Council Meeting of
March 18, 2008

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

Members of the Council:

SUBJECT: City Manager - Adopt amendment to the Executive and Management Employees Resolution modifying the benefits section and adopt supplementals to the Torrance Fiscal Employees Association (TFEA), Torrance Library Employees Association (TLEA), and the Torrance Municipal Employees (TME-AFSCME) Memoranda of Understanding modifying the benefits section.

RECOMMENDATION

Recommendation of the City Manager that City Council adopt an amendment to the Executive and Management 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 Fiscal Employees Association (TFEA), Torrance Library Employees Association (TLEA), and Torrance Municipal Employees (TME-AFSCME).

Funding

Funding is available in the Wage Reserve.

BACKGROUND/ANALYSIS

On March 4, 2008, your Honorable Body approved Resolutions for Certain Full Time Salaried and Hourly Employees, Torrance City Employees Association (TCEA), Torrance Professional & Supervisory Association (TPSA), and the Engineers to modify the health benefits section of the respective Resolutions and Memoranda of Understanding. Due to a scriveners error, the Torrance Library Employees Association (TLEA) and Executive and Management Employees were inadvertently left off the Agenda. The Council action on March 4, 2008 adjusted the health insurance contribution for part time employees hired prior to January 1, 2008 (see Attachment A).

By adopting the attached Resolutions, the benefits sections for Executive and Management Employees as well as TLEA will be modified to adjust the health insurance benefit for part time employees hired *prior to January 1, 2008*. The

Resolutions will also add a new section for the Executive and Management Employees, TFEA, TLEA and TME-AFSCME related to part time health benefits for employees *hired after January 1, 2008*.

Respectfully submitted,

LeROY J. JACKSON
CITY MANAGER

By _____
Aram Chaparyan
Assistant to the City Manager

CONCUR:

_____
LeRoy J. Jackson
City Manager

Attachments: A) City Council Item 12H from March 4, 2008
B) Executive and Management Employees Amendment #5
C) Torrance Fiscal Employees Association (TFEA) Supplemental #2
D) Torrance Library Employees Association (TLEA) Supplemental #1
E) Torrance Municipal Employees (TME-AFSCME) Supplemental #2

Attachment A

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

ATTACHMENT TO ITEM INTENTIONALY DELETED

Attachment B

RESOLUTION 2008-___

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TORRANCE AMENDING RESOLUTION NO. 2007-67 SETTING FORTH CHANGES REGARDING THE HOURS, WAGES, AND WORKING CONDITIONS FOR EXECUTIVE AND MANAGEMENT EMPLOYEES

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

SECTION I

That Resolution No. 2007-67 is hereby amended as follows:

SECTION II

Effective January 1, 2008

ARTICLE 3 – WAGE SUPPLEMENTAL BENEFITS

SECTION 3.1 INSURANCE

A. Medical Insurance (effective January 1, 2008)

ADD:

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

by _____
Ronald T. Pohl, Assistant City Attorney

ATTEST:

_____
Sue Herbers, City Clerk

Attachment C

MEMORANDUM OF UNDERSTANDING

TORRANCE FISCAL EMPLOYEES ASSOCIATION (TFEA)

2007 – 2010

SUPPLEMENTAL #2

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

An agreement of the undersigned representatives of the Torrance Fiscal Employees Association (TFEA) 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	TFEA
_____	_____
_____	_____
_____	_____

RESOLUTION NO. 2008-__

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TORRANCE AMENDING RESOLUTION NO. 2007-38 SETTING FORTH CHANGES REGARDING HOURS, WAGES AND WORKING CONDITIONS FOR EMPLOYEES REPRESENTED BY THE TORRANCE FISCAL EMPLOYEES ASSOCIATION (TFEA)

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

SECTION I

That Resolution No. 2007-38 is hereby amended.

SECTION II

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

Effective January 1, 2008

ARTICLE 13 – AMENDMENTS

SECTION 13.2 AMENDMENT TO SECTION 4.10 EMPLOYEE INSURANCE

ARTICLE 4 – BENEFITS

SECTION 4.10 EMPLOYEE INSURANCE

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

ADD:

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

By _____
Ronald T. Pohl, Assistant City Attorney

ATTEST:

_____
Sue Herbers, CMC
City Clerk

Attachment D

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 _____ 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

A. Employee Insurance

ADD:

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

By _____
Ronald T. Pohl, Assistant City Attorney

ATTEST:

_____
Sue Herbers, CMC
City Clerk

Attachment E

MEMORANDUM OF UNDERSTANDING

TORRANCE MUNICIPAL EMPLOYEES – AFSCME, LOCAL 1117 (TME-AFSCME)

2007 – 2010

SUPPLEMENTAL #2

A SUPPLEMENTAL MEMORANDUM OF UNDERSTANDING SETTING FORTH THE HOURS, WAGES AND WORKING CONDITIONS FOR EMPLOYEES REPRESENTED BY THE TORRANCE MUNICIPAL EMPLOYEES – AFSCME, LOCAL 1117.

An agreement of the undersigned representatives of TME-AFSCME, Local 1117, 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	TME
_____	_____
_____	_____
_____	_____
_____	_____

RESOLUTION NO. 2008-___

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TORRANCE AMENDING RESOLUTION NO. 2007-78 SETTING FORTH CHANGES REGARDING HOURS, WAGES AND WORKING CONDITIONS FOR EMPLOYEES REPRESENTED BY THE TORRANCE MUNICIPAL EMPLOYEES – AFSCME, LOCAL 1117

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

SECTION I

That Resolution No. 2007-78 is hereby amended.

SECTION II

The following agreement between representatives of Management and the representatives of the Torrance Municipal Employees-AFSCME, Local 1117, is hereby amended as follows:

Effective January 1, 2008

ARTICLE 12 – AMENDMENTS

SECTION 12.3 AMENDMENT TO SECTION 4.9 INSURANCE

ARTICLE 4 –BENEFITS

SECTION 4.9 INSURANCE

A. Health, Life and Miscellaneous Insurance

ADD:

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

~~3.~~4. The City of Torrance joined the PERS health insurance to allow TME-AFSCME to participate in health programs. Both Management and TME-AFSCME agreed to join the program so long as it did not impact any of the other bargaining units within the City. In addition, cost to implement the plan would be absorbed by TME-AFSCME. If the PERS health insurance plans significantly alter from the current structure or if the administrative and contingency fee charged by PERS increases above four percent (4%) for the annuitant, the City reserves the right to withdraw from the PERS health insurance plans.

At such time, Management and TME-AFSCME agree to meet and consult on the restructuring of the employee insurance allowance and insurance program.

~~4.~~5. The City shall continue such health, dental, and life insurance premiums up to the amount as specified in this Section during the legitimate leave of absence for a period not to exceed eight (8) months of any employee covered by this Agreement.

~~5.~~6. The parties agree that if legislation is passed which significantly impacts the City's ability to provide health insurance through PERS Medical, the parties will return to the table to meet and confer.

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

By _____
Ronald T. Pohl, Assistant City Attorney

ATTEST:

_____
Sue Herbers, CMC
City Clerk