

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

**SUBJECT:** Adopt Amendment to Implement Recommended Salary Range

**RECOMMENDATION:**

Recommendation of the Human Resources Director that the City Council adopt a resolution amending the Memorandum of Understanding for the Torrance Professional and Supervisory Association(TPSA) to implement the proposed salary range for Senior Forensic Identification Specialist.

**FUNDING**

The cost to implement the salary adjustment is \$18,500. Funds are available in the Wage Reserve.

**BACKGROUND AND ANALYSIS**

An Identification Analyst in the Police Department retired in December 2007 and the position is currently vacant. The Police Department received approval to reallocate the vacant position from an Identification Analyst to a Senior Forensic Identification Specialist. The Senior Forensic Identification Specialist will have an expanded scope of duties which allow for the examination of fingerprints and the ability to process crime scenes for evidence.

Results of a salary survey of comparable positions indicate that the appropriate pay range in order to attract an experienced Senior Forensic Identification Specialist is \$4495 - \$6024 monthly. The proposed range is similar to positions in comparable agencies and upon approval by your Honorable Body will be used for the upcoming recruitment process. The attached Resolution includes the proposed pay range as well as the subsequent salary range that incorporate the cost of living increases already negotiated for 2009.

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 Jackson  
LeRoy Jackson  
City Manager



**MEMORANDUM OF UNDERSTANDING**

TORRANCE PROFESSIONAL AND SUPERVISORY ASSOCIATION

2007 - 2010

**SUPPLEMENTAL # 5**

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 March 1, 2007 to February 28, 2010 and was reached through an agreement of the undersigned parties.

Signed this 25<sup>th</sup> day of September 2008.

Management

  
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\_\_\_\_\_

TPSA

  
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**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.

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

SECTION 1.

That Resolution No. 2007-56 is hereby amended as follows:

**ARTICLE 12 – AMENDMENTS****SECTION 12.10 - AMENDMENTS TO SECTION 3.1 – PAY RANGES AND CLASS TITLES****ARTICLE 2 - COMPENSATION PROVISIONS**SECTION 3.1 – PAY RANGES AND CLASS TITLES**BASE HOURLY PAY RANGE**

ADD:

**Effective October 7, 2008**

CLASS TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Senior Forensic Identification Specialist	\$25.94	\$27.24	\$28.60	\$30.03	\$31.53	\$33.10	\$34.76

**Effective February 8, 2009**

CLASS TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Senior Forensic Identification Specialist	\$26.85	\$28.19	\$29.60	\$31.08	\$32.63	\$34.26	\$35.98

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 7<sup>th</sup> day of October 2008.

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Mayor Frank Scotto

APPROVED AS TO FORM:  
JOHN FELLOWS III, City Attorney

ATTEST:

By \_\_\_\_\_  
Ronald T. Pohl, Assistant City Attorney

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Sue Herbers, CMC  
City Clerk