## RESOLUTION NO. 2016-25

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TORRANCE AMENDING RESOLUTION NO. 2014-98 SETTING FORTH CHANGES REGARDING HOURS, WAGES AND WORKING CONDITIONS FOR EMPLOYEES REPRESENTED BY TME – AFSCME, Local 1117.**

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

**SECTION I**

That Resolution No. 2014-98 is hereby amended.

**SECTION II**

The following agreement between representatives of Management and the representatives of the TME-AFSCME is hereby amended as follows:

***Effective April 3, 2016***

**MEMORANDUM OF UNDERSTANDING**

**TORRANCE MUNICIPAL EMPLOYEES – AFSCME, LOCAL 1117**
**2014 – 2017**

**SUPPLEMENTAL #3**

**A SUPPLEMENTAL MEMORANDUM OF UNDERSTANDING SETTING FORTH THE HOURS, WAGES AND WORKING CONDITIONS FOR EMPLOYEES REPRESENTED BY TORRANCE MUNICIPAL EMPLOYEES – AFSCME LOCAL 1117.**

An agreement of the undersigned representatives of the TME-AFSCME 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 3, 2016 and was reached through agreement of the undersigned parties.

Signed this 29th day of March, 2016.

| **MANAGEMENT** | **TME-AFSCME** |
|---|---|
| /s/ Melody Lawrence | /s/ Eddie Bean |
| | |
| | |

## ARTICLE 12 – AMENDMENTS

### SECTION 12.1 AMENDMENT TO ARTICLE 2 – COMPENSATION

### SECTION 2.1 – SALARY RANGES AND CLASS TITLES

***Effective April 3, 2016 through December 31, 2017.***

***DELETE:***

| Class Title | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|---|---|---|---|---|---|
| ~~Irrigation Systems Technician~~ | ~~24.09~~ | ~~25.29~~ | ~~26.55~~ | ~~27.86~~ | |
| ~~Water Service Tech I~~ | 23.38 | 24.55 | 25.78 | 27.07 | 27.27 |
| ~~Water Service Tech II~~ | 25.78 | 27.07 | 28.42 | 29.85 | |
| ~~Water Service Tech III~~ | 29.86 | 31.37 | 32.94 | 34.58 | |

***ADD:***

| Class Title | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|---|---|---|---|---|---|
| Water System Operator I | 23.38 | 24.55 | 25.78 | 27.07 | 27.27 |
| Water System Operator II | 25.78 | 27.07 | 28.42 | 29.85 | |
| Water System Operator III | 29.86 | 31.37 | 32.94 | 34.58 | |

## ARTICLE 3 – SPECIAL COMPENSATION

### SECTION 3.1 PREMIUMS

**D. Designated Assignments**

**4. Sprinkler and Backflow Assignment**

a) This position is necessary to handle the large increase in the highly technical repair of automatic sprinkler system controllers, valves, and rotary heads, plus the testing and repairing of backflow prevention devices. The person who receives the seventy-five cents (75¢) per hour premium pay must have a valid Certificate of Competence issued by the Los Angeles County Health Officer certifying to the ability to test backflow devices. The premium pay would only be paid to the ~~person a~~ Water System Operator I while so assigned to assist the Water System Operator I (working title – Irrigation System Technician) who is regularly assigned to Irrigation Systems ~~Technician~~. A minimum of two (2) positions will be assigned to assist. The Department Head may increase the number of positions based on operational demand.

**ADD**

b) **Water System Operator I's** will be given an interest form to be considered for the assignment. All interested **Water System Operator I's** will be interviewed internally and, if accepted, will be rotated to assist.

**8. Senior Water Quality Inspector Assignment**

The Water ~~Service Technician~~ System Operator III who possesses the Cross Connection Control Specialist Certificate and who is assigned the coordinative responsibilities for water quality control shall receive a seven and one half percent (7½%) premium while so assigned. The incumbent who receives this premium may use the working title Senior Water Quality Inspector.

**16. Water Certification Premiums**

**a.** Water ~~Service Tech~~ System Operator I
Upon documentation that Water Distribution License Grade 2 is achieved (2½%).
Upon documentation that Water Distribution License Grade 3 is achieved (2½%).

**b.** Water ~~Service Technician~~ System Operator II
Upon documentation that Water Distribution License Grade 3 is achieved (2½%).
Upon documentation that Water Treatment Operator License Grade I is achieved (2½%).

**c.** Water ~~Service Technician~~ System Operator III
Upon documentation that Water Distribution License Grade 4 is achieved (3%).
Upon documentation that Water Distribution License Grade 5 is achieved (3½%).

**d. Water Plant Operator Assignment**

Public Works Water ~~Service Technician~~ System Operator III's assigned as operator to the Goldsworthy Desalination Plant or other City water production facilities shall receive a seven and one half percent (7½%) assignment pay. The incumbent who receives this assignment pay may use the working title Water Plant Operator.

Water ~~Technician~~ System Operator III's will be given an interest form to be considered for the assignment. All interested Water ~~Technicians~~ System Operator III's will be interviewed internally and, if accepted, will be required to pass a competency test. The competency test may be given annually or at a minimum of every two years. The test must be passed with a score of 70% or better and will contain both written and practical components. Test topics may include membrane replacement, clean in place procedures, safe handling of chemicals, pump operations, and/or any related topic to plant operations. A minimum of two (2) positions will be assigned to the Water Plant and or other City water production facilities. The Department Head may increase the number of positions based on operational demand subject to employee passing the competency test. The Water Plan Operator Assignment pay will be effective upon parties reaching agreement on the format of the competency exam.

**20. Commercial Driver's License Stipend**

**a.** Employees in the classification of Maintenance Worker who are required by their department head to maintain a California Commercial Driver's License Class A or Class B shall be paid a stipend of $125.00 each six (6) months of employment payable during June and December of each year. Employees who are on the payroll effective the first pay period in June and December will be eligible for such benefit. Maintenance Workers and Water ~~Service Technician~~ System Operator I's who are not required to maintain a California Commercial Driver's License Class A or Class B will qualify for the premium if they possess and maintain the appropriate license and receive approval from their Department Head. Employees in other job classifications may be added to this section if proposed by either party and agreement of the added benefit is reached jointly both the Union and Management.

**ADD**

**24. Irrigation Systems Assignment**

**Water System Operator I** that is regularly assigned to Irrigation Systems shall receive a two and one half percent (2½%) premium will so assigned. The incumbent who receives this premium may use the working title Irrigation Systems Technician.

**ADD**

**25. Backflow Prevention Device Tester Certification**

a) **Water System Operator I** assigned to Irrigation Systems Assignment who possesses valid certification as a Backflow Prevention Device Tester from Los Angeles County Department of Health Services shall receive a two and one half percent (2½%) premium.

b) An additional two (2) **Water System Operator I** incumbents will be eligible to receive the premium for certification and are designated to assist as reflected under Section 3.1 D 4. The Department Head may increase the number of positions based on operational demand.

## ARTICLE 4 – BENEFITS

### SECTION 4.1 HOLIDAYS

10. Employees in the following job classifications who are required to work on observed holidays will be compensated in accordance with Section 4.1.C.2. This compensation is PERSable to the extent of the employee's regular shift (either 8, 9 or 10 hours):
    - Maintenance Worker (Sanitation Division)
    - Lead Maintenance Worker (assigned to Park Services weekend shift)
    - Airport Worker
    - Lead Airport Worker
    - Public Safety Dispatcher
    - Bus Operator
    - Transit Dispatcher
    - Police Services Officer (Services Division)
    - Sanitation Equipment Operator
    - Water ~~Service Technician~~ System Operator III

**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 5th day of April, 2016.

Mayor Patrick J. Furey

APPROVED AS TO FORM:

JOHN L. FELLOWS III, City Attorney

by _____
Patrick Q. Sullivan, Assistant City Attorney

ATTEST:

Rebecca Poirier, MMC, City Clerk

**TORRANCE CITY COUNCIL RESOLUTION NO. 2016-25**

STATE OF CALIFORNIA )
COUNTY OF LOS ANGELES ) ss
CITY OF TORRANCE )

I, Rebecca Poirier, City Clerk of the City of Torrance, California, do hereby certify that the foregoing resolution was duly introduced, approved, and adopted by the City Council of the City of Torrance at a regular meeting of said Council held on the 5th day of April, 2016 by the following roll call vote:

| | | |
|---|---|---|
| AYES: | COUNCILMEMBERS | Ashcraft, Barnett, Goodrich, Griffiths, Rizzo, Weideman, and Mayor Furey. |
| NOES: | COUNCILMEMBERS | None. |
| ABSTAIN: | COUNCILMEMBERS | None. |
| ABSENT: | COUNCILMEMBERS | None. |

Date: 4/8/16

Rebecca Poirier, MMC
City Clerk of the City of Torrance