



CITY OF EL SEGUNDO
BENEFITS SUMMARY
El Segundo Supervisory and Professional Employees' Association
(SPEA)
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 - 4%; July 1, 2023 - 2%; July 1, 2024 - 2%; July 1, 2025 - 2%.

Education, Longevity, and Certification Pay:

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

Salary Grades	Monthly Premium
30S – 39S	\$146.79
40S – 49S	\$187.90
50S – 53S	\$207.41

Longevity Pay: An employee who has completed twenty (20) years of continuous service with the City of El Segundo shall be entitled to longevity pay as shown below.

Salary Grades	Monthly Premium
30S – 39S	\$146.79
40S – 49S	\$187.90
50S – 53S	\$207.41

Certification Pay: An employee employed in either the Wastewater Supervisor or Water Supervisor classification shall be entitled to certification pay as described below in the event that the employee obtains and maintains a valid certification related to their job duties that is of a higher level or more specialized than the certification required by the City as provided for in the employee's classification specification.

Salary Grades	Monthly Premium
30S – 39S	\$146.79
40S – 49S	\$187.90
50S – 53S	\$207.41

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Bilingual Pay: An employee who demonstrates conversational and written fluency in a language other than English that is approved by their Department Head and who is assigned duties in which such language skills are regularly used shall be entitled to bilingual pay as shown below.

Salary Grades	Monthly Premium
30S – 39S	\$73.40
40S – 49S	\$93.95
50S – 53S	\$103.70

LEAVES

Vacation Leave:

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 use their accrued vacation leave after six (6) months of employment.*

**Maximum accumulation of vacation leave allowed is the equivalent of two (2) years of service accrual.*

Jury Duty: During the first two (2) weeks of Jury Duty, an employee shall be entitled to receive their 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 coverage.

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

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

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

Dental Insurance: The City provides fully paid dental insurance for the employee and all eligible dependents, subject to the limitations as set forth in Article 3, Section 11 (see the red below).

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Optical Insurance: The City provides fully paid vision insurance for the employee and all eligible dependents, subject to the limitations as set forth in Article 3, Section 11.

**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 month.*

Life Insurance: Employees are provided a \$50,000 basic term life insurance policy.

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: 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 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.

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 the medical costs of the employee and their eligible dependents equal to that amount described in Article 3, Section 1, Subsection B (see above for the **City Health Insurance Premium Contribution**).

Revised Date: April 4, 2025