

**RESOLUTION NO. 2009-72**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TORRANCE  
AMENDING RESOLUTION NO. 2009-17 SETTING FORTH CHANGES  
REGARDING WAGES, HOURS AND WORKING CONDITIONS FOR  
EMPLOYEES REPRESENTED BY TORRANCE POLICE OFFICERS  
ASSOCIATION (TPOA)**

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

**SECTION I**

That Resolution No. 2009-17 is hereby amended.

**SECTION II**

The following agreement between representatives of Management and the representatives of the Torrance Police Officers Association (TPOA) is hereby amended as follows:

***Effective August 17, 2009***

**MEMORANDUM OF UNDERSTANDING**

**TORRANCE POLICE OFFICERS ASSOCIATION  
(TPOA)**

**2009 - 2011**

**SUPPLEMENTAL #1**

A SUPPLEMENTAL MEMORANDUM OF UNDERSTANDING SETTING FORTH THE HOURS, WAGES AND WORKING CONDITIONS FOR EMPLOYEES REPRESENTED BY THE TORRANCE POLICE OFFICERS ASSOCIATION (TPOA)

An Agreement of the undersigned representatives of the Torrance Police Officers Association (TPOA) 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 August 17, 2009, and was reached through agreement of the undersigned parties.

Signed this 18th day of August, 2009.

Management

TPOA

                  /s/ Aram Chaparyan                  

                  /s/ Thomas Winchester                  

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## ARTICLE 13 – AMENDMENTS

### SECTION 13.1 AMENDMENT TO EXHIBIT 4 – TEAM POLICING

#### EXHIBIT 4 – TEAM POLICING

##### **DELETE**

##### **Patrol Teams/Shifts<sup>1</sup>**

- ~~Sergeants select their team by seniority absent documented Department needs of which the impacted sergeant(s) have received prior to team selection.~~
- ~~Collateral FTO supervisory assignments may be pre-assigned to a specific shift based on Department need.~~
- ~~Officers select their team by seniority absent documented Department needs of which the impacted officer(s) have received prior to team selection, after the sergeant selections have been posted.~~
  - ~~Officers assigned a time to make their team selection.~~
  - ~~After one “no-show”, the officers selection would be skipped and the next officer based on seniority would make a selection.~~
  - ~~FTO and probationary officer positions would be pre-designated on the schedule.~~
- ~~Patrol Bureau fixed shifts/days off and day trades do not apply to officers assigned to SCD and Gangs.~~
- ~~4/10 start times (Monday through Thursday)<sup>2</sup>~~
  - ~~06-Watch (0600-1530) (One CSI Officer)~~
  - ~~09-Watch (0900-1830) (One CSI Officer)~~
  - ~~15-Watch (1500-0030) (One CSI Officer)~~
  - ~~18-Watch (1800-0330) (One CSI Officer)~~
  - ~~22-Watch (2200-0700)~~
- ~~3/12 start times (Friday through Sunday)<sup>1</sup>~~
  - ~~06-Watch (0600-1830) (One CSI Officer)~~
  - ~~15-Watch (1500-0330) (One CSI Officer)~~
  - ~~19-Watch (1900-0700)~~
- ~~4/10 K-9 start times~~
  - ~~15-Watch (1500-0030)~~
    - ~~(Sunday through Wednesday) / (Wednesday through Saturday)~~
- ~~Officers and sergeants are allowed to stay on the same watch for two consecutive Deployment Cycles.~~
  - ~~Must move to another watch for one Deployment Cycle.~~
- ~~Once per Deployment cycle, officers or sergeants may request to switch shifts with the approval of the employees’ watch commanders. If there is a conflict between the involved Watch Commander, the Patrol Bureau Commander will make the final decision.~~

##### **Patrol Deployment Cycles**

- ~~One cycle per 13 deployment period year.~~
- ~~Officers and sergeants work together on a team for an entire Deployment Cycle.~~

##### **Department Vacations**

- ~~All sworn personnel make vacation selections according to the Patrol Deployment Cycles, once per year by seniority preference.~~

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<sup>1</sup> Either party may request to reopen this agreement to review Exhibit 4. The deadline to review is January 30, 2011.

<sup>2</sup> Schedule prior to the conversion of the positions.

- ~~Selections are made in October for the Deployment Cycle that starts in January.~~
- ~~Vacation selection will be completed in conjunction with selecting teams.~~
- ~~Priority vacation selections are always transferable to another division.~~
  - ~~Limit of three per deployment year.~~
- ~~Non-priority vacation selections are not always transferable to another division.~~
  - ~~Consists of picks made after priority vacations selections.~~
  - ~~Would have to conform to the guidelines of the bureau receiving the transferred employee.~~
- ~~Primary vacation selection is the first pick in a Deployment Cycle.~~
- ~~Vacation selection restrictions~~
  - ~~10% rule (only 10% of employees may be on vacation at one time) is applied independently to the 4/10 and 3/12 schedules.~~
  - ~~Maximum of two officers per team on vacation during the same period.~~
- ~~Traffic & Special Events and Communications Divisions and Patrol Bureau Specialty Details would continue to make their vacation selections according to their flexible schedules.~~
  - ~~Officers returning to Patrol from one of these divisions would maintain priority vacation periods selected.~~
  - ~~Would have to adjust their days-off to coincide with the fixed days of the Patrol Watch schedule. This may necessitate the use of additional "V" and/or "X" days.~~

**Patrol Shift Trades\***

- ~~Shift trades must be voluntary between the involved employees.~~
- ~~Allowed between 4/10 and 3/12 schedules without overtime compensation or shift-hour reduction.~~
- ~~Each officer would be allowed six self-initiated shift trades per Deployment Cycle.~~
- ~~Shift trades to be approved by each officer's direct supervisor and a watch commander.~~
- ~~Approved shift trades to be logged and maintained in the Watch Commander's office.~~

**ADD**

**EXHIBIT 4 - TEAM POLICING**

**Patrol Teams/Shifts<sup>1</sup>**

- Sergeants select their team by seniority absent documented Department needs of which the impacted sergeant(s) have received prior to team selection.
- Collateral FTO supervisory assignments may be pre-assigned to a specific shift based on Department need.
- Officers select their team by seniority absent documented Department needs of which the impacted officer(s) have received prior to team selection, after the sergeant selections have been posted.
  - Officers assigned a time to make their team selection.
  - After one "no-show", the officers selection would be skipped and the next officer based on seniority would make a selection.
  - FTO and probationary officer positions would be pre-designated on the schedule.

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<sup>1</sup> Either party may request to reopen this agreement to review Exhibit 4. The deadline to review is January 30, 2011.

- Patrol Bureau fixed shifts/days off and day trades do not apply to officers assigned to the Gang Detail.
- 4/10 start times (Monday through Thursday)<sup>2</sup>
  - 06-Watch (0600-1530) (One CSI Officer)
  - 15-Watch (1500-0030) (One CSI Officer)
  - 18-Watch (1800-0330) (One CSI Officer)
- 3/12 start times (Friday through Sunday)<sup>2</sup>
  - 06-Watch (0600-1830) (One CSI Officer)
  - 15-Watch (1500-0330) (One CSI Officer)
- 4/10 K-9 start times
  - 15-Watch (1500-0030)
    - (Sunday through Wednesday) / (Wednesday through Saturday)
- Officers and sergeants are allowed to stay on the same watch for four consecutive Deployment Cycles.
  - Must move to another watch for one Deployment Cycle.
- Once per Deployment cycle, officers or sergeants may request to switch shifts with the approval of the employees' watch commanders. If there is a conflict between the involved Watch Commander, the Patrol Bureau Commander will make the final decision.

### **Patrol Deployment Cycles**

- Two per 13-deployment period year
- First Deployment Cycle is seven Deployment Periods starting in the first complete Deployment period after the New Year
- Second Deployment Cycle is the remaining six Deployment Periods
- Officers and sergeants work together on a team for an entire Deployment Cycle.

### **Department Vacations**

- All sworn personnel make vacation selections according to the Patrol Deployment Cycles, twice per year by seniority preference.
  - Selections are made in October for the first Deployment Cycle that starts in January.
  - Selections are made in May for the second Deployment Cycle that starts in August.
  - Vacation selection will be completed in conjunction with selecting teams.
- Priority vacation selections are always transferable to another division.
  - Limit of three per deployment year.
- Non-priority vacation selections are not always transferable to another division.
  - Consists of picks made after priority vacations selections.
  - Would have to conform to the guidelines of the bureau receiving the transferred employee.
- Primary vacation selection is the first pick in a Deployment Cycle.
- Vacation selection restrictions
  - 10% rule (only 10% of employees may be on vacation at one time) is applied independently to the 4/10 and 3/12 schedules.
  - Maximum of two officers per team on vacation during the same period.

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<sup>2</sup> Schedule prior to the conversion of the positions.



**TORRANCE CITY COUNCIL RESOLUTION NO. 2009-72**

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

I, Sue Herbers, 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 18th day of August, 2009 by the following roll call vote:

AYES:	COUNCILMEMBERS	Barnett, Brewer, Numark, Rhilinger, Sutherland, and Mayor Scotto.
NOES:	COUNCILMEMBERS	None.
ABSTAIN:	COUNCILMEMBERS	None.
ABSENT:	COUNCILMEMBERS	Furey.

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/s/ Sue Herbers  
Sue Herbers  
City Clerk of the City of Torrance

Date: August 24, 2009