

Council Meeting of
April 27, 2010

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

Members of the Council:

SUBJECT: City Manager - Adopt supplemental to the Torrance Police Officers Association (TPOA) Memorandum of Understanding updating the requirements for the Field Training Officer (FTO) Assignment

RECOMMENDATION

Recommendation of the City Manager that City Council adopt a Resolution pursuant to a Memorandum of Understanding amending Resolution 2009-17 setting forth hours, wages and working conditions for employees represented by the Torrance Police Officers Association (TPOA).

Funding

Not applicable.

BACKGROUND/ANALYSIS

The current TPOA MOU Section 4.2, Assignments – Description and Details of Premiums, contains the requirements for the Field Training Officer (FTO) assignment. Under the current provision, officers are required to have four years as a Torrance Police Officer or two years of service as a Torrance Police Officer and two years of uniformed patrol service at a prior police agency prior to applying for the FTO assignments. The four-year requirement limits the pool of qualified and willing police officers from serving as Field Training Officers. TPOA and Police Department Management have jointly agreed to change the requirement from four years of service to three years and changes prior experience at another agency from two years to one year in order to provide an opportunity for additional officers to test for the position.

Section 4.2 also specifies that the eligibility list for the FTO position shall reflect the numerical ranking of each candidate on the list and said list shall remain in force and in effect for one year or until exhausted. Selection shall be made in numerical order only. Any deviation from such order shall be explained in writing. TPOA and Police Department Management have jointly agreed to change the one year list to six months to provide greater flexibility to the department to fill the FTO positions.

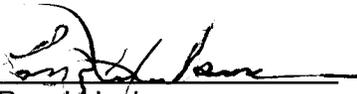
The proposed changes to the TPOA MOU will not require additional funding since the number of FTO positions is already specified in the Police Department's operating budget at 22 FTO positions.

Respectfully submitted,

LeROY J. JACKSON
CITY MANAGER

By 
Aram Chaparyan
Assistant to the City Manager

CONCUR:


LeRoy J. Jackson
City Manager

Attachment: TPOA Supplemental #3

**MEMORANDUM OF UNDERSTANDING
TORRANCE POLICE OFFICERS ASSOCIATION
(TPOA)**

2009 – 2011

SUPPLEMENTAL #3

A SUPPLEMENTAL MEMORANDUM OF UNDERSTANDING SETTING FORTH THE HOURS, WAGES AND WORKING CONDITIONS FOR EMPLOYEES REPRESENTED BY TORRANCE POLICE OFFICERS ASSOCIATION (TPOA)

An agreement of the undersigned representatives of the Torrance Police Officers Association (TPOA) 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 effective April 25, 2010 and was reached through agreement of the undersigned parties.

Signed this ____ day of April, 2010.

Management

TPOA

Jim Edmonds TPOA PRESIDENT

RESOLUTION NO. 2010-___

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TORRANCE
AMENDING RESOLUTION NO. 2009-17 SETTING CHANGES REGARDING
FORTH HOURS, WAGES AND WORKING CONDITIONS FOR EMPLOYEES
REPRESENTED BY THE TORRANCE POLICE OFFICERS ASSOCIATION
(TPOA)**

The City Council of the City of Torrance does hereby resolve as follows:

SECTION I

That Resolution No. 2009-17 is hereby amended.

SECTION II

The following agreement between representatives of Management and the representatives of the Torrance Police Officers Association (TPOA) is hereby amended as follows:

Effective April 25, 2010

ARTICLE 13 – AMENDMENTS

SECTION 13.3 AMENDMENT TO SECTION 4.2 – OVERTIME COMPENSATION

ARTICLE 4 – PREMIUM PAY

SECTION 4.2 ASSIGNMENTS - DESCRIPTION AND DETAILS OF PREMIUMS

- C) Field Training Officer (FTO) Assignment
- 1) Qualifications:
 - a) ~~Four years as a Torrance Police Officer or two years of service as a Torrance Police Officer and two years of uniformed patrol service at a prior police agency.~~ Three years as a Torrance Police Officer or two years experience as a Torrance Police Officer and one year patrol experience at a prior police agency.
 - b) Be selected by Standing Patrol Committee and approved by the Commander of the Patrol Bureau.
 - c) Former (Per POST) FTO - Should the existing list be exhausted and there is an immediate need to add an FTO to the Committee, the Standing Patrol Committee, subject to the approval of the Patrol Bureau Commander, may select a qualified officer to temporarily fill the position. Concurrently, a test to establish a new list will be scheduled. The new list will be promulgated within 45 days of the temporary appointment. Until such time that a test is given, the temporary FTO shall receive FTO compensation. Upon promulgation of a new list, the temporary FTO(s) shall be removed and a replacement selected from the list.

2) Additional Duties of Field Training Officer:

- a) Training of probationary Police Officers.
- b) Active participation on the Patrol Committee.

3) Maintaining Status:

FTOs will receive the additional FTO pay only while assigned in either of the duty assignments indicated.

4) Testing:

- a) Testing for FTO will be schedules on an as needed basis in order to maintain an active eligibility list. An application period of at least 15 days shall be provided to all qualified officers. Notification shall be by Department Notice.
- b) The eligibility list shall reflect the numerical ranking of each candidate on the list and said list shall remain in force and in effect for ~~1 year~~ 6 months or until exhausted. Selection shall be made in numerical order only. Any deviation from such order shall be explained in writing.
- c) Officers who have prior FTO experience or who have already attended the approved FTO school may, with the concurrence of the Standing Patrol Committee and the Patrol Bureau Commander, be added to the end of the existing list, without having to take or retake the current FTO test.

Officers selected in this manner must take and pass the next test to remain a member of the Standing Patrol Committee.

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 April 2010.

Mayor Frank Scotto

APPROVED AS TO FORM:
JOHN FELLOWS III, City Attorney

ATTEST:

By _____
Patrick Q. Sullivan, Assistant City Attorney

Sue Herbers, City Clerk