

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

SUBJECT: HR - Adopt Amendment to Implement Recommended Salary Range for
Forensic Supervisor

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 Supervisor.

EXPENDITURE: The cost to implement the salary adjustment is \$6359. Funds are available in the Police Department Operating Budget as part of the FY 2009-2010 budget as adopted by the City Council.

BACKGROUND AND ANALYSIS

Through the negotiations process with the Torrance Police Officers Association (TPOA) several positions and assignments were transitioned from sworn to non-sworn. 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 will be 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 Supervisor is the supervisory level class in the series.

A comparative analysis of the forensic positions indicates that the appropriate pay range in order to attract a Forensic Supervisor is \$6488 - \$7887 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 # 13

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 14th day of April 2010.

Management

Melody Lawrence

TPSA

Bill Byron

RESOLUTION NO. 2010 -

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 April 20th, 2010

CLASS TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Forensic Supervisor	\$ 37.44	\$ 39.31	\$ 41.28	\$ 43.34	\$ 45.51

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 20th day of April 2010.

Frank Scotto,
Mayor of the City of Torrance

APPROVED AS TO FORM:
JOHN FELLOWS III, City Attorney

ATTEST:

By _____
Patrick Q Sullivan, Assistant City Attorney

Sue Herbers, CMC
City Clerk