

ARTICLE 12 – AMENDMENTS

SECTION 12.3 AMENDMENT TO SECTION 4.9 INSURANCE

ARTICLE 4 –BENEFITS

SECTION 4.9 INSURANCE

A. Health, Life and Miscellaneous Insurance

ADD:

3. Medical Insurance for Part-Time Employees **hired prior to January 1, 2008:**

Effective January 1, 2008	1 Party	2 Party	3 Party
PERS Mandated Amount	\$100.00	\$100.00	\$100.00
City Cafeteria Contribution	\$229.32	\$542.34	\$730.15
Total	\$329.32	\$642.34	\$830.15

Effective January 1, 2009	1 Party	2 Party	3 Party
PERS Mandated Amount	\$100.00	\$100.00	\$100.00
City Cafeteria Contribution	\$245.79	\$574.48	\$771.66
Total	\$345.79	\$674.48	\$871.66

Medical Insurance for Part-Time Employees **hired after January 1, 2008:**

Effective January 1, 2008	1 Party	2 Party	3 Party
PERS Mandated Amount	\$100.00	\$100.00	\$100.00
City Cafeteria Contribution	\$136.99	\$323.98	\$436.17
Total	\$236.99	\$423.98	\$536.17

Effective January 1, 2009	1 Party	2 Party	3 Party
PERS Mandated Amount	\$100.00	\$100.00	\$100.00
City Cafeteria Contribution	\$148.84	\$345.18	\$462.98
Total	\$248.84	\$445.18	\$562.98

3-4. The City of Torrance joined the PERS health insurance to allow TME-AFSCME to participate in health programs. Both Management and TME-AFSCME agreed to join the program so long as it did not impact any of the other bargaining units within the City. In addition, cost to implement the plan would be absorbed by TME-AFSCME. If the PERS health insurance plans significantly alter from the current structure or if the administrative and contingency fee charged by PERS increases above four percent (4%) for the annuitant, the City reserves the right to withdraw from the PERS health insurance plans.

At such time, Management and TME-AFSCME agree to meet and consult on the restructuring of the employee insurance allowance and insurance program.

4-5. The City shall continue such health, dental, and life insurance premiums up to the amount as specified in this Section during the legitimate leave of absence for a period not to exceed eight (8) months of any employee covered by this Agreement.

5-6. The parties agree that if legislation is passed which significantly impacts the City's ability to provide health insurance through PERS Medical, the parties will return to the table to meet and confer.

