



CITY OF EL SEGUNDO BENEFITS SUMMARY Management & Confidential Unrepresented

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 City of El Segundo Administrative Code, Title 1A.

COMPENSATION

Salary Adjustments:

Refer to Resolution No. 5154 for salary adjustments to specific Management & Confidential classifications.

Tuition Reimbursement: Maximum reimbursement of \$2,000 per calendar year.

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

Education	Monthly Premium
Bachelor's Degree	\$1,170.19
Master's Degree	\$1,755.28

Chief Officer Certification for Battalion Chief: Effective July 1, 2008, Battalion Chiefs earning Chief Officer Certification for the Office of the State Fire Marshal shall receive \$585.09 per month.

Hired after November 28, 2015	
B.A./B.S.	\$500 /month
M.A./M.S.	\$900 /month

LEAVES

Vacation Leave: Earned in accordance with the following schedule:

Years of Service	Days Per Year
Up to 5 years of continuous service	12
After 5 years – 10 years	15
After 10 years – 14 years	18
After 14 years of continuous service	24

Holidays (Miscellaneous): 10 holidays plus 1 floating holiday

Holiday Pay (Safety): In lieu of holidays, Battalion Chiefs receive 156 hours; Police Lieutenants receive 96

hours on or around December 10 of each year. Prorated for employees that have not served a full year in the position.

Sick Leave: 12 days per year

Bereavement Leave: A maximum of 24 hours paid bereavement leave per incident of death in the immediate family is provided. A maximum of 40 hours per incident when funeral/memorial service is more than 500 miles from City Hall.

Jury Duty: Employee shall be entitled to receive his or her regular compensation for two weeks while on Jury Duty.

Executive Leave:

Group	Amount of Leave per Calendar Year
Mid-Management/Confidential	7 days (56 hours)
Department Head/Executive	10 days (80 hours)

Exceptional Leave:

City Manager may authorize up to 80 hours of exceptional leave in recognition of extraordinary service. May be used for time off or cashed out at the end of the year.

FRINGE BENEFITS

City Health Insurance Premium Contribution: Monthly medical contribution for City's CalPERS health plans for Executives is \$782 and Management-Confidential is \$585. Flex Dollars in the amount of \$718 (Executives) and \$915 (Management-Confidential) may be used towards medical or contributed to the 457 deferred compensation account.

Opt Out: Employees shall not be entitled to cash out any excess monies that are not allocated to purchasing benefits within the City's portfolio.

Dental & Optical Insurance: City shall pay 100% of the premiums for the Met Life dental (HMO or PPO) and VSP PPO insurance for employees and eligible dependents.

Long-Term Disability Insurance: The City will pay 100% of premiums for Met Life long term disability insurance. Sixty (60) day waiting period, pays 66.67% of earnings up to monthly maximum benefit of \$6,500.

Life Insurance: City paid policy up to \$50,000 in coverage.

Employee Assistance Program (EAP): The Managed Health Network (MHN) 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 employees were hired by the City before November 24, 2012 and are in the 3%@50 (Safety) or 2%@55 (Miscellaneous) formula; Tier II employees were hired between November 24, 2012 and December 31, 2012 or are Classic members and in the 3%@55 (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 ICMA 457 plan.

Computer Loan Program: May apply for \$4,000 interest-free loan to purchase computer hardware and software. Repaid through payroll deductions over a three-year period.

RETIREE MEDICAL BENEFIT

Retiree Health Benefits Program: Employees hired after July 1, 2007 with five (5) years of service at the City of El Segundo are eligible for a monthly retiree health reimbursement.

Employees hired before June 1, 2016 shall be provided with a monthly retiree health reimbursement of up to \$1,200 per month inclusive of the CalPERS PEMCHA mandatory medical contribution for retiree and eligible dependents enrolled in a CalPERS medical plan. Employees hired on or after June 1, 2016, shall be provided with a monthly retiree health reimbursement up to the PEMHCA contribution amount filed by the City with CalPERS.