NEGOTIATIONS SUMMARY
AND RECOMMENDATION

Supervisory and Professional Employees Association (SPEA)
OVERALL STRATEGY AND GOALS

The City of El Segundo and the Supervisory and Professional Association engaged in the meet and confer process and reached an agreement on December 7, 2017.

CITY OBJECTIVES DURING MEET AND CONFER PROCESS

- Create a financially predictable cost structure for the City where future expenses can be accurately planned and forecast.
- Have employees take on a greater share of the increasing retirement and health insurance costs to be offset with an increase in salary.
- Create consistency, where possible, between groups with respect to special compensations, such as leave payouts.
- Increase days of operation per week by moving to a 9/80 work week so that citizens and business can access services on Fridays.
- Seek to maintain/provide for a motivated, productive workforce by offering competitive salaries and benefits for both current and future employees.
KEY TERMS OF AGREEMENT

- Term of Agreement – October 1, 2014 to September 30, 2018
- Employer Paid Member Contribution (EPMC) - Employees to pay the full 7% PERS Member Contribution vs. prior 4%
- Work Schedule – Effective January 6, Employees will change to a 9/80 work schedule with every other Friday off
- Salary Increase – 5%
- Health Contribution – Increased from $121.00 to $1200 for active employees and $1140.39 to $1200.00 for retirees.
- Medical Insurance Opt Out - $250.00/month
KEY TERMS OF AGREEMENT (continued)

- Insurance Cap for dental, optical and life insurance increased from $161.65 to $184.25
- Leave Pay Outs – Effective March 1, 2017 leave payouts will be paid at employee’s base salary hourly rate of pay vs. prior regular rate of pay
- Holidays – Restored the Friday after Thanksgiving to list of observed holidays
- Employee Tuition and Book reimbursement increased from $1,250 per calendar year to $2,000
- Long Term Disability (LTD) – Corrected maximum monthly salary calculation from $7500 to $9500
CONCLUSION AND RECOMMENDATION

Recommendation

- City Council approval and authorization to implement all terms and conditions of the Memorandum of Understanding (entitled “agreement”) between the City of El Segundo this bargaining Unit effective January 6, 2017