

ARTICLE 12 – AMENDMENTS

AMENDMENTS TO ARTICLE 1 - PREAMBLE

SECTION 1.3 OBLIGATION TO MEET AND CONFER

Although nothing in this agreement shall preclude the parties from mutually agreeing to meet and confer on any subject within the scope of representation during the term of this agreement, it is understood and agreed that neither party may require the other party to meet and confer on any subject matter covered herein or with respect to any other matter within the scope of representation during the term of this agreement. The parties agree to meet and confer on the items listed below prior to termination of this agreement. There is no guarantee that any of these items will be implemented during the life of this agreement.

DELETE

- ~~Library Reorganization/Classification Specification Changes~~
 - ~~Library Assistant I (Delete)~~
 - ~~Library Assistant II (Delete)~~
 - ~~Senior Library Technician (Add) — Replaces Library Assistant II~~
 - ~~Library Technician (Add) — Replaces Library Assistant I and Junior Library Clerk II~~
 - ~~Senior Library Page (Add)~~

AMENDMENTS TO ARTICLE 2 - COMPENSATION PROVISIONS

SECTION 2.1 SALARY ADVANCEMENTS WITHIN BASE PAY RANGE

B. Step Advancement Within a Base Pay Range

ADD:

5. Senior Library Page advancement to step 2 shall occur no sooner than upon completion of one year's continuous service in the job; further step increases as provided in the hourly salary range schedule shall occur no sooner than upon completion of each additional continuous year of service in the job.

C. Rate of Pay on Promotion

DELETE

2. ~~Library Page, Junior Library Clerk I Promotion:~~
~~Offers of promotion from Library Page to Junior Library Clerk I and from Junior Library Clerk I to Junior Library Clerk II will be made in order of seniority to the Library Page or Junior Clerk I with the greatest Seniority, a satisfactory work record, and ability to perform the tasks. If there are no Pages or Clerks with more than one year of continuous service with the Torrance Public Library and a satisfactory work record willing to accept the promotion, Management may offer the position to any qualified person. A satisfactory work record shall be based upon performance evaluations on file.~~

AMENDMENTS TO ARTICLE 3 - COMPENSATION

SECTION 3.1 SALARY RANGES AND CLASS TITLES

- B. The following salary ranges are assigned to classes covered by this MOU January 1, 2015 through October 3, 2015:

DELETE

Section I Employees

Classification Steps:	1	2	3	4	5	6	7	8	9
Library Assistant I	19.00	19.94	20.92	21.99	22.54*	23.08*	23.68*	24.23*	
Library Assistant II	22.55	23.68	24.84	26.10	26.76*	27.42*	28.13*	28.81*	29.54*

*Extended Steps

ADD

Section I Employees

Classification Steps:	1	2	3	4	5	6	7	8	9
Senior Library Technician	22.55	23.68	24.84	26.10	26.76*	27.42*	28.13*	28.81*	29.54*
Library Technician	19.00	19.94	20.92	21.99	22.54*	23.08*	23.68*	24.23*	

*Extended Steps

ADD

Section II Employees

Classification Steps:	1	2	3	4	5	6	7	8	9
Senior Library Page	10.23	10.82	11.76	12.07	12.68				

C. The following salary ranges are assigned to classes covered by this MOU October 4, 2015 through December 31, 2017:

DELETE

Section I Employees

Classification Steps:	1	2	3	4	5	6	7	8	9
Library Assistant I	19.76	20.74	21.76	22.87	23.44*	24.00*	24.63*	25.20*	
Library Assistant II	23.45	24.63	25.84	27.15	27.83*	28.52*	29.26*	29.96*	30.72*

*Extended Steps

Section I Employees

Classification Steps:	1	2	3	4	5	6	7	8	9
Senior Library Technician	23.45	24.63	25.84	27.15	27.83*	28.52*	29.26*	29.96*	30.72*
Library Technician	19.76	20.74	21.76	22.87	23.44*	24.00*	24.63*	25.20*	

*Extended Steps

ADD

Section II Employees

Classification Steps:	1	2	3	4	5	6	7	8	9
Senior Library Page	10.64	11.25	12.23	12.55	13.19				

SECTION 3.2 PREMIUM PAY (Section I Employees)

While so assigned, a 7.5% premium to the ~~Library Assistant I~~ **Library Technician** who is responsible for filing small claims court actions for the Library in order to recover costs of fines and overdue library materials. (This is a non-PERSable premium.)

AMENDMENTS TO ARTICLE 4 - WAGE SUPPLEMENTAL BENEFITS

SECTION 4.1 QUALIFICATION FOR BENEFITS

- A. Section I employees are eligible for benefits described herein. Part-time Section I employees shall qualify for 50% of the benefits described.
- B. **Senior Library Page**, Jr. Library Clerks I and II are eligible for pro rated benefits as noted: Section 4.2.a (Employee Insurance), Section 4.4 (Retirement), Section 4.6 (Sick Leave), Section 4.9 (Vacation). These titles will not be eligible for Section 4.2.b (Disability), 4.2.c (Life Insurance), Section 4.5 (Industrial Accident.)

SECTION 4.2 EMPLOYEE INSURANCE

- 11. Effective August 11, 2015 **Senior Library Page** will receive a prorated portions of these benefits.

SECTION 4.4 RETIREMENT

- F. Senior Library Page will receive a prorated retirement benefit according to this section.

- G. Public Employees Pension Reform Act:

Employees covered by this agreement hired on or after January 1, 2013 who do not qualify as "classic members" of PERS, shall be considered "new members" and shall be covered by the City's contract with PERS in the 2% at age 62 defined formula including military service credit purchase option with a final compensation calculation period of the final three years. Per PEPR, employees shall be responsible for fifty percent (50%) of the normal cost attributable to the applicable retirement formula.

Note: The definition of "classic member" or "new member" is established per the California Public Employees Retirement System (CALPERS).

SECTION 4.6 SICK LEAVE

- D. Cash or deferred compensation options: (SECTION I)
 - 4. **Senior Library Pages**, Jr. Library Clerks I and II may not defer sick leave which has been converted to cash (also applies to Section I below.)
- L. **Senior Library Pages**, Jr. Library Clerks I and II will begin accruing a pro rated amount of sick leave per this section.

SECTION 4.8 HOLIDAYS (Section II Employees)

- E. Birthday Leave (**Senior Library Page** and Junior Library Clerks)

All employees eligible for birthday leave will receive four (4) hours on their date of hire and four (4) hours at the beginning of each fiscal year thereafter. The four (4) hours will be added to their authorized leave balance at the beginning of the fiscal year. This leave may not be cashed out and is accruable for a maximum of 36 months.

An employee, subject to Department Head approval, may select either to receive pay or to defer vacation pay up to 80 hours per fiscal year. Employees must, however, leave a balance of 40 hours on the books.

SECTION 4.9 VACATION (SECTION I)

- K. **Senior Library Page**, Jr. Library Clerks I and II accrue vacation on a prorated basis.

