

Council Meeting of
July 11, 2006

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

Members of the Council:

SUBJECT: Torrance Recurrent Recreation Employees Memorandum of Intent

Expenditure: 2.5% total package over 8-months

RECOMMENDATION

It is the recommendation of the City Manager that the City Council adopt a Memorandum of Intent between the Torrance Recurrent Recreation Employees Organization (TRREO) and the representatives of the City of Torrance to be referenced by the City Council for the purpose of fixing an effective date for changes in compensation.

Funding

Adequate funding is available in the wage reserve.

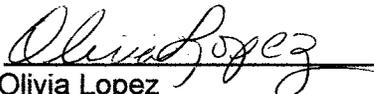
BACKGROUND AND ANALYSIS

Representatives of Management and the Torrance Recurrent Recreation Employees Organization have been meeting and conferring for the past couple of months in an attempt to reach an agreement for a successor Memorandum of Understanding.

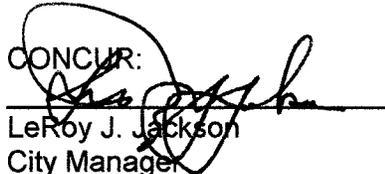
The attached document is a Memorandum of Intent which outlines the changes to the pay grids, including the percentage increases and the effective dates.

Respectfully submitted,

LeROY J. JACKSON
CITY MANAGER

By 
Olivia Lopez
Sr. Management Associate

CONCUR:


LeRoy J. Jackson
City Manager

Attachment A: TRREO Memorandum of Intent

MEMORANDUM OF INTENT

TORRANCE RECURRENT RECREATION EMPLOYEES ORGANIZATION
(TRREO)

A MEMORANDUM OF INTENT BETWEEN THE TORRANCE RECURRENT RECREATION EMPLOYEES ORGANIZATION (TRREO) AND THE REPRESENTATIVES OF THE CITY OF TORRANCE TO BE REFERENCED BY THE CITY COUNCIL FOR THE PURPOSE OF FIXING AN EFFECTIVE DATE FOR CHANGES IN COMPENSATION.

Section 1

It is the intent of the undersigned representatives of TRREO and Management to work towards the writing of a formal Memorandum of Understanding, which would encompass the following elements:

1. An 8-month contract beginning with the pay period beginning June 25, 2006 and ending February 28, 2007.
2. The pay increases and benefits are as follows:

Salary Schedule A:

Base Hourly Salary

Class Title	Step 1
Aquatics Instructor	13.80
Instructor I	19.93
Instructor II	24.89
Lifeguard	13.39
Pool Cashier - Clerk	10.34
Pool Locker Room Attendant	8.54
Pool Manager	18.51
Pool Manager, Assistant	14.94
Recreation Assistant	8.55
Recreation Leader	10.34
Recreation Leader, Senior	12.00
Recreation Specialist	15.71
Recreation Specialist II	19.93

Salary Schedule B:

Base Hourly Salary

Class Title	Step 1	Step 2	Step 3
Aquatics Instructor	12.53	13.12	13.80
Instructor I	18.07	19.00	19.93
Instructor II	22.61	23.71	24.89
Lifeguard	12.15	12.72	13.39
Pool Cashier - Clerk	9.38	9.85	10.34
Pool Locker Room Attendant	7.74	8.12	8.54
Pool Manager	16.82	17.63	18.51
Pool Manager, Assistant	13.57	14.24	14.94
Recreation Assistant	7.75	8.14	8.55
Recreation Leader	9.38	9.85	10.34
Recreation Leader, Senior	10.88	11.45	12.00
Recreation Specialist	14.24	14.94	15.71
Recreation Specialist II	18.07	19.00	19.93

Section 2

This Memorandum of Intent is entered into subject to final agreement as to the provisions of the Memorandum of Understanding between the parties. If no agreement is reached by July 9, 2006, this Memorandum of Intent shall be null and void.

Signed this ____ day of July, 2006.

City of Torrance

Torrance Recurrent Recreation Employees
Organization

