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July 8, 2025

TO: Rebecca Poirier, City Clerk

FROM: Jamie Le, Assistant to the City Manager

RE: ***MANAGEMENT and TORRANCE LIBRARY EMPLOYEES ASSOCIATION (TLEA) JOINT LETTER OF AGREEMENT REGARDING SALARY GRID CORRECTIONS***

Management and Torrance Library Employees Association met and have reached agreement as noted on the attached document. Section 14.8.14 b if the Torrance Municipal Code reads:

"If agreement is reached by management and a recognized employee organization or recognized employee organizations, on matters subject to approval by the City Council, they shall jointly prepare written and signed memorandum of such understanding and present it to the City Council for determination. ***If agreement is reached on matters not subject to approval by the City Council, those conferring shall jointly prepare a written and signed memorandum of such agreement which shall be filed with the City Clerk.***"

Pursuant to the last sentence of the above paragraph, the City Manager's Office is filing the attached agreement with your office.

Management	Torrance Library Employees Association (TLEA)
_____	_____
_____	_____

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Joint Agreement between the City of Torrance and Torrance Library Employees Association
Regarding Salary Grid Corrections

The Joint Agreement between the City of Torrance and Torrance Library Employees Association Regarding Salary Grid Corrections reads as follows:

Section 3.1 entitled "Pay Ranges and Class Titles" of Article 3 entitled "Compensation" is edited in its entirety as follows.

"ARTICLE 3 – COMPENSATION

SECTION 3.1 PAY RANGES AND CLASS TITLES

1. BASE HOURLY PAY RANGE

A. The following salary ranges are assigned to classes covered by this MOU ***effective April 20, 2025***

Pay Ranges	Basis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Junior Library Clerk I	Hourly	$20.15							
Librarian	Hourly	$35.50	$37.28	$39.15	$40.13	$41.14	$42.17	$43.23	$44.32
Library Page	Hourly	$19.12							
Library Technician	Hourly	$24.07	$25.28	$26.55	$27.88	$28.58	$29.30	$30.04	$30.80
Senior Library Page	Hourly	$20.15							
Senior Library Technician	Hourly	$29.96	$31.46	$33.04	$33.87	$34.72	$35.59	$36.48	$37.40

* *Senior Library Tech: Crosswalk down 1 step.*
Librarian: Crosswalk down 1 step.

B. The following salary ranges are assigned to classes covered by this MOU ***effective July 13, 2025***

	Basis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Junior Library Clerk I	Hourly	$20.08							
Librarian*	Hourly	$35.31	$37.08	$38.94	$39.92	$40.92	$41.95	$43.00	$44.08
Library Page	Hourly	$19.12							
Library Technician	Hourly	$23.89	$25.09	$26.35	$27.67	$28.37	$29.08	$29.81	$30.56
Senior Library Page	Hourly	$20.08							
Senior Library Technician*	Hourly	$29.78	$31.27	$32.84	$33.67	$34.52	$35.39	$36.28	$37.19

Joint Agreement between the City of Torrance and Torrance Library Employees Association
Regarding Salary Grid Corrections

C. The following salary ranges are assigned to classes covered by this MOU ***effective July 12, 2026***

Pay Ranges	Basis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Junior Library Clerk I	Hourly	$20.89							
Librarian	Hourly	$36.73	$38.57	$40.50	$41.52	$42.56	$43.63	$44.73	$45.85
Library Page	Hourly	$19.89							
Library Technician	Hourly	$24.85	$26.10	$27.41	$28.79	$29.51	$30.25	$31.01	$31.79
Senior Library Page	Hourly	$20.89							
Senior Library Technician	Hourly	$30.98	$32.53	$34.16	$35.02	$35.90	$36.80	$37.72	$38.67

A. The following salary ranges are assigned to classes covered by this MOU ***effective July 11, 2027***

Pay Ranges	Basis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Junior Library Clerk I	Hourly	$21.73							
Librarian	Hourly	$38.20	$40.11	$42.12	$43.18	$44.26	$45.37	$46.51	$47.68
Library Page	Hourly	$20.69							
Library Technician	Hourly	$25.85	$27.15	$28.51	$29.94	$30.69	$31.46	$32.25	$33.06
Senior Library Page	Hourly	$21.73							
Senior Library Technician	Hourly	$32.22	$33.84	$35.54	$36.43	$37.35	$38.29	$39.25	$40.24

"

These changes to the TLEA MOU are effective July 8, 2025.

Signed this 8th day of July.

Management

DocuSigned by:
Aram Chaparyan, City Manager
Aram Chaparyan...
Aram Chaparyan
City Manager

Signed by:
Jamie Lee
B8C0DA7CF10B433...
Jamie Lee
Assistant to the City Manager

TLEA

David Ibarra
David Ibarra
President

Kenny Evans
Kenny Evans
Vice President

docusign

Certificate Of Completion

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Subject: Complete with Docusign: TLEA.pdf
Source Envelope:
Document Pages: 3
Certificate Pages: 5
AutoNav: Enabled
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Signatures: 2
Initials: 0

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Envelope Originator:
Theresa Yniguez
3031 Torrance Blvd
Torrance, CA 90503
tyniguez@TorranceCA.gov
IP Address: 204.145.129.190

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tyniguez@TorranceCA.gov

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Signer Events	Signature	Timestamp
Jamie Le JLe@TorranceCA.gov Security Level: Email, Account Authentication (None)	Signed by:  B8C0DA7CF10D433...	Sent: 7/22/2025 8:15:31 AM Viewed: 7/22/2025 5:45:44 PM Signed: 7/22/2025 5:46:13 PM
	Signature Adoption: Uploaded Signature Image Using IP Address: 204.145.129.190	
Electronic Record and Signature Disclosure: Accepted: 7/22/2025 5:45:44 PM ID: 2aeae3fe-67f6-4ea0-bdf9-8309c574f1d6 Company Name: City of Torrance CA		
Aram Chaparyan, City Manager AChaparyan@TorranceCA.gov City Manager Aram Chaparyan Security Level: Email, Account Authentication (None)	DocuSigned by:  02B75609713249F...	Sent: 7/22/2025 5:46:15 PM Viewed: 7/22/2025 5:47:22 PM Signed: 7/22/2025 5:47:28 PM
	Signature Adoption: Pre-selected Style Using IP Address: 204.145.129.190 Signed using mobile	
Electronic Record and Signature Disclosure: Accepted: 7/17/2024 8:27:22 AM ID: baf094cf-710e-4c0d-a852-51e80de18bf7 Company Name: City of Torrance CA		

In Person Signer Events	Signature	Timestamp

Editor Delivery Events	Status	Timestamp

Agent Delivery Events	Status	Timestamp

Intermediary Delivery Events	Status	Timestamp

Certified Delivery Events	Status	Timestamp

Carbon Copy Events	Status	Timestamp
Theresa Yniguez tyniguez@torranceca.gov Deputy City Clerk I City of Torrance Security Level: Email, Account Authentication (None)	COPIED	Sent: 7/22/2025 5:47:29 PM
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Witness Events	Signature	Timestamp

Notary Events	Signature	Timestamp

Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	7/22/2025 8:15:31 AM
Certified Delivered	Security Checked	7/22/2025 5:47:22 PM
Signing Complete	Security Checked	7/22/2025 5:47:28 PM
Completed	Security Checked	7/22/2025 5:47:30 PM

Payment Events	Status	Timestamps

Electronic Record and Signature Disclosure

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