

## RESOLUTION NO. 5517

### A RESOLUTION ESTABLISHING UPDATED SALARY AND VARIOUS BENEFITS FOR POLICE OFFICER TRAINEES

The City Council of the City of El Segundo does hereby resolve as follows:

**SECTION 1:** *Classification.* The Police Officer Trainee classification is a probationary non-sworn classification that is not represented by any bargaining unit. Police Officer Trainees must serve a limited-term appointment, and, upon successful completion of the Police Academy, may be appointed to a probationary sworn Police Officer classification which is represented by the Police Officers' Association ("POA").

**SECTION 2:** *Base Salary.*

- A. The City of El Segundo ("City") previously approved and adopted Resolution No. 5025 on February 21, 2017 providing for salary and benefits for the Police Officer Trainee classification. The base salary was established at an hourly rate of eighty percent (80%) of the Police Officer salary range. Benefits provided to this position for retirement, health, dental, vision along with sick and vacation leaves were provided at the same level as the Police Officer classification.
- B. The City seeks to update the Police Officer Trainee classification base salary hourly rate of eighty percent (80%) of the Police Officer salary range to align with recent updates to the Police Officer salary range.
- C. Accordingly, the Police Officer salary range is updated and will take effect as follows:
  1. Effective October 5, 2024, the Police Officer Trainee classification base salary shall be as set forth in Exhibit "A" to this Resolution, which is attached hereto and incorporated by this reference. Such base salary will be equal to eighty percent (80%) of the Police Officer salary range effective as of October 5, 2024.
  2. Effective December 28, 2024, the Police Officer Trainee classification base salary shall be as set forth in Exhibit "B" to this Resolution, which is attached hereto and incorporated by this reference. Such base salary will be equal to eighty percent (80%) of the Police Officer salary range effective as of December 28, 2024.

**SECTION 3:** *Retirement Plan.* The classification of Police Officer Trainee shall participate in the California Public Employees' Retirement System ("CalPERS") Miscellaneous coverage group as follows:

- A. Classic Members- 2%@60. This formula shall apply to Police Officer Trainees hired on or after December 30, 2012 who are otherwise not a "new employee" and/or "new member" of CalPERS under Government Code section 7522.04 also

known as the California Public Employees' Pension Reform Act of 2013 ("PEPRA"). Employees shall be responsible for paying the statutorily mandated employee CalPERS contribution.

- B. New Members- 2%@62. This formula shall apply to "new employees" and/or "new members" as defined by PEPRA. Employees shall be responsible for paying the statutorily mandated employee CalPERS contribution.
- C. Attainment of Sworn Status- Upon successful completion of the Police Academy, the Police Officer Trainee may be appointed to a sworn Police Officer classification and participate in the CalPERS Safety coverage group with applicable retirement formula.

**SECTION 4:** *Benefits.* Police Officer Trainees shall be offered the following benefits:

- A. Health Insurance- Employees shall receive the same monthly medical contribution offered to members of the POA and shall be eligible to enroll in the same medical plans offered to POA. For 2024, the City monthly medical contribution is \$1,750. Effective January 1, 2025, the City monthly medical contribution increases to \$1,800.
- B. Optical, Dental and Life Insurance- Employees shall receive the same monthly medical contribution offered to members of the POA. The City's monthly contribution shall not exceed \$184.25. Premiums shall be paid in the following order of precedence: Optical, Life, and Dental insurance.
- C. Other Benefits- Employees are eligible to enroll in the City's Flexible Spending Account, Dependent Care Account, Deferred Compensation, and Long-Term Care programs. All associated costs or contributions shall be borne by the employee.

**SECTION 5:** *Leave.* Police Officer Trainees shall accrue Sick and Vacation Leave as follows:

- A. Sick Leave- Employees shall accrue Sick Leave at the rate of eight (8) hours per month.
- B. Vacation Leave- Employees shall accrue vacation hours per pay period according to the schedule below based on length of City service. Vacation Leave may only be taken after successful completion of the Police Academy.

Years of Service	Annual Accrual Rate	Accrual Per Pay Period
0-5	96 hours	3.69 hours
6-10	120 hours	4.61 hours
11-15	144 hours	5.53 hours
16+	176 hours	6.76 hours

**SECTION 6:** *Repeal.* All resolutions and other actions of the City Council in conflict with the contents of this Resolution are hereby repealed.

**SECTION 7:** *Signature Authority.* The Mayor, or presiding officer, is hereby authorized to affix his signature to this Resolution signifying its adoption by the City Council of the City of El Segundo, and the City Clerk, or her duly appointed deputy, is directed to attest thereto.

**SECTION 8:** *City Clerk Direction.* The City Clerk is directed to certify the adoption of this Resolution; record this Resolution in the book of the City's original resolutions and make a minute of this adoption of the Resolution in the City Council's records and the minutes of this meeting.

**SECTION 9:** *Effective Date.* This Resolution will become effective immediately and will remain effective unless repealed or superseded.

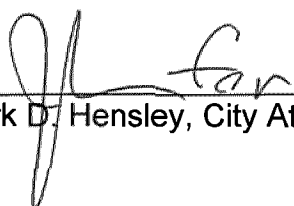
PASSED AND ADOPTED RESOLUTION NO. 5517 this 1<sup>st</sup> day of October, 2024.

  
\_\_\_\_\_  
Drew Boyles, Mayor

ATTEST:

  
\_\_\_\_\_  
Tracy Weaver, City Clerk

APPROVED AS TO FORM:

  
\_\_\_\_\_  
Mark D. Hensley, City Attorney

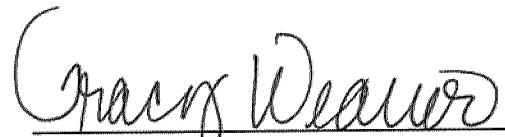
**CERTIFICATION**

STATE OF CALIFORNIA        )  
COUNTY OF LOS ANGELES    )       SS  
CITY OF EL SEGUNDO         )

I, Tracy Weaver, City Clerk of the City of El Segundo, California, do hereby certify that the whole number of members of the City Council of said City is five; that the foregoing Resolution No. 5517 was duly passed and adopted by said City Council, approved and signed by the Mayor, and attested to by the City Clerk, all at a regular meeting of said Council held on the 1<sup>st</sup> day of October, 2024, and the same was so passed and adopted by the following vote:

- AYES:           Mayor Boyles, Council Member Pirsztuk, Council Member Giroux,  
                  and Council Member Baldino
- NOES:           Mayor Pro Tem Pimentel
- ABSENT:       None
- ABSTAIN:       None

WITNESS MY HAND THE OFFICIAL SEAL OF SAID CITY this 1<sup>st</sup> day of October, 2024.

  
\_\_\_\_\_  
Tracy Weaver, City Clerk  
of the City of El Segundo,  
California

**POLICE OFFICER TRAINEE PAY SCHEDULE**  
**Effective October 5, 2024**

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
10/5/2024	10/1/2024		Police Officer Trainee	Unrepresented	687-t	Hourly	36.33	6297.12	75565.41
							38.15	6611.97	79343.69
							40.05	6942.58	83310.93
							42.06	7289.70	87476.45
							44.16	7654.19	91850.28
							48.57	8419.60	101035.24

**POLICE OFFICER TRAINEE PAY SCHEDULE**  
**Effective December 28, 2024**

Exhibit B

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
12/28/2024	10/1/2024		Police Officer Trainee	Unrepresented	687-t	Hourly	37.42	6486.03	77832.38
							39.29	6810.34	81724.03
							41.25	7150.86	85810.27
							43.32	7508.39	90100.70
							45.48	7883.82	94605.79
							50.03	8672.19	104066.30