

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

**Members of the Council:**

**SUBJECT: City Manager – Suspension of the 2010 Reference Points for Executive and Management Employees**

**RECOMMENDATION**

Recommendation of the City Manager that City Council suspend the 2010 Reference Points for Executive Management Employees as approved in Resolution 2010-75 and reinstate the 2009 Reference Points. (Repealing and Restating Resolution 2010-75A).

Funding

No funding required.

**BACKGROUND/ANALYSIS**

On August 17, 2010 the City Council approved the reference points for Executive and Management Employees. As stated in the item, the reference point adjustment was based on the May to May CPI - Urban Wage Earners and Clerical Workers for the Los Angeles-Riverside-Orange County, California Area, which was 2.0%. This adjustment was to the reference point only and did not change the actual compensation received by the Executives and Managers. The compensation for Executives and Managers is adjusted pursuant to the guidelines of the Management Merit Pay Plan (MMPP) and has been placed on hold for the past two fiscal years.

The changes, while to the reference point only, has created concern in the organization as we address reducing the recently adopted budget due to revenue shortfall in 2009-10 beyond projections. In the interest of full and complete disclosure to clarify that Executive and Management Employees did not receive a raise of 2% effective August, 29, 2010; the City Manager recommends suspending the approved 2010 reference point adjustment and reinstating the 2009 Reference Points. The approved changes of new employees contributing 7% or 9% (Fire Chief and Police Chief) employee contribution to the Public Employee Retirement System (PERS) will remain as approved by Your Honorable Body on August 17, 2010.

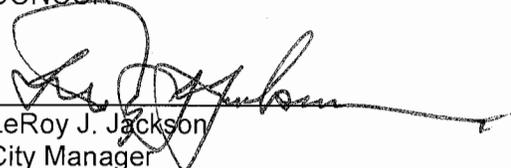
The attached reference point comparison chart reflects the suspended 2010 reference points and the reinstated 2009 reference points.

Respectfully submitted,

LeROY J. JACKSON  
CITY MANAGER

By   
Aram Chaparyan  
Assistant to the City Manager

CONCUR:

  
LeRoy J. Jackson  
City Manager

Attachment A: Reference Point Comparison Chart

Attachment B: Executive and Management 2010 Resolution Amendment #1



## ARTICLE 2 - COMPENSATION

## SECTION 2.1 REFERENCE POINT AND POSITIONS

Title	2010 Reference Point – <b>SUSPENDED</b>	2009 Reference Point
<b>Executive Staff</b>		
Police Chief	48,602	18,237
Fire Chief	17,818	17,469
Assistant City Manager	17,449	17,107
Public Works Director	15,966	15,653
Finance Director	15,966	15,653
Community Services Director	14,864	14,573
General Services Director	14,864	14,573
Transit Director	14,864	14,573
Community Development Director	14,864	14,573
Human Resources Director	14,184	13,906
Information Technology Director	13,522	13,257
<b>Management Staff</b>		
Assistant City Attorney	15,916	15,604
Deputy City Attorney III	14,470	14,186
Legal Counselor III	14,470	14,186
Deputy Public Works Director - City	12,863	12,611
Deputy Community Development Director	12,863	12,611
Assistant Finance Director	12,863	12,611
Building Regulations Administrator	12,164	11,925
Deputy Public Works Director - Operations	12,075	11,838
City Librarian	12,075	11,838
Deputy City Attorney II	11,860	11,627
Legal Counselor II	11,860	11,627
Information Technology Manager	11,778	11,547
Assistant to the City Manager	11,056	10,839
Cable & Community Relations Manager	11,056	10,839
Law Office Administrator	11,056	10,839
Risk Manager	11,056	10,839
Principal Planner	11,056	10,839
Transportation Planning Manager	11,056	10,839
Accounting Manager	10,894	10,680
Human Resources Manager	10,894	10,680
Transit Manager - Administration	10,894	10,680
Park Services Manager	10,894	10,680
Sanitation Services Manager	10,894	10,680
Streetscape Manager	10,894	10,680
Street Operations Manager	10,894	10,680
Communications Manager	10,894	10,680
Engineering Manager	10,894	10,680
Audit Manager	10,894	10,680

Title	2010 Reference Point – <b>SUSPENDED</b>	2009 Reference Point
Transit Manager - Operations	40,894	10,680
Recreation Services Manager	40,138	9,939
Facilities Services Manager	9,711	9,521
Facilities Operations Manager	9,711	9,521
Administrative Services Manager	9,711	9,521
Library Services Manager	9,711	9,521
Fleet Services Manager	9,711	9,521
Purchasing Agent	9,433	9,248
Budget Manager	9,433	9,248
Civil Service Manager	9,433	9,248
Principal Librarian	9,433	9,248
Cultural Services Manager	9,433	9,248
Deputy City Attorney I	9,123	8,944
Legal Counselor I	9,123	8,944
Workers Comp Administrator	8,823	8,650
Deputy City Treasurer	8,465	8,299
Senior/Management Associate	7,265	7,123
Deputy City Clerk	6,648	6,518

## RESOLUTION 2010-\_\_\_

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TORRANCE AMENDING RESOLUTION NO. 2010-75A SETTING FORTH CHANGES REGARDING THE HOURS, WAGES, AND WORKING CONDITIONS FOR EXECUTIVE AND MANAGEMENT EMPLOYEES**

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

**SECTION I**

That Resolution No. 2010-75A is hereby amended as follows:

**SECTION II**

***Effective September 21, 2010***

**ARTICLE 6 - AMENDMENTS****SECTION 6.1 AMENDMENT TO ARTICLE 2 – COMPENSATION****SECTION 2.1 REFERENCE POINT AND POSITIONS**

The following reference points are assigned to the classifications of the following Executive and Management Employees **effective September 21, 2010:**

<b>Title</b>	<b>Reference Point</b>	<b>Benefit Category</b>	<b>Car Allowance Category</b>
<b>Executive Staff</b>			
Police Chief	18,237	A	1
Fire Chief	17,469	A	1
Assistant City Manager	17,107	A	1
Public Works Director	15,653	A	1
Finance Director	15,653	A	1
Community Services Director	14,573	A	1
General Services Director	14,573	A	1
Transit Director	14,573	A	1
Community Development Director	14,573	A	1
Human Resources Director	13,906	A	1
Information Technology Director	13,257	A	1
<b>Management Staff</b>			
Assistant City Attorney	15,604	A	3
Deputy City Attorney III	14,186	A	3
Legal Counselor III	14,186	A	3
Deputy Public Works Director - City Engineer	12,611	B	2
Deputy Community Development Director	12,611	B	2
Assistant Finance Director	12,611	B	2
Building Regulations Administrator	11,925	B	2
Deputy Public Works Director - Operations	11,838	B	2
City Librarian	11,838	B	2

Title	Reference Point	Benefit Category	Car Allowance Category
Deputy City Attorney II	11,627	A	3
Legal Counselor II	11,627	A	3
Information Technology Manager	11,547	B	2
Assistant to the City Manager	10,839	A	3
Cable & Community Relations Manager	10,839	A	1
Law Office Administrator	10,839	A	3
Risk Manager	10,839	B	2
Principal Planner	10,839	B	2
Transportation Planning Manager	10,839	B	2
Accounting Manager	10,680	B	2
Human Resources Manager	10,680	B	2
Transit Manager - Administration	10,680	B	2
Park Services Manager	10,680	B	2
Sanitation Services Manager	10,680	B	2
Streetscape Manager	10,680	B	2
Street Operations Manager	10,680	B	2
Communications Manager	10,680	B	2
Engineering Manager	10,680	B	2
Audit Manager	10,680	B	2
Transit Manager - Operations	10,680	B	2
Recreation Services Manager	9,939	B	2
Facilities Services Manager	9,521	B	2
Facilities Operations Manager	9,521	B	2
Administrative Services Manager	9,521	B	2
Library Services Manager	9,521	B	2
Fleet Services Manager	9,521	B	2
Purchasing Agent	9,248	B	2
Budget Manager	9,248	B	2
Civil Service Manager	9,248	B	2
Principal Librarian	9,248	B	2
Cultural Services Manager	9,248	B	2
Deputy City Attorney I	8,944	A	3
Legal Counselor I	8,944	A	3
Workers Comp Administrator	8,650	B	2
Deputy City Treasurer	8,299	B	2
Senior/Management Associate	7,123	A	3
Deputy City Clerk	6,518	B	2

### **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 September, 2010.

\_\_\_\_\_  
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, City Clerk