

July 14, 2026

TO: Rebecca Poirier, City Clerk

FROM: Jamie Le, Assistant to the City Manager

RE: ***MANAGEMENT and TORRANCE POLICE COMMANDERS ASSOCIATION (TPCA)
JOINT LETTER OF AGREEMENT REGARDING FIFA WORLD CUP VOLUNTARY
OVERTIME DOUBLE-TIME***

Management and Torrance Police Commanders Association met and have reached an agreement as noted on the attached document. Section 14.8.14.b of the Torrance Municipal Code reads:

“If an agreement is reached by management and a recognized employee organization or recognized employee organization, on matters subject to approval by the City Council, they shall jointly prepare a written and signed memorandum of such understanding and present it to the City Council for determination. *If an agreement is reached on matters not subject to approval by the City Council, those conferring shall jointly prepare a written and signed memorandum of such agreement which shall be filed with the City Clerk.*”

Pursuant to the last sentence of the above paragraph, the City Manager’s Office is filling the attached agreement with your office.

Management	Torrance Police Commanders Association (TPCA)
/s/ Robert Dunn	/s/
/s/ Jamie Le	/s/

Joint Agreement between the City of Torrance and TPCA

TPCA and representatives of Management ("City") have met and conferred regarding
FIFA World Cup Voluntary Overtime Double-time

Effective June 1, 2026, TPCA and City mutually agree to implement double-time for voluntary overtime hours worked in support of the FIFA World Cup until July 31, 2026. Accordingly, Article 5 entitled "Overtime Provisions" is revised to include Section 5.2 entitled "FIFA World Cup Voluntary Overtime Double-time" in its entirety as follows:

"SECTION 5.2 FIFA WORLD CUP VOLUNTARY OVERTIME DOUBLE-TIME

FIFA World Cup Voluntary Overtime Double-time

Employees covered by this Agreement shall be compensated by pay at the rate of 2 times the employee's regular hourly rate, based on a 40-hour work week schedule, for overtime hours worked in support of the FIFA World Cup in excess of a regularly scheduled watch, or on a regularly scheduled day off.

- A) Overtime shall be computed for actual time worked during scheduled overtime and hold over shifts.
- B) Double overtime pay is for cash value only. Employees may elect to earn compensatory time (Comp and/or Vacation Comp) but will forego the double time rate and time will be accrued at the rate of 1.5.
- C) When an employee elects to use comp time but needs to find a replacement, the replacement officer will earn overtime at the standard 1.5 rate.
- D) The Pilot Program will end on July 31, 2026."

Signed this 14th day of July 2026

Management

**Torrance Police Commanders Association
(TPCA)**

Robert Dunn
Police Chief

Daniel Moreno
President

Jamie Le
Assistant to the City Manager

Certificate Of Completion

Envelope Id: 6B7F72D7-E14A-8DE6-826D-B04A4E4F07AC

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Subject: Complete with Docusign: Side Letter Agreement- TPCA- FIFA World Cup Voluntary Overtime Double T...

Source Envelope:

Document Pages: 2

Signatures: 3

Envelope Originator:

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Sonia Delgado

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Torrance, CA 90503

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SDelgado@torranceca.gov

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Daniel Moreno

DMoreno@TorranceCA.gov

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Daniel Moreno
0255BFC6C6C69428

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Electronic Record and Signature Disclosure:

Accepted: 7/23/2026 12:13:47 PM

ID: 227a41d6-1e1e-4d00-b88d-26c730848907

Company Name: City of Torrance CA

Robert Dunn

rdunn@TorranceCA.gov

Chief of Police

Security Level: Email, Account Authentication
(None)

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Electronic Record and Signature Disclosure:

Accepted: 7/23/2026 12:33:55 PM

ID: 39d0a763-14ed-4605-8b94-70f275d5d4ea

Company Name: City of Torrance CA

Jamie Le

JLe@TorranceCA.Gov

Security Level: Email, Account Authentication
(None)

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Electronic Record and Signature Disclosure:

Accepted: 7/23/2026 12:54:16 PM

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Company Name: City of Torrance CA

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Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact City of Torrance CA:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: RPoirier@torranceca.gov

To advise City of Torrance CA of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at RPoirier@torranceca.gov and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

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To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to RPoirier@torranceca.gov and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

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To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;

ii. send us an email to RPoirier@torranceca.gov and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

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- Until or unless you notify City of Torrance CA as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by City of Torrance CA during the course of your relationship with City of Torrance CA.