



**CITY OF EL SEGUNDO**  
**BENEFITS SUMMARY**

**El Segundo Police Support Services Employees' Association (PSSEA)**  
 October 1, 2022 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, 2022 - 2%; July 1, 2023 - 2%; July 1, 2024 - 2%; July 1, 2025 - 2%.

**Education Pay:** Eligible employees shall be entitled to receive educational incentive pay as described below.

Position	Monthly Premium
Police Assistant I	A.A. \$43.65 B.A. \$87.30
Police Assistant II	A.A. \$48.18 B.A. \$96.37
Police Service Officer I	A.A. \$52.52 B.A. \$105.03
Police Service Officer II	A.A. \$57.97 B.A. \$115.94

Effective March 30, 2019, a Crime Scene Investigator I/II hired before May 10, 2014, shall be eligible for educational incentive pay if: (1) employee has been awarded a bachelor's degree; and (2) was awarded such degree in one of the majors of public administration, business administration, criminal justice or other job-related major, which has been approved by the Department Head, in writing prior to admission of the specific employee into that major:

Position	Premium
Crime Scene Investigator I	\$105.03
Crime Scene Investigator II	\$115.95

\* Bargaining unit members hired after October 1, 2014 shall not be eligible for the Education Incentive Pay.

**Longevity Pay:** Eligible employees shall be entitled to the following longevity pay based on full-time, job related law enforcement experience.

Police Assistant I	
Years of Service	Monthly Premium
5	\$26.19
10	\$52.38
15	\$122.08

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20	\$152.79
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Police Assistant II	
Years of Service	Monthly Premium
5	\$28.91
10	\$57.82
15	\$134.92
20	\$168.65

Police Service Officer I	
Years of Service	Monthly Premium
5	\$31.51
10	\$63.02
15	\$147.05
20	\$183.81

Police Service Officer II	
Years of Service	Monthly Premium
5	\$34.78
10	\$69.56
15	\$162.31
20	\$202.89

*\*Bargaining unit members hired after October 1, 2014 shall not be eligible for Longevity Pay.*

Effective March 30, 2019, a Crime Scene Investigator II hired before May 10, 2014 shall receive the following longevity pay.

Years of Service	Monthly Premium
5	\$36.63
10	\$69.56
15	\$162.35
20	\$202.89

**Uniform Allowance and Replacement:** The City shall pay uniform, clothing, safety, and personnel equipment allowance as follows.

Position	Premium
Police Service Officer I/II Crime Scene Investigator I/II Police Assistants I/II	\$9.23/pay period
Newly appointed Police Service Officers I/II	Uniform advance of \$110 (at time of appointment)

*\*The City reserves the right to provide uniforms in lieu of the allowances provided for herein.*

**LEAVES**

**Vacation Leave:** Employees shall accrue vacation leave at the following rates depending on their years of service to the City.

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

*\*Vacation leaves may be taken only after an employee has completed one year's continuous service.*

**Jury Duty:** During the first two (2) weeks of Jury Duty, an employee shall be entitled to receive his or her regular compensation.

**FRINGE BENEFITS**

**City Health Insurance Premium Contribution:**

Effective January 1, 2023, the City will contribute \$1,700 per member per month for employee health insurance coverage.

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.

*\*The City no longer provides employees who opt out of health coverage under the City plan the option to receive cash in lieu of such coverage.*

**Dental & Optical Insurance:** The City provides fully paid dental and vision insurance for the employee and all eligible dependents, subject to the limitations as set forth in Article 3, Section 10.

*\*The City's aggregate contribution for current dental, optical and life insurance for the term of this agreement shall be set and fixed at \$184.25 per employee per month.*

**Life Insurance:** The City will provide a \$50,000 Basic Life Insurance policy for each employee.

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**Employee Assistance Program (EAP):** The City provides employees and immediate family members confidential assistance, referrals, and counseling through the EAP. The program is designed to provide professional assistance and support to help employees and their families resolve problems that affect or may affect their personal or professional lives. The City shall provide the basic level of EAP service to employees at the cost incurred by the City for participation in such a program. Basic level includes three (3) sessions per member/per incident/per year.

**Retirement Benefits & Contributions:** Employees who do not meet the definition of "new member" under the California Public Employees' Pension Reform Act of 2013 ("PEPRA") (those members shall be referred to as "classic members") are enrolled in either the California Public Employees' Retirement System ("CalPERS") retirement plans commonly referred to as the 2% at age 55 retirement plan ("Tier I") or the 2% at age 60 retirement plan ("Tier II") and shall be provided the benefits described below:

Tier I: Employees hired before November 6, 2012, shall be eligible for the 2% at age 55 retirement formula.

Tier II: Employees hired between November 6, 2012 and December 31, 2012 who were not existing CalPERS members or who were hired thereafter but were existing CalPERS members at the time of their hiring shall be eligible for the 2% at age 60 retirement formula.

Tier III: Employees hired on or after January 1, 2013 and who meet the definition of "new members" under PEPRA are enrolled in the 2% at age 62 retirement formula.

All retirement plan benefits shall be integrated with Social Security.

**Defined Contribution Plan:** Voluntary participation in 457 plan.

**RETIREE MEDICAL BENEFIT**

**Retiree Health Benefits Program:** For bargaining unit members who possess five (5) years CalPERS service credit, the City shall make a contribution for use towards medical costs of the employee and their eligible dependents equal to that amount described in Article 3, Section 1, Subdivision B (the city health premium contribution above).

Revision Date: April 4, 2025