

The logo of the City of El Segundo, featuring a circular seal with a building and the text "CITY OF EL SEGUNDO" around the perimeter.

CITY OF
EL SEGUNDO

Factual Response to Police Officers Association
(POA) Communications to the Public
January 17, 2023

City Offers to POA- First Round of Negotiations

- Parties met 5 times between September 2021 & January 2022
- POA declared impasse and requested Factfinding on February 9, 2022
- Factfinding hearing was held on June 20, 2022
- Factfinding Report and Recommendations was issued on July 17, 2022
- Non-binding recommendations were not imposed on the POA by the City

City Offers to POA- Second Round of Negotiations

- Parties began meeting again on March 25, 2022
- By September 15, 2022, City and POA each issued 4 proposals
- October 7, 2022, the City issued a Last, Best, and Final Offer (LBFO)
- October 14, 2022, POA provided counter proposal to LBFO
- October 19, 2022, City issued amended LBFO
- January 5, 2023, POA issued proposal #6

City's LBFO- October 7, 2022

- 4.5 year term- October 1, 2021 to June 30, 2026
- \$10,000 retention bonus
- 10.5% total in base salary increases
- Increases to health, dental, and vision contributions
- Increase life insurance from \$10,000 to \$50,000
- Binding Arbitration for discipline and litigation
- Residency – Live within 100 miles if hired after January 1, 2023
- Estimated cost - \$3,486,400

**Total
Compensation
with LBFO-
Officer**

*Data as of 9/18/2022, Does not include retiree medical benefit which provides same contribution to actives as retirees.

Rank	City	Monthly Base Salary	Total Monthly Compensation
1	Santa Monica	\$ 10,219	\$ 12,768
3	Torrance	\$ 9,370	\$ 12,155
4	Los Angeles City	\$ 10,042	\$ 11,942
5	Hawthorne	\$ 7,931	\$ 11,893
6	Los Angeles County	\$ 9,128	\$ 11,789
7	Culver City	\$ 8,818	\$ 11,811
8	Manhattan Beach	\$ 9,533	\$ 11,560
9	Hermosa Beach	\$ 8,491	\$ 11,677
11	Inglewood	\$ 8,829	\$ 11,427
12	Redondo Beach	\$ 7,898	\$ 11,222
13	Gardena	\$ 9,556	\$ 11,202
	Mean	\$9,074	\$11,768
	Median	\$9,128	\$11,789
2	El Segundo	\$9,837	\$12,598

Total Compensation with LBFO-Sergeant

*Data as of 9/18/2022, Does not include retiree medical benefit which provides same contribution to actives as retirees.

Rank	City	Monthly Base Salary	Total Monthly Compensation
1	Santa Monica	13,586	\$15,990
3	Inglewood	12,377	\$14,737
4	Manhattan Beach	12,586	\$14,583
5	Los Angeles City	12,467	\$14,206
6	Hermosa Beach	10,702	\$13,902
7	Redondo Beach	10,082	\$13,814
8	Gardena	12,213	\$13,754
9	Torrance	10,610	\$13,310
10	Hawthorne	9,947	\$13,299
11	Los Angeles County	\$11,508	\$13,184
12	Culver City	10,156	\$12,659
	Mean	\$11,476	\$15,931
	Median	\$11,508	\$13,814
2	El Segundo	\$12,323	\$15,044

City's Amended LBFO- October 19, 2022

- 4.5 year term- October 1, 2021 to June 30, 2026
- 5.25% total in base salary increases
- Increases to health, dental and vision contributions
- Increase life insurance from \$10,000 to \$50,000
- Residency – Live within 100 miles if hired after January 1, 2023

POA Counter- January 5, 2023

- 2.5 year term- October 1, 2021 to June 30, 2024
- \$3,000 retention bonus
- 9% total in base salary increases
 - 6% retro to July 1, 2022
 - 3% July 1, 2023
- Increases to health, dental and vision contributions
- Increase life insurance from \$10,000 to \$50,000
- Residency – Live within 100 miles if hired after January 1, 2023

Salary & Benefit Adjustments Provided in Prior MOU FY 2018-2019

- 9% Cost of Living Adjustment (COLA) for all POA
- \$3,750 retention bonus for 26 employees
- \$75 monthly increase to health contribution
- 5% merit salary step increases for eligible members
- 10% salary step increase for employees at step E

Salary & Benefit Adjustments Provided in Prior MOU FY 2019- 2020

- 2% Cost of Living Adjustment (COLA) for all POA
- \$75 monthly increase to health contribution
- 5% merit salary step increases for 18 eligible members
- 10% salary step increase for 2 employees at step E

Salary & Benefit Adjustments Provided in Prior MOU FY 2020- 2021

- 2% Cost of Living Adjustment (COLA) for all POA
- \$75 monthly increase to health contribution
- \$3,750 retention bonus for 30 employees
- 5% merit salary step increases for 15 eligible members
- 10% salary step increase for 9 employees at step E

POA Staffing

- Prior to 2009- authorized to hire 72 sworn officers
- Last 13 years- authorized to hire 62 sworn officers
- 2022-2023 Budget Hearing- authority provided to hire all frozen positions: 1 Lieutenant, 1 Sergeant, 2 Officers
- Lieutenant and Sergeant vacancies above were filled from within, 7 candidates in background for Officer
- Currently staffed with 59 sworn officers
- Tier 1 & 2 CalPERS members eligible to retire at age 50

Police Department Expenditures

2020

- Firearms Range remodel- \$274,716
- Mobile Digital Computers (MDC) for vehicles- \$121,109
- Updated gym equipment- \$41,924
- Counseling Team International for mental health- \$17,640

2021

- Printers for patrol tablets- \$11,699
- Counseling Team International for mental health- \$10,980

Police Department Expenditures

2022

- New patrol vehicles- \$692,703
- Taser devices for all officers- \$181,988
- Women's bathroom remodel- \$144,044
- Firearms Range improvements- \$29,533
- Counseling Team International for mental health- \$5,500



The City remains committed to public safety
and to fiscal responsibility.