5 AM - 1059 AM (6 HRS)
WEEK 4								
Operator 1	OFF	OFF	OFF	OFF	5 AM - 5 PM (12 HRS)	5 AM - 5 PM (12 HRS)	5 AM - 5 PM (12 HRS)	5 AM - 1059 AM (6 HRS)
Operator 2	OFF	OFF	OFF		12 AM - 5 AM (5 HRS)	12 AM - 5 AM (5 HRS)	12 AM - 5 AM (5 HRS)	12 AM - 5 AM (5 HRS)
				5 PM - 11:59 PM (7 HRS)	5 PM - 11:59 PM (7 HRS)	5 PM - 11:59 PM (7 HRS)	5 PM - 11:59 PM (7 HRS)	
Operator 3		12 AM - 5 AM (5 HRS)	12 AM - 5 AM (5 HRS)	12 AM - 5 AM (5 HRS)	OFF	OFF	OFF	OFF
	5 PM - 11:59 PM (7 HRS)	5 PM - 11:59 PM (7 HRS)	5 PM - 11:59 PM (7 HRS)	OFF				
Operator 4	11 AM - 5 PM (6 HRS)	5 AM - 5 PM (12 HRS)	5 AM - 5 PM (12 HRS)	5 AM - 5 PM (12 HRS)	OFF	OFF	OFF	OFF