



**CITY OF EL SEGUNDO**  
**BENEFITS SUMMARY**  
**El Segundo City Employees' Association (CEA)**  
 March 20, 2019 through September 30, 2023

*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, 2020 - 2%; October 1, 2021- 2%; October 1, 2022 – 2%

**Educational Incentive & Certification Pay:**

Salary Grades	Monthly Premium
11-19	\$219.64
20-29	\$281.16
30-39	\$334.21

**Longevity Pay:** Effective October 1, 2005, employees shall be entitled to the following longevity pay based on years of service with the City of El Segundo:

Salary Grades 11-19	Monthly Premium
5 years	\$43.93
10 years	\$87.86
15 years	\$131.78

Salary Grades 20-29	Monthly Premium
5 years	\$56.23
10 years	\$112.46
15 years	\$168.69

Salary Grades 30-39	Monthly Premium
5 years	\$66.84
10 years	\$133.68
15 years	\$200.53

*\*Employees hired on or after May 10, 2017 shall not be eligible for education and/or longevity pay.*

**Class A & Class B Driver's License Pay:** Employees in the following job classification shall be entitled to a **\$75** per month stipend for obtaining and maintaining a Class A CA Driver's License.

- Equipment Mechanic II
- Fire Equipment Mechanic

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Employees in the following job classification shall be entitled to a \$50 per month stipend for obtaining and maintaining a Class B CA Driver's License.

- Street Maintenance Leadworker
- Street Maintenance Worker II
- Tree Maintenance Worker
- Wastewater Maintenance Leadworker
- Wastewater Maintenance Worker II
- Water Maintenance Leadworker
- Water Maintenance Worker II
- Park Maintenance Worker II
- Facilities Systems Mechanic
- Equipment Mechanic I

**Uniform Allowance:** The City shall pay uniform, clothing, and personnel equipment allowance as follows:

Position	Premium
Fire Prevention Specialist	\$240 per year or equivalent per month of active duty
Maintenance Worker I/II/Leadworker Custodian Building Inspector I/II Meter Reader/Repairer Equipment Mechanic I/II Facilities Systems Mechanic Maintenance Craftworker Tree Maintenance Worker Sr. Park Maint. Worker Fire Equipment Mechanic Pool Technician	Safety shoes not to exceed \$180 per 12-month period

**LEAVES**

**Vacation Leave:**

Years of Service	Hours per Year
First seven years of continuous service with the City	96
After seven years and until completion of fourteen years of continuous service	136
After fourteen years of continuous service	176

**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 2022, the maximum monthly contribution for medical and mental health insurance shall be \$1,550/month for full-time employees and \$775/month for part-time employees.

*\*Employees may opt out of insurance and receive \$250/month in cash.*

**Dental Insurance:** The City will pay the premium for City contracted dental insurance for employees and eligible dependents.

**Optical Insurance:** The City will pay the premium for City contracted optical insurance for employees and eligible dependents.

*\*The City's aggregate contribution for current dental, optical and life insurance shall be capped at \$135 per employee per month.*

**Life Insurance:** City paid policy up to \$30,000 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 2.5%@55 (Miscellaneous) formula; Tier II employees were hired between November 24, 2012 and December 31, 2012 or are Classic members and in the 2%@50 (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:** Employees who retire must have earned service credit with CalPERS for a minimum of five years to participate in the City's group insurance programs. Effective January 1, 2020, the City will contribute to a retiree health insurance contribution program for retirees who participate in the Public Employees' Medical and Hospital Care Program.