

Council Meeting of
January 15, 2008

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

Members of the Council:

SUBJECT: Adopt Supplemental Resolutions to the 2007-2010 Memoranda of Understanding for the Torrance Professional & Supervisory Association (TPSA), the Torrance Professional Park & Recreation Employee Organization (TPPREO), Engineers and Torrance Fiscal Employees Association (TFEA)

RECOMMENDATION

Recommendation of the City Manager that the City Council adopt the attached supplemental Resolutions to the 2007-2010 Memoranda of Understanding which sets forth hours, wages and working conditions for employees represented by the Torrance Professional & Supervisory Association (TPSA), the Torrance Professional Park & Recreation Employee Organization (TPPREO), Engineers, and Torrance Fiscal Employees Association (TFEA).

Funding

Funding is available in the Wage Reserve.

BACKGROUND/ANALYSIS

The expiration date of the current miscellaneous employee Memorandum of Understanding (MOU) with the exception of Torrance Municipal Employees-AFSCME and Torrance Library Employees Association (TLEA) is February 28, 2010. The Torrance Professional & Supervisory Association (TPSA), the Torrance Professional Park & Recreation Employee Organization (TPPREO), Engineers and Torrance Fiscal Employees Association (TFEA) have requested an extension of the expiration date of their MOU by one additional month in order to receive their Year 2 and Year 3 wage increases by one pay period early.

This extension of the expiration date will provide these employee groups with the same MOU expiration date as TME-AFSCME and TLEA. Upon Council approval of the attached Supplemental Resolutions, the new wage increases will become effective January 20, 2008 and January 18, 2009. Under the current MOU, the wage increases

are effective February 3, 2008 and February 1, 2009. The wage increase levels will remain the same at 3.5% for each year.

Respectfully submitted,

LeROY J. JACKSON
CITY MANAGER

By *Aram Chaparyan*
Aram Chaparyan
Assistant to the City Manager

CONCUR:

for *Mary Furdano*
LeRoy J. Jackson
City Manager

- Attachments: A) TPSA Supplemental #2
B) TPPREO Supplemental #1
C) Engineers Supplemental #1
D) TFEA Supplemental #1

MEMORANDUM OF UNDERSTANDING

**TORRANCE PROFESSIONAL AND SUPERVISORY ASSOCIATION
(TPSA)**

2007 – 2010

SUPPLEMENTAL #2

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 (TPSA) 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 January 20, 2008, to March 31, 2010, and was reached through agreement of the undersigned parties.

Signed this ___ day of January, 2008.

Management

TPSA

Bill Byron

RESOLUTION NO. 2008-__

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TORRANCE
AMENDING RESOLUTION NO. 2007-56 SETTING FORTH CHANGES
REGARDING HOURS, WAGES AND WORKING CONDITIONS FOR
EMPLOYEES REPRESENTED BY THE TORRANCE PROFESSIONAL AND
SUPERVISORY ASSOCIATION (TPSA)**

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

SECTION I

That Resolution No. 2007-56 is hereby amended.

SECTION II

The following agreement between representatives of Management and the representatives of the Torrance Professional and Supervisory Association (TPSA) is hereby amended as follows:

Effective January 20, 2008

ARTICLE 13 – AMENDMENTS

SECTION 13.2 AMENDMENT TO SECTION 3.1 – PAY RANGES AND CLASS TITLES

ARTICLE 3 – COMPENSATION

SECTION 3.1 PAY RANGES AND CLASS TITLES

- B. The pay grades described on the following pages hereby assigned to the classifications of the following TPSA employees are ~~effective February 3, 2008~~ **January 20, 2008**.

Members of this group are participants in a PARS program. The Association may wish to utilize a percentage from the grid below to fund an additional enhancement to the existing PARS program. If this is implemented, a percentage no greater than 3.5% may be used and the grid below will be adjusted to reflect that reduction.

[No changes to the pay grid.]

- C. The pay grades described on the following pages hereby assigned to the classifications of the following TPSA employees are ~~effective February 1, 2009~~ **January 18, 2009**.

Members of this group are participants in a PARS program. The Association may wish to utilize a percentage from the grid below to fund an additional enhancement to the existing PARS program. If this is implemented, a percentage no greater than 3.5% may be used and the grid below will be adjusted to reflect that reduction.

[No changes to the pay grid.]

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 _____ day of January, 2008.

Mayor of the City of Torrance

APPROVED AS TO FORM:
JOHN FELLOWS III, City Attorney

ATTEST:

By _____
Ronald T. Pohl, Assistant City Attorney

Sue Herbers, CMC
City Clerk

MEMORANDUM OF UNDERSTANDING

TORRANCE PROFESSIONAL PARK AND RECREATION EMPLOYEES ORGANIZATION (TPPREO)

2007 – 2010

SUPPLEMENTAL #1

A SUPPLEMENTAL MEMORANDUM OF UNDERSTANDING SETTING FORTH THE HOURS, WAGES AND WORKING CONDITIONS FOR EMPLOYEES REPRESENTED BY TORRANCE PROFESSIONAL PARK AND RECREATION EMPLOYEES ORGANIZATION (TPPREO)

An agreement of the undersigned representatives of the Torrance Professional Park and Recreation Employees Organization (TPPREO) 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 January 20, 2008, to March 31, 2010, and was reached through agreement of the undersigned parties.

Signed this ___ day of January, 2008.

Management

TPPREO



RESOLUTION NO. 2008-___

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TORRANCE
AMENDING RESOLUTION NO. 2007-50 SETTING FORTH CHANGES
REGARDING HOURS, WAGES AND WORKING CONDITIONS FOR
EMPLOYEES REPRESENTED BY THE TORRANCE PROFESSIONAL PARK
AND RECREATION EMPLOYEES ORGANIZATION (TPPREO)**

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

SECTION I

That Resolution No. 2007-50 is hereby amended.

SECTION II

The following agreement between representatives of Management and the representatives of the Torrance Professional Park and recreation Employees Organization (TPPREO) is hereby amended as follows:

Effective January 20, 2008

ARTICLE 13 – AMENDMENTS

SECTION 13.1 AMENDMENT TO SECTION 2.1 PAY RANGES AND CLASS TITLES

ARTICLE 2 – COMPENSATION PROVISIONS

SECTION 2.1 PAY RANGES AND CLASS TITLES

- B) The following hourly pay ranges are hereby assigned to the classifications of the following classified service represented by TPPREO **effective** ~~February 3, 2008~~ January 20, 2008. Members of this group may bargain to implement a PARS program. The Association may wish to utilize a percentage from the grid below to create and fund a PARS program. If this is implemented, a percentage no greater than 3.5% may be used to fund the program. If the program is implemented, then the grid below will be adjusted to reflect that reduction to the grid.

[No changes to the pay grid.]

- C) The following hourly pay ranges are hereby assigned to the classifications of the following classified service represented by TPPREO **effective** ~~February 1, 2009~~ January 18, 2009. Members of this group may bargain to implement a PARS program. The Association may wish to utilize a percentage from the grid below to create and fund a PARS program. If this is implemented, a percentage no greater than 3.5% may be used to fund the program. If the program is implemented then the grid below will be adjusted to reflect that reduction to the grid.

[No changes to the pay grid.]

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 _____ day of January, 2008.

Mayor of the City of Torrance

APPROVED AS TO FORM:
JOHN FELLOWS III, City Attorney

ATTEST:

By _____
Ronald T. Pohl, Assistant City Attorney

Sue Herbers, CMC
City Clerk

MEMORANDUM OF UNDERSTANDING

ENGINEERS

2007 – 2010

SUPPLEMENTAL #1

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

An agreement of the undersigned representatives of the Engineers 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 January 20, 2008 to March 31, 2010, and was reached through agreement of the undersigned parties.

Signed this ___ day of January, 2008.

Management

Engineers



RESOLUTION NO. 2008-___

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TORRANCE
AMENDING RESOLUTION NO. 2007-39 SETTING FORTH CHANGES
REGARDING HOURS, WAGES AND WORKING CONDITIONS FOR
EMPLOYEES REPRESENTED BY THE ENGINEERS**

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

SECTION I

That Resolution No. 2007-39 is hereby amended.

SECTION II

The following agreement between representatives of Management and the representatives of the Engineers is hereby amended as follows:

Effective January 20, 2008

ARTICLE 13 – AMENDMENTS

SECTION 13.1 AMENDMENT TO SECTION 2.1 PAY RANGES AND CLASS TITLES

ARTICLE 2 –COMPENSATION

SECTION 2.1 PAY RANGES AND CLASS TITLES

- B) The pay grades described below are hereby assigned to the classifications of the following employees **effective** ~~February 3, 2008~~ January 20, 2008. Members of this group are participants in a PARS program. The Association may wish to utilize a percentage from the grid below to fund an additional enhancement to the existing PARS program. If this is implemented, a percentage no greater than 3.5% may be used and the grid below will be adjusted to reflect that reduction:

[No changes to the pay grid.]

- C) The pay grades described below are hereby assigned to the classifications of the following employees **effective** ~~February 1, 2009~~ January 18, 2009. Members of this group are participants in a PARS program. The Association may wish to utilize a percentage from the grid below to fund an additional enhancement to the existing PARS program. If this is implemented, a percentage no greater than 3.5% may be used and the grid below will be adjusted to reflect that reduction:

[No changes to the pay grid.]

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 _____ day of January, 2008.

Mayor of the City of Torrance

APPROVED AS TO FORM:
JOHN FELLOWS III, City Attorney

ATTEST:

By _____
Ronald T. Pohl, Assistant City Attorney

Sue Herbers, CMC
City Clerk

MEMORANDUM OF UNDERSTANDING

**TORRANCE FISCAL EMPLOYEES ASSOCIATION
(TFEA)**

2007 – 2010

SUPPLEMENTAL #1

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

An agreement of the undersigned representatives of the Torrance Fiscal Employees Association (TFEA) 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 January 20, 2008 to March 31, 2010, and was reached through agreement of the undersigned parties.

Signed this ___ day of January, 2008.

Management

TFEA



RESOLUTION NO. 2008-__

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TORRANCE
AMENDING RESOLUTION NO. 2007-38 SETTING FORTH CHANGES
REGARDING HOURS, WAGES AND WORKING CONDITIONS FOR
EMPLOYEES REPRESENTED BY THE TORRANCE FISCAL EMPLOYEES
ASSOCIATION (TFEA)**

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

SECTION I

That Resolution No. 2007-38 is hereby amended.

SECTION II

The following agreement between representatives of Management and the representatives of the Torrance Fiscal Employees Association (TFEA) is hereby amended as follows:

Effective January 20, 2008

ARTICLE 13 – AMENDMENTS

SECTION 13.1 AMENDMENT TO SECTION 2.1 PAY RANGES AND CLASS TITLES

ARTICLE 2 – COMPENSATION PROVISIONS

SECTION 2.1 PAY RANGES AND CLASS TITLES

- B) The pay grades described below are hereby assigned to the classifications of the following employees **effective** ~~February 3, 2008~~ January 20, 2008. Members of this group are participants in a PARS program. The Association may wish to utilize a percentage from the grid below to fund an additional enhancement to the existing PARS program. If this is implemented a percentage no greater than 3.5% may be used and the grid below will be adjusted to reflect that reduction:

[No changes to the pay grid.]

- C) The pay grades described below are hereby assigned to the classifications of the following employees **effective** ~~February 1, 2009~~ January 18, 2009. Members of this group are participants in a PARS program. The Association may wish to utilize a percentage from the grid below to fund an additional enhancement to the existing PARS program. If this is implemented, a percentage no greater than 3.5% may be used and the grid below will be adjusted to reflect that reduction:

[No changes to the pay grid.]

SECTION III SEVERABILITY

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Mayor of the City of Torrance

APPROVED AS TO FORM:
JOHN FELLOWS III, City Attorney

ATTEST:

By _____
Ronald T. Pohl, Assistant City Attorney

Sue Herbers, CMC
City Clerk