



CITY OF EL SEGUNDO
BENEFITS SUMMARY

El Segundo Police Support Services Employees' Association (PSSEA)
 October 1, 2018 through September 30, 2022

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%

Education Pay: Eligible employees shall be entitled to receive educational incentive pay as shown below.

| Position | Monthly Premium |
|---------------------------|-----------------|
| Police Assistant I | A.A. \$94.58 |
| | B.A. \$189.16 |
| Police Assistant II | A.A. \$104.40 |
| | B.A. \$208.80 |
| Police Service Officer I | A.A. \$113.79 |
| | B.A. \$227.57 |
| Police Service Officer II | A.A. \$125.60 |
| | B.A. \$251.20 |

Effective March 30, 2019, a Crime Scene Investigator I/II hired before May 10, 2014, shall be eligible for educational incentive pay if: (1) employee has been awarded a bachelor's degree; and (2) was awarded such degree in one of the majors of public administration, business administration, engineering or other job-related major, which has been approved by the department head, in writing prior to admission of the specific employee into that major:

| Position | Premium |
|-----------------------------|----------|
| Crime Scene Investigator I | \$227.57 |
| Crime Scene Investigator II | \$251.20 |

* Bargaining unit members hired after October 1, 2014 shall not be eligible for the Education Incentive Pay.

Longevity Pay: Eligible employees shall be entitled to receive longevity pay based on full-time, job related law enforcement experience as shown below.

| Police Assistant I | |
|--------------------|-----------------|
| Years of Service | Monthly Premium |
| 5 | \$56.75 |
| 10 | \$113.50 |
| 15 | \$264.50 |

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| | |
|----|----------|
| 20 | \$331.04 |
|----|----------|

| Police Assistant II | |
|---------------------|-----------------|
| Years of Service | Monthly Premium |
| 5 | \$62.64 |
| 10 | \$125.28 |
| 15 | \$292.32 |
| 20 | \$365.40 |

| Police Service Officer I | |
|--------------------------|-----------------|
| Years of Service | Monthly Premium |
| 5 | \$68.27 |
| 10 | \$136.54 |
| 15 | \$318.60 |
| 20 | \$398.25 |

| Police Service Officer II | |
|---------------------------|-----------------|
| Years of Service | Monthly Premium |
| 5 | \$75.36 |
| 10 | \$150.72 |
| 15 | \$351.67 |
| 20 | \$439.59 |

**Bargaining unit members hired after October 1, 2014 shall not be eligible for Longevity Pay.*

Effective March 30, 2019, a Crime Scene Investigator II hired before May 10, 2014 shall receive the following longevity pay.

| Years of Service | Monthly Premium |
|------------------|-----------------|
| 5 | \$79.36 |
| 10 | \$150.72 |
| 15 | \$351.76 |
| 20 | \$439.59 |

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

| Position | Premium |
|--|---|
| Police Service Officer I/II | \$240 /year |
| Newly appointed Police Service Officers I/II | Uniform advance of \$110 (at time of appointment) |

**The City reserves the right to provide uniforms in lieu of the allowances provided for herein.*

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 |

**Vacation leaves may be taken only after an employee has completed one year's continuous service.*

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 contribution for medical health insurance shall be \$1,600 per member per month.

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

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

**The City's aggregate contribution for current dental, optical and life insurance for the term of this agreement shall be set and fixed at \$135 per employee per month.*

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 2.5%@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 must have a minimum of five (5) years of service credit with CalPERS in order to be eligible for paid retiree medical insurance.