



CITY OF EL SEGUNDO
BENEFITS SUMMARY
El Segundo Police Managers' Association (PMA)
 October 1, 2023 through June 30, 2026

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, 2023 - 7%; July 1, 2024- 3%; July 1, 2025 – 3%

Education Incentive Pay: Effective October 1, 2023, affected employees holding a Master's degree shall be eligible for educational incentive compensation to be paid per pay period as follows:

Position	Per pay period
Police Lieutenant	\$500.00
Police Captain	\$750.00

Physical Fitness Incentive Program Pay: Employees will receive their regular rate of pay for meeting the following physical fitness standards:

Fitness Level	Pay per Quarter
Excellent	16 hours of pay
Good	8 hours of pay
Fair	4 hours of pay

LEAVES

Vacation Leave: Employees shall accrue vacation time on a monthly basis. Vacation leaves may be taken only after an affected employee has completed six (6) months of continuous service with the City.

Employees hired on or After July 1, 1994:

Years of Service	Hours Per Year
0 – 5 years	96
6 – 10 years	120
11 – 15 years	144
16 years	176
17 + years	Additional 8 hours per year above what an employee with 16 years of service receives

Employees hired Before July 1, 1994:

Years of Service	Hours Per Year
0 – 7 years	96
8 – 14 years	136
15 – 16 years	176
17+ years	Additional 8 hours per year above what an employee with 16 years of service receives.

Bereavement Leave: The City shall provide the employee three (3) days paid bereavement leave and two (2) days of unpaid leave to be used with three (3) months of the date of the death of the " family member."

For employees who need to travel 500 or more miles from the City in order to attend services for the employee's family member, the City shall also provide two (2) additional days of paid bereavement leave in lieu of the two (2) days of unpaid leave.

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 their daily attendance on jury duty.

FRINGE BENEFITS

City Health Insurance Premium Contribution:

Effective January 1, 2024, the City will contribute \$ 1,750 per member per month for employee health insurance coverage.

Effective January 1, 2025, the City will contribute \$ 1,800 per member per month for employee health insurance coverage.

Effective January 1, 2026, the City will contribute \$ 1,850 per member per month for employee health insurance coverage.

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.

Life Insurance: The City will provide affected employees with \$ 50, 000 of 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 City provides employees and immediate family members' confidential assistance, referrals, and counseling through EAP. The City shall provide the basic level of EAP service to employees at the cost incurred by the City for participation in such program. Basic level includes three (3) sessions per member per incident per year.

Retirement Benefits & Contributions:

Tier I - The City has implemented the 3% @50 PERS retirement formula for all affected employees.

Tier II - The City shall amend its contract with the Public Employees' Retirement System to implement the 3% @55 retirement formula, in accordance with Government Code Section 21363. 1, for unit employees hired on or after the effective date of the PERS contract amendment.

Tier III - 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.

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 to participate in the City's group insurance programs and the right to receive a contribution toward medical insurance as set forth in Section E.

Effective January 1, 2020, the City will contribute to a retiree health insurance contribution program for retirees who participate in the Public Employees' Medical and Hospital Care Program ("PEMHCA").

The program will provide for the following maximum contribution: Average dollar cost of the premium for an employee and two (2) or more dependents for the HMO's available to active employees under PEMHCA and no greater than the maximum City contribution made on behalf of active employees.

Revision Date: April 8, 2025