

RESOLUTION NO. 2022-138

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
TORRANCE, CALIFORNIA, AMENDING RESOLUTION NO.
2019-89 SETTING FORTH HOURS, WAGES, AND WORKING
CONDITIONS FOR ENGINEERS ASSOCIATION AND
TORRANCE FISCAL EMPLOYEES ASSOCIATION (TFEA)**

2022-2024

SUPPLEMENTAL #1

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

SECTION I

That Section 4.9 entitled "EMPLOYEE INSURANCE" of Resolution No. 2022-120 is hereby deleted in its entirety and amended to read as follows:

MEMORANDUM OF UNDERSTANDING
ENGINEERS ASSOCIATION AND TORRANCE FISCAL EMPLOYEES ASSOCIATION
(TFEA)

2022-2024

SUPPLEMENTAL #1

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

An Agreement of the undersigned representatives of the Engineers Association and 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 beginning January 1, 2023 - June 30, 2024 and was reached through agreement of the undersigned parties.

Signed this 20th day December 2022.

Management

/s/ Aram Chaparyan

/s/ Jamie Le

TFEA

/s/ Chris Rhodes

/s/ Kathy Dascomb

ARTICLE 4 – BENEFITS

Effective January 1, 2023

SECTION 4.9 EMPLOYEE INSURANCE

A) Medical and Life Insurance

- 1) The City shall pay the applicable monthly PERS minimum contribution per employee for active and retired employee health insurance. The PERS minimum contribution can only apply toward the health insurance plans. If the employee does not participate in the insurance plans, the PERS minimum contribution cannot be used for any other purpose. This amount may be increased from time to time by statute.
- 2) **Cost of Medical Insurance for Active Employees:** In addition to the PERS minimum contribution, the City shall provide active employees with an additional contribution which may be used by the employee to pay for approved health insurance plan premiums, dental or vision insurance ("Cafeteria Contribution"). The aggregate amount of the Cafeteria Contribution and the PERS minimum contribution shall be referred to as the "City Contribution." The Cafeteria Contribution will be calculated by deducting the applicable PERS minimum contribution from the total City Contribution. The City Contribution cannot be taken in cash and will only be made by the City to the extent of the eligible employee's election of insurance pursuant to the limitations in this Section 4.9. Employees may opt-out of City-offered benefits. Certain employees who opt-out may be eligible for cash-in-lieu as provided by paragraph 5 in this Section 4.9.
- 3) **Contributions:**

The contributions for active employees are set forth below:

For active full-time employees, the City contribution is \$597.68 for single-party coverage, \$1140.36 for 2-party coverage, and \$1595.96 for 3-party coverage. The Cafeteria Contribution can be calculated by subtracting the current PERS minimum contribution from the City's Contribution (see below).

	<u>No Coverage</u>	<u>1 Party</u>	<u>2 Party</u>	<u>3 Party</u>
Cafeteria Contribution	\$0	\$597.68 less the PERS Minimum Contribution	\$1,140.36 less the PERS Minimum Contribution	\$1,595.96 less the PERS Minimum Contribution

Any amount remaining may be used to offset family dental or towards two-party or family vision.

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

For these employees, the City contribution is \$493.11 for single-party coverage, \$924.91 for 2-party coverage, and \$1,277.43 for 3-party coverage. The Cafeteria Contribution can be calculated by subtracting the current PERS minimum contribution from the City's Contribution (see below).

	<u>No Coverage</u>	<u>1 Party</u>	<u>2 Party</u>	<u>3 Party</u>
Cafeteria Contribution	\$0	\$493.11 less the PERS Minimum Contribution	\$924.91 less the PERS Minimum Contribution	\$1,277.43 less the PERS Minimum Contribution

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

For these employees, the City contribution is \$362.57 for single-party coverage, \$628.31 for 2-party coverage, and \$847.19 for 3-party coverage. The Cafeteria Contribution can be calculated by subtracting the current PERS minimum contribution from the City's Contribution (see below).

	<u>No Coverage</u>	<u>1 Party</u>	<u>2 Party</u>	<u>3 Party</u>
Cafeteria Contribution	\$0	\$362.57 less the PERS Minimum Contribution	\$628.31 less the PERS Minimum Contribution	\$847.19 less the PERS Minimum Contribution

5) Cash-In-Lieu Payments

Full-time employees covered under this Resolution who meet the following requirements will receive a cash-in-lieu payment of \$400 per month for as long as the employee opts-out of medical coverage:

- a. The employee provides proof of minimum essential coverage ("MEC") through another source (other than coverage in the individual market, whether or not obtained through Covered California) for the plan year for which the employee opts-out of City-offered coverage ("alternative required coverage").
- b. The proof of coverage must show that the employee and all individuals in the employee's expected tax family have (or will have) the required MEC for the applicable period by signing and submitting an attestation to the City.
- c. The employee must provide such reasonable evidence and attestation of alternative required coverage every plan year during open enrollment
- d. The City will not provide the cash-in-lieu payment if it knows or has reason to know that the employee or tax family member does not have the alternative required coverage.

B) Long Term Disability Insurance

- 1) Employees shall be covered for the commercial insurance long term/short term disability program as follows:
 - a) An employee must request a medical leave of absence in conjunction with a request for such benefits.

- b) After an elimination period, employees will receive 2/3 base pay for a period as determined under the guidelines of the commercial insurance policy.

Eligibility for this commercial plan, and all provisions of the plan are in accordance with commercial insurance policy.

C) Life Insurance

Employees covered under this agreement shall receive a life insurance policy in the amount of no less than \$50,000.

D) General Insurance

The City shall continue health and life insurance premium payment during a legitimate medical leave of absence for a period not to exceed eight months for any employee covered by this Agreement.

TFEA and Engineers shall indemnify and save the City harmless from any and all claims, demands, suits or any other action from these insurance programs administered by the employee insurance committee, the employee organization or its affiliates.

E) Retiree Insurance

1) **TFEA**

In July of 1984, TFEA chose for the City to pay \$50 per month for each employee covered by this Agreement who retires and continues health insurance coverage with the City past their retirement. The payment was to cover retirees from age 60 to 65 for a continuous period of time not to exceed 5 years.

In August of 1987, TFEA chose to delete this \$50 retiree insurance payment in exchange for the City paying \$16 per month per retiree toward medical insurance. This \$16 employer contribution can only apply toward the health insurance premium of one of the authorized PERS Health Insurance Plans. If the retiree does not participate in the PERS Insurance Plan, the \$16 cannot be used for any other purpose.

In April of 1997, the \$16.00 per month contribution shall be increased to \$51.00 per month.

In the event the City would ever withdraw from the PERS Health Insurance program, the \$50 retiree insurance language of July 1984 will be reinstated.

F) Dental Insurance:

All employees covered by this agreement will receive two-party dental insurance. This benefit has no cash value if not used. If employees want to cover additional family members, additional insurance may be purchased.

G) Vision Insurance

All employees covered under this agreement will receive at no cost to the Association one-party vision insurance. This benefit has no cash value if not used. If employees want to cover additional family members, additional insurance may be purchased.

SECTION II 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, or 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 20th day of December, 2022.



Mayor George K. Chen

APPROVED AS TO FORM:
PATRICK Q. SULLIVAN, City Attorney

By 

Tatia Y. Strader
 Assistant City Attorney

ATTEST:



Rebecca Poirier, MMC, City Clerk


TORRANCE CITY COUNCIL RESOLUTION NO. 2022-138

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) ss
CITY OF TORRANCE)

I, Rebecca Poirier, City Clerk of the City of Torrance, California, do hereby certify that the foregoing resolution was duly introduced, approved, and adopted by the City Council of the City of Torrance at a regular meeting of said Council held on the 20th day of December, 2022 by the following vote:

AYES:	COUNCILMEMBERS	Griffiths, Kaji, Kalani, Lewis, Mattucci, Sheikh, and Mayor Chen.
NOES:	COUNCILMEMBERS	None.
ABSTAIN:	COUNCILMEMBERS	None.
ABSENT:	COUNCILMEMBERS	None.

Date: 1/4/23



Rebecca Poirier, MMC
City Clerk of the City of Torrance