

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

**SUBJECT:** Human Resources - Adopt Amendment TME-AFSCME MOU to Implement  
Recommended Salary Range and Premium

**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 range and premium for Traffic Signal Technician.

**FUNDING** The cost to implement the premium is \$9700. Funds are available in the Wage Reserve.

**BACKGROUND AND ANALYSIS**

The Public Works Director requested a study of the classifications of Electrician and Traffic Painter in the Public Works Department. Results of the study resulted in a division of the Electrician classification into two separate classifications of Electrician and Traffic Signal Technician. In addition, the Traffic Painter class specification required revision as it has not been studied since 1967.

The attached salary resolution includes the proposed pay range for the Traffic Signal Technician and a premium for possession of Level Two International Municipal Signal Association (IMSA) Traffic Signal Certificate. Staff has met and conferred with TME-AFSCME who concurs in this recommendation.

Respectfully submitted,  
ELAINE M. WINER  
Human Resources Director

By Melody Lawrence  
Melody Lawrence  
Human Resources Manager

CONCUR:

Elaine M. Winer  
Elaine M. Winer  
Human Resources Director

Jeannie Moorman  
Jeannie Moorman  
TME-AFSCME President

Greg Ferguson  
Greg Ferguson  
TME-AFSCME Vice President

NOTED:

Mary Giordano  
for LeRoy J. Jackson  
City Manager

Attachments:  
A. Supplemental Salary Resolution

MEMORANDUM OF UNDERSTANDING

TORRANCE MUNICIPAL EMPLOYEES – AFSCME, LOCAL 1117

2007 – 2010

SUPPLEMENTAL #5

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:

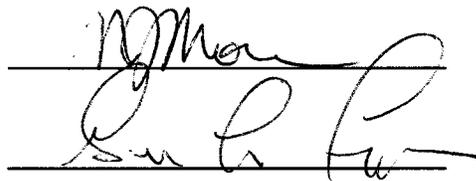
The attached Resolution is recommended to the City Council for adoption in its entirety. It covers wages, hours and working conditions for the period of March 1, 2009, to March 31, 2010, and was reached through agreement of the undersigned parties.

Signed this \_\_\_ day of January 2010.

Management

TME

  
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\_\_\_\_\_  
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## RESOLUTION NO. 2010 -

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 January 17, 2010*

### 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 January 17, 2010 through March 31, 2010:

CRAFTS & TRADES

#### BASE HOURLY PAY RANGE 2009-2010

ADD

CLASSIFICATION: STEPS:	1	2	3
Traffic Signal Technician	27.55	28.95	30.38

**SECTION 12.5 AMENDMENT TO SECTION 3.1 PREMIUMS**

**ARTICLE 3 - SPECIAL COMPENSATION**

**SECTION 3.1 PREMIUMS**

**ADD**

D. Designated Assignments:

- 23. International Municipal Signal Association (IMSA) Traffic Signal Level II Certification - Signal Electrician Field. Traffic Signal Technicians who possess and maintain a Traffic Signal Level II Certification - Signal Electrician Field issued by the International Municipal Signal Association shall receive a 2.5% premium as designated.

**SECTION 12.6 AMENDMENT TO SECTION 5.1 NORMAL HOURS OF WORK**

**ARTICLE 5 - HOURS OF WORK**

**SECTION 5.1 NORMAL HOURS OF WORK**

**ADD**

A. Effective February 6, 1994, all employees covered by this agreement are on a 9/80 work week schedule, with the exception of:

**Traffic Signal Technicians** (effective July 1, 2010)

**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 February 2010.

\_\_\_\_\_  
Mayor Frank Scotto

APPROVED AS TO FORM:  
JOHN L. FELLOWS III, City Attorney

ATTEST:

by \_\_\_\_\_  
Patrick Q. Sullivan  
Assistant City Attorney

\_\_\_\_\_  
Sue Herbers  
City Clerk