

SIDE LETTER AGREEMENT BETWEEN THE CITY OF EL SEGUNDO AND THE EL SEGUNDO POLICE MANAGERS' ASSOCIATION

This Side Letter of Agreement ("Agreement") between the City of El Segundo ("City") and the El Segundo Police Managers' Association ("ESPMA") (hereinafter referred to as the "Parties") is entered into with respect to the following:

WHEREAS, the Parties have entered into a Memorandum of Understanding ("MOU") for the term of October 1, 2023 through June 30, 2026;

WHEREAS, the classifications in the represented sworn law enforcement series include (in order of rank): Police Captain, Police Lieutenant, Police Sergeant, and Police Officer. The Captain and the Lieutenant are represented by the ESPMA while the Sergeant and the Officer are represented by the El Segundo Police Officers' Association ("ESPOA");

WHEREAS, ESPMA MOU, Article 2, Section 8 Compaction Statement of Intent and Section 10 Salary Differential Upon Promotion include language regarding the difference in pay between supervisors and subordinates;

WHEREAS, the ESPOA entered into a new MOU for the term July 1, 2025 through June 30, 2029 which provided for a four percent (4%) base salary increase effective December 13, 2025;

WHEREAS, with the recent four percent (4%) ESPOA salary increase, the Lieutenant and Sergeant ranks are now less than the typical targeted five percent (5%) above that the City strives to compensate its supervisors in the ESPMA;

WHEREAS, the Parties are interested in updating the salary schedule for the Police Lieutenant classification to achieve the five percent (5%) differential;

WHEREAS, the Exhibit A to the Side Letter provides a new salary schedule which eliminates the first salary step of the Police Lieutenant and adds a new step to the top of the range for this classification;

WHEREAS, the following sets forth the Parties' Agreement:

All Police Lieutenants in the ESPMA shall be moved to the new top salary step to achieve the five percent (5%) differential between the Police Sergeant rank effective the pay period beginning February 7, 2026.

This Agreement shall become effective following City Council approval and adoption.

Signatures on the next page.

Side Letter Between the City of El Segundo and ESPMA- Compaction

FOR THE CITY OF EL SEGUNDO



Darrell George, City Manager

1/28/26

Date



Rebecca Redyk
Director of Human Resources & Risk Management

1/28/2026

Date

Laura Kalty
Laura Kalty (Jan 28, 2026 17:23:16 PST)

Laura Drottz Kalty, Chief Negotiator

Jan 28, 2026

Date

FOR THE EL SEGUNDO POLICE MANAGER'S ASSOCIATION



Ryan Danowitz, Vice-President

1/28/26

Date



Eric Atkinson, Secretary

1/28/26

Date