

February 24, 2009
Council Meeting

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

SUBJECT: Adopt Amendment to TME-AFSCME MOU to Implement Recommended Salary Ranges

RECOMMENDATION:

Recommendation of the Human Resources Director that the City Council adopt a resolution amending the Memorandum of Understanding for the Torrance Municipal Employees – AFSCME Local 1117 to implement the proposed salary ranges for Apprentice Relief Bus Operator, Relief Bus Operator and Transit Dispatcher.

FUNDING: Funding exists within the Transit Department operating budget.

BACKGROUND AND ANALYSIS

In an effort to target potential candidates with prior customer service experience, the Transit Department has developed a Bus Operator Training program. As part of this program the position of Apprentice Relief Bus Operator class has been created and the Relief Bus Operator class has been converted to a civil service position. In addition, the Lead Bus Operator class specification was revised and retitled as Transit Dispatcher. The proposed changes to the resolution reflect the addition of the Apprentice Relief Bus Operator, addition of Relief Bus Operator as a civil service classification and a change in title from Lead Bus Operator to Transit Dispatcher.

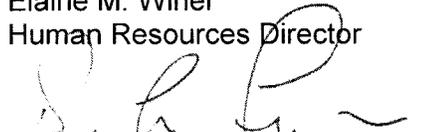
The attached salary resolution includes the proposed pay ranges for the Apprentice Relief Bus Operator, Relief Bus Operator and the Transit Dispatcher. Staff has met and conferred with TME-AFSCME who concurs in this recommendation.

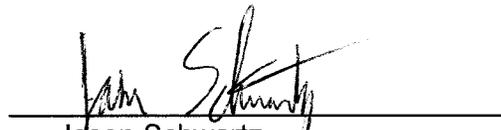
Respectfully submitted,
ELAINE M. WINER
Human Resources Director

By 
Melody Lawrence
Human Resources Manager

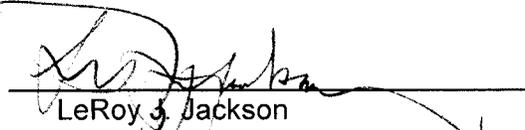
CONCUR:


Elaine M. Winer
Human Resources Director


Greg Ferguson
Acting TME-AFSCME President


Jason Schwartz
TME-AFSCME Treasurer

CONCUR:


LeRoy J. Jackson
City Manager

Attachments: A) Supplemental Salary Resolution

MEMORANDUM OF UNDERSTANDING

TORRANCE MUNICIPAL EMPLOYEES – AFSCME (LOCAL 1117)

2007 - 2010

SUPPLEMENTAL # 3

A SUPPLEMENTAL MEMORANDUM OF UNDERSTANDING SETTING FORTH THE HOURS, WAGES AND WORKING CONDITIONS FOR EMPLOYEES REPRESENTED BY THE TORRANCE MUNICIPAL EMPLOYEES – AFSCME (LOCAL 1117).

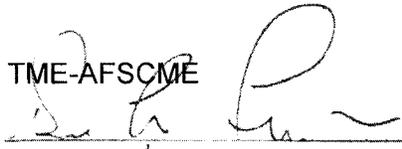
An agreement of the undersigned representatives of the Torrance Municipal Employees – AFSCME (Local 1117) and the representatives of the City of Torrance (City) that:

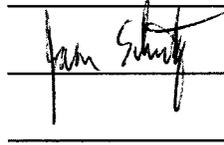
The attached Resolution is recommended to the City Council for adoption in its entirety. It covers wages, hours, and working conditions for the period of January 1, 2008, to March 31, 2010 and was reached through an agreement of the undersigned parties.

Signed this 19th day of February 2009.

Management

TME-AFSCME





RESOLUTION NO. 2009 -

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TORRANCE AMENDING RESOLUTION NO. 2007 – 78 SETTING FORTH CHANGES REGARDING HOURS, WAGES, AND WORKING CONDITIONS FOR EMPLOYEES REPRESENTED BY THE TORRANCE MUNICIPAL EMPLOYEES – AFSCME (LOCAL 1117).

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

SECTION 1.

That Resolution No. 2007-78 is hereby amended as follows:

ARTICLE 12 – AMENDMENTS**SECTION 12.10 - AMENDMENTS TO SECTION 2.1 – SALARY RANGES AND CLASS TITLES****ARTICLE 2 - COMPENSATION PROVISIONS****SECTION 2.1 – SALARY RANGES AND CLASS TITLES****BASE HOURLY PAY RANGE**

ADD:

Effective February 15, 2009

CLASS TITLE	STEP 1	STEP 2	STEP 3
Apprentice Relief Bus Operator ⁽¹⁾	\$11.39	\$13.46	
Relief Bus Operator	\$16.70	\$17.52	\$18.40
Transit Dispatcher	\$24.19	\$25.40	\$26.68

⁽¹⁾ This is an at-will classification - advancement to Step 2 is contingent on Completion of the training program within 3 months of hire.

* Classification entitled to receive PERS retirement benefits and health insurance per Section 4.9.A.1 only, no other benefits. When an RBO reaches Step 3, he/she shall be eligible to receive City-paid one-party health, dental, and vision insurance.

DELETE

Effective February 15, 2009

CLASS TITLE	STEP 1	STEP 2	STEP 3
Lead Bus Operator	\$24.19	\$25.40	\$26.68

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 19th day of February 2009.

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