



**CITY OF EL SEGUNDO**  
**BENEFITS SUMMARY**  
**El Segundo Police Officers' Association (POA)**  
 October 1, 2018 through September 30, 2021

*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, 2019 - 2%; October 1, 2020 - 2%

**Differential Pay:** Effective October 14, 2008, permanent sworn employees that possess a California Paramedic License and have Accreditation by the County of Los Angeles will be compensated at the monthly amount set forth in Exhibit V.

<b>Motor Officer</b>	
<b>Position</b>	<b>Monthly Premium</b>
Police Officer	\$511.01
Police Sergeant	\$640.19

<b>Canine, Detective, and Special Assignments</b>	
<b>Monthly Premium</b>	
	\$425.84

**Bilingual Pay:**

<b>Position</b>	<b>Monthly Premium</b>
Police Officer	\$283.90
Police Sergeant	\$355.66

**Educational Incentive Pay:** Members hired on or before November 28, 2015 shall be eligible for Educational Incentive pay for the following education levels.

<b>Police Officer</b>	
<b>Tier I Education</b>	<b>Monthly Premium</b>
60Units of AA or Intermediate POST	\$298.10
AA + Intermediate POST	\$467.28
Advanced POST	\$770.71
B.A.	\$963.37
M.A.	\$1,353.62
<b>Tier II Education</b>	<b>Monthly Premium</b>
B.A.	\$963.37

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<b>Police Sergeant</b>	
<b>Tier I Education</b>	<b>Monthly Premium</b>
60Units of AA or Intermediate POST	\$373.44
AA + Intermediate POST	\$560.16
Advanced POST	\$951.56
B.A.	\$1,120.34
M.A.	\$1,622.85
<b>Tier II Education</b>	<b>Monthly Premium</b>
B.A.	\$1,120.34

**Longevity Pay:** Unit members may be eligible for Longevity Pay based on the following:

<b>Hired on or before February 17, 2017</b>	
<b>Police Officer</b>	
10 years	\$200 /month
15 years	\$360 /month
20 years	\$575 /month
26 years	\$1,150 /month
<b>Police Sergeant</b>	
10 years	\$265 /month
15 years	\$485 /month
20 years	\$680 /month
26 years	\$1,151 /month

**LEAVES**

**Vacation Leave:**

**Hired on or After July 1, 1994:**

<b>Years of Service</b>	<b>Hours Per Year</b>
1 <sup>st</sup> year of service through and including completion of 5 <sup>th</sup> year	96
6 <sup>th</sup> year of service through and including completion of 10 <sup>th</sup> year	120
11 <sup>th</sup> year or service through and including completion of 15 <sup>th</sup> year	144
16 <sup>th</sup> year through and including completion of 16 <sup>th</sup> year	176
17 <sup>th</sup> year or service and all years thereafter up	Additional 8 hours per years

to and including 25 <sup>th</sup> year	of service
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**Hired Before July 1, 1994:**

Years of Service	Hours Per Year
First seven years of continuous service with the City	96
After seven years and until completion of fourteen years of continuous service	136
After fourteen years of continuous service and until completion of sixteen years	176
Commencement of 17 <sup>th</sup> year and all years thereafter up to and including 25 <sup>th</sup> year	Increasing 8 hours per year of service

**Bereavement Leave:** Three (3) working days per incident shall be increased to 40 hours per incident where travel is 500 or more miles one way as measured from the El Segundo City Hall.

**Jury Duty:** During the first two 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 2021, the maximum monthly City-paid health insurance premium contribution for medical health insurance will be \$1,650.

**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 to the maximum of **\$135 per month**.

**Life Insurance:** City paid policy up to \$10,000 in coverage.

**Employee Assistance Program (EAP):** The EAP provides confidential counseling, education and referral on work and life issues at no cost to the employee; subject to provider guidelines. The City shall provide a basic level of service to employees at City cost. Basic level shall consist of three (3) sessions per member/per incident/ per year.

**Body or Heart Scan:** Each employee shall be eligible to receive a “body or heart scan” to be conducted once every two (2) years at City expense.

**Retirement Benefits & Contributions:** The City contracts with the California Public Employees Retirement System (PERS) to provide retirement benefits and has implemented first, second and third tiers. Tier I employees were hired by the City before November 24, 2012 and are in the 3%@50 (Safety) or 2.5%@55

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(Miscellaneous) formula; Tier II employees were hired between November 24, 2012 and December 31, 2012 or are Classic members and in the 2%@50 (Safety) or 2%@60 (Miscellaneous) formula; and Tier III employees were first hired by the City on or after January 1, 2013, and are new members in the 2.7%@57 (Safety) or 2%@62 (Miscellaneous) formula.

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

**RETIREE MEDICAL BENEFIT**

**Retiree Health Benefits Program:** Employees who retire must have earned service credit with CalPERS for a minimum of five years to participate in the City's group insurance programs. 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.