

**RESOLUTION NO. 2022-142**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF  
TORRANCE, CALIFORNIA, AMENDING RESOLUTION NO.  
2019-81 SETTING FORTH HOURS, WAGES, AND  
WORKING CONDITIONS FOR TORRANCE POLICE  
COMMANDERS ASSOCIATION (TPCA)**

**2022-2024**

**SUPPLEMENTAL #1**

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

**SECTION I**

That Section 6.1 entitled "EMPLOYEE INSURANCE" of Resolution No. 2019-81 is deleted in its entirety and amended to read as follows:

**MEMORANDUM OF UNDERSTANDING**  
**TORRANCE POLICE COMMANDERS ASSOCIATION**  
**(TPCA)**

**2022-2024**

**SUPPLEMENTAL #1**

**A MEMORANDUM OF UNDERSTANDING SETTING FORTH THE  
HOURS, WAGES AND WORKING CONDITIONS FOR EMPLOYEES  
REPRESENTED BY THE TORRANCE POLICE COMMANDERS  
ASSOCIATION (TPCA)**

An Agreement of the undersigned representatives of the Torrance Police Commanders Association (TPCA) 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 – December 31, 2023 and was reached through agreement of the undersigned parties.

Signed this 20<sup>th</sup> day December 2022.

Management

/s/ Aram Chaparyan

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/s/ Jamie Le

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TPCA

/s/ Daniel Moreno

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/s/ Cody Charley

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**ARTICLE 6 - BENEFITS**

**SECTION 6.1 EMPLOYEE INSURANCE**

A) Health Insurance

- 1) The City shall pay the PERS mandated minimum health contribution towards medical insurance. The PERS mandated minimum health contribution will apply only 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 PERS mandated minimum health contribution cannot be used for any other purpose.
- 2) The City shall continue payment as provided in Section 6.1.A and B while on an authorized medical leave of absence for a period not to exceed twelve months for any employee covered by this agreement.

B) 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 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 C in this section 6.1(B).

***Health Insurance effective January 1, 2023***

The City Contribution is \$604.36 for single-party, \$1,266.52 for 2-party coverage, and \$1,587.20 for 3-party coverage. The Cafeteria Contribution can be calculated by subtracting the current PERS Minimum Contribution from the City's Contribution (see below).

	<b>1 Party</b>	<b>2 Party</b>	<b>3 Party</b>
PERS Mandated Amount	By Statute	By Statute	By Statute
Cafeteria Contribution	\$604.36 less PERS Minimum Contribution	\$1,266.52 less PERS Minimum Contribution	\$1,587.20 less PERS Minimum Contribution
<b>Totals</b>	<b>\$604.36</b>	<b>\$1,266.52</b>	<b>\$1,587.20</b>

C) Cash-In-Lieu Payments

Full-time employees covered under this Resolution who meet the following requirements will receive a cash-in-lieu payment of \$500 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.

D) Long Term Disability Insurance / Employee Assistance Program

The City shall contribute \$10 per month per employee for long term disability insurance premium payments. The City will also provide the employee assistance program.

E) Retiree Insurance

The City shall pay the PERS mandated minimum health contribution per month per retiree who elects to participate in the PERS health insurance program toward medical insurance. The PERS mandated minimum health contribution will apply only toward the health insurance premium of one of the authorized PERS health insurance plans.

F) The City will provide a \$50,000 life insurance policy for each employee covered by this agreement.

G) Dental Insurance

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

H) Vision Insurance

All employees covered under this agreement will receive, at no cost to TPOA or members, one-pay vision insurance. This benefit has no cash value if not used. If employees want to cover additional family members, additional insurance may be purchased and paid for by the employee. This benefit has no cash value if not used.

**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.

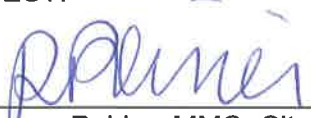
**INTRODUCED, APPROVED and ADOPTED** this 20<sup>th</sup> day of December, 2022.

  
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Mayor George K. Chen

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

ATTEST:

By   
\_\_\_\_\_  
Tatia Y. Strader  
Assistant City Attorney

  
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Rebecca Poirier, MMC, City Clerk


**TORRANCE CITY COUNCIL RESOLUTION NO. 2022-142**

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 20<sup>th</sup> 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

  
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Rebecca Poirier, MMC  
City Clerk of the City of Torrance