

Council Meeting of
December 4, 2007

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

SUBJECT: Approval of a Tentative Agreement with TME-AFSCME to change class specifications for Water Technicians I, II, and III

RECOMMENDATION

Recommendation of the City Manager that the City Council approve a Tentative Agreement with TME-AFSCME to change class specifications for Water Technicians I, II, and III.

Funding

Funding is available in the 2007-08 Wage Reserve.

BACKGROUND AND ANALYSIS

Under the provisions of the recently adopted 2007-2010 TME-AFSCME Memorandum of Understanding (MOU), the City agreed to change several class specifications; including the Water Technician I, II, and III positions. The California Department of Public Health (formerly California Department of Health Services) changed its water certification requirements in early 2000. The City and TME- AFSCME have met since 2002 to develop class specifications that meet the requirements of the CDHS. Under the current MOU, additional premiums are available to employees who possess certifications desired by the City.

Staff has met with TME-AFSME to develop a Tentative Agreement contingent upon approval of new class specifications by the Civil Service Commission and your Honorable Body. As part of the Tentative Agreement, the City will provide eight current employees with a "Required Certificate Credit" for having the certifications required by the City. The new class specifications comply with State requirements and add new certification requirements. The tentative agreement also reallocates existing premiums based on Department need and provides for peer mentor training prior to each scheduled test for the Water Distribution License and Water Treatment License as covered by the class specifications. The reallocation of existing premiums will provide

upward mobility options for employees and meets the operations needs of the Water Division.

Respectfully submitted,

LeROY J. JACKSON
CITY MANAGER

By 
Aram Chaparyan
Assistant to the City Manager

CONCUR:


Mary Giordano
LeRoy J. Jackson
City Manager
for

Attachment: Tentative Agreement with TME-AFSCME

TENTATIVE AGREEMENT – WATER TECHNICIAN SERIES

Based on discussions between Management of the City of Torrance and representatives of TME-AFSCME, the undersigned agree to the following:

- 1) New job classifications for Water Technicians I, II, and III. (Attached)
- 2) Amending Section 2.1 (Salary Ranges and Class Titles) and Section 3.1, D16 (Premiums) of the 2007-2010 TME-AFSCME MOU. Removing Section 2.5 (Step Progression – Water).
- 3) Replacing the existing job classification certification requirements and available premiums for Water Distribution License and Water Treatment License with the requirements and premiums below:

	Required Certification	Optional Certification & Premium
Water Technician I	<ul style="list-style-type: none"> • Water Distribution License 1 	<ul style="list-style-type: none"> • Water Distribution License 2 – 2.5% • Water Distribution License 3 – 2.5%
Water Technician II	<ul style="list-style-type: none"> • Water Distribution License 2 	<ul style="list-style-type: none"> • Water Distribution License 3 – 2.5% • Water Treatment License 1 – 2.5%
Water Technician III	<ul style="list-style-type: none"> • Water Distribution License 3 • Water Treatment License 2 	<ul style="list-style-type: none"> • Water Distribution License 4 – 3.0% • Water Distribution License 5 – 3.5%

- 4) Employees hired before December 1, 2007 are exempt from the required certification provisions of the new job specifications.
- 5) All Water Technicians I, II, and III will receive a 2.5% salary increase upon approval of the new job classifications by the Civil Service Commission and the City Council. The salary grid will be adjusted as well as referenced in Paragraph 2.
- 6) All Water Technicians I, II, and III will maintain the current 2.5% premium for certifications already obtained. This premium will end upon separation from employment from the City of Torrance. Employees hired after approval of the new job classifications will only be eligible for optional certifications as described in Paragraph 3.
- 7) TME-AFSCME, John Adams, and Richard Brito agree to withdraw all grievances filled pending arbitration related to the August 20, 2002 Joint Letter of Agreement between the City and TME-AFSCME.
- 8) City will give the following employees a two year “Required Certification Credit” for having the certifications required under the new job classifications:
 - Richard Brito – Water Technician I
 - Joe Griego – Water Technician II
 - Todd Durkee – Water Technician II

- John Adams – Water Technician III
- Michael Aguiar – Water Technician III
- Hector Molina – Water Technician III
- Charles Sherrill – Water Technician III

9) The Required Certification Credit payments will be paid over a twelve (12) month period.

10) City agrees to provide employees with peer mentor training prior to each scheduled test for the Water Distribution License and Water Treatment License as covered by the job classifications.

11) TME-AFSCME expressly understands and acknowledges that implementation of this tentative agreement and payment for "Required Certification Program" is contingent upon approval of the Job Classification changes from the Civil Service Commission and the City Council and withdrawal of grievances by Richard Brito and John Adams.

12) City will make a good faith recommendation that both the Civil Service Commission and the City Council approve the provisions of this agreement.

13) Upon approval by the Civil Service Commission and the City Council TME-AFSCME and City will amend the existing MOU as necessary to bring it into conformity with the provisions of this agreement inclusive of updating certification premiums and the salary grid.

Signed this 29th day of November, 2007.

Management

Aram Chapoy...

TME-AFSCME

[Signature]

[Signature]

Raymond R. E...

[Signature]
