



CITY OF EL SEGUNDO
BENEFITS SUMMARY
El Segundo Police Managers' Association (PMA)
October 1, 2018 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 - 3%; October 1, 2021- 3%; October 1, 2022 – 3%

Educational Incentive Pay: Effective July 1, 2008, employees holding a Master's Degree shall be eligible:

| Position | Monthly Premium |
|-------------------|-----------------|
| Police Lieutenant | \$398.97 |
| Police Captain | \$451.40 |

Physical Fitness Incentive Program Pay: Employees will receive their regular rate of pay for meeting the following physical fitness standards.

| Fitness Level | Pay per Quarter |
|---------------|-----------------|
| Excellent | 16 hours of pay |
| Good | 8 hours of pay |
| Fair | 4 hours of pay |

LEAVES

Vacation Leave: Employees shall accrue vacation time on a monthly basis. Vacation leaves may be taken only after an affected employee has completed six (6) months of continuous service with the City.

Employees hired on or after July 1, 1994:

| Years of Service | Hours per Year |
|--|----------------|
| Commencement of 1 st year through and including completion of 5 th year of service | 96 |
| 6 th year through and including completion of 10 th year of service | 120 |
| 11 th year through and including completion of 15 th year of service | 144 |

Benefits Summary
 El Segundo Police Managers' Association (PMA)

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|---|---|
| 16 th year through and including 16 th year of service | 176 |
| 17 th year of service and all years thereafter up to and including 25 th year | Additional 8 hours per years of service |

Employees hired before July 1, 1994:

| Years of Service | Hours per Year |
|---|---|
| First seven years of continuous service | 96 |
| After seven years and until the completion of fourteen years | 136 |
| After fourteen years and until the completion of sixteen years | 176 |
| Commencement of seventeen years and all years of service thereafter up to and including the 25 th year | Additional 8 hours per years of service |

Current ESPMA members will continue to earn 230 hours annually until they reach the 25 years of service and begin to earn the maximum accrual of 256 hours annually.

Executive Leave: Employees shall be granted fifty-six (56) hours of executive leave per calendar year. Twenty-eight (28) hours of executive leave may be carried over and accumulated from year to year, not to exceed a cap of eighty-four (84) hours. *Such hours are not eligible for pay out upon retirement or separation of employment.*

Bereavement Leave: Entitled to twenty-four (24) hours per incident which shall increase to forty (40) hours per incident where one-way travel is five hundred (500) or more miles measured from El Segundo City Hall.

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, the maximum monthly City-paid health insurance premium contribution for medical health insurance will be \$1,650.

Dental & Optical Insurance: The City will pay 100% of the premiums for the agreed-upon dental, and optical and life insurance for employees and eligible dependents.

Life Insurance: City paid policy up to \$50,000 in coverage.

Employee Assistance Program (EAP): The EAP provides confidential counseling, education and referral on

Benefits Summary

El Segundo Police Managers' Association (PMA)

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.