



**CITY OF EL SEGUNDO**  
**BENEFITS SUMMARY**  
**El Segundo City Employees' Association (CEA)**  
October 1, 2023 through June 30, 2027

*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:**

July 1, 2024 - 3%; July 1, 2025 - 3%; July 1 2026 – 2%.

**Education Incentive and Certification Pay:**

Salary Grades	Per Pay Period
11 – 19	\$101.37
20 – 29	\$129.77
30 – 39	\$154.25

**Longevity Pay:** The City shall provide longevity pay to full-time employees hired before May 10, 2017 based on their years of full- time service with the City as follows:

Salary Grades 11-19	
Year completion	Per pay period
5	\$20.28
10	\$40.55
15	\$69.82

Salary Grades 20-29	
Year completion	Per pay period
5	\$25.95
10	\$51.90
15	\$77.876

Salary Grades 30-39	
Year completion	Per pay period
5	\$30.85
10	\$61.70
15	\$92.55

Benefits Summary  
 El Segundo City Employees' Association (CEA)

**Class A & Class B Driver's License Pay:**

Employees in the following job classification shall be entitled to a **\$34.62** per pay period for obtaining and maintaining a Class A CA Driver's License.

- Equipment Mechanic II
- Senior Equipment Mechanic

Employees in the following job classification shall be entitled to a **\$23.08** per month stipend for obtaining and maintaining a Class B CA Driver's License.

- Street Maintenance Leadworker
- Street Maintenance Worker II
- Tree Maintenance Worker
- Wastewater Maintenance Leadworker
- Wastewater Maintenance Worker II
- Water Maintenance Leadworker
- Water Maintenance Worker II
- Park Maintenance Worker II
- Facilities Systems Mechanic
- Equipment Mechanic I

**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 described below.

The City will provide bilingual pay at the rate \$73.40 per pay period.

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

<b>Position</b>	<b>Premium</b>
Fire Prevention Specialist I/II	\$240 per year for each year of active duty service in such classification.
Building Inspector I/II Equipment Mechanic I/II Facilities Systems Mechanic Fire Prevention Specialist I/II Maintenance Worker I/II Meter Reader/Repairer Park Facilities Maintenance Technician Park Maintenance Work I/II Pool Technician Senior Equipment Mechanic Street Maintenance Worker I/II/Leadworker Tree Maintenance Worker Wastewater Maintenance Worker I/II/ Leadworker Water Maintenance Worker I/II/Leadworker	\$220 per year for safety shoes and boots

**LEAVES**

**Vacation Leave:**

Full- time employees shall accrue vacation leave at the following rates depending on their years of service to the City:

<b>Years of Service</b>	<b>Annual Accrual Rate</b>	<b>Accrual Per Pay Period</b>	<b>Maximum Permissible Accrual</b>
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.*

All vacation shall be taken at such times as are agreeable to the Department Head, or designee.

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

While on jury duty, in the event that the employee is relieved of jury obligations for three (3) or more consecutive hours, the employee must report to work.

**FRINGE BENEFITS**

**City Health Insurance Premium Contribution:**

Effective upon adoption of this agreement by the City Council, 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 5.

**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 5.

*\*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.

**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.

Revised Date: April 3, 2025