

Council Meeting of
March 4, 2008

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

Members of the Council:

SUBJECT: City Manager - Adopt amendment to the Certain Full Time Salaried and Hourly Employees Resolution modifying the benefits section and adopt supplementals to the Torrance City Employees Association (TCEA), Torrance Professional & Supervisory Association (TPSA), Engineers, and the Torrance Library Employees Association (TLEA) Memoranda of Understanding modifying the benefits section.

RECOMMENDATION

Recommendation of the City Manager that City Council adopt an amendment to the Certain Full Time Salaried and Hourly Employees Resolution and adopt Resolutions pursuant to Memoranda of Understanding amending the Resolutions setting forth hours, wages and working conditions for employees represented by the Torrance City Employees Association (TCEA), Torrance Professional & Supervisory Association (TPSA), Engineers, and the Torrance Library Employees Association (TLEA).

Funding

Funding is available in the Wage Reserve.

BACKGROUND/ANALYSIS

In 2007, the City completed negotiations with the miscellaneous employee groups. As a result of the negotiations, the health insurance contribution structure was modified to reflect a tier structure based on an employee's health insurance needs. The major change to the health insurance structure was the elimination of the City Supplemental contribution which was used in the past to assist employees with paying increases to insurance premiums.

After the implementation of the new health insurance structure, the City was contacted by impacted part-time employees who realized a major reduction to their health insurance contribution. The unintended consequence was caused by the elimination of the Supplemental contribution. After further research, staff discovered that twenty three (23) employees were impacted by the change. Of these employees, eighteen (18) had one-party coverage, one (1) employee had two-party coverage, and four (4) employees had family coverage. For employees with one-party coverage, the out-of-pocket expense increased from \$0 dollars to \$155.00 dollars per month.

In an effort to minimize the impact to these employees, staff recommends an adjustment to the health insurance contribution for part-time employees hired prior to January 1, 2008. For new part-time employees hired after January 1, 2008, the health insurance contribution will remain the same to reflect their part-time status.

By approving the attached Resolutions, the part-time employees hired prior to January 1, 2008 will receive an increase to their contribution level.

Respectfully submitted,

LeROY J. JACKSON
CITY MANAGER

By 
Aram Chaparyan
Assistant to the City Manager

CONCUR:


LeRoy J. Jackson
City Manager

- Attachments:
- A) Certain Full Time Salaried and Hourly Employees Amendment #4
 - B) Torrance City Employees Association (TCEA) Supplemental #2
 - C) Torrance Professional & Supervisory Association (TPSA) Supplemental #3
 - D) Engineers Supplemental #3
 - E) Torrance Library Employees Association (TLEA) Supplemental #1

RESOLUTION 2008-____

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TORRANCE
AMENDING RESOLUTION NO. 2007-45 SETTING FORTH CHANGES
REGARDING THE HOURS, WAGES, AND WORKING CONDITIONS FOR
CERTAIN FULL TIME SALARIED AND HOURLY EMPLOYEES**

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

SECTION I

That Resolution No. 2007-45 is hereby amended as follows:

SECTION II

Effective January 1, 2008

ARTICLE 3 – WAGE SUPPLEMENTAL BENEFITS**SECTION 3.1 EMPLOYEE INSURANCE**

ADD:

D. Medical Insurance for part-time employees **hired prior to January 1, 2008:**

Effective January 1, 2008	1 Party	2 Party	3 Party
PERS Mandated Amount	\$100.00	\$100.00	\$100.00
City Cafeteria Contribution	\$229.32	\$542.34	\$730.15
Total	\$329.32	\$642.34	\$830.15

Effective January 1, 2009	1 Party	2 Party	3 Party
PERS Mandated Amount	\$100.00	\$100.00	\$100.00
City Cafeteria Contribution	\$245.79	\$574.48	\$771.66
Total	\$345.79	\$674.48	\$871.66

Medical Insurance for part-time employees **hired after January 1, 2008:**

Effective January 1, 2008	1 Party	2 Party	3 Party
PERS Mandated Amount	\$100.00	\$100.00	\$100.00
City Cafeteria Contribution	\$136.99	\$323.98	\$436.17
Total	\$236.99	\$423.98	\$536.17

Effective January 1, 2009	1 Party	2 Party	3 Party
PERS Mandated Amount	\$100.00	\$100.00	\$100.00
City Cafeteria Contribution	\$148.84	\$345.18	\$462.98
Total	\$248.84	\$445.18	\$562.98

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 March, 2008.

Mayor Frank Scotto

APPROVED AS TO FORM:
JOHN FELLOWS III, City Attorney

ATTEST:

By _____
Ronald T. Pohl, Assistant City Attorney

Sue Herbers, City Clerk

MEMORANDUM OF UNDERSTANDING
TORRANCE CITY EMPLOYEES ASSOCIATION
(TCEA)

2007 – 2010

SUPPLEMENTAL #2

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

An agreement of the undersigned representatives of the Torrance City Employees Association (TCEA) 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 for the period of January 1, 2008 to February 28, 2010, and was reached through agreement of the undersigned parties.

Signed this ____ day of March, 2008.

Management

TCEA



RESOLUTION NO. 2008-___

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TORRANCE
AMENDING RESOLUTION NO. 2007-48 SETTING FORTH CHANGES
REGARDING HOURS, WAGES AND WORKING CONDITIONS FOR
EMPLOYEES REPRESENTED BY THE TORRANCE CITY EMPLOYEES
ASSOCIATION (TCEA)**

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

SECTION I

That Resolution No. 2007-48 is hereby amended.

SECTION II

The following agreement between representatives of Management and the representatives of the Torrance City Employees Association (TCEA) is hereby amended as follows:

Effective January 1, 2008

ARTICLE 13 – AMENDMENTS**SECTION 13.2 AMENDMENT TO SECTION 4.9 EMPLOYEE INSURANCE****ARTICLE 4 – BENEFITS****SECTION 4.9 EMPLOYEE INSURANCE**

ADD:

A) Medical and Life Insurance (effective January 1, 2008)

3) Medical Insurance for part-time employees **hired prior to January 1, 2008:**

Effective January 1, 2008	1 Party	2 Party	3 Party
PERS Mandated Amount	\$100.00	\$100.00	\$100.00
City Cafeteria Contribution	\$229.32	\$542.34	\$730.15
Total	\$329.32	\$642.34	\$830.15

Effective January 1, 2009	1 Party	2 Party	3 Party
PERS Mandated Amount	\$100.00	\$100.00	\$100.00
City Cafeteria Contribution	\$245.79	\$574.48	\$771.66
Total	\$345.79	\$674.48	\$871.66

Medical Insurance for Part-Time Employees **hired after January 1, 2008:**

Effective January 1, 2008	1 Party	2 Party	3 Party
PERS Mandated Amount	\$100.00	\$100.00	\$100.00
City Cafeteria Contribution	\$136.99	\$323.98	\$436.17
Total	\$236.99	\$423.98	\$536.17

Effective January 1, 2009	1 Party	2 Party	3 Party
PERS Mandated Amount	\$100.00	\$100.00	\$100.00
City Cafeteria Contribution	\$148.84	\$345.18	\$462.98
Total	\$248.84	\$445.18	\$562.98

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 March, 2008.

Mayor of the City of Torrance

APPROVED AS TO FORM:
JOHN FELLOWS III, City Attorney

ATTEST:

By _____
Ronald T. Pohl, Assistant City Attorney

Sue Herbers, CMC
City Clerk

MEMORANDUM OF UNDERSTANDING

TORRANCE PROFESSIONAL AND SUPERVISORY ASSOCIATION
(TPSA)

2007 – 2010

SUPPLEMENTAL #3

A SUPPLEMENTAL MEMORANDUM OF UNDERSTANDING SETTING FORTH THE HOURS, WAGES AND WORKING CONDITIONS FOR EMPLOYEES REPRESENTED BY THE TORRANCE PROFESSIONAL AND SUPERVISORY ASSOCIATION (TPSA)

An agreement of the undersigned representatives of the Torrance Professional and Supervisory Association (TPSA) 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 for the period of January 1, 2008, to March 31, 2010, and was reached through agreement of the undersigned parties.

Signed this ___ day of March, 2008.

Management

TPSA



RESOLUTION NO. 2008-__

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TORRANCE
AMENDING RESOLUTION NO. 2007-56 SETTING FORTH CHANGES
REGARDING HOURS, WAGES AND WORKING CONDITIONS FOR
EMPLOYEES REPRESENTED BY THE TORRANCE PROFESSIONAL AND
SUPERVISORY ASSOCIATION (TPSA)**

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

SECTION I

That Resolution No. 2007-56 is hereby amended.

SECTION II

The following agreement between representatives of Management and the representatives of the Torrance Professional and Supervisory Association (TPSA) is hereby amended as follows:

Effective January 1, 2008

ARTICLE 13 – AMENDMENTS**SECTION 13.3 AMENDMENT TO SECTION 4.1 – EMPLOYEE INSURANCE****ARTICLE 4 – BENEFITS****SECTION 4.1 EMPLOYEE INSURANCE**

ADD:

A. Medical and Life Insurance (effective January 1, 2008)**5. Medical Insurance for Part-Time Employees hired prior to January 1, 2008:**

Effective January 1, 2008	1 Party	2 Party	3 Party
PERS Mandated Amount	\$100.00	\$100.00	\$100.00
City Cafeteria Contribution	\$229.32	\$542.34	\$730.15
Total	\$329.32	\$642.34	\$830.15

Effective January 1, 2009	1 Party	2 Party	3 Party
PERS Mandated Amount	\$100.00	\$100.00	\$100.00
City Cafeteria Contribution	\$245.79	\$574.48	\$771.66
Total	\$345.79	\$674.48	\$871.66

Medical Insurance for Part-Time Employees hired after January 1, 2008:

Effective January 1, 2008	1 Party	2 Party	3 Party
PERS Mandated Amount	\$100.00	\$100.00	\$100.00
City Cafeteria Contribution	\$136.99	\$323.98	\$436.17
Total	\$236.99	\$423.98	\$536.17

Effective January 1, 2009	1 Party	2 Party	3 Party
PERS Mandated Amount	\$100.00	\$100.00	\$100.00
City Cafeteria Contribution	\$148.84	\$345.18	\$462.98
Total	\$248.84	\$445.18	\$562.98

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 March, 2008.

Mayor of the City of Torrance

APPROVED AS TO FORM:
JOHN FELLOWS III, City Attorney

ATTEST:

By _____
Ronald T. Pohl, Assistant City Attorney

Sue Herbers, CMC
City Clerk

MEMORANDUM OF UNDERSTANDING

ENGINEERS

2007 – 2010

SUPPLEMENTAL #3

A SUPPLEMENTAL MEMORANDUM OF UNDERSTANDING SETTING FORTH THE HOURS, WAGES AND WORKING CONDITIONS FOR EMPLOYEES REPRESENTED BY ENGINEERS

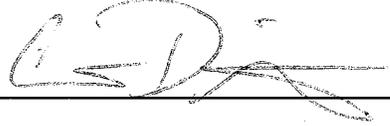
An agreement of the undersigned representatives of the Engineers and the representatives of the City of Torrance (City) that:

The attached Resolution is recommended to the City Council for adoption in its entirety. It covers wages, hours and working conditions for the period of January 1, 2008, to March 31, 2010, and was reached through agreement of the undersigned parties.

Signed this _____ day of March, 2008.

Management

Engineers



RESOLUTION NO. 2008-___

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TORRANCE
AMENDING RESOLUTION NO. 2007-39 SETTING FORTH CHANGES
REGARDING HOURS, WAGES AND WORKING CONDITIONS FOR
EMPLOYEES REPRESENTED BY THE ENGINEERS**

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

SECTION I

That Resolution No. 2007-39 is hereby amended.

SECTION II

The following agreement between representatives of Management and the representatives of the Engineers is hereby amended as follows:

Effective January 1, 2008

ARTICLE 13 – AMENDMENTS**SECTION 13.4 AMENDMENT TO SECTION 4.9 EMPLOYEE INSURANCE****ARTICLE 4 - BENEFITS****SECTION 4.9 EMPLOYEE INSURANCE**

ADD:

A) Medical and Life Insurance (**effective January 1, 2008**)

3) Medical Insurance for Part-Time Employees **hired prior to January 1, 2008:**

Effective January 1, 2008	1 Party	2 Party	3 Party
PERS Mandated Amount	\$100.00	\$100.00	\$100.00
City Cafeteria Contribution	\$229.32	\$542.34	\$730.15
Total	\$329.32	\$642.34	\$830.15

Effective January 1, 2009	1 Party	2 Party	3 Party
PERS Mandated Amount	\$100.00	\$100.00	\$100.00
City Cafeteria Contribution	\$245.79	\$574.48	\$771.66
Total	\$345.79	\$674.48	\$871.66

Medical Insurance for Part-Time Employees **hired after January 1, 2008:**

Effective January 1, 2008	1 Party	2 Party	3 Party
PERS Mandated Amount	\$100.00	\$100.00	\$100.00
City Cafeteria Contribution	\$136.99	\$323.98	\$436.17
Total	\$236.99	\$423.98	\$536.17

Effective January 1, 2009	1 Party	2 Party	3 Party
PERS Mandated Amount	\$100.00	\$100.00	\$100.00
City Cafeteria Contribution	\$148.84	\$345.18	\$462.98
Total	\$248.84	\$445.18	\$562.98

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 March, 2008.

Mayor of the City of Torrance

APPROVED AS TO FORM:
JOHN FELLOWS III, City Attorney

ATTEST:

By _____
Ronald T. Pohl, Assistant City Attorney

Sue Herbers, CMC
City Clerk

MEMORANDUM OF UNDERSTANDING

TORRANCE LIBRARY EMPLOYEES ASSOCIATION
(TLEA)

2007 – 2010

SUPPLEMENTAL #1

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

An agreement of the undersigned representatives of the Torrance Library Employees Association (TLEA) 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 for the period of January 1, 2008, to March 31, 2010, and was reached through agreement of the undersigned parties.

Signed this 3rd day of March, 2008.

Management

TLEA





RESOLUTION NO. 2008-___

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TORRANCE
AMENDING RESOLUTION NO. 2007-79 SETTING FORTH CHANGES
REGARDING HOURS, WAGES AND WORKING CONDITIONS FOR
EMPLOYEES REPRESENTED BY THE TORRANCE LIBRARY EMPLOYEES
ASSOCIATION (TLEA)**

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

SECTION I

That Resolution No. 2007-79 is hereby amended.

SECTION II

The following agreement between representatives of Management and the representatives of the Torrance Library Employees Association (TLEA) is hereby amended as follows:

Effective January 1, 2008

ARTICLE 12 – AMENDMENTS**SECTION 12.1 AMENDMENT TO SECTION 4.2 EMPLOYEE INSURANCE****ARTICLE 4 – WAGE SUPPLEMENTAL BENEFITS****SECTION 4.2 EMPLOYEE INSURANCE**

ADD:

A. Employee Insurance

3. Medical Insurance for Part-Time Employees **hired prior to January 1, 2008:**

Effective January 1, 2008	1 Party	2 Party	3 Party
PERS Mandated Amount	\$100.00	\$100.00	\$100.00
City Cafeteria Contribution	\$229.32	\$542.34	\$730.15
Total	\$329.32	\$642.34	\$830.15

Effective January 1, 2009	1 Party	2 Party	3 Party
PERS Mandated Amount	\$100.00	\$100.00	\$100.00
City Cafeteria Contribution	\$245.79	\$574.48	\$771.66
Total	\$345.79	\$674.48	\$871.66

Medical Insurance for Part-Time Employees **hired after January 1, 2008:**

Effective January 1, 2008	1 Party	2 Party	3 Party
PERS Mandated Amount	\$100.00	\$100.00	\$100.00
City Cafeteria Contribution	\$136.99	\$323.98	\$436.17
Total	\$236.99	\$423.98	\$536.17

Effective January 1, 2009	1 Party	2 Party	3 Party
PERS Mandated Amount	\$100.00	\$100.00	\$100.00
City Cafeteria Contribution	\$148.84	\$345.18	\$462.98
Total	\$248.84	\$445.18	\$562.98

SECTION III SEVERABILITY

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

Mayor of the City of Torrance

APPROVED AS TO FORM:
JOHN FELLOWS III, City Attorney

ATTEST:

By _____
Ronald T. Pohl, Assistant City Attorney

Sue Herbers, CMC
City Clerk