Council Meeting
January 24, 2012

Honorable Mayor and Members
of the City Council
City Hall
Torrance, California

Subject: City Manager – Adopt RESOLUTIONS modifying Memoranda of Understanding for employees represented by Torrance Municipal Employees – AFSCME Local 1117 and Engineers and Torrance Fiscal Employees Association reflecting transfer of the Animal Control Officer position.

Expenditure: None - There is no cost to transfer the Animal Control Officer to the Services Unit.

RECOMMENDATION

Recommendation of the City Manager that City Council adopt RESOLUTIONS modifying the Memoranda of Understanding for employees represented by Torrance Municipal Employees – AFSCME, Local 1117 (Resolution No. 2011-26) and the Engineers and Torrance Fiscal Employees Association (Resolution No. 2011-76) reflecting the transfer of the Animal Control Officer position to the Services Unit.

Funding

There is no cost to transfer the Animal Control Officer to the Service Unit.

BACKGROUND ANALYSIS

Incumbents in the classification of Animal Control Officer submitted a request that the representation of their classification be transferred from the Enforcement and Inspection Unit (represented by the Engineers and Torrance Fiscal Employees Association) to the Services Unit (represented by TME-AFSCME). Both employee organizations concurred in this request which was approved by the Employee Relations Committee of the Civil Service Commission at their meeting on January 9th, 2012.

The Assistant to the City Manager, Aram Chaparyan also sent a memo to each employee and impacted employee organization explaining the impact of the transfer on their wages and benefits. Since employees covered by the Engineers and Torrance Fiscal Employee Association qualify for an enhanced retirement plan with the Public Agency Retirement System (PARS), with the transfer to TME-AFSCME, the employees will no longer continue to qualify for the PARS benefit. Of the two employees, one employee was hired in 2006 and is vested in PARS, which will allow the employee to receive income upon retirement for the period they were covered by the Engineers and Torrance Fiscal Employees Association Memorandum of Understanding. The second employee was hired in 2010, therefore their contributions to PARS will remain in the plan and the employee will not receive future retirement income. The table below shows the new pay range:

	Step 1	Step 2	Step 3	Step 4	Step 5
Current Pay Range (Engineers/TFEA)	$19.31	$20.28	$21.29	$22.36	$23.48
New Pay Range (TME-AFSCME)	$20.01	$21.02	$22.07	$23.17	$24.34

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In order to complete this action, staff recommends that the MOU's for both the Engineers and Torrance Fiscal Employees Association and TME-AFSCME be modified to reflect the change in representation unit.

Respectfully submitted,

By_____
Melody P. Lawrence
Human Resources Manager

CONCUR:

_____
Aram Chaparyan
Assistant to the City Manager

NOTED:

_____
LeRoy J. Jackson
City Manager

Attachments: A. Supplemental Resolution TME-AFSCME
B. Supplemental Resolution Engineers and Torrance Fiscal Employees Association

MATERIALS AVAILABLE MONDAY

ATTACHMENT B

MEMORANDUM OF UNDERSTANDING
ENGINEERS AND TORRANCE FISCAL EMPLOYEES ASSOCIATION

2011-2012

SUPPLEMENTAL #1

A SUPPLEMENTAL MEMORANDUM OF UNDERSTANDING SETTING FORTH THE HOURS, WAGES AND WORKING CONDITIONS FOR EMPLOYEES REPRESENTED BY THE ENGINEERS AND TORRANCE FISCAL EMPLOYEES ASSOCIATION

An agreement of the undersigned representatives of the Engineers and Torrance Fiscal Employees Association and the Representatives Of the City of Torrance (City) that:

The attached Resolution is recommended to the City Council for adoption in its entirety. It covers wages, hours and working conditions effective January 29, 2012, and was reached through agreement of the undersigned parties.

Signed this 19th day of January 2012.

MANAGEMENT	**ENGINEERS AND TORRANCE FISCAL EMPLOYEES ASSOCIATION**
_____	_____
_____	_____
_____	_____

RESOLUTION NO. 2012-

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TORRANCE AMENDING RESOLUTION NO. 2011-76 SETTING FORTH CHANGES REGARDING HOURS, WAGES AND WORKING CONDITIONS FOR EMPLOYEES REPRESENTED BY THE ENGINEERS AND TORRANCE FISCAL EMPLOYEES ASSOCIATION

The City Council of the City of Torrance does hereby resolve as follows:

SECTION I

That Resolution No. 2011-76 is hereby amended.

SECTION II

The following agreement between representatives of Management and the representatives of the TME-AFSCME is hereby amended as follows:

Effective January 29, 2012

ARTICLE 13 – AMENDMENT TO ARTICLE 2 - COMPENSATION AND ARTICLE 4 - BENEFITS

Effective: January 29, 2012
DELETE:

ARTICLE 2 - COMPENSATION

SECTION 2.1 SALARY RANGES AND CLASS TITLES

A. The following salary ranges are assigned to classes covered by this MOU.

CLASS TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
~~Animal Control Officer~~	~~19.31~~	~~20.28~~	~~21.29~~	~~22.36~~	~~23.48~~

ARTICLE 4 - BENEFITS

SECTION 4.11 UNIFORMS

~~B) $225.00 each six (6) months of employment for employees in the classification of Animal Control Officer.~~

SECTION 4.15.1 ENGINEERS

~~Employees in the classification of Animal Control Officer, who are required by their department heads to wear safety shoes or boots, shall receive a shoe allowance of $250.00 once per year payable during September of each year. Employees who are on the payroll effective the first pay period in August will be eligible for such a benefit. Such an employee is subject to appropriate disciplinary action for failure to wear these safety shoes or boots while on the job.~~

SECTION III SEVERABILITY

If any section, subsection, sentence, clause or phrase of this Resolution is for any reason held to be invalid or unconstitutional by the decision of any court of competent jurisdiction such decision shall not affect the validity of the remaining portions of the Resolution. The City Council hereby declares that it would have passed this Resolution and each section, subsection, sentence, clause and phrase thereof, irrespective of the fact that any one or more sections, subsections, sentences, clauses or phrases be declared invalid or unconstitutional.

Introduced, approved and adopted this 24th day of January 2012.

_____
Mayor of the City of Torrance

APPROVED AS TO FORM:
JOHN FELLOWS III, City Attorney

By _____
Patrick Q Sullivan, Assistant City Attorney

ATTEST:

_____
Sue Herbers, CMC
City Clerk