

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 of 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)

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
City Manager

Signed by:
Jde
Jamie L...
Assistant to the City Manager

TLEA

[Signature]
David...
President

[Signature]
Kenny Evans
Vice President

Certificate Of Completion

Envelope Id: CA7B1032-644C-493B-BFBD-DFBDEAA83FD3	Status: Completed
Subject: Complete with Docusign: TLEA.pdf	
Source Envelope:	
Document Pages: 3	Signatures: 2
Certificate Pages: 5	Initials: 0
AutoNav: Enabled	Envelope Originator:
Envelopeld 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
7/22/2025 8:13:56 AM	tyniguez@TorranceCA.gov	

Signer Events

Jamie Le
 JLe@TorranceCA.gov
 Security Level: Email, Account Authentication (None)

Signature



Signature Adoption: Uploaded Signature Image
 Using IP Address: 204.145.129.190

Timestamp

Sent: 7/22/2025 8:15:31 AM
 Viewed: 7/22/2025 5:45:44 PM
 Signed: 7/22/2025 5:46:13 PM

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)



Signature Adoption: Pre-selected Style
 Using IP Address: 204.145.129.190
 Signed using mobile

Sent: 7/22/2025 5:46:15 PM
 Viewed: 7/22/2025 5:47:22 PM
 Signed: 7/22/2025 5:47:28 PM

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
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Editor Delivery Events	Status	Timestamp
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Agent Delivery Events	Status	Timestamp
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Intermediary Delivery Events	Status	Timestamp
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Certified Delivery Events	Status	Timestamp
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Carbon Copy Events	Status	Timestamp
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Theresa Yniguez
 tyniguez@torranceca.gov
 Deputy City Clerk I
 City of Torrance
 Security Level: Email, Account Authentication (None)



Sent: 7/22/2025 5:47:29 PM

Electronic Record and Signature Disclosure:

Carbon Copy Events	Status	Timestamp
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Not Offered via DocuSign

Sonia Delgado
SDelgado@torranceca.gov
Deputy City Clerk
City of Torrance
Security Level: Email, Account Authentication
(None)

COPIED

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Not Offered via DocuSign

Witness Events	Signature	Timestamp
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Notary Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
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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
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Electronic Record and Signature Disclosure
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