

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

Members of the Council:

SUBJECT: Approval of an amendment to implement recommended salary ranges.

Expenditure: \$18,000

RECOMMENDATION

The Human Resources Director recommends that City Council adopt an amendment to the resolution governing employees represented by Torrance Professional and Supervisory Association to implement the proposed salary ranges for Public Safety Communications Supervisor, Juvenile Diversion Coordinator, Juvenile Diversion Caseworker and Assistant Producer Writer.

FUNDING

Funding exists in the Police Department budget for the adjustment to the salary range for the Public Safety Communications Supervisor and the Juvenile Diversion Coordinator. No additional funding is required for the salaries for the Juvenile Diversion Caseworker or the Assistant Producer Writer as this is a conversion of longevity into base pay.

BACKGROUND AND ANALYSIS

At the Budget Workshop of the City Council meeting on May 24, 2005 the City Council approved the implementation of the Public Safety Communication Center and staffing revisions. The position of Public Safety Communications Supervisor will oversee the operations for the consolidated Public Safety Communications Center. An adjustment is required to the salary range to maintain internal equity in relation to the Public Safety Dispatcher proposed salaries. The proposed range for this position is \$27.36 to \$34.97.

The Police Chief requested a review of the Juvenile Diversion Coordinator who oversees the Juvenile Diversion Program and has not had a salary review in over 10 years. A review of the salary indicated that the range required adjustment which is submitted for your review and approval. In addition, the salary range has been modified to integrate the longevity. The proposed range for the position is \$30.80 to \$37.43.

The salary ranges for the Juvenile Diversion Caseworker and Assistant Producer Writer have been modified to integrate the longevity. The salary range for the Juvenile Diversion Case Worker is \$19.96 to \$26.75 and for the Assistant Producer Writer is \$ 15.48 to \$20.74.

Representatives from Management and the Torrance Professional and Supervisory Association (TPSA) have agreed on the proposed salary ranges that are submitted for your review and approval.

Respectfully submitted,

ELAINE M. WINER
Human Resources Director

By Melody P. Lawrence
Melody P. Lawrence
Human Resources Manager

CONCUR

Elaine M. Winer
Elaine M. Winer
Human Resources Director

Bill Byron
Bill Byron
TPSA, President

CONCUR :

LeRoy J. Jackson
LeRoy J. Jackson
City Manager

Attachments:

- A. Supplemental Salary Resolution

MEMORANDUM OF UNDERSTANDING

TORRANCE PROFESSIONAL AND SUPERVISORY ASSOCIATION

2005 - 2007

SUPPLEMENTAL # 3

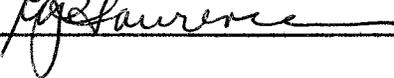
A SUPPLEMENTAL MEMORANDUM OF UNDERSTANDING SETTING FORTH THE HOURS, WAGES AND WORKING CONDITIONS FOR EMPLOYEES REPRESENTED BY THE TORRANCE PROFESSIONAL AND SUPERVISORY ASSOCIATION (TPSA).

An agreement of the undersigned representatives of the Torrance Professional and Supervisory 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 for the period of July 1, 2005 to February 28, 2007 and was reached through an agreement of the undersigned parties.

Signed this 14th day of November 2007.

Management



TPSA



RESOLUTION NO. 2006 -

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TORRANCE AMENDING RESOLUTION NO. 2000 – 128 SETTING FORTH CHANGES REGARDING HOURS, WAGES, AND WORKING CONDITIONS FOR EMPLOYEES REPRESENTED BY THE TORRANCE PROFESSIONAL AND SUPERVISORY ASSOCIATION.

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

SECTION 1.

That Resolution No. 2005-111 is hereby amended as follows:

November 12, 2006

ARTICLE 12 – AMENDMENTS

**SECTION 12.10 - AMENDMENTS TO SECTIONS 2.2 EXTENDED STEPS,
SECTION 3.1 – PAY RANGES AND CLASS TITLES AND
SECTION 3.2 LONGEVITY PAY**

ARTICLE 2 - COMPENSATION PROVISIONS

DELETE

SECTION 2.2 - EXTENDED STEPS

~~A. Pay steps beyond the base pay range shall be extended steps for all classifications except the following that receive longevity:~~

- ~~* Juvenile Diversion Case Worker~~
- ~~* Juvenile Diversion Coordinator~~
- ~~* Producer/Writer, Assistant~~

SECTION 3.1 – PAY RANGES AND CLASS TITLES**BASE HOURLY PAY RANGE**

DELETE:

CLASS TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Public Safety Communications Supervisor	27.36	28.74	30.18	31.71	33.30
Juvenile Diversion Coordinator	23.91	25.57	26.83	28.19	29.59
Juvenile Diversion Caseworker	19.96	20.95	22.02	23.12	24.26
Assistant Producer Writer	15.48	16.26	17.06	17.93	18.82

ADD:

CLASS TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Public Safety Communications Supervisor	27.36	28.74	30.18	31.71	33.30	34.97	
Juvenile Diversion Coordinator	30.80	32.34	33.95	35.65	37.43		
Juvenile Diversion Caseworker	19.96	20.95	22.02	23.12	24.26	25.47	26.75
Assistant Producer Writer	15.48	16.26	17.06	17.93	18.82	19.76	20.74

DELETE

SECTION 3.2 LONGEVITY PAY

A. All employees covered by this Agreement that are specified in Section 2.2 shall receive ~~longevity pay in the following manner:~~

- ~~1) Commencing with the sixth year of service, 2.5% over and above base pay.~~
- ~~2) Commencing with the eleventh year of service, 5% over and above base pay.~~
- ~~3) Commencing with the sixteenth year, 7.5% over and above base pay.~~
- ~~4) Commencing with the twenty-first year of service, 10% over and above base pay.~~

B. ~~Longevity pay advancements shall be effective on the first day of the first pay period following the required years of total service.~~

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 21st day of November 2006.

Mayor Frank Scotto

APPROVED AS TO FORM:
JOHN FELLOWS III, City Attorney

ATTEST:

By _____
Ronald T. Pohl, Assistant City Attorney

Sue Herbers, CMC
City Clerk