Council Meeting of
February 5, 2008

Honorable Mayor and Members
of the City Council
City Hall
Torrance, California

Members of the Council:

SUBJECT: City Manager - Adopt supplemental to the 2005-08 Torrance Fire Fighters Association (TFFA) and Torrance Fire Chief Officers Association (TFCOA) Memoranda of Understanding amending the health benefits.

Expenditure: N/A

RECOMMENDATION

Recommendation of the City Manager that the City Council adopt Resolutions pursuant to Memoranda of Understanding amending the Resolutions setting forth hours, wages and working conditions for employees represented by the Torrance Fire Fighters Association (TFFA) and Torrance Fire Chief Officers Association (TFCOA).

Funding

None required for this action.

BACKGROUND/ANALYSIS

The City completed its collective bargaining process with the Miscellaneous employees in mid-2007. As a result, a new health insurance benefit structure was adopted and became effective January 1, 2008. The major change with the new health insurance benefit structure was the elimination of the City's supplemental Resolution. Prior to the new benefit structure, the City Council approved a Resolution each year to authorize an additional amount to be contributed to health insurance outside of the collective bargaining agreements. For the past several years, the amount of this "supplemental" contribution defined the maximum City health insurance contribution for Miscellaneous employees at $695.00.

According to the TFFA MOU Section 5.1(C) - Employee Insurance, *"TFFA shall receive $305 over and above the City's supplemental amount which is adopted through a separate resolution."* Also, according to the TFCOA MOU Section 5.1(I) – Employee Insurance, *"Effective with the January 2006 insurance premium payment, TFCOA shall receive $305 over and above the City's supplemental amount which is adopted through a separate*

resolution. This $305 amount shall be used only for health insurance and has no value to the employee if it is not used for health insurance." As noted, the City's maximum supplemental amount was defined as $695.00 and therefore, in the current TFFA & TFCOA MOU, the maximum amount that a TFFA and TFCOA employee could receive in City health insurance contributions is $1,000.00.

To avoid any changes to TFFA and TFCOA member current benefit structure, the City will maintain the current contribution levels until the expiration of the 2005-2008 TFFA and TFCOA MOUs on December 31, 2008. A new health insurance benefit structure can be negotiated during the next collective bargaining process with the City, TFFA and TFCOA. In the interim, a supplemental amendment to the TFFA and TFCOA MOUs is attached for adoption by the City Council to maintain the existing health benefit structure for TFFA and TFCOA members.

Respectfully submitted,

LeROY J. JACKSON
CITY MANAGER

By _____
Aram Chaparyan
Assistant to the City Manager

CONCUR:

_____
LeRoy J. Jackson
City Manager

Attachment: A) TFFA Supplemental #2
B) TFCOA Supplemental #2

MEMORANDUM OF UNDERSTANDING

TORRANCE FIRE FIGHTERS ASSOCIATION (TFFA)

2005 - 2008

SUPPLEMENTAL #2

A SUPPLEMENTAL MEMORANDUM OF UNDERSTANDING SETTING FORTH THE HOURS, WAGES AND WORKING CONDITIONS FOR EMPLOYEES REPRESENTED BY THE TORRANCE FIRE FIGHTERS ASSOCIATION (TFFA)

An Agreement of the undersigned representatives of the Torrance Fire Fighters Association (TFFA) 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 January 1, 2008, and was reached through agreement of the undersigned parties.

Signed this 25th day of January, 2008.

Management	TFFA
_____	Otto Stuebel President L1138
_____	_____
_____	_____

RESOLUTION NO. 2008-__

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TORRANCE AMENDING RESOLUTION NO. 2005-75 SETTING FORTH CHANGES REGARDING WAGES, HOURS AND WORKING CONDITIONS FOR EMPLOYEES REPRESENTED BY TORRANCE FIRE FIGHTERS ASSOCIATION (TFFA)

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

SECTION I

That Resolution No. 2005-75 is hereby amended.

SECTION II

The following agreement between representatives of Management and the representatives of the Torrance Fire Fighters Association (TFFA) is hereby amended as follows:

Effective January 1, 2008

ARTICLE 5 - BENEFITS

SECTION 5.1 EMPLOYEE INSURANCE

A. Effective January 1, 2008, the City shall pay $97 per month per employee and eligible annuitants toward medical insurance. The $97 employer contribution will only apply toward the health insurance premium of one of the authorized PERS health insurance plans. If the employee does not participate in the PERS insurance plans, the $97 cannot be used for any other purposes.

B. Active Employees:

Effective January 1, 2008, the City shall allocate $227.50 per month per active employee (this amount shall be $317.50 for active employees in the classes of Fire Communications Operator for the purpose of deducting the payment of the employer's contribution to the administrative and contingency fee as required by the PERS insurance plan). The payment of this fee is based on the percentage provided by PERS multiplied by the premium selected by the employee.

The remainder may be used by the employee for the balance payment of the PERS approved health insurance plan premium, dental insurance, life insurance, or cash. The employee need not participate in the PERS health insurance plan to be eligible to use the allocation for either dental insurance, life insurance, cash or the City's deferred compensation plan.

C. Effective with the January 2008 insurance premium payment, TFFA members covered by this agreement shall receive a total City health contribution not to exceed $1,000. Any remaining amount can only be used to purchase health insurance and has no value to the employee if it is not used for health insurance.

SECTION III SEVERABILITY

If any section, subsection, sentence, clause or phrase of this Resolution is for any reason held to be invalid or unconstitutional by the decision of any court of competent jurisdiction such decision shall not affect the validity of the remaining portions of the Resolution. The City Council hereby declares that it would have passed this Resolution and each section, subsection, sentence, clause and phrase thereof, irrespective of the fact that any one or more sections, subsections, sentences, clauses or phrases be declared invalid or unconstitutional.

Introduced, approved and adopted this _____ day of February, 2008.

_____
Mayor Frank Scotto

APPROVED AS TO FORM:
JOHN L. FELLOWS III, City Attorney

by _____
Ronald T. Pohl, Assistant City Attorney

ATTEST:

_____
Sue Herbers, City Clerk

MEMORANDUM OF UNDERSTANDING

TORRANCE FIRE CHIEF OFFICERS ASSOCIATION (TFCOA)

2005 - 2008

SUPPLEMENTAL #2

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

An Agreement of the undersigned representatives of the Torrance Fire Chief Officers Association (TFCOA) 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 January 1, 2008, and was reached through agreement of the undersigned parties.

Signed this ____ day of January, 2008.

Management	TFCOA
_____	_____
_____	_____
_____	_____

RESOLUTION NO. 2008-__

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TORRANCE AMENDING RESOLUTION NO. 2005-105 SETTING FORTH CHANGES REGARDING WAGES, HOURS AND WORKING CONDITIONS FOR EMPLOYEES REPRESENTED BY TORRANCE FIRE CHIEF OFFICERS ASSOCIATION (TFCOA)

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

SECTION I

That Resolution No. 2005-105 is hereby amended.

SECTION II

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

Effective January 1, 2008

ARTICLE 5 – BENEFITS

SECTION 5.1 – EMPLOYEE INSURANCE

A. Effective January 1, 2008, the City shall pay $97 per month per employee and eligible annuitants toward medical insurance. The $97 employer contribution will only apply toward the health insurance premium of one of the authorized PERS health insurance plans. If the employee does not participate in the PERS insurance plans, the $97 cannot be used for any other purposes.

B. Active Employees:

Effective January 1, 2008, the City shall allocate $227.50 per month per active employee. The payment of this fee is based on the percentage provided by PERS multiplied by the premium selected by the employee.

The remainder may be used by the employee for the balance payment of the PERS approved health insurance plan premium, dental insurance, life insurance, or cash. The employee need not participate in the PERS health insurance plan to be eligible to use the allocation for either dental insurance, life insurance, cash or the City's deferred compensation plan.

I. Effective with the January 2008 insurance premium payment, TFCOA members covered by this agreement shall receive a total City health contribution not to exceed $1,000. Any remaining amount shall be used only for health insurance and has no value to the employee if it is not used for health insurance.

SECTION III SEVERABILITY

If any section, subsection, sentence, clause or phrase of this Resolution is for any reason held to be invalid or unconstitutional by the decision of any court of competent jurisdiction such decision shall not affect the validity of the remaining portions of the Resolution. The City Council hereby declares that it would have passed this Resolution and each section, subsection, sentence, clause and phrase thereof, irrespective of the fact that any one or more sections, subsections, sentences, clauses or phrases be declared invalid or unconstitutional.

Introduced, approved and adopted this _____ day of February, 2008.

_____
Mayor Frank Scotto

APPROVED AS TO FORM:
JOHN L. FELLOWS III, City Attorney

by _____
Ronald T. Pohl, Assistant City Attorney

ATTEST:

_____
Sue Herbers, CMC
City Clerk