

**RESOLUTION NO. 2014-110**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TORRANCE AMENDING RESOLUTION NO. 2014-26 SETTING FORTH CHANGES REGARDING HOURS, WAGES AND WORKING CONDITIONS FOR EMPLOYEES REPRESENTED BY THE TORRANCE PROFESSIONAL AND SUPERVISORY ASSOCIATION (TPSA)**

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

**SECTION I**

That Resolution No. 2014 - 26 is hereby amended.

**SECTION II**

The following agreement between representatives of Management and the representatives of the Torrance Professional and Supervisory Association (TPSA) is hereby amended as follows:

***Effective September 23, 2014***

**MEMORANDUM OF UNDERSTANDING**

**TORRANCE PROFESSIONAL AND SUPERVISORY ASSOCIATION (TPSA)**

**2014 – 2017**

**SUPPLEMENTAL #1**

**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 (TPSA) 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 September 23, 2014 to December 31, 2017, and was reached through agreement of the undersigned parties.

Signed this 18th day of September 2014.

**MANAGEMENT**

**TPSA**

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/s/ Melody Lawrence

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/s/ Alan Berndt

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/s/ Aram Chaparyan

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**MICROSOFT CERTIFICATIONS<sup>1</sup>**

**DELETE**

<b>Certificate</b>	<b>Notes</b>	<b>Classes Eligible and Premium Maximum</b>
<b>DataBase/Developer Certifications</b>		
Microsoft Certified Solutions Expert (MCSE)	Data Platform or Business Intelligence	IT Specialists, IT Analysts, Systems Analysts - 10%
Microsoft Certified Solutions Developer (MCSD)	Windows Store Apps, Web Applications, or Sharepoint Applications	IT Specialists, IT Analysts, Systems Analysts - 5%
<b>Systems Certifications</b>		
Microsoft Certified Solutions Expert (MCSE)	Desktop Infrastructure	IT Specialists - 10%
Microsoft Certified Solutions Expert (MCSE)	Server Infrastructure, messaging, or Sharepoint	IT Specialists, IT Analysts, Systems Analysts - 10%
<b>Desktop Certifications</b>		
Microsoft Office Specialist (MOS) Master	Word (Expert Exam), Excel (Expert Exam), Powerpoint, Outlook, And Access Or Sharepoint	IT Specialists - 10%
<p><sup>1</sup> Certifications are valid for 7 years from the date of certification. New employees with approved current certifications will earn premiums based on certification date up to 7 years. Existing employee with certifications will retain premium until 6/30/2019 or certification products are no longer in use at the City, whichever comes first. Staff with certification premiums may be asked to apply expertise not specifically indicated in the job specifications but within certification expertise (I.E. - IT Specialist with a developer or database certification may be asked to develop applications or administer databases).</p>		

**REPLACE**

<b>Certificate</b>	<b>Notes</b>	<b>Classes Eligible and Premium Maximum</b>
<b>DataBase/Developer Certifications</b>		
Microsoft Certified Solutions Expert (MCSE)	Data Platform or Business Intelligence	IT Specialists, IT Analysts, Systems Analysts - 10%
Microsoft Certified Solutions Developer (MCSD)	Windows Store Apps, Web Applications, or Sharepoint Applications	IT Specialists, IT Analysts, Systems Analysts - 5%
<b>Systems Certifications</b>		
Microsoft Certified Solutions Expert (MCSE)	Desktop Infrastructure	IT Specialists - 10%
Microsoft Certified Solutions Expert (MCSE)	Server Infrastructure, messaging, or Sharepoint	IT Specialists, IT Analysts, Systems Analysts - 10%
<b>Desktop Certifications</b>		
Microsoft Office Specialist (MOS) Master	<i>Word Expert (requires 2 exams) AND Excel Expert (requires 2 exams) AND PowerPoint (1 exam) AND one of the following: Outlook (1 exam) OR Access (1 exam) OR SharePoint (1 exam)</i>	<i>IT Specialist - 10% 2% for each certification; additional 2% upon completion of each subject as a certified instructor for a total of 10%.</i>
<p><sup>1</sup> Certifications are valid for 7 years from the date of certification. New employees with approved current certifications will earn premiums based on certification date up to 7 years. Existing employee with certifications will retain premium until 6/30/2019 or certification products are no longer in use at the City, whichever comes first. Staff with certification premiums may be asked to apply expertise not specifically indicated in the job specifications but within certification expertise (I.E. - IT Specialist with a developer or database certification may be asked to develop applications or administer databases).</p>		

**WATER PLANT SUPERVISOR PREMIUM  
COMPETENCY TESTING**

Water Service Supervisors will be given an interest form to be considered for the assignment. Interested Water Service Supervisors will be interviewed internally and, if assigned by the Public Works Director, will be required to pass a competency test.

The competency test may be given 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 components 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 one (1) position will be assigned to the Water Plant and or other City water production facilities. The Public Works Director may increase the number of positions based on operational demand subject to successful completion of the competency test.