

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

Members of the Council:

SUBJECT: City Manager – Approval of a Tentative Agreement with TME-AFSCME to implement a Public Safety Dispatch Lateral Transfer Program.

RECOMMENDATION

Recommendation of the City Manager that the City Council approve a Tentative Agreement with TME-AFSCME to implement a Public Safety Dispatch Lateral Transfer Program.

Funding

Funding is available in the 2007-08 Wage Reserve.

BACKGROUND/ANALYSIS

The City Council approved the consolidation of the Police and Fire Communications under Public Safety Dispatch in 2005. Since the consolidation, two Police Communications Operators have transferred to the new position of Public Safety Dispatcher and three new employees have been hired. To address the existing six vacancies in Public Safety Dispatch; Police Officers and Fire Fighters are covering open assignments to ensure continuity of service.

The Police Department has been working aggressively to hire Public Safety Dispatchers, however the position is difficult to fill due to strict background requirements and competition in the labor market. To expedite the hiring of Public Safety Dispatchers, the Police Department with the concurrence of TME-AFSCME, would like to implement a Public Safety Dispatch Lateral Transfer Program to attract and hire experienced Dispatchers. The highlights of the Lateral Transfer Program include offering new hires with a monetary transfer incentive as well as crediting the employee with vacation and sick leave upon successful completion of the twelve month probationary period. The new program will also afford the Police Chief with the opportunity to appoint newly hired lateral employees at a higher step on the salary range depending on their level of experience. As part of the tentative agreement, current Police Communication Operators that transfer to the position of Public Safety Dispatcher will also qualify for the transfer incentive.

Respectfully submitted,

LeROY J. JACKSON
CITY MANAGER

CONCUR:



LeRoy J. Jackson
City Manager

By 

Aram Chaparyan
Assistant to the City Manager

Attachment: Tentative Agreement – Public Safety Dispatch Lateral Transfer Program

TENTATIVE AGREEMENT –
PUBLIC SAFETY DISPATCH LATERAL TRANSFER PROGRAM

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

- 1) Creating a Public Safety Dispatch Lateral Transfer program.
- 2) Updating the job classification for the Public Safety Dispatcher position to allow for Lateral Transfer appointments.
- 3) Amending Section 2.1 (Salary Ranges and Class Titles) of the TME 2007-2010 MOU to add the Public Safety Dispatcher Lateral position on the salary range. The Police Chief may appoint lateral transfer employees at a higher step on the salary range depending on experience.
- 4) Employees hired as lateral transfers will receive a transfer incentive in the amount of \$1500. Upon successful completion of the probationary period (twelve months), employees will be credited with 72 hours of sick leave and 111.96 hours of vacation leave.
- 5) Employees currently in the job classification of Police Communication Operator that transfer to the position of Public Safety Dispatcher will receive a transfer incentive in the amount of \$1500. The transfer incentive will be paid once the employee signs an agreement to transfer to the Public Safety Dispatcher position. The transfer incentive amount will be issued on a separate check with all applicable taxes taken out.
- 6) City agrees that employees who transfer to the position of Public Safety Dispatcher will not lose any money prior to achieving the required Emergency Medical Dispatch (EMD) certificate. These employees will be made whole until they achieve the EMD certificate.
- 7) Employees currently in the job classification of Public Safety Dispatcher who transferred to the position from the Police Communications Operator position prior to signing of this agreement, will also receive the \$1500 transfer incentive.
- 8) Employees that remain in the Police Communications Operator position and decide to transfer at a later date, will qualify for the \$1500 transfer incentive.
- 9) TME-AFSCME expressly understands and acknowledges that implementation of this tentative agreement and payment for "Transfer Incentive" is contingent upon approval of the Job Classification changes from the Civil Service Commission and the City Council.

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

11) 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.

Signed this 19th day of December, 2007.

Management

Aram Chapanyan
[Signature]

TME-AFSCME

MG Moon
Debra J. Masore
[Signature]
