

October 29, 2024

TO: Rebecca Poirier, City Clerk

FROM: Ian Dailey, Deputy City Manager

RE: **MANAGEMENT AND TORRANCE PROFESSIONAL AND SUPERVISORY ASSOCIATION (TPSA) LETTER OF AGREEMENT REGARDING PAY RANGES AND THE PARS PLAN**

Management and Torrance Professional and Supervisory 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

TPSA

/s/ Ian Dailey

/s/ Leslie Cortez

/s/ Jamie Le

/s/ Chuck Schaich

Joint Agreement between the City of Torrance and Torrance Professional and Supervisory Association

The Joint Agreement between the City of Torrance and Torrance Professional and Supervisory Association Regarding Pay Ranges and Class Titles reads as follows:

Article 3 entitled "Compensation" subsection 3.1 entitled "Pay Ranges and Class Titles" is amended to read in its entirety:

"ARTICLE 3 COMPENSATION

SECTION 3.1 PAY RANGES AND CLASS TITLES

- A. The pay grades described on the following pages hereby assigned to the classifications of the following TPSA employees:

Effective September 8, 2024

The following listing outlines the crosswalk required to implement the salary grids effective the above date:

- **Admin Analyst/Sr. Admin Analyst:** Employees on steps 1* through 4*, will be placed on step 1. Employees on step 5* will be placed on step 5. Employees on step 6*, 7*, 8*, 9*, and 10* will be placed on step 6.
- **License Supervisor:** Employees on step 8* will be placed on step 7.
- **Public Works Supervisor:** Employees on step 5* for 12 months or greater, will be placed on step 6.
- **Senior Admin Assistant:** Employees will crosswalk down one step (i.e. employees on step 6* will be placed at step 5) and any employees on step 1* will be placed on step 1.
- **Senior Buyer:** Employees on step 8* will be placed at step 7.
- **Sr. Forensic ID Specialist:** Employees will crosswalk down one step (i.e. employees on step 6* will be placed at step 5*) and any employees on step 1* will be placed on step 1.
- **Supervising Admin Assistant:** Employees will crosswalk down two steps (i.e. employees on step 6* will be placed at step 4) and any employees on step 1* and step 2* will be placed on step 1.
- **Traffic & Lighting Supervisor:** Employees will crosswalk down one step (i.e. employees on step 6* will be placed at step 5) and any employees on step 1* will be placed on step 1.

* Indicates that the step number is referring to the salary grid prior to September 8, 2024.

Joint Agreement between the City of Torrance and Torrance Professional and Supervisory Association

PARS Eligible Employee Salary Grids

Pay Ranges	Basis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Accountant, Senior (PARS)	Hourly	\$43.81	\$46.01	\$48.32	\$50.74	\$53.28	\$55.95		
Admin Analyst/Sr. Admin Analyst (PARS)	Hourly	\$38.78	\$40.72	\$42.76	\$44.90	\$47.15	\$49.51		
Air Con/Heat/Elec Supervisor (PARS)	Hourly	\$41.05	\$43.11	\$45.27	\$47.54	\$49.92	\$52.42		
Bldg Inspection Supervisor (PARS)	Hourly	\$43.43	\$45.61	\$47.90	\$50.30	\$52.82	\$55.47		
Budget Supervisor (PARS)	Hourly	\$48.37	\$50.79	\$53.33	\$56.00	\$58.80	\$61.74	\$64.83	
Building Maintenance Supervisr (PARS)	Hourly	\$39.68	\$41.67	\$43.76	\$45.95	\$48.25	\$50.67	\$53.21	\$55.88
Buyer (PARS)	Hourly	\$33.55	\$35.23	\$37.00	\$38.85	\$40.80	\$42.84	\$44.99	
Central Services Coordinator (PARS)	Hourly	\$26.74	\$28.08	\$29.49	\$30.97	\$32.52	\$34.15	\$35.86	
Central Services Supervisor (PARS)	Hourly	\$36.07	\$37.88	\$39.78					
Communication Supv/Wireless (PARS)	Hourly	\$43.59	\$45.77	\$48.06	\$50.47	\$53.00			
Communications Supv/Telecomm (PARS)	Hourly	\$43.59	\$45.77	\$48.06	\$50.47	\$53.00			
Deputy City Clerk II (PARS)	Hourly	\$33.63	\$35.32	\$37.09	\$38.95	\$40.90	\$42.95	\$45.10	\$47.36
Facilities Service Supervisor (PARS)	Hourly	\$31.71	\$33.30	\$34.97	\$36.72	\$38.56	\$40.49		
Fire Prevention Supervisor (PARS)	Hourly	\$50.88	\$53.43	\$56.11	\$58.92	\$61.87			
Fleet Services Supervisor (PARS)	Hourly	\$42.68	\$44.82	\$47.07	\$49.43	\$51.91			
Forensic ID Specialist (PARS)	Hourly	\$33.47	\$35.15	\$36.91	\$38.76	\$40.70			
Forensic Supervisor (PARS)	Hourly	\$47.08	\$49.44	\$51.92	\$54.52	\$57.25			
Housing Supervisor (PARS)	Hourly	\$41.76	\$43.85	\$46.05	\$48.36	\$50.78			
Info Tech Specialist (PARS)	Hourly	\$31.52	\$33.10	\$34.76	\$36.50	\$38.33	\$40.25	\$42.27	
Info Technology Analyst (PARS)	Hourly	\$38.51	\$40.44	\$42.47	\$44.60	\$46.83	\$49.18	\$51.64	
Juvenile Diversion Case Worker (PARS)	Hourly	\$26.05	\$27.36	\$28.73	\$30.17	\$31.68	\$33.27	\$34.94	
Juvenile Diversion Coordinator (PARS)	Hourly	\$40.17	\$42.18	\$44.29	\$46.51	\$48.84			
Librarian, Senior (PARS)	Hourly	\$40.23	\$42.25	\$44.37	\$46.59				
License Supervisor (PARS)	Hourly	\$37.63	\$39.52	\$41.50	\$43.58	\$45.76	\$48.05	\$50.46	
Park Services Supervisor (PARS)	Hourly	\$37.08	\$38.94	\$40.89	\$42.94	\$45.09	\$47.35		
Permit Center Supervisor (PARS)	Hourly	\$37.60	\$39.48	\$41.46	\$43.54	\$45.72			
Police Services Supervisor (PARS)	Hourly	\$35.45	\$37.23	\$39.10	\$41.06	\$43.12	\$45.28		
Policy and Resources Specialist (PARS)	Hourly	\$48.37	\$50.79	\$53.33	\$56.00	\$58.80	\$61.74	\$64.83	
Producer Writer, Asst (PARS)	Hourly	\$20.20	\$21.21	\$22.28	\$23.40	\$24.57	\$25.80	\$27.09	
Public Safety Communications Supv (PARS)	Hourly	\$38.92	\$40.87	\$42.92	\$45.07	\$47.33	\$49.70		
Public Works Supervisor (PARS)	Hourly	\$38.45	\$40.38	\$42.40	\$44.52	\$46.75	\$49.09		
Ranger Supervisor (PARS)	Hourly	\$32.98	\$34.63	\$36.37	\$38.19	\$40.10	\$42.11		
Senior Admin Assistant (PARS)	Hourly	\$29.91	\$31.41	\$32.99	\$34.64	\$36.38			
Senior Buyer (PARS)	Hourly	\$41.75	\$43.84	\$46.04	\$48.35	\$50.77	\$53.31	\$55.98	
Sr. Forensic ID Specialist (PARS)	Hourly	\$40.76	\$42.80	\$44.94	\$47.19	\$49.55	\$52.03		
Supervising Admin Assistant (PARS)	Hourly	\$36.51	\$38.34	\$40.26	\$42.28				
Supervising Producer/Writer (PARS)	Hourly	\$34.24	\$35.96	\$37.76	\$39.65	\$41.64	\$43.73	\$45.92	
Systems Analyst (PARS)	Hourly	\$46.86	\$49.21	\$51.68	\$54.27	\$56.99			
Traffic & Lighting Supervisor (PARS)	Hourly	\$43.54	\$45.72	\$48.01	\$50.42	\$52.95			
Transit Supervisor (PARS)	Hourly	\$39.69	\$41.68	\$43.77	\$45.96	\$48.26			
Transit Training Coordinator (PARS)	Hourly	\$45.14	\$47.40	\$49.77	\$52.26	\$54.88	\$57.63	\$60.52	
Warehouse Supervisor (PARS)	Hourly	\$33.31	\$34.98	\$36.73	\$38.57	\$40.50			
Water Operations Supervisor (PARS)	Hourly	\$52.27	\$54.89	\$57.64	\$60.53	\$63.56			

Steps highlighted in grey are considered extended steps. See Section 3.2 for further details.

Joint Agreement between the City of Torrance and Torrance Professional and Supervisory Association

Non-PARS Eligible Employee Salary Grids

Pay Ranges	Basis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Accountant, Senior (Non-PARS)	Hourly	\$44.65	\$46.89	\$49.24	\$51.71	\$54.30	\$57.02		
Admin Analyst/Sr. Admin Analyst (Non-PARS)	Hourly	\$39.52	\$41.50	\$43.58	\$45.76	\$48.05	\$50.46		
Air Con/Heat/Elec Supervisor (Non-PARS)	Hourly	\$41.86	\$43.96	\$46.16	\$48.47	\$50.90	\$53.45		
Bldg Inspection Supervisor (Non-PARS)	Hourly	\$44.28	\$46.50	\$48.83	\$51.28	\$53.85	\$56.55		
Budget Supervisor (Non-PARS)	Hourly	\$49.34	\$51.81	\$54.41	\$57.14	\$60.00	\$63.00	\$66.15	
Building Maintenance Supervisr (Non-PARS)	Hourly	\$40.44	\$42.47	\$44.60	\$46.83	\$49.18	\$51.64	\$54.23	\$56.95
Buyer (Non-PARS)	Hourly	\$34.20	\$35.91	\$37.71	\$39.60	\$41.58	\$43.66	\$45.85	
Central Services Coordinator (Non-PARS)	Hourly	\$27.27	\$28.64	\$30.08	\$31.59	\$33.17	\$34.83	\$36.58	
Central Services Supervisor (Non-PARS)	Hourly	\$36.79	\$38.63	\$40.57					
Communication Supv/Wireless (Non-PARS)	Hourly	\$44.43	\$46.66	\$49.00	\$51.45	\$54.03			
Communications Supv/Telecomm (Non-PARS)	Hourly	\$44.43	\$46.66	\$49.00	\$51.45	\$54.03			
Deputy City Clerk II (Non-PARS)	Hourly	\$34.29	\$36.01	\$37.82	\$39.72	\$41.71	\$43.80	\$45.99	\$48.29
Facilities Service Supervisor (Non-PARS)	Hourly	\$32.33	\$33.95	\$35.65	\$37.44	\$39.32	\$41.29		
Fire Prevention Supervisor (Non-PARS)	Hourly	\$51.90	\$54.50	\$57.23	\$60.10	\$63.11			
Fleet Services Supervisor (Non-PARS)	Hourly	\$43.52	\$45.70	\$47.99	\$50.39	\$52.91			
Forensic ID Specialist (Non-PARS)	Hourly	\$34.10	\$35.81	\$37.61	\$39.50	\$41.48			
Forensic Supervisor (Non-PARS)	Hourly	\$47.99	\$50.39	\$52.91	\$55.56	\$58.34			
Housing Supervisor (Non-PARS)	Hourly	\$42.57	\$44.70	\$46.94	\$49.29	\$51.76			
Info Tech Specialist (Non-PARS)	Hourly	\$32.14	\$33.75	\$35.44	\$37.22	\$39.09	\$41.05	\$43.11	
Info Technology Analyst (Non-PARS)	Hourly	\$39.28	\$41.25	\$43.32	\$45.49	\$47.77	\$50.16	\$52.67	
Juvenile Diversion Case Worker (Non-PARS)	Hourly	\$26.57	\$27.90	\$29.30	\$30.77	\$32.31	\$33.93	\$35.63	
Juvenile Diversion Coordinator (Non-PARS)	Hourly	\$40.98	\$43.03	\$45.19	\$47.45	\$49.83			
Librarian, Senior (Non-PARS)	Hourly	\$41.03	\$43.09	\$45.25	\$47.52				
License Supervisor (Non-PARS)	Hourly	\$38.37	\$40.29	\$42.31	\$44.43	\$46.66	\$49.00	\$51.45	
Park Services Supervisor (Non-PARS)	Hourly	\$37.78	\$39.67	\$41.66	\$43.75	\$45.94	\$48.24		
Permit Center Supervisor (Non-PARS)	Hourly	\$38.31	\$40.23	\$42.25	\$44.37	\$46.59			
Police Services Supervisor (Non-PARS)	Hourly	\$36.11	\$37.92	\$39.82	\$41.82	\$43.92	\$46.12		
Policy and Resources Specialist (Non-PARS)	Hourly	\$49.34	\$51.81	\$54.41	\$57.14	\$60.00	\$63.00	\$66.15	
Producer Writer, Asst (Non-PARS)	Hourly	\$20.59	\$21.62	\$22.71	\$23.85	\$25.05	\$26.31	\$27.63	
Public Safety Communications Supv (Non-PAR)	Hourly	\$39.66	\$41.65	\$43.74	\$45.93	\$48.23	\$50.65		
Public Works Supervisor (Non-PARS)	Hourly	\$39.17	\$41.13	\$43.19	\$45.35	\$47.62	\$50.01		
Ranger Supervisor (Non-PARS)	Hourly	\$33.59	\$35.27	\$37.04	\$38.90	\$40.85	\$42.90		
Senior Admin Assistant (Non-PARS)	Hourly	\$30.49	\$32.02	\$33.63	\$35.32	\$37.09			
Senior Buyer (Non-PARS)	Hourly	\$42.55	\$44.68	\$46.92	\$49.27	\$51.74	\$54.33	\$57.05	
Sr. Forensic ID Specialist (Non-PARS)	Hourly	\$41.55	\$43.63	\$45.82	\$48.12	\$50.53	\$53.06		
Supervising Admin Assistant (Non-PARS)	Hourly	\$37.19	\$39.05	\$41.01	\$43.07				
Supervising Producer/Writer (Non-PARS)	Hourly	\$34.91	\$36.66	\$38.50	\$40.43	\$42.46	\$44.59	\$46.82	
Systems Analyst (Non-PARS)	Hourly	\$47.79	\$50.18	\$52.69	\$55.33	\$58.10			
Traffic & Lighting Supervisor (Non-PARS)	Hourly	\$44.41	\$46.64	\$48.98	\$51.43	\$54.01			
Transit Supervisor (Non-PARS)	Hourly	\$40.49	\$42.52	\$44.65	\$46.89	\$49.24			
Transit Training Coordinator (Non-PARS)	Hourly	\$46.05	\$48.36	\$50.78	\$53.32	\$55.99	\$58.79	\$61.73	
Warehouse Supervisor (Non-PARS)	Hourly	\$33.96	\$35.66	\$37.45	\$39.33	\$41.30			
Water Operations Supervisor (Non-PARS)	Hourly	\$53.40	\$56.07	\$58.88	\$61.83	\$64.93			

Steps highlighted in grey are considered extended steps. See Section 3.2 for further details.

Joint Agreement between the City of Torrance and Torrance Professional and Supervisory Association

Effective October 20, 2024

PARS Eligible Employee Salary Grids

Pay Ranges	Basis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Accountant, Senior (PARS)	Hourly	\$44.21	\$46.43	\$48.76	\$51.20	\$53.76	\$56.45		
Admin Analyst/Sr. Admin Analyst (PARS)	Hourly	\$39.13	\$41.09	\$43.15	\$45.31	\$47.58	\$49.96		
Air Con/Heat/Elec Supervisor (PARS)	Hourly	\$41.45	\$43.53	\$45.71	\$48.00	\$50.40	\$52.92		
Bldg Inspection Supervisor (PARS)	Hourly	\$43.85	\$46.05	\$48.36	\$50.78	\$53.32	\$55.99		
Budget Supervisor (PARS)	Hourly	\$48.85	\$51.30	\$53.87	\$56.57	\$59.40	\$62.37	\$65.49	
Building Maintenance Supervisr (PARS)	Hourly	\$40.06	\$42.07	\$44.18	\$46.39	\$48.71	\$51.15	\$53.71	\$56.40
Buyer (PARS)	Hourly	\$33.86	\$35.56	\$37.34	\$39.21	\$41.18	\$43.24	\$45.41	
Central Services Coordinator (PARS)	Hourly	\$27.00	\$28.35	\$29.77	\$31.26	\$32.83	\$34.48	\$36.21	
Central Services Supervisor (PARS)	Hourly	\$36.43	\$38.26	\$40.18					
Communication Supv/Wireless (PARS)	Hourly	\$43.98	\$46.18	\$48.49	\$50.92	\$53.47			
Communications Supv/Telecomm (PARS)	Hourly	\$43.98	\$46.18	\$48.49	\$50.92	\$53.47			
Deputy City Clerk II (PARS)	Hourly	\$33.96	\$35.66	\$37.45	\$39.33	\$41.30	\$43.37	\$45.54	\$47.82
Facilities Service Supervisor (PARS)	Hourly	\$32.02	\$33.63	\$35.32	\$37.09	\$38.95	\$40.90		
Fire Prevention Supervisor (PARS)	Hourly	\$51.38	\$53.95	\$56.65	\$59.49	\$62.47			
Fleet Services Supervisor (PARS)	Hourly	\$43.09	\$45.25	\$47.52	\$49.90	\$52.40			
Forensic ID Specialist (PARS)	Hourly	\$33.77	\$35.46	\$37.24	\$39.11	\$41.07			
Forensic Supervisor (PARS)	Hourly	\$47.51	\$49.89	\$52.39	\$55.01	\$57.77			
Housing Supervisor (PARS)	Hourly	\$42.16	\$44.27	\$46.49	\$48.82	\$51.27			
Info Tech Specialist (PARS)	Hourly	\$31.83	\$33.43	\$35.11	\$36.87	\$38.72	\$40.66	\$42.70	
Info Technology Analyst (PARS)	Hourly	\$38.89	\$40.84	\$42.89	\$45.04	\$47.30	\$49.67	\$52.16	
Juvenile Diversion Case Worker (PARS)	Hourly	\$26.30	\$27.62	\$29.01	\$30.47	\$32.00	\$33.60	\$35.28	
Juvenile Diversion Coordinator (PARS)	Hourly	\$40.57	\$42.60	\$44.73	\$46.97	\$49.32			
Librarian, Senior (PARS)	Hourly	\$40.61	\$42.65	\$44.79	\$47.03				
License Supervisor (PARS)	Hourly	\$38.00	\$39.90	\$41.90	\$44.00	\$46.20	\$48.51	\$50.94	
Park Services Supervisor (PARS)	Hourly	\$37.42	\$39.30	\$41.27	\$43.34	\$45.51	\$47.79		
Permit Center Supervisor (PARS)	Hourly	\$37.94	\$39.84	\$41.84	\$43.94	\$46.14			
Police Services Supervisor (PARS)	Hourly	\$35.77	\$37.56	\$39.44	\$41.42	\$43.50	\$45.68		
Policy and Resources Specialist (PARS)	Hourly	\$48.85	\$51.30	\$53.87	\$56.57	\$59.40	\$62.37	\$65.49	
Producer Writer, Asst (PARS)	Hourly	\$20.40	\$21.42	\$22.50	\$23.63	\$24.82	\$26.07	\$27.38	
Public Safety Communications Supv (PARS)	Hourly	\$39.27	\$41.24	\$43.31	\$45.48	\$47.76	\$50.15		
Public Works Supervisor (PARS)	Hourly	\$38.80	\$40.74	\$42.78	\$44.92	\$47.17	\$49.53		
Ranger Supervisor (PARS)	Hourly	\$33.27	\$34.94	\$36.69	\$38.53	\$40.46	\$42.49		
Senior Admin Assistant (PARS)	Hourly	\$30.19	\$31.70	\$33.29	\$34.96	\$36.71			
Senior Buyer (PARS)	Hourly	\$42.11	\$44.22	\$46.44	\$48.77	\$51.21	\$53.78	\$56.47	
Sr. Forensic ID Specialist (PARS)	Hourly	\$41.15	\$43.21	\$45.38	\$47.65	\$50.04	\$52.55		
Supervising Admin Assistant (PARS)	Hourly	\$36.84	\$38.69	\$40.63	\$42.67				
Supervising Producer/Writer (PARS)	Hourly	\$34.57	\$36.30	\$38.12	\$40.03	\$42.04	\$44.15	\$46.36	
Systems Analyst (PARS)	Hourly	\$47.32	\$49.69	\$52.18	\$54.79	\$57.53			
Traffic & Lighting Supervisor (PARS)	Hourly	\$43.96	\$46.16	\$48.47	\$50.90	\$53.45			
Transit Supervisor (PARS)	Hourly	\$40.08	\$42.09	\$44.20	\$46.41	\$48.74			
Transit Training Coordinator (PARS)	Hourly	\$45.58	\$47.86	\$50.26	\$52.78	\$55.42	\$58.20	\$61.11	
Warehouse Supervisor (PARS)	Hourly	\$33.62	\$35.31	\$37.08	\$38.94	\$40.89			
Water Operations Supervisor (PARS)	Hourly	\$52.75	\$55.39	\$58.16	\$61.07	\$64.13			

Steps highlighted in grey are considered extended steps. See Section 3.2 for further details.

Joint Agreement between the City of Torrance and Torrance Professional and Supervisory Association

Non-PARS Eligible Employee Salary Grids

Pay Ranges	Basis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Accountant, Senior (Non-PARS)	Hourly	\$44.65	\$46.89	\$49.24	\$51.71	\$54.30	\$57.02		
Admin Analyst/Sr. Admin Analyst (Non-PARS)	Hourly	\$39.52	\$41.50	\$43.58	\$45.76	\$48.05	\$50.46		
Air Con/Heat/Elec Supervisor (Non-PARS)	Hourly	\$41.86	\$43.96	\$46.16	\$48.47	\$50.90	\$53.45		
Bldg Inspection Supervisor (Non-PARS)	Hourly	\$44.28	\$46.50	\$48.83	\$51.28	\$53.85	\$56.55		
Budget Supervisor (Non-PARS)	Hourly	\$49.34	\$51.81	\$54.41	\$57.14	\$60.00	\$63.00	\$66.15	
Building Maintenance Supervisr (Non-PARS)	Hourly	\$40.44	\$42.47	\$44.60	\$46.83	\$49.18	\$51.64	\$54.23	\$56.95
Buyer (Non-PARS)	Hourly	\$34.20	\$35.91	\$37.71	\$39.60	\$41.58	\$43.66	\$45.85	
Central Services Coordinator (Non-PARS)	Hourly	\$27.27	\$28.64	\$30.08	\$31.59	\$33.17	\$34.83	\$36.58	
Central Services Supervisor (Non-PARS)	Hourly	\$36.79	\$38.63	\$40.57					
Communication Supv/Wireless (Non-PARS)	Hourly	\$44.43	\$46.66	\$49.00	\$51.45	\$54.03			
Communications Supv/Telecomm (Non-PARS)	Hourly	\$44.43	\$46.66	\$49.00	\$51.45	\$54.03			
Deputy City Clerk II (Non-PARS)	Hourly	\$34.29	\$36.01	\$37.82	\$39.72	\$41.71	\$43.80	\$45.99	\$48.29
Facilities Service Supervisor (Non-PARS)	Hourly	\$32.33	\$33.95	\$35.65	\$37.44	\$39.32	\$41.29		
Fire Prevention Supervisor (Non-PARS)	Hourly	\$51.90	\$54.50	\$57.23	\$60.10	\$63.11			
Fleet Services Supervisor (Non-PARS)	Hourly	\$43.52	\$45.70	\$47.99	\$50.39	\$52.91			
Forensic ID Specialist (Non-PARS)	Hourly	\$34.10	\$35.81	\$37.61	\$39.50	\$41.48			
Forensic Supervisor (Non-PARS)	Hourly	\$47.99	\$50.39	\$52.91	\$55.56	\$58.34			
Housing Supervisor (Non-PARS)	Hourly	\$42.57	\$44.70	\$46.94	\$49.29	\$51.76			
Info Tech Specialist (Non-PARS)	Hourly	\$32.14	\$33.75	\$35.44	\$37.22	\$39.09	\$41.05	\$43.11	
Info Technology Analyst (Non-PARS)	Hourly	\$39.28	\$41.25	\$43.32	\$45.49	\$47.77	\$50.16	\$52.67	
Juvenile Diversion Case Worker (Non-PARS)	Hourly	\$26.57	\$27.90	\$29.30	\$30.77	\$32.31	\$33.93	\$35.63	
Juvenile Diversion Coordinator (Non-PARS)	Hourly	\$40.98	\$43.03	\$45.19	\$47.45	\$49.83			
Librarian, Senior (Non-PARS)	Hourly	\$41.03	\$43.09	\$45.25	\$47.52				
License Supervisor (Non-PARS)	Hourly	\$38.37	\$40.29	\$42.31	\$44.43	\$46.66	\$49.00	\$51.45	
Park Services Supervisor (Non-PARS)	Hourly	\$37.78	\$39.67	\$41.66	\$43.75	\$45.94	\$48.24		
Permit Center Supervisor (Non-PARS)	Hourly	\$38.31	\$40.23	\$42.25	\$44.37	\$46.59			
Police Services Supervisor (Non-PARS)	Hourly	\$36.11	\$37.92	\$39.82	\$41.82	\$43.92	\$46.12		
Policy and Resources Specialist (Non-PARS)	Hourly	\$49.34	\$51.81	\$54.41	\$57.14	\$60.00	\$63.00	\$66.15	
Producer Writer, Asst (Non-PARS)	Hourly	\$20.59	\$21.62	\$22.71	\$23.85	\$25.05	\$26.31	\$27.63	
Public Safety Communications Supv (Non-PARS)	Hourly	\$39.66	\$41.65	\$43.74	\$45.93	\$48.23	\$50.65		
Public Works Supervisor (Non-PARS)	Hourly	\$39.17	\$41.13	\$43.19	\$45.35	\$47.62	\$50.01		
Ranger Supervisor (Non-PARS)	Hourly	\$33.59	\$35.27	\$37.04	\$38.90	\$40.85	\$42.90		
Senior Admin Assistant (Non-PARS)	Hourly	\$30.49	\$32.02	\$33.63	\$35.32	\$37.09			
Senior Buyer (Non-PARS)	Hourly	\$42.55	\$44.68	\$46.92	\$49.27	\$51.74	\$54.33	\$57.05	
Sr. Forensic ID Specialist (Non-PARS)	Hourly	\$41.55	\$43.63	\$45.82	\$48.12	\$50.53	\$53.06		
Supervising Admin Assistant (Non-PARS)	Hourly	\$37.19	\$39.05	\$41.01	\$43.07				
Supervising Producer/Writer (Non-PARS)	Hourly	\$34.91	\$36.66	\$38.50	\$40.43	\$42.46	\$44.59	\$46.82	
Systems Analyst (Non-PARS)	Hourly	\$47.79	\$50.18	\$52.69	\$55.33	\$58.10			
Traffic & Lighting Supervisor (Non-PARS)	Hourly	\$44.41	\$46.64	\$48.98	\$51.43	\$54.01			
Transit Supervisor (Non-PARS)	Hourly	\$40.49	\$42.52	\$44.65	\$46.89	\$49.24			
Transit Training Coordinator (Non-PARS)	Hourly	\$46.05	\$48.36	\$50.78	\$53.32	\$55.99	\$58.79	\$61.73	
Warehouse Supervisor (Non-PARS)	Hourly	\$33.96	\$35.66	\$37.45	\$39.33	\$41.30			
Water Operations Supervisor (Non-PARS)	Hourly	\$53.40	\$56.07	\$58.88	\$61.83	\$64.93			

Steps highlighted in grey are considered extended steps. See Section 3.2 for further details.

Joint Agreement between the City of Torrance and Torrance Professional and Supervisory Association

Effective June 1, 2025

The following listing outlines the crosswalk required to implement the salary grids effective the above date:

The following positions include additional steps added to the salary grid. Employees in these classifications who have been at the maximum step of their grid for more than 12 months as of May 31, 2025, shall be granted a step increase effective June 1, 2025. For classifications with more than one step added, subsequent step increases shall be granted on the employee's current anniversary cycle for step increases.

- Admin Analyst/Sr. Admin Analyst
- Communication Supv/Wireless
- Communications Supv/Telecom
- Forensic ID Specialist
- Forensic Supervisor
- Permit Center Supervisor
- Police Services Supervisor
- Public Safety Comm Supvr
- Public Works Supervisor
- Ranger Supervisor
- Senior Admin Assistant

Joint Agreement between the City of Torrance and Torrance Professional and Supervisory Association

PARS Eligible Employee Salary Grids

Pay Ranges	Basis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Accountant, Senior (PARS)	Hourly	\$47.36	\$49.73	\$52.22	\$54.84	\$57.59	\$60.47		
Admin Analyst/Sr. Admin Analyst (PARS)	Hourly	\$39.92	\$41.92	\$44.02	\$46.23	\$48.55	\$50.98	\$53.53	\$56.21
Air Con/Heat/Elec Supervisor (PARS)	Hourly	\$42.28	\$44.40	\$46.62	\$48.96	\$51.41	\$53.99		
Bldg Inspection Supervisor (PARS)	Hourly	\$44.73	\$46.97	\$49.32	\$51.79	\$54.38	\$57.10		
Budget Supervisor (PARS)	Hourly	\$49.83	\$52.33	\$54.95	\$57.70	\$60.59	\$63.62	\$66.81	
Building Maintenance Supervisr (PARS)	Hourly	\$40.87	\$42.92	\$45.07	\$47.33	\$49.70	\$52.19	\$54.80	\$57.54
Buyer (PARS)	Hourly	\$34.54	\$36.27	\$38.09	\$40.00	\$42.00	\$44.10	\$46.31	
Central Services Coordinator (PARS)	Hourly	\$27.54	\$28.92	\$30.37	\$31.89	\$33.49	\$35.17	\$36.93	
Central Services Supervisor (PARS)	Hourly	\$37.16	\$39.02	\$40.98					
Communication Supv/Wireless (PARS)	Hourly	\$44.86	\$47.11	\$49.47	\$51.95	\$54.55	\$57.28		
Communications Supv/Telecomm (PARS)	Hourly	\$44.86	\$47.11	\$49.47	\$51.95	\$54.55	\$57.28		
Deputy City Clerk II (PARS)	Hourly	\$34.64	\$36.38	\$38.20	\$40.11	\$42.12	\$44.23	\$46.45	\$48.78
Facilities Service Supervisor (PARS)	Hourly	\$32.67	\$34.31	\$36.03	\$37.84	\$39.74	\$41.73		
Fire Prevention Supervisor (PARS)	Hourly	\$52.41	\$55.04	\$57.80	\$60.69	\$63.73			
Fleet Services Supervisor (PARS)	Hourly	\$43.96	\$46.16	\$48.47	\$50.90	\$53.45			
Forensic ID Specialist (PARS)	Hourly	\$34.45	\$36.18	\$37.99	\$39.89	\$41.89	\$43.99		
Forensic Supervisor (PARS)	Hourly	\$48.47	\$50.90	\$53.45	\$56.13	\$58.94	\$61.89		
Housing Supervisor (PARS)	Hourly	\$43.01	\$45.17	\$47.43	\$49.81	\$52.31			
Info Tech Specialist (PARS)	Hourly	\$32.47	\$34.10	\$35.81	\$37.61	\$39.50	\$41.48	\$43.56	
Info Technology Analyst (PARS)	Hourly	\$39.67	\$41.66	\$43.75	\$45.94	\$48.24	\$50.66	\$53.20	
Juvenile Diversion Case Worker (PARS)	Hourly	\$26.83	\$28.18	\$29.59	\$31.07	\$32.63	\$34.27	\$35.99	
Juvenile Diversion Coordinator (PARS)	Hourly	\$41.39	\$43.46	\$45.64	\$47.93	\$50.33			
Librarian, Senior (PARS)	Hourly	\$41.43	\$43.51	\$45.69	\$47.98				
License Supervisor (PARS)	Hourly	\$38.76	\$40.70	\$42.74	\$44.88	\$47.13	\$49.49	\$51.97	
Park Services Supervisor (PARS)	Hourly	\$38.17	\$40.08	\$42.09	\$44.20	\$46.41	\$48.74		
Permit Center Supervisor (PARS)	Hourly	\$38.70	\$40.64	\$42.68	\$44.82	\$47.07	\$49.43		
Police Services Supervisor (PARS)	Hourly	\$36.49	\$38.32	\$40.24	\$42.26	\$44.38	\$46.60	\$48.93	
Policy and Resource Specialist (PARS)	Hourly	\$49.83	\$52.33	\$54.95	\$57.70	\$60.59	\$63.62	\$66.81	
Producer Writer, Asst (PARS)	Hourly	\$20.81	\$21.86	\$22.96	\$24.11	\$25.32	\$26.59	\$27.92	
Public Safety Comm Supvr (PARS)	Hourly	\$40.06	\$42.07	\$44.18	\$46.39	\$48.71	\$51.15	\$53.71	
Public Works Supervisor (PARS)	Hourly	\$39.58	\$41.56	\$43.64	\$45.83	\$48.13	\$50.54	\$53.07	
Ranger Supervisor (PARS)	Hourly	\$33.94	\$35.64	\$37.43	\$39.31	\$41.28	\$43.35	\$45.52	
Senior Admin Assistant (PARS)	Hourly	\$30.80	\$32.34	\$33.96	\$35.66	\$37.45	\$39.33		
Senior Buyer (PARS)	Hourly	\$42.96	\$45.11	\$47.37	\$49.74	\$52.23	\$54.85	\$57.60	
Sr. Forensic ID Specialist (PARS)	Hourly	\$41.98	\$44.08	\$46.29	\$48.61	\$51.05	\$53.61		
Supervising Admin Assistant (PARS)	Hourly	\$39.47	\$41.45	\$43.53	\$45.71				
Supervising Producer/Writer (PARS)	Hourly	\$35.27	\$37.04	\$38.90	\$40.85	\$42.90	\$45.05	\$47.31	
Systems Analyst (PARS)	Hourly	\$48.27	\$50.69	\$53.23	\$55.90	\$58.70			
Traffic & Lighting Supervisor (PARS)	Hourly	\$44.84	\$47.09	\$49.45	\$51.93	\$54.53			
Transit Supervisor (PARS)	Hourly	\$40.89	\$42.94	\$45.09	\$47.35	\$49.72			
Transit Training Coordinator (PARS)	Hourly	\$46.50	\$48.83	\$51.28	\$53.85	\$56.55	\$59.38	\$62.35	
Warehouse Supervisor (PARS)	Hourly	\$34.30	\$36.02	\$37.83	\$39.73	\$41.72			
Water Operations Supervisor (PARS)	Hourly	\$53.81	\$56.51	\$59.34	\$62.31	\$65.43			

Steps highlighted in grey are considered extended steps. See Section 3.2 for further details.

Joint Agreement between the City of Torrance and Torrance Professional and Supervisory Association

Non-PARS Eligible Employee Salary Grids

Pay Ranges	Basis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Accountant, Senior (Non-PARS)	Hourly	\$48.30	\$50.72	\$53.26	\$55.93	\$58.73	\$61.67		
Admin Analyst/Sr. Admin Analyst (Non-PARS)	Hourly	\$40.71	\$42.75	\$44.89	\$47.14	\$49.50	\$51.98	\$54.58	\$57.31
Air Con/Heat/Elec Supervisor (Non-PARS)	Hourly	\$43.12	\$45.28	\$47.55	\$49.93	\$52.43	\$55.06		
Bldg Inspection Supervisor (Non-PARS)	Hourly	\$45.61	\$47.90	\$50.30	\$52.82	\$55.47	\$58.25		
Budget Supervisor (Non-PARS)	Hourly	\$50.83	\$53.38	\$56.05	\$58.86	\$61.81	\$64.91	\$68.16	
Building Maintenance Supervisr (Non-PARS)	Hourly	\$41.66	\$43.75	\$45.94	\$48.24	\$50.66	\$53.20	\$55.86	\$58.66
Buyer (Non-PARS)	Hourly	\$35.23	\$37.00	\$38.85	\$40.80	\$42.84	\$44.99	\$47.24	
Central Services Coordinator (Non-PARS)	Hourly	\$28.09	\$29.50	\$30.98	\$32.53	\$34.16	\$35.87	\$37.67	
Central Services Supervisor (Non-PARS)	Hourly	\$37.90	\$39.80	\$41.79					
Communication Supv/Wireless (Non-PARS)	Hourly	\$45.77	\$48.06	\$50.47	\$53.00	\$55.65	\$58.44		
Communications Supv/Telecomm (Non-PARS)	Hourly	\$45.77	\$48.06	\$50.47	\$53.00	\$55.65	\$58.44		
Deputy City Clerk II (Non-PARS)	Hourly	\$35.32	\$37.09	\$38.95	\$40.90	\$42.95	\$45.10	\$47.36	\$49.73
Facilities Service Supervisor (Non-PARS)	Hourly	\$33.30	\$34.97	\$36.72	\$38.56	\$40.49	\$42.52		
Fire Prevention Supervisor (Non-PARS)	Hourly	\$53.46	\$56.14	\$58.95	\$61.90	\$65.00			
Fleet Services Supervisor (Non-PARS)	Hourly	\$44.83	\$47.08	\$49.44	\$51.92	\$54.52			
Forensic ID Specialist (Non-PARS)	Hourly	\$35.13	\$36.89	\$38.74	\$40.68	\$42.72	\$44.86		
Forensic Supervisor (Non-PARS)	Hourly	\$49.43	\$51.91	\$54.51	\$57.24	\$60.11	\$63.12		
Housing Supervisor (Non-PARS)	Hourly	\$43.85	\$46.05	\$48.36	\$50.78	\$53.32			
Info Tech Specialist (Non-PARS)	Hourly	\$33.11	\$34.77	\$36.51	\$38.34	\$40.26	\$42.28	\$44.40	
Info Technology Analyst (Non-PARS)	Hourly	\$40.46	\$42.49	\$44.62	\$46.86	\$49.21	\$51.68	\$54.27	
Juvenile Diversion Case Worker (Non-PARS)	Hourly	\$27.37	\$28.74	\$30.18	\$31.69	\$33.28	\$34.95	\$36.70	
Juvenile Diversion Coordinator (Non-PARS)	Hourly	\$42.21	\$44.33	\$46.55	\$48.88	\$51.33			
Librarian, Senior (Non-PARS)	Hourly	\$42.27	\$44.39	\$46.61	\$48.95				
License Supervisor (Non-PARS)	Hourly	\$39.53	\$41.51	\$43.59	\$45.77	\$48.06	\$50.47	\$53.00	
Park Services Supervisor (Non-PARS)	Hourly	\$38.92	\$40.87	\$42.92	\$45.07	\$47.33	\$49.70		
Permit Center Supervisor (Non-PARS)	Hourly	\$39.46	\$41.44	\$43.52	\$45.70	\$47.99	\$50.39		
Police Services Supervisor (Non-PARS)	Hourly	\$37.20	\$39.06	\$41.02	\$43.08	\$45.24	\$47.51	\$49.89	
Policy and Resource Specialist (Non-PARS)	Hourly	\$50.83	\$53.38	\$56.05	\$58.86	\$61.81	\$64.91	\$68.16	
Producer Writer, Asst (Non-PARS)	Hourly	\$21.21	\$22.28	\$23.40	\$24.57	\$25.80	\$27.09	\$28.45	
Public Safety Comm Supvr (Non-PARS)	Hourly	\$40.85	\$42.90	\$45.05	\$47.31	\$49.68	\$52.17	\$54.78	
Public Works Supervisor (Non-PARS)	Hourly	\$40.35	\$42.37	\$44.49	\$46.72	\$49.06	\$51.52	\$54.10	
Ranger Supervisor (Non-PARS)	Hourly	\$34.60	\$36.33	\$38.15	\$40.06	\$42.07	\$44.18	\$46.39	
Senior Admin Assistant (Non-PARS)	Hourly	\$31.41	\$32.99	\$34.64	\$36.38	\$38.20	\$40.11		
Senior Buyer (Non-PARS)	Hourly	\$43.83	\$46.03	\$48.34	\$50.76	\$53.30	\$55.97	\$58.77	
Sr. Forensic ID Specialist (Non-PARS)	Hourly	\$42.80	\$44.94	\$47.19	\$49.55	\$52.03	\$54.64		
Supervising Admin Assistant (Non-PARS)	Hourly	\$40.23	\$42.25	\$44.37	\$46.59				
Supervising Producer/Writer (Non-PARS)	Hourly	\$35.96	\$37.76	\$39.65	\$41.64	\$43.73	\$45.92	\$48.22	
Systems Analyst (Non-PARS)	Hourly	\$49.23	\$51.70	\$54.29	\$57.01	\$59.87			
Traffic & Lighting Supervisor (Non-PARS)	Hourly	\$45.75	\$48.04	\$50.45	\$52.98	\$55.63			
Transit Supervisor (Non-PARS)	Hourly	\$41.71	\$43.80	\$45.99	\$48.29	\$50.71			
Transit Training Coordinator (Non-PARS)	Hourly	\$47.44	\$49.82	\$52.32	\$54.94	\$57.69	\$60.58	\$63.61	
Warehouse Supervisor (Non-PARS)	Hourly	\$34.98	\$36.73	\$38.57	\$40.50	\$42.53			
Water Operations Supervisor (Non-PARS)	Hourly	\$55.01	\$57.77	\$60.66	\$63.70	\$66.89			

Steps highlighted in grey are considered extended steps. See Section 3.2 for further details.

Joint Agreement between the City of Torrance and Torrance Professional and Supervisory Association

Effective July 12, 2026

PARS Eligible Employee Salary Grids

Pay Ranges	Basis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Accountant, Senior (PARS)	Hourly	\$48.31	\$50.73	\$53.27	\$55.94	\$58.74	\$61.68		
Admin Analyst/Sr. Admin Analyst (PARS)	Hourly	\$40.72	\$42.76	\$44.90	\$47.15	\$49.51	\$51.99	\$54.59	\$57.32
Air Con/Heat/Elec Supervisor (PARS)	Hourly	\$43.13	\$45.29	\$47.56	\$49.94	\$52.44	\$55.07		
Bldg Inspection Supervisor (PARS)	Hourly	\$45.63	\$47.92	\$50.32	\$52.84	\$55.49	\$58.27		
Budget Supervisor (PARS)	Hourly	\$50.83	\$53.38	\$56.05	\$58.86	\$61.81	\$64.91	\$68.16	
Building Maintenance Supervisr (PARS)	Hourly	\$41.69	\$43.78	\$45.97	\$48.27	\$50.69	\$53.23	\$55.90	\$58.70
Buyer (PARS)	Hourly	\$35.24	\$37.01	\$38.87	\$40.82	\$42.87	\$45.02	\$47.28	
Central Services Coordinator (PARS)	Hourly	\$28.10	\$29.51	\$30.99	\$32.54	\$34.17	\$35.88	\$37.68	
Central Services Supervisor (PARS)	Hourly	\$37.91	\$39.81	\$41.81					
Communication Supv/Wireless (PARS)	Hourly	\$45.76	\$48.05	\$50.46	\$52.99	\$55.64	\$58.43		
Communications Supv/Telecomm (PARS)	Hourly	\$45.76	\$48.05	\$50.46	\$52.99	\$55.64	\$58.43		
Deputy City Clerk II (PARS)	Hourly	\$35.34	\$37.11	\$38.97	\$40.92	\$42.97	\$45.12	\$47.38	\$49.75
Facilities Service Supervisor (PARS)	Hourly	\$33.33	\$35.00	\$36.75	\$38.59	\$40.52	\$42.55		
Fire Prevention Supervisor (PARS)	Hourly	\$53.46	\$56.14	\$58.95	\$61.90	\$65.00			
Fleet Services Supervisor (PARS)	Hourly	\$44.84	\$47.09	\$49.45	\$51.93	\$54.53			
Forensic ID Specialist (PARS)	Hourly	\$35.14	\$36.90	\$38.75	\$40.69	\$42.73	\$44.87		
Forensic Supervisor (PARS)	Hourly	\$49.44	\$51.92	\$54.52	\$57.25	\$60.12	\$63.13		
Housing Supervisor (PARS)	Hourly	\$43.88	\$46.08	\$48.39	\$50.81	\$53.36			
Info Tech Specialist (PARS)	Hourly	\$33.12	\$34.78	\$36.52	\$38.35	\$40.27	\$42.29	\$44.41	
Info Technology Analyst (PARS)	Hourly	\$40.47	\$42.50	\$44.63	\$46.87	\$49.22	\$51.69	\$54.28	
Juvenile Diversion Case Worker (PARS)	Hourly	\$27.37	\$28.74	\$30.18	\$31.69	\$33.28	\$34.95	\$36.70	
Juvenile Diversion Coordinator (PARS)	Hourly	\$42.22	\$44.34	\$46.56	\$48.89	\$51.34			
Librarian, Senior (PARS)	Hourly	\$42.26	\$44.38	\$46.60	\$48.93				
License Supervisor (PARS)	Hourly	\$39.54	\$41.52	\$43.60	\$45.78	\$48.07	\$50.48	\$53.01	
Park Services Supervisor (PARS)	Hourly	\$38.94	\$40.89	\$42.94	\$45.09	\$47.35	\$49.72		
Permit Center Supervisor (PARS)	Hourly	\$39.48	\$41.46	\$43.54	\$45.72	\$48.01	\$50.42		
Police Services Supervisor (PARS)	Hourly	\$37.22	\$39.09	\$41.05	\$43.11	\$45.27	\$47.54	\$49.92	
Policy and Resources Specialist (PARS)	Hourly	\$50.83	\$53.38	\$56.05	\$58.86	\$61.81	\$64.91	\$68.16	
Producer Writer, Asst (PARS)	Hourly	\$21.23	\$22.30	\$23.42	\$24.60	\$25.83	\$27.13	\$28.49	
Public Safety Communications Supv (PARS)	Hourly	\$40.87	\$42.92	\$45.07	\$47.33	\$49.70	\$52.19	\$54.80	
Public Works Supervisor (PARS)	Hourly	\$40.38	\$42.40	\$44.52	\$46.75	\$49.09	\$51.55	\$54.13	
Ranger Supervisor (PARS)	Hourly	\$34.62	\$36.36	\$38.18	\$40.09	\$42.10	\$44.21	\$46.43	
Senior Admin Assistant (PARS)	Hourly	\$31.42	\$33.00	\$34.65	\$36.39	\$38.21	\$40.13		
Senior Buyer (PARS)	Hourly	\$43.82	\$46.02	\$48.33	\$50.75	\$53.29	\$55.96	\$58.76	
Sr. Forensic ID Specialist (PARS)	Hourly	\$42.82	\$44.97	\$47.22	\$49.59	\$52.07	\$54.68		
Supervising Admin Assistant (PARS)	Hourly	\$40.26	\$42.28	\$44.40	\$46.62				
Supervising Producer/Writer (PARS)	Hourly	\$35.98	\$37.78	\$39.67	\$41.66	\$43.75	\$45.94	\$48.24	
Systems Analyst (PARS)	Hourly	\$49.24	\$51.71	\$54.30	\$57.02	\$59.88			
Traffic & Lighting Supervisor (PARS)	Hourly	\$45.74	\$48.03	\$50.44	\$52.97	\$55.62			
Transit Supervisor (PARS)	Hourly	\$41.71	\$43.80	\$45.99	\$48.29	\$50.71			
Transit Training Coordinator (PARS)	Hourly	\$47.43	\$49.81	\$52.31	\$54.93	\$57.68	\$60.57	\$63.60	
Warehouse Supervisor (PARS)	Hourly	\$34.99	\$36.74	\$38.58	\$40.51	\$42.54			
Water Operations Supervisor (PARS)	Hourly	\$54.89	\$57.64	\$60.53	\$63.56	\$66.74			

Steps highlighted in grey are considered extended steps. See Section 3.2 for further details.

Joint Agreement between the City of Torrance and Torrance Professional and Supervisory Association

Non-PARS Eligible Employee Salary Grids

Pay Ranges	Basis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Accountant, Senior (Non-PARS)	Hourly	\$49.75	\$52.24	\$54.86	\$57.61	\$60.50	\$63.53		
Admin Analyst/Sr. Admin Analyst (Non-PARS)	Hourly	\$41.94	\$44.04	\$46.25	\$48.57	\$51.00	\$53.55	\$56.23	\$59.05
Air Con/Heat/Elec Supervisor (Non-PARS)	Hourly	\$44.42	\$46.65	\$48.99	\$51.44	\$54.02	\$56.73		
Bldg Inspection Supervisor (Non-PARS)	Hourly	\$46.98	\$49.33	\$51.80	\$54.39	\$57.11	\$59.97		
Budget Supervisor (Non-PARS)	Hourly	\$52.36	\$54.98	\$57.73	\$60.62	\$63.66	\$66.85	\$70.20	
Building Maintenance Supervisr (Non-PARS)	Hourly	\$42.91	\$45.06	\$47.32	\$49.69	\$52.18	\$54.79	\$57.53	\$60.41
Buyer (Non-PARS)	Hourly	\$36.29	\$38.11	\$40.02	\$42.03	\$44.14	\$46.35	\$48.67	
Central Services Coordinator (Non-PARS)	Hourly	\$28.94	\$30.39	\$31.91	\$33.51	\$35.19	\$36.95	\$38.80	
Central Services Supervisor (Non-PARS)	Hourly	\$39.04	\$41.00	\$43.05					
Communication Supv/Wireless (Non-PARS)	Hourly	\$47.15	\$49.51	\$51.99	\$54.59	\$57.32	\$60.19		
Communications Supv/Telecomm (Non-PARS)	Hourly	\$47.15	\$49.51	\$51.99	\$54.59	\$57.32	\$60.19		
Deputy City Clerk II (Non-PARS)	Hourly	\$36.38	\$38.20	\$40.11	\$42.12	\$44.23	\$46.45	\$48.78	\$51.22
Facilities Service Supervisor (Non-PARS)	Hourly	\$34.30	\$36.02	\$37.83	\$39.73	\$41.72	\$43.81		
Fire Prevention Supervisor (Non-PARS)	Hourly	\$55.07	\$57.83	\$60.73	\$63.77	\$66.96			
Fleet Services Supervisor (Non-PARS)	Hourly	\$46.18	\$48.49	\$50.92	\$53.47	\$56.15			
Forensic ID Specialist (Non-PARS)	Hourly	\$36.19	\$38.00	\$39.90	\$41.90	\$44.00	\$46.20		
Forensic Supervisor (Non-PARS)	Hourly	\$50.92	\$53.47	\$56.15	\$58.96	\$61.91	\$65.01		
Housing Supervisor (Non-PARS)	Hourly	\$45.17	\$47.43	\$49.81	\$52.31	\$54.93			
Info Tech Specialist (Non-PARS)	Hourly	\$34.11	\$35.82	\$37.62	\$39.51	\$41.49	\$43.57	\$45.75	
Info Technology Analyst (Non-PARS)	Hourly	\$41.68	\$43.77	\$45.96	\$48.26	\$50.68	\$53.22	\$55.89	
Juvenile Diversion Case Worker (Non-PARS)	Hourly	\$28.20	\$29.61	\$31.10	\$32.66	\$34.30	\$36.02	\$37.83	
Juvenile Diversion Coordinator (Non-PARS)	Hourly	\$43.48	\$45.66	\$47.95	\$50.35	\$52.87			
Librarian, Senior (Non-PARS)	Hourly	\$43.54	\$45.72	\$48.01	\$50.42				
License Supervisor (Non-PARS)	Hourly	\$40.72	\$42.76	\$44.90	\$47.15	\$49.51	\$51.99	\$54.59	
Park Services Supervisor (Non-PARS)	Hourly	\$40.09	\$42.10	\$44.21	\$46.43	\$48.76	\$51.20		
Permit Center Supervisor (Non-PARS)	Hourly	\$40.65	\$42.69	\$44.83	\$47.08	\$49.44	\$51.92		
Police Services Supervisor (Non-PARS)	Hourly	\$38.32	\$40.24	\$42.26	\$44.38	\$46.60	\$48.93	\$51.38	
Policy and Resources Specialist (Non-PARS)	Hourly	\$52.36	\$54.98	\$57.73	\$60.62	\$63.66	\$66.85	\$70.20	
Producer Writer, Asst (Non-PARS)	Hourly	\$21.85	\$22.95	\$24.10	\$25.31	\$26.58	\$27.91	\$29.31	
Public Safety Communications Supv (Non-PARS)	Hourly	\$42.08	\$44.19	\$46.40	\$48.72	\$51.16	\$53.72	\$56.41	
Public Works Supervisor (Non-PARS)	Hourly	\$41.57	\$43.65	\$45.84	\$48.14	\$50.55	\$53.08	\$55.74	
Ranger Supervisor (Non-PARS)	Hourly	\$35.64	\$37.43	\$39.31	\$41.28	\$43.35	\$45.52	\$47.80	
Senior Admin Assistant (Non-PARS)	Hourly	\$32.36	\$33.98	\$35.68	\$37.47	\$39.35	\$41.32		
Senior Buyer (Non-PARS)	Hourly	\$45.15	\$47.41	\$49.79	\$52.28	\$54.90	\$57.65	\$60.54	
Sr. Forensic ID Specialist (Non-PARS)	Hourly	\$44.09	\$46.30	\$48.62	\$51.06	\$53.62	\$56.31		
Supervising Admin Assistant (Non-PARS)	Hourly	\$41.44	\$43.52	\$45.70	\$47.99				
Supervising Producer/Writer (Non-PARS)	Hourly	\$37.04	\$38.90	\$40.85	\$42.90	\$45.05	\$47.31	\$49.68	
Systems Analyst (Non-PARS)	Hourly	\$50.71	\$53.25	\$55.92	\$58.72	\$61.66			
Traffic & Lighting Supervisor (Non-PARS)	Hourly	\$47.13	\$49.49	\$51.97	\$54.57	\$57.30			
Transit Supervisor (Non-PARS)	Hourly	\$42.97	\$45.12	\$47.38	\$49.75	\$52.24			
Transit Training Coordinator (Non-PARS)	Hourly	\$48.87	\$51.32	\$53.89	\$56.59	\$59.42	\$62.40	\$65.52	
Warehouse Supervisor (Non-PARS)	Hourly	\$36.03	\$37.84	\$39.74	\$41.73	\$43.82			
Water Operations Supervisor (Non-PARS)	Hourly	\$56.67	\$59.51	\$62.49	\$65.62	\$68.91			

Steps highlighted in grey are considered extended steps. See Section 3.2 for further details.

Joint Agreement between the City of Torrance and Torrance Professional and Supervisory Association

Effective July 11, 2027

PARS Eligible Employee Salary Grids

Pay Ranges	Basis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Accountant, Senior (PARS)	Hourly	\$48.80	\$51.24	\$53.81	\$56.51	\$59.34	\$62.31		
Admin Analyst/Sr. Admin Analyst (PARS)	Hourly	\$41.13	\$43.19	\$45.35	\$47.62	\$50.01	\$52.52	\$55.15	\$57.91
Air Con/Heat/Elec Supervisor (PARS)	Hourly	\$43.57	\$45.75	\$48.04	\$50.45	\$52.98	\$55.63		
Bldg Inspection Supervisor (PARS)	Hourly	\$46.09	\$48.40	\$50.82	\$53.37	\$56.04	\$58.85		
Budget Supervisor (PARS)	Hourly	\$51.34	\$53.91	\$56.61	\$59.45	\$62.43	\$65.56	\$68.84	
Building Maintenance Supervisr (PARS)	Hourly	\$42.11	\$44.22	\$46.44	\$48.77	\$51.21	\$53.78	\$56.47	\$59.30
Buyer (PARS)	Hourly	\$35.60	\$37.38	\$39.25	\$41.22	\$43.29	\$45.46	\$47.74	
Central Services Coordinator (PARS)	Hourly	\$28.39	\$29.81	\$31.31	\$32.88	\$34.53	\$36.26	\$38.08	
Central Services Supervisor (PARS)	Hourly	\$38.29	\$40.21	\$42.23					
Communication Supv/Wireless (PARS)	Hourly	\$46.22	\$48.54	\$50.97	\$53.52	\$56.20	\$59.01		
Communications Supv/Telecomm (PARS)	Hourly	\$46.22	\$48.54	\$50.97	\$53.52	\$56.20	\$59.01		
Deputy City Clerk II (PARS)	Hourly	\$35.70	\$37.49	\$39.37	\$41.34	\$43.41	\$45.59	\$47.87	\$50.27
Facilities Service Supervisor (PARS)	Hourly	\$33.67	\$35.36	\$37.13	\$38.99	\$40.94	\$42.99		
Fire Prevention Supervisor (PARS)	Hourly	\$54.00	\$56.70	\$59.54	\$62.52	\$65.65			
Fleet Services Supervisor (PARS)	Hourly	\$45.29	\$47.56	\$49.94	\$52.44	\$55.07			
Forensic ID Specialist (PARS)	Hourly	\$35.50	\$37.28	\$39.15	\$41.11	\$43.17	\$45.33		
Forensic Supervisor (PARS)	Hourly	\$49.94	\$52.44	\$55.07	\$57.83	\$60.73	\$63.77		
Housing Supervisor (PARS)	Hourly	\$44.32	\$46.54	\$48.87	\$51.32	\$53.89			
Info Tech Specialist (PARS)	Hourly	\$33.46	\$35.14	\$36.90	\$38.75	\$40.69	\$42.73	\$44.87	
Info Technology Analyst (PARS)	Hourly	\$40.88	\$42.93	\$45.08	\$47.34	\$49.71	\$52.20	\$54.81	
Juvenile Diversion Case Worker (PARS)	Hourly	\$27.65	\$29.04	\$30.50	\$32.03	\$33.64	\$35.33	\$37.10	
Juvenile Diversion Coordinator (PARS)	Hourly	\$42.65	\$44.79	\$47.03	\$49.39	\$51.86			
Librarian, Senior (PARS)	Hourly	\$42.69	\$44.83	\$47.08	\$49.44				
License Supervisor (PARS)	Hourly	\$39.94	\$41.94	\$44.04	\$46.25	\$48.57	\$51.00	\$53.55	
Park Services Supervisor (PARS)	Hourly	\$39.33	\$41.30	\$43.37	\$45.54	\$47.82	\$50.22		
Permit Center Supervisor (PARS)	Hourly	\$39.88	\$41.88	\$43.98	\$46.18	\$48.49	\$50.92		
Police Services Supervisor (PARS)	Hourly	\$37.60	\$39.48	\$41.46	\$43.54	\$45.72	\$48.01	\$50.42	
Policy and Resources Specialist (PARS)	Hourly	\$51.34	\$53.91	\$56.61	\$59.45	\$62.43	\$65.56	\$68.84	
Producer Writer, Asst (PARS)	Hourly	\$21.45	\$22.53	\$23.66	\$24.85	\$26.10	\$27.41	\$28.79	
Public Safety Communications Supv (PARS)	Hourly	\$41.28	\$43.35	\$45.52	\$47.80	\$50.19	\$52.70	\$55.34	
Public Works Supervisor (PARS)	Hourly	\$40.79	\$42.83	\$44.98	\$47.23	\$49.60	\$52.08	\$54.69	
Ranger Supervisor (PARS)	Hourly	\$34.97	\$36.72	\$38.56	\$40.49	\$42.52	\$44.65	\$46.89	
Senior Admin Assistant (PARS)	Hourly	\$31.74	\$33.33	\$35.00	\$36.75	\$38.59	\$40.52		
Senior Buyer (PARS)	Hourly	\$44.26	\$46.48	\$48.81	\$51.26	\$53.83	\$56.53	\$59.36	
Sr. Forensic ID Specialist (PARS)	Hourly	\$43.25	\$45.42	\$47.70	\$50.09	\$52.60	\$55.23		
Supervising Admin Assistant (PARS)	Hourly	\$40.67	\$42.71	\$44.85	\$47.10				
Supervising Producer/Writer (PARS)	Hourly	\$36.34	\$38.16	\$40.07	\$42.08	\$44.19	\$46.40	\$48.72	
Systems Analyst (PARS)	Hourly	\$49.74	\$52.23	\$54.85	\$57.60	\$60.48			
Traffic & Lighting Supervisor (PARS)	Hourly	\$46.20	\$48.51	\$50.94	\$53.49	\$56.17			
Transit Supervisor (PARS)	Hourly	\$42.13	\$44.24	\$46.46	\$48.79	\$51.23			
Transit Training Coordinator (PARS)	Hourly	\$47.91	\$50.31	\$52.83	\$55.48	\$58.26	\$61.18	\$64.24	
Warehouse Supervisor (PARS)	Hourly	\$35.34	\$37.11	\$38.97	\$40.92	\$42.97			
Water Operations Supervisor (PARS)	Hourly	\$55.44	\$58.22	\$61.14	\$64.20	\$67.41			

Steps highlighted in grey are considered extended steps. See Section 3.2 for further details.

Joint Agreement between the City of Torrance and Torrance Professional and Supervisory Association

Non-PARS Eligible Employee Salary Grids

Pay Ranges	Basis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Accountant, Senior (Non-PARS)	Hourly	\$51.25	\$53.82	\$56.52	\$59.35	\$62.32	\$65.44		
Admin Analyst/Sr. Admin Analyst (Non-PARS)	Hourly	\$43.20	\$45.36	\$47.63	\$50.02	\$52.53	\$55.16	\$57.92	\$60.82
Air Con/Heat/Elec Supervisor (Non-PARS)	Hourly	\$45.76	\$48.05	\$50.46	\$52.99	\$55.64	\$58.43		
Bldg Inspection Supervisor (Non-PARS)	Hourly	\$48.39	\$50.81	\$53.36	\$56.03	\$58.84	\$61.79		
Budget Supervisor (Non-PARS)	Hourly	\$53.94	\$56.64	\$59.48	\$62.46	\$65.59	\$68.87	\$72.32	
Building Maintenance Supervisr (Non-PARS)	Hourly	\$44.20	\$46.41	\$48.74	\$51.18	\$53.74	\$56.43	\$59.26	\$62.23
Buyer (Non-PARS)	Hourly	\$37.38	\$39.25	\$41.22	\$43.29	\$45.46	\$47.74	\$50.13	
Central Services Coordinator (Non-PARS)	Hourly	\$29.81	\$31.31	\$32.88	\$34.53	\$36.26	\$38.08	\$39.99	
Central Services Supervisor (Non-PARS)	Hourly	\$40.22	\$42.24	\$44.36					
Communication Supv/Wireless (Non-PARS)	Hourly	\$48.57	\$51.00	\$53.55	\$56.23	\$59.05	\$62.01		
Communications Supv/Telecomm (Non-PARS)	Hourly	\$48.57	\$51.00	\$53.55	\$56.23	\$59.05	\$62.01		
Deputy City Clerk II (Non-PARS)	Hourly	\$37.48	\$39.36	\$41.33	\$43.40	\$45.57	\$47.85	\$50.25	\$52.77
Facilities Service Supervisor (Non-PARS)	Hourly	\$35.33	\$37.10	\$38.96	\$40.91	\$42.96	\$45.11		
Fire Prevention Supervisor (Non-PARS)	Hourly	\$56.73	\$59.57	\$62.55	\$65.68	\$68.97			
Fleet Services Supervisor (Non-PARS)	Hourly	\$47.57	\$49.95	\$52.45	\$55.08	\$57.84			
Forensic ID Specialist (Non-PARS)	Hourly	\$37.28	\$39.15	\$41.11	\$43.17	\$45.33	\$47.60		
Forensic Supervisor (Non-PARS)	Hourly	\$52.45	\$55.08	\$57.84	\$60.74	\$63.78	\$66.97		
Housing Supervisor (Non-PARS)	Hourly	\$46.53	\$48.86	\$51.31	\$53.88	\$56.58			
Info Tech Specialist (Non-PARS)	Hourly	\$35.14	\$36.90	\$38.75	\$40.69	\$42.73	\$44.87	\$47.12	
Info Technology Analyst (Non-PARS)	Hourly	\$42.94	\$45.09	\$47.35	\$49.72	\$52.21	\$54.83	\$57.58	
Juvenile Diversion Case Worker (Non-PARS)	Hourly	\$29.05	\$30.51	\$32.04	\$33.65	\$35.34	\$37.11	\$38.97	
Juvenile Diversion Coordinator (Non-PARS)	Hourly	\$44.79	\$47.03	\$49.39	\$51.86	\$54.46			
Librarian, Senior (Non-PARS)	Hourly	\$44.85	\$47.10	\$49.46	\$51.94				
License Supervisor (Non-PARS)	Hourly	\$41.95	\$44.05	\$46.26	\$48.58	\$51.01	\$53.57	\$56.25	
Park Services Supervisor (Non-PARS)	Hourly	\$41.30	\$43.37	\$45.54	\$47.82	\$50.22	\$52.74		
Permit Center Supervisor (Non-PARS)	Hourly	\$41.87	\$43.97	\$46.17	\$48.48	\$50.91	\$53.46		
Police Services Supervisor (Non-PARS)	Hourly	\$39.47	\$41.45	\$43.53	\$45.71	\$48.00	\$50.40	\$52.92	
Policy and Resources Specialist (Non-PARS)	Hourly	\$53.94	\$56.64	\$59.48	\$62.46	\$65.59	\$68.87	\$72.32	
Producer Writer, Asst (Non-PARS)	Hourly	\$22.51	\$23.64	\$24.83	\$26.08	\$27.39	\$28.76	\$30.20	
Public Safety Communications Supv (Non-PARS)	Hourly	\$43.35	\$45.52	\$47.80	\$50.19	\$52.70	\$55.34	\$58.11	
Public Works Supervisor (Non-PARS)	Hourly	\$42.82	\$44.97	\$47.22	\$49.59	\$52.07	\$54.68	\$57.42	
Ranger Supervisor (Non-PARS)	Hourly	\$36.71	\$38.55	\$40.48	\$42.51	\$44.64	\$46.88	\$49.23	
Senior Admin Assistant (Non-PARS)	Hourly	\$33.34	\$35.01	\$36.77	\$38.61	\$40.55	\$42.58		
Senior Buyer (Non-PARS)	Hourly	\$46.51	\$48.84	\$51.29	\$53.86	\$56.56	\$59.39	\$62.36	
Sr. Forensic ID Specialist (Non-PARS)	Hourly	\$45.42	\$47.70	\$50.09	\$52.60	\$55.23	\$58.00		
Supervising Admin Assistant (Non-PARS)	Hourly	\$42.69	\$44.83	\$47.08	\$49.44				
Supervising Producer/Writer (Non-PARS)	Hourly	\$38.16	\$40.07	\$42.08	\$44.19	\$46.40	\$48.72	\$51.16	
Systems Analyst (Non-PARS)	Hourly	\$52.24	\$54.86	\$57.61	\$60.50	\$63.53			
Traffic & Lighting Supervisor (Non-PARS)	Hourly	\$48.55	\$50.98	\$53.53	\$56.21	\$59.03			
Transit Supervisor (Non-PARS)	Hourly	\$44.26	\$46.48	\$48.81	\$51.26	\$53.83			
Transit Training Coordinator (Non-PARS)	Hourly	\$50.34	\$52.86	\$55.51	\$58.29	\$61.21	\$64.28	\$67.50	
Warehouse Supervisor (Non-PARS)	Hourly	\$37.12	\$38.98	\$40.93	\$42.98	\$45.13			
Water Operations Supervisor (Non-PARS)	Hourly	\$58.38	\$61.30	\$64.37	\$67.59	\$70.97			

Steps highlighted in grey are considered extended steps. See Section 3.2 for further details.

”

Joint Agreement between the City of Torrance and Torrance Professional and Supervisory Association

Article 4 entitled "Benefits" subsection 4.2 entitled "Retirement" is amended to read in its entirety:

"ARTICLE 4 BENEFITS

SECTION 4.2 RETIREMENT

Employees covered by this Agreement shall be covered by the California Public Employees' Retirement System (PERS).

- A. All classic (PEPRA exempt) employees covered by this Agreement shall be covered by the highest year PERS retirement option (per Government Code § 20042).
- B. Effective July 10, 1983, the City shall pay 7% of the amount paid of the Public Employees Retirement System on behalf of each employee. These contributions shall at the time of termination belong to the employee.
- C. The seven percent (7%) paid by the City shall be considered as employer-paid member contributions (EPMC) and the same percent (7%) will be reported to PERS as compensation earnable.
- D. For classic (PEPRA exempt) employees hired on or after November 9, 2010, they shall be responsible for the employee's contribution to PERS, currently 7% of pay.
 - 1. Section 4.2(B and C) would no longer be applicable.
- E. Effective by enabling action of the City Council of the City of Torrance and the California Public Employees' Retirement System, classic (PEPRA exempt) employees covered by this agreement shall receive the 2% at 55 benefit (per Government Code § 21354).
- F. In accordance with the provisions of the Public Employees' Pension Reform Act (PEPRA), 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 enrolled in the 2% at age 62 defined benefit formula with final compensation calculation period of three (3) consecutive years. 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).

PARS Defined Benefit Plan

- A. There is hereby established a supplemental retirement system called PARS.
- B. PARS is a private retirement plan administered by Public Agency Retirement Services; and
- C. The PARS benefit is described in the Plan document which is on file in the City Clerk's Office.
- D. The employee organization did not take a pay grid adjustment for the period starting January 25, 2004. The amount of 2.32% from January 25, 2004 to June 30, 2004, and another 2.32% from July 1, 2004 to the start of a new agreement (for a total of 4.64% carried forward) was used to fund the PARS benefit.

Joint Agreement between the City of Torrance and Torrance Professional and Supervisory Association

- E. If, in the future, the amount of City contribution towards the plan exceeds the 4.64%, the employee organization agrees that the employee organization will fund the plan by a reduction in the future pay grids of employees covered by the Memorandum of Understanding, to be discussed by meet and confer process.
- F. Further costs for the administration of the plan, such as actuarial studies and other expenses will be paid for from the plan itself and not by the City.
- G. The employee organization further agrees that when conducting future salary surveys, the Torrance salaries will be increased by a total of 4.64% for comparison purposes, along with any future pay adjustments, either up or down. There is a possibility of a grid adjustment downward in the event of underfunding of the PARS plan. The IT Specialists previously received a pay adjustment of 4.64% before being represented by TPSA, so this should be taken into consideration for future salary surveys.
- H. Any new classes moved into this agreement shall be subject to meet and confer for plan costing, surveys, and other aspects of this agreement.
- I. To comply with the provision of Public Employees' Pension Reform Act of 2013 (PEPRA), PARS will no longer be available to employees hired or promoted to the TPSA employee organization on or after January 1, 2013.
- J. Effective September 8, 2024, PARS eligible participants will cease accruing years of service which will freeze the participants' highest year of service prospectively (in terms of both length of service and salary level for the purpose of calculating the PARS benefit). The agreed upon COLA for TPSA members during the term of this MOU is 3% effective September 8, 2024, 3% effective June 1, 2025, 3% effective July 12, 2026, and 3% effective July 11, 2027. However, PARS eligible participants will receive an adjusted COLA on the salary grid adjustments of 2% effective September 8, 2024, increased to 3% effective October 20, 2024, 2% effective June 1, 2025, 2% effective July 12, 2026, and 1% effective July 11, 2027 (adjusted downward from the previous 2%) to address current underfunding of the plan. Therefore, PARS eligible participants will contribute an additional 0% effective September 8, 2024, 1% effective June 1, 2025, 1% effective July 12, 2026, and 2% effective July 11, 2027 to the PARS plan in lieu of the fully agreed upon COLA adjustment to salary grids. As a result, PARS participants will contribute a total of 10.02% toward the plan through reduced salary grids and accruals and non-PARS participants continue to contribute a total of 5.02% toward the plan through reduced salary grids and accruals. The City agrees to indemnify, defend and hold TPSA Board members and Officers free and harmless from any and all liability and claims for damage by any TPSA employees regarding this section. Aside from freezing the benefit number of service years and highest 12-month final compensation for calculating of PARS benefit, all other features of the PARS plan will remain unchanged and as described in the PARS Plan Summary and other documents as they were before the repealing of MOU Resolution No. 2022-120.

At the time of retirement or separation, the provision of Section 4.3B (RHS) shall apply.”

Joint Agreement between the City of Torrance and Torrance Professional and Supervisory Association

These changes to the TPSA MOU are effective October 20, 2024.

Signed 29th day of October 2024.

Management

TPSA

Signed by:



Ian Dailey
Deputy City Manager

Signed by:



Jamie Le
Assistant to the City Manager

Signed by:



Leslie Cortez
President

Chuck Schaich
Vice President

Certificate Of Completion

Envelope Id: 4BA91E0C3D9E467480D6B2584A258BDC	Status: Sent
Subject: Complete with DocuSign: TPSA Side Letter Agreement.pdf	
Source Envelope:	
Document Pages: 16	Signatures: 3
Certificate Pages: 5	Initials: 0
AutoNav: Enabled	Envelope Originator:
Envelope Stamping: Enabled	Theresa Yniguez
Time Zone: (UTC-08:00) Pacific Time (US & Canada)	3031 Torrance Blvd
	Torrance, CA 90503
	tyniguez@TorranceCA.gov
	IP Address: 204.145.129.190

Record Tracking

Status: Original	Holder: Theresa Yniguez	Location: DocuSign
10/30/2024 2:09:26 PM	tyniguez@TorranceCA.gov	

Signer Events

Signer Events	Signature	Timestamp
Ian Dailey idailey@torranceca.gov Security Level: Email, Account Authentication (None)	<p>Signed by:</p>  <p>AABE6AEBDE95481...</p> <p>Signature Adoption: Pre-selected Style Using IP Address: 204.145.129.190</p>	<p>Sent: 10/30/2024 2:13:35 PM</p> <p>Viewed: 10/30/2024 3:07:07 PM</p> <p>Signed: 10/30/2024 3:07:22 PM</p>

Electronic Record and Signature Disclosure:
Not Offered via DocuSign

Jamie Le JLe@TorranceCA.gov Security Level: Email, Account Authentication (None)	<p>Signed by:</p>  <p>B8C0DA7CF10B433...</p> <p>Signature Adoption: Pre-selected Style Using IP Address: 204.145.129.190</p>	<p>Sent: 10/30/2024 3:07:23 PM</p> <p>Resent: 11/5/2024 8:17:28 AM</p> <p>Viewed: 11/6/2024 3:08:35 PM</p> <p>Signed: 11/6/2024 3:08:48 PM</p>
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Electronic Record and Signature Disclosure:
Accepted: 11/6/2024 3:08:35 PM
ID: 3d7ec723-a787-48bd-a800-8aa87b844985
Company Name: City of Torrance CA

Leslie Cortez LCortez@torranceca.gov Security Level: Email, Account Authentication (None)	<p>Signed by:</p>  <p>4370D421267A4A2...</p> <p>Signature Adoption: Pre-selected Style Using IP Address: 204.145.129.190</p>	<p>Sent: 11/6/2024 3:08:50 PM</p> <p>Viewed: 11/6/2024 3:29:33 PM</p> <p>Signed: 11/6/2024 4:41:00 PM</p>
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Electronic Record and Signature Disclosure:
Accepted: 11/6/2024 3:29:33 PM
ID: 61442434-7701-4a19-bc06-10b6871c2d4f
Company Name: City of Torrance CA

Chuck Schaich CSchaich@TorranceCA.gov Security Level: Email, Account Authentication (None)		Sent: 11/6/2024 4:41:02 PM
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Electronic Record and Signature Disclosure:
Accepted: 10/8/2024 10:24:26 AM
ID: 71a9dac9-3423-4a46-b139-d1c2f74a1ecf
Company Name: City of Torrance CA

In Person Signer Events	Signature	Timestamp
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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

Security Level: Email, Account Authentication
(None)

Electronic Record and Signature Disclosure:
Not Offered via DocuSign

Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp
Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	10/30/2024 2:13:35 PM
Payment Events	Status	Timestamps
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