

July 1, 2020

**TO:** Rebecca Poirier, City Clerk  
**FROM:** Katie Wand, Management Associate  
**RE:** **MANAGEMENT and TORRANCE POLICE COMMANDERS' ASSOCIATION (TPCA)  
JOINT LETTER OF AGREEMENT REGARDING UNIFORM ALLOWANCE**

Management and TPCA 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 a 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

Deputy Chief Jon Megoff

Management Associate  
Katie Wand

Torrance Police Commanders' Association

President Charles Fisher

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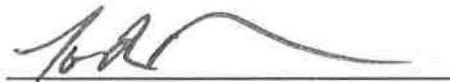
Joint Agreement between the City of Torrance and Torrance Police Commanders' Association (TPCA)

TPCA and representatives of Management ("City") have met and conferred regarding Uniform Allowance. TPCA and City hereby agree as follows:

- Currently, TPCA members receive a Galls (uniform store) gift card for \$110 every fiscal year.
- Usually, every mid-June the Torrance Police Department management team makes arrangements with Galls to order the appropriate number of Galls gift cards for the specific employees.
- The Chief of Police has approved a load bearing vest which is custom made from a different vendor, BPS Tactical Inc. The load bearing vests will not be Department issued, so they will need to be purchased by the employees who desire to wear the load bearing vest.
- The vests are approximately \$500 each, so Torrance Police Officers' Association and TPCA have requested to utilize the uniform allowance towards the purchase of the load bearing vests. The Galls gift card will not work for BPS Tactical.
- Current MOU language states: Employees covered by this agreement are allowed replacement for their uniforms of up to \$110 per year. This allowance is given in the form of a voucher and has no cash value if not used. Once used, it is considered part of the employee's PERS-able income and should be reported to PERS as such.
- In response to TPCA's request for the allowance to be applicable to the load bearing vest produced by BPS Tactical Inc., the City of Torrance Finance Department shall issue a check to each TPCA member in lieu of the gift card/voucher.
- Every member will now receive a check in the amount of \$110 in lieu of the gift card.
- The allowance is PERSable, regardless of how it is paid (gift card vs. check). This side letter is to memorialize this agreement.

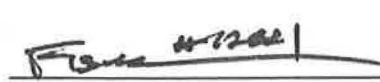
Signed this 1<sup>st</sup> day of July, 2020.

**Management**

  
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Jon Megeff  
Deputy Chief – TPD

  
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Katie Wand  
Management Associate

**Torrance Police Commanders' Association**

  
\_\_\_\_\_  
Charles Fisher  
President

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Vice President