

RESOLUTION NO. 2023-99

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TORRANCE, CALIFORNIA, AMENDING RESOLUTION NO. 2022-144 SETTING FORTH HOURS, WAGES, AND WORKING CONDITIONS FOR CERTAIN FULL-TIME SALARIED AND HOURLY EMPLOYEES EFFECTIVE OCTOBER 17, 2023

AMENDMENT #2

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

SECTION I

That Resolution No. 2022-144 is hereby amended as follows:

Subsection A entitled "Introduction" and Subsection B entitled "Sick Leave Use" of Section 3.5 entitled "Sick Leave" of Article 3 entitled "Wage Supplemental Benefits" are amended to read in their entirety as follows:

"ARTICLE 3 – WAGE SUPPLEMENTAL BENEFITS

SECTION 3.5 SICK LEAVE

A. Introduction:

1. Sick leave is a benefit to be utilized by employees who are unable to work due to the employee's own illness; the employee's on-the-job or off-the-job injury; exposure of the employee to contagious disease as evidenced by certification from an accepted medical authority; medical or dental appointments of the employee or the employee's spouse, child, sibling, parent, parent-in-law, grandchild, grandparent, or registered domestic partner, which could not be scheduled during non-work hours with proper advance notification to the employee's supervisor; or illness or injury of the employee's spouse, child, sibling, parent, grandchild, grandparent, registered domestic partner, or other family members as provided under applicable law.
2. The purpose of sick leave is to provide assistance with wage loss for employees in the event they are unable to work due to recovering from an illness or injury or caring for an eligible family member recovering from an illness or injury.
3. An employee absent from work due to an illness, injury/disability shall notify their Department Head and/or supervisor in accordance with departmental work rules/regulations as soon as reasonably possible. While the City understands that employees may have a legitimate need to take time off from work, excessive unexcused absenteeism creates a hardship on City operations and co-workers, resulting in work schedule disruptions and added costs.
4. Misuse of sick leave shall be grounds for disciplinary action.

B. Sick Leave Use

An employee shall be granted sick leave for the following reasons:

- 1. Personal illness or injury:

Medical or dental appointments including preventative care. Employees are encouraged to schedule medical and dental examinations of a non-urgent nature outside of normal working hours. Appointments scheduled during normal working hours constitute sick leave, provided that the employee gives advance notice in accordance with departmental rules and regulations.

- 2. Family illness or injury:

Illness, injury or medical appointment of a member of the employee's immediate family which requires the employee's presence. Immediate family for the purpose of this section is defined as spouse, registered domestic partner, mother, mother-in-law, father, father-in-law, sister, brother, child or guardian, stepfather, stepmother, stepchildren, grandparents, great-grandparents, grandchildren or great-grandchildren.

- 3. Retirement Early Notification Incentive Program

An employee may use sick leave in accordance with the Retirement Early Notification Incentive Program requirements."

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 17th day of October, 2023.



Mayor Pro Tem Asam Sheikh

APPROVED AS TO FORM:
Patrick Q. Sullivan, City Attorney

by 

Tatia Y. Strader, Assistant City Attorney

ATTEST:



Rebecca Poirier, City Clerk


TORRANCE CITY COUNCIL RESOLUTION NO. 2023-99

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 an adjourned regular meeting of said Council held on the 17th day of October, 2023 by the following roll call vote:

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

Date: 10/25/23



Rebecca Poirier, MMC
City Clerk of the City of Torrance