



Date: February 11, 2025

To: Honorable Mayor and Members of the City Council

From: Aram Chaparyan, City Manager

By: Ian Dailey, Deputy City Manager | IDailey@TorranceCA.gov

Subject: City Manager – Adopt **RESOLUTION** Pursuant to Memorandum of Understanding (MOU) Setting Forth Hours, Wages, and Working Conditions for Torrance Professional Park and Recreation Employees Organization (TPPREO). Expenditure: \$169,509 (General Fund: Approximately \$42,377 Annually).

RECOMMENDATION

Recommendation of the City Manager that City Council adopt a **RESOLUTION** pursuant to memorandum of understanding (MOU) setting forth the hours, wages, and working conditions for employees represented by the Torrance Professional Park and Recreation Employees Organization (TPPREO) for the period beginning February 9, 2025 and ending June 30, 2028.

FUNDING

Funding is available in the City's fiscal year 2024-25 General Fund operating budget and is anticipated to be available in subsequent fiscal years.

DISCUSSION

On April 11, 2023, City Council adopted Resolution No. 2023-30 setting forth the hours, wages, and working conditions for City of Torrance (City) employees represented by TPPREO for the period beginning January 1, 2023, and ending June 30, 2024. Representatives of City Management and TPPREO participated in the meet-and-confer process for a successor MOU with both parties having reached an agreement on a multi-year contract. Upon conclusion of the meet-and-confer process, the membership of TPPREO also voted in favor of the proposed agreement.

In addition to general language updates as shown in Attachment 2 to this report, the key changes to pay and benefits as reflected in the proposed agreement are summarized below:

Effective Date	Key Changes
February 9, 2025	<ul style="list-style-type: none"> • Implement market adjustments to grids and increase grids by 3.85%. • Issue one-time payment equivalent to 3 months of health insurance premium contribution increases based on the following increases per month: <ul style="list-style-type: none"> • Employee only: \$80.68 per month; Employee + 1: \$168.15 per month; Family: \$199.38 per month. • Implement an administrative policy that addresses Leave of Absence, Bereavement Leave, Compassionate Leave, Family-School Partnership Leave, and Jury Duty and adjust language to refer to this citywide policy.
April 1, 2025	<ul style="list-style-type: none"> • Implement health insurance premium contribution increases as follows: <ul style="list-style-type: none"> • Employee only: \$80.68 per month; Employee + 1: \$168.15 per month; Family: \$199.38 per month.
July 13, 2025	<ul style="list-style-type: none"> • Increase grids by 3.50%
July 12, 2026	<ul style="list-style-type: none"> • Increase grids by 3.50%
July 11, 2027	<ul style="list-style-type: none"> • Increase grids by 3.50%

In addition to the items listed in the summary grid above, the following continued discussion items are also included in the MOU:

- Move-up and Temporary Appointment Language updates

The total cost of the package is approximately \$169,509, or 17.3% for the term of the agreement. Staff will continue to work with the association's leadership on the continued discussion items.

ATTACHMENTS

1. Torrance Professional Park and Recreation Employees Organization (TPPREO) Memorandum of Understanding CLEAN (Materials Available)
2. Torrance Professional Park and Recreation Employees Organization (TPPREO) Memorandum of Understanding REDLINED (Materials Available)