



**CITY OF EL SEGUNDO**  
**BENEFITS SUMMARY**  
**El Segundo Police Officers' Association (POA)**  
 April 1, 2023 through June 30, 2025

*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:**

April 8, 2023 - 7%; January 1, 2024 - 3%; January 1, 2025 – 3%.

**Differential Pay:** Effective October 14, 2008, 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 in Exhibit V.

<b>Motor Officer</b>	
<b>Position</b>	<b>Monthly Premium</b>
Police Officer	\$511.01
Police Sergeant	\$640.19

<b>Canine, Detective, and Special Assignments</b>	
<b>Monthly Premium</b>	
	\$425.84

**Bilingual Pay:**

<b>Position</b>	<b>Monthly Premium</b>
Police Officer	\$283.90
Police Sergeant	\$355.66

**Educational Incentive Pay:** Members hired on or before February 21, 2017 shall be eligible for Educational Incentive pay for the following education levels.

	<b>60 Units or AA or Intermediate POST</b>	<b>AA + Intermediate Post</b>	<b>Advanced POST</b>	<b>Bachelors</b>	<b>Masters</b>
<b>Officer</b>	\$298.10	\$467.29	\$770.71	\$963.37	\$1,353.62
<b>Sergeant</b>	\$373.44	\$560.16	\$951.56	\$1,120.34	\$1,622.85

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

- A. Upon completion of ten years of paid, full-time sworn law enforcement service
- B. Upon completion of fifteen years of paid, full-time sworn law enforcement service
- C. Upon completion of twenty years of paid, full-time sworn law enforcement service
- D. Upon completion of twenty-five years of paid, full-time sworn law enforcement service

Longevity Pay per Month (paid over 26 pay periods)				
	10 years	15 years	20 years	25 years
<b>Officer</b>	\$200.00	\$360.00	\$575.00	\$1,150.00
<b>Sergeant</b>	\$265.00	\$485.00	\$680.00	\$1,515.00

**LEAVES**

**Vacation Leave:**

***Hired on or After July 1, 1994:***

Years of Service	Hours Per Year
1 <sup>st</sup> year of service through and including completion of 5 <sup>th</sup> year	96
6 <sup>th</sup> year of service through and including completion of 10 <sup>th</sup> year	120
11 <sup>th</sup> year or service through and including completion of 15 <sup>th</sup> year	144
16 <sup>th</sup> year through and including completion of 16 <sup>th</sup> year	176
17 <sup>th</sup> year or service and all years thereafter up to and including 25 <sup>th</sup> year	Additional 8 hours per years of service

***Hired Before July 1, 1994:***

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 and until completion of sixteen years	176
Commencement of 17 <sup>th</sup> year and all years thereafter up to and including 25 <sup>th</sup> year	Increasing 8 hours per year of service

**Bereavement Leave:** The practice of granting three (3) working days of bereavement leave per incident shall be increased to 40 hours per incident in those circumstances where travel to a funeral or other memorial proceeding is 500 or more miles one way as measured from the El Segundo City Hall.

**Jury Duty:** Any compensation for the first two (2) weeks of Jury Duty, except travel reimbursement pay, must be deposited with the Director of Human Resources.

**FRINGE BENEFITS**

**City Health Insurance Premium Contribution:**

Effective for the medical premium in January 2021, the maximum monthly medical contribution by the

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City is \$1,650 per employee per month. Effective upon approval and adoption of this MOU, the maximum monthly medical contribution shall increase to \$1,700.

Effective for the medical premium in January 2024, the maximum monthly contribution shall increase to \$1,750.

Effective for the medical premium in January 2025, the maximum monthly contribution shall increase to \$1,800.

**Dental & Optical Insurance:** The City will pay 100% of the premiums for the agreed-upon dental, optical, and life insurance for employees and eligible dependents to the maximum of **\$184.25 per month**.

**Life Insurance:** City will provide every member of the Association with \$50,000 of basic term life insurance at City cost. The City reserves the right to determine the insurance carrier with whom the City will contract for 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.

**Body or Heart Scan:** Commencing July 1, 2008, each employee shall be eligible to receive a "body or heart scan" to be conducted once every two (2) years at City expense.

**Retirement Benefits & Contributions:** The City has implemented the 3% at 50 PERS retirement formula for all affected employees.

Tier II - Employees covered by classifications in this bargaining unit who are hired on or after October 6, 2012 and are otherwise not a "new employee" and/or "new member" of CalPERS under Government Code Section 7522.04 of AB340, also known as the California Pension Reform Act of 2013, shall be subject to the 3%@55 retirement formula.

Effective January 1, 2013, new safety employees and/or members, as defined by AB340, will be subject to the 2.7%@57 retirement formula as well as all other statutory requirements established by AB340.

**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 (5) years to receive the following benefits: the option of continuing to participate in the City's group insurance programs and the right to receive contribution toward medical insurance for the retiree and 1 dependent. In addition, employees are eligible for payments of unused sick leave pursuant to Article 11.

The City will contribute to a retiree health insurance contribution program for retirees who participate in the Public Employees' Medical and Hospital Care Program. The program will provide for the following maximum contribution:

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<b>Year of Retirement</b>	<b>Amount of Monthly Contribution</b>
1995 and after	Average dollar cost of the premium for an employee and 2 or more dependents for the HMO's available to employee under PEMHCA.

Revision Date: April 4, 2025