

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

SUBJECT: Human Resources - Adopt Amendment 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 and premiums for Field Operations Classes in the Public Works Department and Parks Services Division, Community Service Department.

FUNDING The cost to implement the salary adjustments is \$159,992. Funds are available in the Wage Reserve.

BACKGROUND AND ANALYSIS

Beginning in 2007 and concluding in 2008, the City hired a consultant to conduct a classification study of positions in the Public Works Department and the Park Services Division of the Community Services Department. A total of fourteen (14) classifications were studied

The attached salary resolution includes the proposed pay ranges and premiums for the various classes. Staff has met and conferred with TME-AFSCME who concurs in this recommendation.

The initial stipend for the Commercial Drivers License premium will be implemented upon approval by the Council; future stipends will be paid based on the schedule listed. All other premiums will be implemented immediately.

Respectfully submitted,
ELAINE M. WINER
Human Resources Director

By Melody Lawrence
Melody Lawrence
Human Resources Manager

CONCUR:

Elaine M. Winer
Human Resources Director



Greg Ferguson
TME-AFSCME Vice 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 #

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 TME-AFSCME, Local 1117, and the representatives of the City of Torrance (City) that:

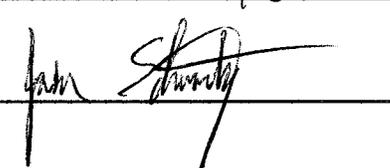
The attached Resolution is recommended to the City Council for adoption in its entirety. It covers wages, hours and working conditions for the period of March 1, 2009, to March 31, 2010, and was reached through agreement of the undersigned parties.

Signed this ___ day of March, 2009.

Management

TME





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 resolve as follows:

SECTION I

That Resolution No. 2007-78 is hereby amended.

SECTION II

The following agreement between representatives of Management and the representatives of the Torrance Municipal Employees-AFSCME, Local 1117, is hereby amended as follows:

Effective March 1, 2009

ARTICLE 12 – AMENDMENTS**SECTION 12.4 AMENDMENT TO SECTION 2.1 SALARY RANGES AND CLASS TITLES****ARTICLE 2 - COMPENSATION****SECTION 2.1 SALARY RANGES AND CLASS TITLES**

C. The following salary ranges are assigned to classes covered by this MOU **effective March 1, 2009 through March 31, 2010:**

CRAFTS & TRADES
DELETE

**BASE HOURLY PAY RANGE
2009-2010**

CLASSIFICATION:	STEPS:	1	2	3	4	5	6	7	8
Equipment Operator, Heavy		22.45	23.56	24.73					
Equipment Operator, Park		22.15	23.25	24.40					
Equipment Operator, Construct		24.54	25.78	27.11					
Groundskeeper		15.35	16.13	16.95	17.78	18.66	19.61		
Groundskeeper, Senior		22.15	23.25	24.40					
Laborer, Semi-Skilled		15.35	16.13	16.95	17.78	18.66	19.61		
Pest Control Applicator		22.26	23.37	24.54	25.75				
Refuse Truck Operator		20.65	21.69	22.77	23.89				
Refuse Worker		16.35	17.15	18.02	18.91	19.87			
Sewer Maintenance Worker		21.62	22.67	23.78					
Sprinkler & Backflow Technician		22.16	23.25	24.40					
Street Construction Leader		23.89	25.11	26.34					
Street Maintenance Leader		24.76	26.00	27.30					
Tree Trimmer, Senior		22.85	23.99	25.20					

ADD

CLASSIFICATION:	STEPS:	1	2	3	4	5	6	7	8
Equipment Operator		22.45	23.56	24.73					
Equipment Operator, Construct****		24.54	25.78	27.11					
Irrigation Systems Technician		22.26	23.37	24.54	25.75				
Lead Maintenance Worker		20.72	21.76	22.85	23.99	25.20			
Maintenance Worker		15.35	16.13	16.95	17.78	18.66	19.61		
Pest Control Technician		22.26	23.37	24.54	25.75				
Sanitation Equipment Operator		21.37	22.45	23.56	24.73				
Street Maintenance Leader****		24.76	26.00	27.30					
Wastewater Technician		21.37	22.45	23.56	24.73				

**** Employees in the new classification of Lead Maintenance Worker who were in the prior classification of Street Maintenance Leader and Equipment Operator, Construction will remain on the salary range for Street Maintenance Leader and Equipment Operator, Construction until retirement. Upon the retirement of incumbents, the classification of Street Maintenance Leader and Equipment Operator, Construction will be deleted from the above grid.

SECTION 12.5 AMENDMENT TO SECTION 3.1 PREMIUMS**ARTICLE 3 - SPECIAL COMPENSATION****SECTION 3.1 PREMIUMS****ADD****D. Designated Assignments:****20. Commercial Driver's License Stipend**

a. Employees in the classification of Maintenance Worker who are required by their department head to maintain a California Commercial Driver's License Class A or Class B shall be paid a stipend of \$125.00 each six (6) months of employment payable during June and December of each year. Employees who are on the payroll effective the first pay period in June and December will be eligible for such benefit. Maintenance Workers who are not required to maintain a California Commercial Driver's License Class A or Class B will qualify for the premium if they possess and maintain the appropriate license and receive approval from their Department Head.

21. Collection System Maintenance Certificate

- a. Wastewater Technicians who possess and maintain a Collection System Maintenance Grade 1 Certificate shall receive a 2.5% premium as designated.
- b. Wastewater Technicians who possess and maintain a Collection System Maintenance Grade 2 Certificate shall receive a 5% premium as designated (to a maximum of 5% for the Collection System Maintenance Certificate).

22. Qualified Applicator Certification

a. The Pest Control Technician who possesses a valid Qualified Applicator Certification shall receive a 2.5% premium. This will only be utilized so long as the State program requires a Qualified Applicator Certificate for spraying State and Federally restricted materials.

- b. The Lead Maintenance Worker assigned to the Sea Air Golf Course who possesses a valid Qualified Applicator Certification shall receive a 2.5% premium. This will only be utilized so long as the State program requires a Qualified Applicator Certificate for spraying State and Federally restricted materials.

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 March, 2009.

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