



EXECUTIVE COMPENSATION

Presented to the Finance Committee by
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ELSEGUNDO

Where big ideas take off.

INTRODUCTION

- Strategic Plan Goal #3 - Employer of Choice
- Executive Classifications
- Survey Agencies
- Total Compensation Elements
- The Great Resignation
- Next Steps



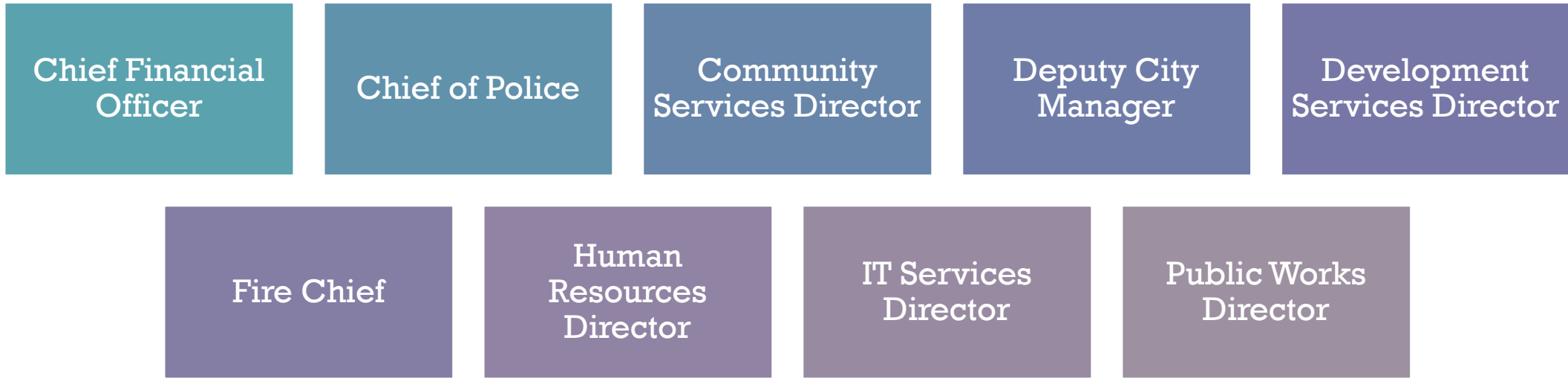
GOAL 3: DEVELOP AS A CHOICE EMPLOYER AND WORKFORCE

- El Segundo is a city employer of choice and consistently hires for the future
- The El Segundo workforce is inspired, world-class, engaged, with increasing stability and innovation

HOW DO WE GET THERE?

- Attract and retain the best qualified candidates
- Promote positive workplace culture
- Incorporate Diversity, Equity and Inclusion
- Consideration of work life balance issues
- Competitive salary and benefits package
- Employee training
- Recognition of performance through metrics-based bonus program
- Regular review and adjustment to total compensation





EXECUTIVE TEAM CLASSIFICATIONS

Culver City

Manhattan Beach

Gardena

Redondo Beach

Hawthorne

Santa Monica

Hermosa Beach

Torrance

Inglewood

County of Los
Angeles

City of Los
Angeles

**SURVEY AGENCIES
ADMINISTRATIVE
CODE 1A6.250**



TOTAL COMPENSATION ELEMENTS FOR EXECUTIVES

- Base Salary
- Retirement Contributions (Employee and Employer Paid)
- Medical Allowance
- Life Insurance
- Short-term and Long-term Disability
- Auto Allowance
- Retiree Medical
- Deferred Compensation
- Wellness
- Education, Longevity or Other



**THE GREAT
RESIGNATION**

Higher pay

Burnout

Retirement Formula

Social Security

Career Development

Work Life Balance

Remote Work Opportunities

NEXT STEPS



COMPREHENSIVE TOTAL
COMPENSATION SURVEY



EMPLOYEE ENGAGEMENT
SURVEY



REVIEW OF RECOMMENDED
ADJUSTMENTS



QUESTIONS?

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