

**RESOLUTION NO. 2010-34**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TORRANCE  
AMENDING RESOLUTION NO. 2009-30 SETTING FORTH CHANGES  
REGARDING THE WAGES FOR SAFETY MANAGEMENT  
EMPLOYEES**

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

**SECTION I**

That Resolution No. 2009-30 is hereby amended as follows:

**SECTION II**

***Effective April 11, 2010***

**ARTICLE 3 – BENEFITS**

**SECTION 3.1 SAFETY MANAGEMENT EMPLOYEE INSURANCE**

**A. POLICE SAFETY MANAGEMENT**

5. The City will provide a \$50,000 \$100,000 life insurance policy for each employee covered by this agreement.

**B. FIRE DIVISION CHIEF**

7. The City will provide a \$50,000 \$100,000 life insurance policy for each employee covered under this agreement.

**SECTION 3.3 SAFETY MANAGEMENT SICK LEAVE**

**F. Conversion of Sick Leave**

1. Any accrued sick leave in excess of eight hundred (800) hours, as of the first pay period in November, shall be converted into cash payable in January of each year. Payment will be made on the basis of one hour's pay for each hour of unused sick leave. An employee who wishes to defer this amount must submit a written request to the Finance Director no later than January 1.
2. The employee may convert any sick leave granted but unused in excess of three hundred (300) hours into cash or deferred income at the rate of one hour's pay for each hour of unused sick leave. Upon notification to the Finance Department on or before the 5th of February, May, August, and/or November of each year, employees may cash in at 100% of hourly rate. Payment shall be made no later than the last pay period of the months named.
3. *At the time of retirement, the provisions of Section 3.9.C (RHSP) shall apply. At retirement, (minimum of age 50 and 5 years of service with the City of Torrance) each hour of accumulated sick leave shall equal 100% hourly rate of base salary.*

**SECTION 3.6 SAFETY MANAGEMENT VACATION**

**H. Pay upon Termination**

Upon retirement or separation, employees so desiring may elect to defer all or part of the amount of vacation which has been accrued into the 457 plan or cash pursuant to other

applicable sections of the MOU. The amount deferred into the deferred compensation plans are subject to federal regulations.

I. Pay Upon Retirement

At the time of retirement, the provisions of Section 3.9.C (RHSP) shall apply.

**SECTION 3.9 DEFERRED COMPENSATION AND RETIREMENT HEALTH SAVINGS PLAN**

C. 401A Plan

1. A 401A plan is available and mandatory for all employees.
2. Employee contributions to this plan are not voluntary. In no case can employee or employer contributions exceed the limits set by law.

D. Retirement Health Savings Plan (RHSP)

1. For retiring employees the following shall apply:
  - a. Upon retirement, any hours under or equal to 300 (sick) and 150 (vacation) will be deposited into the International City/County Management Association (ICMA-RC) Retirement Corporation's VantageCare Retirement Health Savings Program, therein referred to as the RHSP Plan.
  - b. Upon retirement, the remaining balance up to limits allowed by law after which any remaining balance to be paid in cash will be disbursed into the City's 401A plan.
  - c. For separating employees, upon separation, any sick leave or vacation leave hours will be deposited into the 457 plan up to limits allowed by law or will be paid in cash.

Note: If State, Federal or PERS guidelines are changed regarding the employer's contribution to the deferred compensation program, moneys contributed by the employer to the deferred compensation program shall revert to another mutually accepted benefit of equal value.

**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 20th day of April, 2010.

APPROVED AS TO FORM:  
JOHN L. FELLOWS III, City Attorney

\_\_\_\_\_  
/s/ Frank Scotto  
Mayor Frank Scotto  
ATTEST:

by \_\_\_\_\_  
/s/ Patrick Q. Sullivan  
Patrick Q. Sullivan, Assistant City Attorney

\_\_\_\_\_  
/s/ Sue Herbers  
Sue Herbers, City Clerk

