

May 19, 2009
Council Meeting

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

SUBJECT: HR - Adopt Amendment to Implement Recommended Salary Range for
Senior Forensic Identification Specialist

EXPENDITURE: \$23,204

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 revised salary range for Senior Forensic Identification Specialist.

FUNDING

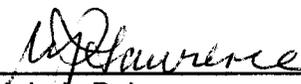
The cost to implement the salary adjustment is \$23,204. Funds are available in the Wage Reserve.

BACKGROUND AND ANALYSIS

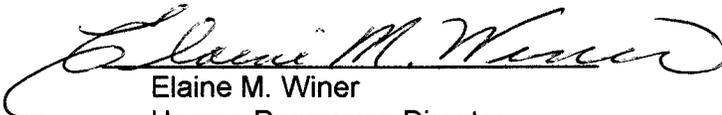
In October 2008, your Honorable Body approved the creation of the Senior Forensic Identification Specialist classification and set the salary for the position. At the time of approval there was a single vacancy. A second position has been created that is part of the creation of the Forensics Unit to be staffed by non-sworn technical experts. This change will allow Police Officers to focus on field duties consistent with the Community Based policing model.

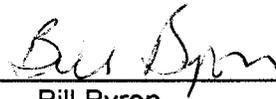
An extensive targeted recruitment was conducted but there were an insufficient number of qualified candidates. The Police Chief requested a review of the salary and it was determined that in order to attract highly qualified candidates the salary range should be increased. The previous salary was set at market average. The proposed salary range is \$32.24 to \$41.30 which is comparable to similar positions at the LA County Sheriff Department. The City currently contracts with the LA County Sheriff Department who provides forensic services to the Police Department.

Respectfully submitted,
ELAINE M. WINER
Human Resources Director

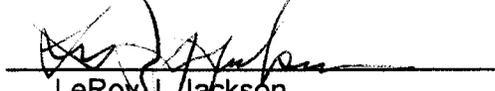
By 
Melody P. Lawrence
Human Resources Manager

CONCUR:


Elaine M. Winer
Human Resources Director


Bill Byron
TPSA President

NOTED:


LeRoy J. Jackson
City Manager

Attachments: A) Supplemental Salary Resolution

12C

MEMORANDUM OF UNDERSTANDING

TORRANCE PROFESSIONAL AND SUPERVISORY ASSOCIATION

2007 - 2010

SUPPLEMENTAL #8

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:

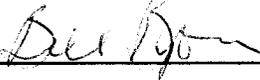
The attached Resolution is recommended to the City Council for adoption in its entirety. It covers wages, hours, and working conditions for the period of March 1, 2007 to February 28, 2010 and was reached through an agreement of the undersigned parties.

Signed this 11th day of May 2009.

Management



TPSA



RESOLUTION NO. 2009-

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 May 19, 2009

CLASS TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Senior Forensic Identification Specialist	\$32.34	\$33.96	\$35.66	\$37.44	\$39.31	\$40.30	\$41.30

DELETE:

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 19th day of May 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