



CITY OF EL SEGUNDO
BENEFITS SUMMARY
El Segundo Firefighters' Association (FFA)
October 1, 2018 through September 30, 2021

This summary is for informational purposes only and is not binding. For a complete explanation of all benefits and compensation, benefit eligibility, and restrictions, refer to the current Memorandum of Understanding (MOU) and the Employee Policy Manual.

COMPENSATION

Salary Adjustments:

October 1, 2019 - 2.5%; October 1, 2020 - 2.5%

Paramedic Premium: Effective October 14, 2008, permanent sworn employees that possess a California Paramedic License and have Accreditation by the County of Los Angeles will be compensated at the monthly amount set forth in Exhibit V.

Exhibit V – Effective 11/24/2018	
Position	Monthly Premium
Firefighter	\$640.10
Fire Engineer	\$739.76
Fire Captain	\$855.36

Fire Staff Premium Pay: Effective October 14, 2008, uniformed personnel who are assigned Fire Department work outside of the Suppression Division shall receive fire staff premium pay equal to 15% above the employee's regular rate of pay to which they are entitled.

Fire Investigator Premium Pay: Employees selected to serve in this assignment shall receive a monthly stipend of \$50.

Tiller Premium Pay: Employees classified as Firefighters and tiller certified by the City shall receive a monthly stipend of \$50.

Educational Incentive Pay: Members hired on or before November 28, 2015 shall be eligible for Educational Incentive pay for the following education levels.

College Semester Units*	% of Base Pay
Fire Science Certificate or 20 units in Fire Science	1.5%
A.A./A.S. with at least 20 units in Fire Science	2.5%
B.A./B.S. in Public Administration, Political Science, Chemistry or other major course of study approved by the Fire Chief.	3.5%

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*Members of this bargaining unit who achieve one of the following levels after September 30, 2021 shall not be eligible for the additional Education Incentive Pay associated with that level.

*Bargaining units members hired after November 28, 2015, shall not be eligible for the Education Incentive Pay described above.

Hired after November 28, 2015	
B.A./B.S.	\$500 /month
M.A./M.S.	\$900 /month

Longevity Pay: Unit members may be eligible for Longevity Pay based on the following:

Hired on or before November 28, 2015	
Firefighter	
6.5 years	\$426.73 /month
13 years	\$1,036.35 /month
19 years	\$1,645.97 /month
26 years	\$2,377.52 /month
Fire Paramedic and Fire Engineer	
6.5 years	\$493.17 /month
13 years	\$1,197.70 /month
19 years	\$1,902.24 /month
26 years	\$2,747.67 /month
Fire Captain	
6.5 years	\$570.24 /month
13 years	\$1,384.87 /month
19 years	\$2,199.50 /month
26 years	\$3,177.06 /month

Hired on or after November 28, 2015	
Years of Service	Monthly Premium
6	\$500
13	\$700
20	\$900

LEAVES

Vacation Leave: Unit members shall accumulate vacation time not to exceed the total aggregate of two years accumulation in accordance with the following schedule:

40-Hour Work Week:

Years of Service	Days Per Year
7 years of continuous service	12
After 7 years – 14 years	18

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After 14 years of continuous service	24
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24-Hour Shift:

Years of Service	Shifts Per Year
7 years of continuous service	6
After 7 years – 14 years	9
After 14 years of continuous service	12

Bereavement Leave: A maximum of four days (which shall be defined as two shifts or 48 hours) paid bereavement leave per incident of death in the immediate family is provided.

Jury Duty: During the first two weeks of Jury Duty, an employee shall be entitled to receive his or her regular compensation.

FRINGE BENEFITS

City Health Insurance Premium Contribution: Effective January 2021 and for the remainder of the term of the MOU, the maximum monthly City-paid health insurance premium contribution for medical health insurance will be \$1,650.

Dental & Optical Insurance: Effective January 2019, the City shall pay 100% of the premiums for the agreed-upon dental and optical insurance for employees and eligible dependents to the maximum of **\$135 per month**.

Long-Term Disability Insurance: The City will pay 100% of premiums for California Association of Professional Firefighters reported to the taxing authorities as ordinary income of the employees.

Life Insurance: City paid policy up to \$20,000 in coverage.

Employee Assistance Program (EAP): The EAP provides confidential counseling, education and referral on work and life issues at no cost to the employee; subject to provider guidelines. The City shall provide a basic level of service to employees at City cost. Basic level shall consist of three (3) sessions per member/per incident/ per year.

Retirement Benefits & Contributions: The City contracts with the California Public Employees Retirement System (PERS) to provide retirement benefits and has implemented first, second and third tiers. Tier I employees were hired by the City before November 24, 2012 and are in the 3%@50 (Safety) or 2%@55 (Miscellaneous) formula; Tier II employees were hired between November 24, 2012 and December 31, 2012 or are Classic members and in the 3%@55 (Safety) or 2%@60 (Miscellaneous) formula; and Tier III employees were first hired by the City on or after January 1, 2013, and are new members in the 2.7%@57 (Safety) or 2%@62 (Miscellaneous) formula.

Defined Contribution Plan: Voluntary participation in 457 plan.

RETIREE MEDICAL BENEFIT

Retiree Health Benefits Program: The City will pay 100% of the premium for the agreed upon health insurance, under the City's insurance plans, for retired employees and eligible dependents, to the maximum dollar amount being equal to the contribution made for current employees with coverage which is the same as that of the retiree. Effective July 1, 1989, employees shall have a minimum of five years of City service as a prerequisite to receive from the City service retiree medical insurance contributions.