

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

**SUBJECT:** HR - 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 Forensic Identification Specialist.

**FUNDING**

Funds are available in the Police Department Operating Budget.

**BACKGROUND AND ANALYSIS**

Through the negotiations process with the Torrance Police Officers Association (TPOA) several positions and assignments were transitioned from sworn to civilian. One of the changes included the creation of a Forensics Unit to be staffed by non-sworn technical experts. This unit will assist Police personnel in the field with solving crimes and being able to expand on investigation tactics involving crimes against residents and businesses.

Staffing for the unit would include Forensic Identification Specialists, Senior Forensic Identification Specialists and a Forensic Supervisor. The newly created classification of Forensic Identification Specialist is the entry level class in the series.

Results of a salary survey of comparable positions indicate that the appropriate pay range in order to attract a Forensic Identification Specialist is \$4611 - \$5605 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/examination process.

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

LeRoy J. Jackson  
LeRoy J. Jackson  
City Manager

Attachments: A) Supplemental Salary Resolution



**MEMORANDUM OF UNDERSTANDING**

**TORRANCE PROFESSIONAL AND SUPERVISORY ASSOCIATION**

2007 - 2010

**SUPPLEMENTAL # 10**

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 19<sup>th</sup> day of October 2009.

Management

  
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TPSA

  
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**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 October 27, 2009

<b>CLASS TITLE</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>
<b>Forensic Identification Specialist</b>	<b>\$26.61</b>	<b>\$27.94</b>	<b>\$29.33</b>	<b>\$30.80</b>	<b>\$32.34</b>

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 27<sup>th</sup> day of October 2009.

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Mayor Frank Scotto

APPROVED AS TO FORM:  
JOHN FELLOWS III, City Attorney

ATTEST:

By \_\_\_\_\_

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Sue Herbers, CMC  
City Clerk