



CITY OF EL SEGUNDO
BENEFITS SUMMARY
El Segundo Management Confidential (MC)

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 Administrative Code and the Employee Policy Manual.

COMPENSATION

Educational Incentive & Certification Pay:

Effective October 1, 2008, the Police Chief shall no longer receive 5% Educational Incentive Pay for possessing a Master’s Degree from an accredited college or university.

Effective June 29, 2024 , the Educational Incentive will be eliminated, and the previous Battalion Chief Educational Incentive for a Master' s degree shall be applied to base salary in the amount of \$ 1, 755.28 per month for employees in the Battalion Chief classification.

Longevity Pay: There shall be no automatic step progression and no longevity step increases.

Uniform Allowance: Effective October 1, 1988, Management-Confidential employees in the Police and Fire department who are required to purchase and continuously maintain certain prescribed items of uniform clothing shall be compensated for a portion of the initial and maintenance costs thereof according to the following:

Classification/Position	Per Mo. Of Active Duty
Police Chief	\$53.00
Fire Chief	\$33.00
Fire Battalion Chief	\$40.00

LEAVES

Vacation Leave: Employees regularly employed shall accumulate vacation time in accordance with the following schedule:

Years of Service	Annual Accrual Rate	Accrual Per Pay Period	Maximum Permissible Accrual
0-5	108 hours	4.15 hours	216 hours
6-10	132 hours	5.08 hours	264 hours
11-15	156 hours	6.00 hours	312 hours
16+	188 hours	7.23 hours	376 hours

Employees may accrue up to two (2) years of vacation leave at their current annual accrual rate.

Effective July 2, 2023, the City will impose a hard cap on vacation accrual such that no employee shall be permitted to accrue vacation in excess of twice their annual accrual rate. Any employee that has a vacation balance in excess of twice their annual accrual rate will be cashed out by the City at their base hourly rate to bring their vacation balance to twice their annual accrual rate in December 2023.

All other terms and conditions in Section 1A2.144(1) and (2) remain in effect.

Jury Duty: During the first two weeks of Jury Duty, an employee shall be entitled to receive his or her regular compensation. For any portion of Jury Duty that extends beyond the first two weeks, such extended Jury Duty period shall be without pay. While on Jury Duty, the employee must report to work during any portion of a day that the employee is relieved of Jury Duty for three or more consecutive hours.

FRINGE BENEFITS

City Health Insurance Premium Contribution: Executive Management, Mid-Management, and Confidential: all positions listed in Section 1(A) (and as may be amended thereafter), shall be eligible to participate in the City’s Flexible Benefit Plan, as per the table below:

Effective Date	City Maximum Health Insurance Contribution per Month under “PEMHCA” (Per City Resolution filed with CalPERS)	Flex Benefit – City Contribution per Month	City Contribution Monthly Total
Upon approval and adoption (August 15, 2023)	\$932	\$768	\$1,700
January 1, 2024	\$932	\$818	\$1,750
January 1, 2025	\$932	\$868	\$1,800
January 1, 2026	\$932	\$918	\$1,850

**Employees shall not be entitled to cash out any excess monies that are not allocated to purchasing any of the specified benefits within the City’s portfolio. The employee shall be responsible for any and all out-of-pocket costs in excess of the City’s monthly contribution.*

Dental Insurance: The City shall provide dental and vision benefits for each covered Executive, Mid-Management, and Confidential employee and the employee’s eligible dependents.

Optical Insurance: The City shall provide dental and vision benefits for each covered Executive, Mid-Management, and Confidential employee and the employee’s eligible dependents.

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: In order to qualify for any retiree medical benefit from the City, the employee must qualify as an “annuitant” under PEMCHA” (see Government Code Section 22760(c)). The retiree must have an effective retirement date with CalPERS within 120 days of separation from City employment and receive a retirement benefit from CalPERS.

Hire Date	Retiree Medical – City Contribution
July 1, 2007 through June 30, 2016	PEMHCA amount supplemented with a City contribution not to exceed \$1,200 per month
July 1, 2016 and retired prior to June 21, 2022	PEMHCA amount only
Service retire concurrently from CalPERS and the City of El Segundo after a minimum of five (5) consecutive full-time years of service with the City of El Segundo on or after June 21, 2022	PEMHCA amount supplemented with a City contribution to equal highest total monthly contribution as described in Section 1A2.107. For 2022, this amount shall not exceed \$1,650

Defined Contribution Plan: Voluntary participation in 457 plan.

RETIREE MEDICAL BENEFIT

Retiree Health Benefits Program: Executive Management, Mid-Management, and Confidential employees service retiring from CalPERS and the City of El Segundo after a minimum of five (5) consecutive full-time years of service with the City of El Segundo on or after June 21, 2022, shall be eligible for a retiree medical benefit equal to the “PEMHCA” amount set forth in the City’s resolution filed by the City with CalPERS, supplemented by a City contribution to a healthcare reimbursement account.

Revised Date: April 4, 2025