



CITY OF EL SEGUNDO
BENEFITS SUMMARY
El Segundo Supervisory and Professional Employees' Association
(SPEA)
October 1, 2018 through September 30, 2022

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, 2020 - 2%; October 1, 2021- 2%

Education, Longevity, and Certification Pay:

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

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.

Certification Pay: Employees occupying the job classifications of Wastewater Supervisor and Water Supervisor shall be entitled to certification pay as shown below for obtaining and maintaining a certification above the level require on the City Council approved class specification. Eligible certifications will be determined by the employee's Department Head.

Salary Grades	Monthly Premium
30S – 39S	\$318.04
40S – 49S	\$407.11
50S – 53S	\$449.38

Bilingual Pay: An employee who demonstrates conversational and written fluency in a language 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	\$159.02
40S – 49S	\$203.56
50S – 53S	\$224.69

LEAVES

Vacation Leave:

Years of Service	Hours per Year
Commencement of 1 st year of service through and completion of 5 th year of service	96
Commencement of 6 th year of service through and completion of 10 th year of service	120
Commencement of 11 th year of service through and completion of the 15 th year of service	144
Commencement of 16 th year of service and all years of service thereafter	176

**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 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 contribution for medical health insurance shall be \$1,600 per member per month.

Dental Insurance: The City provides fully paid dental insurance for the employee and all eligible dependents.

Optical Insurance: The City provides fully paid optical insurance for the employee and all eligible dependents.

**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: City paid policy up to \$50,000 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.

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

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employees were hired by the City before November 24, 2012 and are in the 3%@50 (Safety) or 2.5%@55 (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: A member of the Association will be eligible to receive the City-provided retiree medical insurance contribution towards the member's and his/her eligible dependent(s)' medical costs, available to Association members currently employed the City after a minimum of five (5) full years of service with the City of El Segundo.