



CITY OF EL SEGUNDO BENEFITS SUMMARY

El Segundo Firefighters' Association (FFA)
May 21, 2024 through June 30, 2028

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:

July 1, 2024 – 5.3%; July 1, 2025 – 3.0%; July 1, 2026 – 2.0%; July 1, 2027 – 2.0%

Paramedic License Incentive: Effective upon approval and adoption of the MOU, 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 below:

Firefighter	\$672. 05
Fire Paramedic	\$776. 36
Fire Engineer	\$776. 36
Fire Captain	\$897. 54

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: Effective upon approval and adoption of this MOU, the Educational Incentive will be eliminated for all ranks and the previous Tier One Captain Educational Incentive for a Bachelor's degree shall be applied to base salary in the amount of \$1,059.02 per month for all ranks.

Members hired on or before November 28, 2015 shall be eligible for Educational Incentive pay.

Bargaining unit members hired after November 28, 2015, shall be eligible for a monthly Education Bonus upon achieving the following education levels in the amounts set forth below.

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**In order to receive an Education Bonus, the represented employee must have received a satisfactory score on his/ her most recent performance evaluation.*

Bachelor's Degree	\$500 Monthly
Master's Degree	\$900 Monthly

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

Employees hired on or before November 28, 2015 shall be eligible for Longevity Pay, as set forth below:

Position	6.5 Years	13 Years	19 Years	26 Years
Firefighter	\$426.73	\$1,036.35	\$1,645.97	\$2,377.52
Fire Paramedic	\$493.17	\$1,197.70	\$1,902.24	\$2,747.67
Fire Engineer	\$493.17	\$1,197.70	\$1,902.24	\$2,747.67
Fire Captain	\$570.24	\$1,384.87	\$2,199.50	\$3,177.06

Employees hired on or after November 28, 2015, shall be eligible for Longevity Pay as set forth below:

Position	6 Years	13 Years	20 Years
Firefighter	\$500	\$700	\$900
Fire Paramedic	\$500	\$700	\$900
Fire Engineer	\$500	\$700	\$900
Fire Captain	\$500	\$700	\$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: Members of the Union who work 40 hours a week shall accumulate vacation time not to exceed the total aggregate of two years accumulation in accordance with the following schedule:

Years of Service	Days Per Year
first seven years of continuous service with the City	12 days
7-14	18 days
14+	24 days

24-Hour Shift: Employees who work on a shift basis shall accumulate vacation time not to exceed the total aggregate of two years accumulation in accordance with the following schedule:

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Years of Service	Annual Accrual Rate	Accrual per pay period	Maximum permissible accrual
0-7	144 hours	5.53 hours	288 hours
7-14	216 hours	8.03 hours	432 hours
14+	288 hours	11.07 hours	576 hours

Effective January 1, 2025, the City will enforce the cap on vacation accrual such that no employee shall be permitted to accrue vacation in excess of twice their annual accrual rate. Any employee who has accrued, but unused, vacation in an amount that exceeds that amount will be cashed out for the vacation accruals in excess of the cap

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.

The employee must provide documentation of his or her daily attendance on Jury Duty.

FRINGE BENEFITS

City Health Insurance Premium Contribution: .

Effective May 21, 2024, the maximum monthly City-paid health insurance premium contribution for medical health insurance will be \$ 1,750.

Effective January 1, 2025 , the maximum monthly City-paid health insurance premium contribution for medical health insurance will be \$ 1,800.

Effective January 1, 2026, the maximum monthly City-paid health insurance premium contribution for medical health insurance will be \$ 1,850.

Effective January 1, 2027, the maximum monthly City-paid health insurance premium contribution for medical health insurance will be \$ 1,900.

Effective January 1, 2028, the maximum monthly City-paid health insurance premium contribution for medical health insurance will be \$ 1,950.

Dental & Optical Insurance: Effective March 2024, 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 \$184. 25 per month.

Life Insurance: Effective March 1, 2024, the City shall pay basic life premiums to increase coverage to \$50,000.

Long-Term Disability Insurance: The City will pay 100% of premiums for California Association of

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Professional Firefighters reported to the taxing authorities as ordinary income of the employees.

Employee Assistance Program (EAP): 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:

For all members, except those defined as " New Members" within the meaning of the California Public Employees' Pension Reform Act of 2013:

All sworn firefighting employees currently represented by the Union who are safety members of PERS shall have their retirement benefits calculated pursuant to the three percent (3%) at age 55 formula set forth in Section 21363. 1 of the California Government Code.

For " New Members" within the meaning of the California Public Employees' Pension Reform Act of 2013:

Retirement Formula: Per Government Code Section 7522. 25(d), also known as 2. 7% @ 57 retirement formula.

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.

Revised Date: September 25, 2024