

RESOLUTION NO. 5504

**A RESOLUTION APPROVING AND ADOPTING THE
MEMORANDUM OF UNDERSTANDING BETWEEN THE
CITY OF EL SEGUNDO AND THE EL SEGUNDO CITY
EMPLOYEES' ASSOCIATION, AFSCME, LOCAL 3519
BARGAINING UNIT**

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

SECTION 1. *Findings.* The City Council finds and determines as follows:

A. The City of El Segundo ("City") previously entered into a memorandum of understanding ("MOU") with The El Segundo City Employees' Association ("CEA"), a recognized employee organization, for the term of March 20, 2019 through September 30, 2023.

B. Representatives from the City and CEA met and conferred in good faith to reach an agreement on wages, benefits, and other terms and conditions of employment, which are memorialized in the MOU between the City and CEA attached hereto as "Exhibit A" and incorporate herein by this reference.

C. The CEA ratified said agreement on August 26, 2024.

SECTION 2. *Actions; Direction.*

A. The City Council approves the MOU between the City and CEA for the period October 1, 2023 through June 30, 2027.

B. Staff is directed and authorized to implement all the MOU's terms.

SECTION 3. *Severability.* If any part of this Resolution or its application is deemed invalid by a court of competent jurisdiction, the City Council intends that such invalidity will not affect the effectiveness of the remaining provisions or applications and, to this end, the provisions of this Resolution are severable.

SECTION 4. *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.

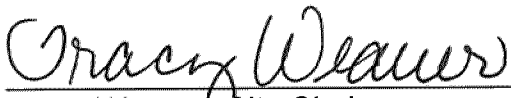
SECTION 5. *Effective Date.* This Resolution will take effect immediately upon adoption and will remain effective unless repealed or superseded.

SECTION 6. *City Clerk Direction.* The City Clerk will certify to the passage and adoption of this Resolution, enter it in the City's book of original Resolutions, and make a record of this action in the meeting's minutes.

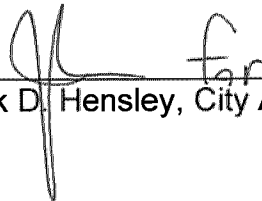
PASSED, APPROVED AND ADOPTED this 3rd day of September
2024.


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. 5504 was duly passed and adopted by said City Council, approved and signed by the Mayor of said City, and attested by the City Clerk of said City, all at a regular meeting of said City Council held on the 3rd day of September 2024, and the same was so passed and adopted by the following vote:

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

WITNESS MY HAND THE OFFICIAL SEAL OF SAID CITY this 3rd day of September, 2024.



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

EXHIBIT "A"
MOU between the City and CEA for the period October 1, 2023 through June 30, 2027

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE CITY OF EL SEGUNDO

AND

EL SEGUNDO CITY EMPLOYEES' ASSOCIATION

AFSCME, LOCAL 3519



Term: October 1, 2023 through June 30, 2027

**CEA MOU
TABLE OF CONTENTS**

ARTICLE I- INTRODUCTION

SECTION 1- Preamble 1

SECTION 2- Recognition 1

SECTION 3- Term 1

SECTION 4- Non-Discrimination 1

ARTICLE 2- COMPENSATION

SECTION 1- Compensation Adjustments 2

SECTION 2- Ratification Bonus 2

SECTION 3- Salary Table Advancement 2

SECTION 4- Accelerated Salary Step Advancement 3

SECTION 5- Class Series Classifications 4

SECTION 6- Payroll Direct Deposit 6

SECTION 7- Termination Pay 6

SECTION 8- Temporary Assignment to Higher Classification 6

SECTION 9- Standby Duty 7

SECTION 10- Recall Time 8

SECTION 11- Night Shift Differential Pay 8

SECTION 12- Uniforms, Boots and Allowances 8

SECTION 13- Educational Incentive Pay 11

SECTION 14- Certification Pay 11

SECTION 15- Longevity Pay 12

SECTION 16- License Pay 12

SECTION 17- Bilingual Pay 13

SECTION 18- Assignment of Work Schedule 14

SECTION 19- Assignment of Work Periods and Schedules for Library Employees 14

SECTION 20- Reduced Work Schedules 15

**CEA MOU
TABLE OF CONTENTS**

SECTION 21- Alternative Work Schedules	16
SECTION 22- Rest and Lunch Periods	16
SECTION 23- Overtime Compensation	17
SECTION 24- Overtime Authorization	17
SECTION 24- Overtime Distribution	18
SECTION 26- Compensatory (“Comp”) Time	18
SECTION 27- Reimbursable Overtime for Inspection Events Outside Regularly Scheduled Hours of Work	18
SECTION 28- Promotions	19
SECTION 28- Promotional Examinations	19
 ARTICLE 3- BENEFITS	
SECTION 1- Health Insurance	20
SECTION 2- Dental Insurance	20
SECTION 3- Vision Insurance	20
SECTION 4- Life Insurance	20
SECTION 5- Dental, Vision and Life Insurance Contribution	21
SECTION 6- Flexible Spending Account	21
SECTION 7- Retirement Health Insurance Contribution	21
SECTION 8- Retiree Dental and Vision	21
SECTION 9- Long Term Disability (“LTD”) Insurance	22
SECTION 10- State Disability (“SDI”) Program	22
SECTION 11- Retirement	22
SECTION 12- Workers’ Compensation Provisions	24
SECTION 13- Education Reimbursement Program	24
SECTION 14- Employee Assistance Program (“EAP”)	25
SECTION 15- El Segundo City Employees Association Insurance	26

**CEA MOU
TABLE OF CONTENTS**

ARTICLE 4- LEAVES AND ABSENCES

SECTION 1- Vacation Accrual 26

SECTION 2- Vacation Accrual Cap 26

SECTION 3- Vacation Use 26

SECTION 4- Vacation Cash Out- Active Employees 26

SECTION 5- Vacation Cash Out Upon Separation 27

SECTION 6- Sick Leave Accrual 28

SECTION 7- Sick Leave Cap 28

SECTION 8- Sick Leave Requests and Certification 28

SECTION 9- Sick Leave Cashout 28

SECTION 10- Sick Leave to Provide Car for Family Members 29

SECTION 11- Holidays 29

SECTION 12- Holidays Falling on Saturdays and Sundays 30

SECTION 13- Holidays Falling on an Employee Workday or Regularly Scheduled Day Off 30

SECTION 14- Personal Leave Day 31

SECTION 15- Limited Carryover of Floating Holidays and Personal Leave 31

SECTION 16- Bereavement Leave 31

SECTION 17- Personal Emergency Leave 31

SECTION 18- Catastrophic Leave Bank 32

SECTION 19- Jury Duty 32

ARTICLE 5- EMPLOYER-EMPLOYEE RELATIONS

SECTION 1- Representational Rights 33

SECTION 2- Designation of Board Members and Release Time 33

SECTION 3- Designation of Regular Bargaining Team Members, Subject Matter Experts, Non-City Representatives and Release Time 33

SECTION 3- No-Strike 34

SECTION 4- Management Rights 34

**CEA MOU
TABLE OF CONTENTS**

SECTION 5- Grounds for Layoff 35

SECTION 6- Notice to Employees 35

SECTION 7- Layoff Procedures 35

SECTION 8- Tie Breaks 36

SECTION 9- Reduction to a Vacant Position 37

SECTION 10- Displacement Rights 37

SECTION 11- Salary Placement 37

SECTION 12- Reemployment List 37

SECTION 13- Rights Upon Reemployment 38

SECTION 14- Grievance Procedure Definition of Terms 38

SECTION 15- Matters Excluded from the Grievance Procedure 38

SECTION 16- Time Limits 39

SECTION 17- Procedure 39

SECTION 18- Grievance Conferences 40

SECTION 19- Binding Arbitration Agreement 40

ARTICLE 6- OTHER PROVISIONS

SECTION 1- Part-Time Employees 43

SECTION 2- Department of Transportation Drug Testing Guidelines 44

SECTION 3- Street Maintenance Worker Duties 44

SECTION 4- Personnel File 44

SECTION 5- New Employees 44

SECTION 6- Association Dues Deductions 46

SECTION 7- Complete Agreement 46

SECTION 8- Savings Clause 46

SECTION 9- Implementation of Agreement 47

SECTION 10- Reopener 37

**MEMORANDUM OF UNDERSTANDING (“MOU”)
BETWEEN
CITY OF EL SEGUNDO (“City”)
AND
EL SEGUNDO CITY EMPLOYEES’ ASSOCIATION (“CEA”)
AFSCME, Local 3519**

ARTICLE 1 - INTRODUCTION

SECTION 1. Preamble

This Memorandum of Understanding (hereinafter referred to as the “MOU” or the “Agreement”) is made and entered into between the City of the El Segundo (hereinafter referred to as the “City” or “Employer”) and the El Segundo City Employees’ Association, hereinafter referred to as (“Association,” “Union” or “CEA”), pursuant to the California Government Code Section 3500 *et seq.*

SECTION 2. Recognition

The City recognizes the Union as the exclusive representative of the employees in the general employees’ representation unit, which is comprised of the full-time permanent and part-time permanent non-safety employees in the City’s “classified service,” except Police Assistant I/II, Police Service Officer I/II, Crime Scene Investigator I/II, and those classes defined as management/confidential or supervisory/professional. Appendix A enumerates the job classifications represented by the Union as part of this representation unit.

The City’s recognition of the Union shall not be subject to challenge except as provided under the provisions of the City’s Employer-Employee Organization Relations Resolution No. 3208.

The City agrees to meet and confer with the Union on all matters within the scope of representation as they pertain to said employees.

The City acknowledges the appropriateness of the representation unit as it is currently composed.

SECTION 3. Term

The MOU shall commence on October 1, 2023 and end on June 30, 2027.

SECTION 4. Non-Discrimination

Neither the City nor the Union shall discriminate against any employee because of race, color, age, religion, creed, national origin, ancestry, sex, gender, sexual orientation, medical condition, genetic information, marital status, or any other recognized protected category under the law, and shall act affirmatively to accomplish equal employment opportunities for all employees.

ARTICLE 2 – COMPENSATION

SECTION 1. Compensation Adjustments

The City shall provide the following salary increases to employees:

1. Retroactive to the first full pay following July 1, 2024: Increase base salary by three percent (3.00%)
2. Effective the first full pay period following July 1, 2025: Increase base salary by three percent (3.00%); and
3. Effective the first full pay period following July 1, 2026: Increase base salary by two percent (2.00%).

The City shall provide the amount owed as a result of the operation of the retroactive salary increase as part of the employee's regular payroll operation in the first full pay period following the adoption of the MOU by the City Council. The check shall provide for the additional amount owed during the period between July 1, 2024 and the operative date of the increased salary following the date of adoption by the City Council.

SECTION 2. Ratification Bonus

The City shall provide a one-time ratification bonus in the amount of \$5,050 to each employee in the bargaining unit who is employed by the City at the time that the MOU is ratified by the Union.

The City shall provide the bonus in the first full pay period following the adoption of the MOU by the City Council.

SECTION 3. Salary Table Step Advancement

- A. The advancement of an employee from Step A to Step B shall be on the beginning of the pay period immediately following satisfactory completion of the employee's first six (6) months' service. The advancement from Step A to Step B shall result in the employee receiving a new anniversary date.

Advancement from Step B to Step C, from Step C to Step D, and from Step D to Step E shall each occur at the beginning of the pay period during which the employee will complete one (1) year of satisfactory service in the prior step, subject to the limitations set forth in Article 2, Section 4, below.

Unless the employee receives an accelerated salary step advancement, as described in Article 2, Section 4, salary step advancements shall be on the anniversary date of the employee's prior step advancement.

Step E contemplates continued service in such classification until further advancement is indicated by reason of longevity.

B. Step Advancement - Anniversary Date

The City shall provide the increase in compensation associated with a step advancement at the beginning of the pay period during which the anniversary occurs.

Other changes in salary shall not change the anniversary date, except for changes in job classification made in accordance with the Personnel Merit System Ordinance or the Personnel Rules and Regulations. The City reserves the right, at any time, and in its sole discretion, to change the range number assigned to any employee and to determine the particular step in any range number which is to be thereafter assigned to any such employee, subject to meet and confer with the Union.

Notwithstanding the above, an employee in a class series classification under Article 2, Section 5 shall not be assigned a new anniversary date when they are advanced from Level I to Level II in that same classification.

C. Increases Based on Merit - Basic Salary Schedule

An employee shall be eligible for advancement to a higher step on the basis of service time as described in Article 2, Section 3, Subsection B., above, and satisfactory performance of duties. An employee will be presumed to merit an increase unless their Department Head, with the concurrence of the Director of Human Resources, notifies the employee in writing no later than the end of the pay period which begins after said employee's anniversary date that the increase should be withheld, stating reasons. The reasons shall be provided to the employee in writing. If the employee's performance subsequently improves to a satisfactory level, the step increase will be granted and the date of increase will become the employee's anniversary date.

SECTION 4. Accelerated Salary Step Advancement

Accelerated salary step advancement is intended to recognize employees whose job performance is outstanding and consistently exceeds normal expectations for their current step.

Prior to an employee completing one (1) year of service at their current step, an employee whose performance is exemplary and consistently exceeds normal expectations for their current step may be eligible to receive accelerated salary step advancement to the next higher salary step, so long as the employee has not yet reached the top step of their salary range.

Recommended accelerated salary increases shall be in whole percentages ranging from 1-5%. An employee may receive more than one salary step advancement, but in most cases the total granted shall not exceed 5% in a twelve (12) month period.

In order to be eligible for accelerated salary step advancement, the employee's supervisor or manager must recommend such advancement to the responsible Department Head. The supervisor or manager shall submit a written report on the prescribed form to the appropriate Department Head.

CEA MOU
 October 1, 2023 through June 30, 2027

The Department Head shall submit the form to the Director of Human Resources, indicating whether they agree with the supervisor or manager's recommendation and providing additional comments, if necessary.

The Director of Human Resources shall submit the form to the City Manager, indicating whether the recommendation conforms to the Citywide criteria for accelerated step advancement.

The accelerated salary advancement(s) shall not change the affected employee's anniversary date for purposes of determining future salary step advancement.

In no case shall an employee receive compensation that exceeds Step E of their respective salary schedule.

Section 5. Class Series Classifications

A. The following classifications listed below shall be described as class series classifications and employees in such classifications shall be paid according to one of two salary ranges assigned to each of these classifications depending on whether the employee is designated as Level I or Level II employee:

1. Accounts Specialist I/II
2. Building Inspector I/II
3. Equipment Mechanic I/II
4. Fire Prevention Specialist I/II
5. Library Clerk I/II
6. License Permit Specialist I/II
7. Office Specialist I/II
8. Park Maintenance Worker I/II
9. Public Works Inspector I/II
10. Street Maintenance Worker I/II
11. Wastewater Maintenance Worker I/II
12. Water Maintenance Worker I/II

B. Step Advancement in Class Series Classifications

In each of these classes, entry level may be made at two different work performance, skill, and assigned responsibility levels corresponding to the two different salary range levels.

When entry is made at Level I, the employee shall progress through steps of the range assigned to that level in the manner described in Article 2, Section 3, except as noted below.

When entry is made at Level II, the employee shall advance through the steps of the range assigned to that level in the same manner as described in Article 2, Section 3.

C. Class Series Advancement

Every person employed at Level I shall be eligible to advance to Level II without regard to the number of other employees at either of the levels or budget limitations. To assure the latter, class series positions shall be budgeted at Level II in all cases. Merit considerations, as clarified by the factors listed below, shall be the exclusive basis for advancement to Level II.

When an employee is employed at Level I, such employee may be advanced to Level II upon an evaluation by their Department Head and approval of the Director of Human Resources that the employee's work performance, skill development, and demonstrated ability to perform higher level duties at Level I makes their advancement to Level II appropriate. No employee shall be advanced to Level II without such an evaluation.

The determination to advance an employee to Level II shall not be made by a subjective evaluation of the criteria stated above but shall be made upon a finding that the employee's work performance meets specific criteria developing from the following factors, among others deemed appropriate:

1. Length of service at Level I;
2. Meeting minimum qualifications posted on class specifications;
3. Acquisition of specialized skills required of the position;
4. Achievement of specific job-related goals and objectives during a specified period of time;
5. Increased ability to work without close supervision;
6. Ability to exercise increased individual judgment;
7. Ability to provide leadership and guidance to less experienced employees;
8. Ability to understand and properly apply departmental rules; and
9. Ability to produce work which is acceptable both in terms of quality and quantity and which represents at least the average level of work produced by other Level II employees.

In order to effectuate the advancement from Level I to Level II, the immediate supervisor shall prepare a memo for approval by the Department Head, which is sent to the Director of Human Resources, or their designee, and processed through a Personnel Action Form ("PAF"). The Director of Human Resources or their designee shall review and approve the

PAF and authorize the employee's advancement and change in status from Level I to Level II.

D. Compensation after Class Series Advancement

Whenever an employee's status changes from Level I to Level II, such employee shall be compensated at the lowest rate of compensation provided for in the higher Level II salary range which exceeds by not less than five percent (5%) the rate of compensation received by said employee at the time of assignment to Level II.

While occupying a position assigned to a class series classification, an employee shall serve only one probation period.

E. Longevity Achievement on Merit

Employees to whom this Section applies who are eligible to receive longevity pay shall receive longevity pay based upon an overall rating of "standard" or higher as determined by the employee's performance evaluation. If the employee fails to qualify for longevity pay because of failure to have attained a "standard" or higher rating, and the employee's overall performance subsequently improves to at least a "standard" level, the longevity pay increase shall be granted upon the issuance of a satisfactory performance report.

SECTION 6. Payroll Direct Deposit

Payroll is distributed bi-weekly (*i.e.*, 26 times per year).

The City shall electronically deposit employees' paychecks directly into a savings or checking account designated by the employee.

Employees shall be responsible for providing the Finance Department with the correct transit routing and account information.

ADDITIONAL COMPENSATION

SECTION 7. Termination Pay

Upon termination of employment during a pay period, pay shall be prorated and paid for each day worked in said pay period and the terminal salary warrant shall include accrued vacation pay to the time of termination. Rate of pay for accrued vacation at the time of termination shall be at the employee's base salary hour rate of pay.

SECTION 8. Temporary Service in a Higher Classification

An employees who is qualified to work in a higher classification or position shall receive an increase to their salary rate, as described below, for the duration of their assignment to and service in such classification or position under the following conditions: (1) The City requires that the employee serve for not less than ten (10) days in the higher classification or position and that the employee be responsible for performance of the work of such classification or position; and (2) The City Manager approves the employee's temporary assignment to and service in such classification or position.

During such assignment, the employee shall be placed at the lowest step in the higher class or position that provides for a base salary not less than five percent (5%) above the employee's base salary.

Temporary assignments shall be limited to 960 hours per fiscal year.

For purposes of calculating the amount of time that an employee serves in a probationary status following promotion to a higher classification or position, the City shall recognize and credit an employee who serves in a higher classification or position during a temporary assignment with a deduction to the time that the employee must serve in a probationary status. The City shall credit the employee with the days served in the higher classification or position and shall make a comparable reduction to the number of days that the employee must serve in a probationary status following promotion to the higher classification or position. The City will not credit the employee for any time spent on unpaid leave or extended paid leave during their temporary assignment. For this purpose, the Parties agree that "extended paid leave" means leave that exceeds one week.

SECTION 9. Standby Duty

Standby duty is the time that employees, who have been released from duty, are specifically required by their supervisor to be available for return to duty when required by the City. During standby duty, employees are not required to remain at their City workstation or any other specified location. Standby duty employees are free to engage in personal business and activities.

The City requires that standby duty employees adhere to the following:

1. Be reachable by cellular phone or other device. The City may, in its discretion, provide a cellular phone or other device to an assigned standby duty employee for purposes of responding to requests to return to duty.
2. Be ready to respond immediately.
3. Be able to report to work within one (1) hour of notification.
4. Refrain from activities which might impair their ability to perform assigned duties. This includes, but is not limited to, abstaining from the consumption of any alcoholic beverage and the use of any illegal drug or incapacitating medication.
5. Respond to any call back during the assigned standby assigned standby period. As with any City equipment, any device assigned to an employee is the responsibility of the employee during the standby assignment. The employee is liable for any loss of or damage to the device which is caused by the employee's negligence or intentional acts.

Failure of an employee to comply with the provisions of standby duty may subject the employee to discipline, up to and including termination of employment with the City.

For each assigned period of standby duty employees shall be provided two (2) hours of pay per day. Employees recalled to duty shall receive a minimum of four (4) hours of recall pay at their regular rate of pay as provided under Article 2, Section 10.

An employee who uses sick leave or vacation leave during a standby period shall not be provided any form of compensation for the standby period other than the compensation for the sick leave or vacation, unless the employee's department head approves, in writing, the provision of the normal standby period compensation.

Within 120 days of the adoption of this Agreement, the Parties shall meet to discuss standby duty and pay.

SECTION 10. Recall Time

Employees who are required by their supervisor to return to a designated worksite other than during the employee's regularly scheduled hours of work and at a time not contiguous with said regularly scheduled hours of work, shall be provided a minimum of four (4) hours work time credit at one and one half (1 ½) times the employee's regular rate of pay.

Prescheduled overtime does not constitute recall time.

SECTION 11. Night Shift Differential Pay

Employees shall be entitled to night shift differential pay of ninety cents (\$.90) per hour for each of the hours worked during their regularly scheduled shift when a minimum of four (4) hours are scheduled between the hours of 5:00 p.m. and 6:00 a.m.

Employees who work overtime shall not be entitled to shift differential pay for hours in which they receive overtime pay.

SECTION 12. Uniforms, Boots and Allowances

The City shall provide for uniforms, clothing, and safety shoes and boots as follows:

A. Uniforms: The City provides uniforms to employees in the following classifications:

1. Building Inspector I/II;
2. Custodian;
3. Equipment Mechanic I/II;
4. Facilities Systems Mechanic;
5. Fire Prevention Specialist I/II;
6. Maintenance Worker I/II;
7. Meter Reader/Repairer;

CEA MOU

October 1, 2023 through June 30, 2027

8. Park Facilities Maintenance Technician;
9. Park Maintenance Worker I/II;
10. Pool Technician;
11. Senior Equipment Mechanic;
12. Senior Park Maintenance Worker;
13. Street Maintenance Leadworker;
14. Tree Maintenance Worker;
15. Wastewater Maintenance Leadworker; and
16. Water Maintenance Leadworker

- B. The City shall replace unserviceable uniforms by means of the replacement policies and procedures applicable to sworn uniformed City police personnel.

The replacement of unserviceable uniforms will not count against any uniform maintenance allowance paid to eligible employees.

- C. Uniform Allowance: Employees in the Fire Prevention Specialist I/II classifications shall receive a uniform allowance in the amount of \$240 per year for each year of active duty service in such classification.

In the event that the City provides such employees a uniform allowance and the employees are considered "classic" members of PERS, the City shall report to PERS the monetary value of the uniform allowance.

- D. Rain Gear: The City shall provide rain gear for employees in the Building Inspectors I/II classification.

- E. Safety Shoes and Boots: The City shall provide a pre-tax annual allowance for the purchase of safety shoes or boots in the amount of \$220.00 to employees in the following classifications that the City requires to wear safety shoes or boots:

1. Building Inspector I/II;
2. Equipment Mechanic I/II;
3. Facilities Systems Mechanic;
4. Fire Prevention Specialist I/II;
5. Maintenance Worker I/II;

CEA MOU

October 1, 2023 through June 30, 2027

6. Meter Reader/Repairer;
7. Park Facilities Maintenance Technician;
8. Park Maintenance Worker I/II;
9. Pool Technician;
10. Senior Equipment Mechanic;
11. Street Maintenance Leadworker
12. Street Maintenance Worker I/II;
13. Tree Maintenance Worker;
14. Wastewater Maintenance Worker I/II;
15. Wastewater Maintenance Leadworker;
16. Water Maintenance Worker I/II; and
17. Water Maintenance Leadworker

The City will report to PERS the monetary value of the safety shoe or boot allowance.

- E. The City shall contract with a vendor for provision of said safety shoes or boots. Covered employees shall obtain the shoes from the contracted vendor unless the employee's Department Head determines that the vendor does not have the safety shoes or boots necessary for the employee to perform their job safely.

Covered employees may use their safety shoe and boot allowance to purchase safety shoes or boots from the approved vendor.

Upon receipt of written authorization from the Department Head, an employee who is unable to procure the necessary safety shoes or boots in order to perform their job safely may purchase safety shoes or boots at a location of their choice, subject to the maximum \$220.00 pre-tax limit City contribution.

The City shall not unreasonably deny a request for an additional safety shoe or boot allowance if a covered employee's safety shoes or boots are damaged or worn to the point of being unusable or unsafe. If the City denies the request for an additional safety shoe or boot allowance is denied, City shall provide the reason for such denial in writing to the employee.

SECTION 13. Educational Incentive Pay

Eligible employees shall be entitled to receive educational incentive pay as described below.

In order to qualify for educational incentive pay an employee must satisfy the following conditions: (1) Hired before May 10, 2017; (2) Work in a job classification that does not require a bachelor’s degree or higher degree to qualify for the classification; and (3) Receive a bachelor’s degree or higher degree from an accredited college or university in one (1) of the following majors: (a) public administration, (b) business administration, (c) engineering, or (d) other job-related major, which had been approved by the Department Head, in writing, prior to admission of the specific employee into that major.

Job Classifications Occupying Salary Grades 11-19:	\$101.37/pay period
Job Classifications Occupying Salary Grades 20-29:	\$129.77/pay period
Job Classifications Occupying Salary Grades 30-39:	\$154.25/pay period

If, during the term of this MOU, the City assigns a job classification a salary grade higher than 39, the flat dollar per pay period amount of education incentive pay for the employee in the classification shall be equivalent to five percent (5%) of the base salary of Step E of the salary grade.

The City shall report educational incentive pay to PERS.

Section 14. Certification Pay

Employees in the following job classifications shall be eligible to receive certification pay for obtaining and maintaining a certification above the level required by the City as provided for in the relevant classification specification and approved, in writing, by the employee’s Department Head:

1. Meter Reader/Repairer;
2. Street Maintenance Leadworker;
3. Tree Maintenance Worker;
4. Wastewater Maintenance Leadworker;
5. Wastewater Maintenance Worker II;
6. Water Maintenance Leadworker; and
7. Water Maintenance Worker II

Job Classifications Occupying Salary Grades 11-19:	\$101.37/pay period
Job Classifications Occupying Salary Grades 20-29:	\$129.77/pay period
Job Classifications Occupying Salary Grades 30-39:	\$154.25/pay period

If, during the term of this MOU, the City assigns a job classification a salary grade higher than 39, the flat dollar per pay period amount of certification pay for the employee shall be equivalent to five percent (5%) of the base salary of Step E of the salary grade.

SECTION 15. Longevity Pay

The City shall provide longevity pay to full-time employees hired before May 10, 2017 based on their years of full-time service with the City as follows:

Job Classifications Occupying Salary Grades 11-19:

Completion of 5 years of service:	\$20.28/pay period
Completion of 10 years of service	\$40.55/pay period
Completion of 15 years of service	\$69.82/pay period

Job Classifications Occupying Salary Grades 20-29:

Completion of 5 years of service	\$25.95/pay period
Completion of 10 years of service	\$51.90/pay period
Completion of 15 years of service	\$77.876/pay period

Job Classifications Occupying Salary Grades 30-39:

Completion of 5 years of service	\$30.85/pay period
Completion of 10 years of service	\$61.70/pay period
Completion of 15 years of service	\$92.55/pay period

If, during the term of this MOU, the City assigns a job classification a salary grade higher than 39, the flat dollar per pay period amount of longevity pay for the employee shall be equivalent to one percent (1%) of the base salary of Step E of the salary grade for five (5) years' of service; two percent (2%) of the base salary of Step E of the salary grade for ten (10) years' of service; and three percent (3%) of the base salary of Step E of the salary grade for fifteen (15) years' of service.

Permanent part-time employees hired before May 10, 2017 will receive longevity pay based on their years' service with the City, whether in a full- or part-time capacity, and their regular biweekly schedule proportionate to a full-time schedule of 80 hours every two weeks.

The City shall report longevity pay to PERS.

SECTION 16. License Pay

A. The City shall provide license pay in the amount of \$34.62 per pay period to employees in the following job classifications for obtaining and maintaining the Class A California Driver's License required on the City Council approved class specification:

1. Equipment Mechanic II; and
2. Senior Equipment Mechanic

- B. The City shall provide license pay in the amount of \$23.08 per pay period to employees in the following job classifications for obtaining and maintaining the Class B California Driver's License required on the City Council approved class specification:
 - 1. Street Maintenance Leadworker;
 - 2. Street Maintenance Worker II;
 - 3. Tree Maintenance Worker;
 - 4. Wastewater Maintenance Leadworker;
 - 5. Wastewater Maintenance Worker II;
 - 6. Water Maintenance Leadworker; and
 - 7. Water Maintenance Worker II

- C. The City shall provide license pay in the amount of \$23.08 per pay period to employees in the following job classifications who voluntarily obtain and maintain a Class B California Driver's License:
 - 1. Park Maintenance Worker II;
 - 2. Facilities Systems Mechanic; and
 - 3. Equipment Mechanic I

These employees shall be subject to all Department of Transportation requirements applicable to the possession of such license.

SECTION 17. Bilingual Pay

An employee who demonstrates conversational and written fluency in a language other than English that is 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 described below.

In order to determine the employee's proficiency in the language, the City will utilize a standardized, industry-accepted test (e.g., Berlitz, Inc.).

Following the employee's submission of documentation to their Department Head that they are qualified to receive bilingual pay, the City will provide the employee such pay starting the next full pay period after the Department Head certifies that the employee is qualified to receive such pay. In the event that the Department Head does not certify the employee's qualification to receive such pay in order for the employee to receive such pay the next full pay period, the City will provide the employee retroactive pay to the first full pay period following the employee's submission of documentation to their Department Head that they are qualified to receive such pay.

The City will provide bilingual pay at the rate \$73.40 per pay period.

WORK SCHEDULES

SECTION 18. Assignment of Work Schedules

- A. Other than employees who work at the Library, who are discussed in Article 2, Section 19, employees shall work a 9/80 work schedule, unless they have agreed to an Alternative Work Schedule, as set forth at Article 2, Section 21.

Employees assigned to a 9/80 work schedule shall work eight (8) nine (9) hour days and one (1) eight (8) hour day every two weeks according to their assigned shift as described below.

- B. A Department Head may assign employees in their Department to one (1) of two (2) schedules: (1) "A"; or (2) "B".

Employees assigned to the "A" and "B" schedules work a 9/80 schedule, with employees assigned to the "A" schedule working four (4) nine (9) hour shifts Monday through Thursday and one (1) eight (8) hour shift Friday and taking the next Friday off, and employees assigned to the "B" schedule working four (4) nine (9) hour shifts Monday through Thursday and one (1) eight (8) hour shift on the Friday that the employees assigned to the "A" schedule take off, and taking off the Friday that the employees assigned to the "A" schedule work.

SECTION 19. Assignment of Work Periods and Schedules for Library Employees

- A. Work Periods

In accordance with the FLSA 7(b) exemption, the City shall assign employees in the following classifications who work at the Library to a 52-week work period:

1. Senior Library Assistant;
2. Library Assistant; and
3. Library Clerk I/II

- B. Guaranteed Hours

The City will guarantee employees in such classifications a minimum of 1,840 hours per year.

- C. Maximum Permissible Hours

Employees working under this exemption may not work in excess of 2,240 hours in a 52-week period.

- D. Overtime

The City will pay any such employee overtime in the event that the employee works more than twelve (12) hours per day, fifty-six (56) hours per week, or 2,080 hours per year.

E. Assignment of Work Schedules

The Department will assign employees in such classifications to a rotating work according to the needs of the Department.

In the event the Library hours of operation are changed during the term of this Agreement, the parties agree to meet and confer for purposes of reviewing the work schedule and making the necessary modifications to ensure the operational needs of the Department are met.

Library Administration will not modify the current work schedule until at least 30 days has elapsed from the beginning of meetings with Library employees. Once the 30 day time period has elapsed or sooner if the parties reach an agreement regarding scheduling, the Library Administration may modify the work schedule by providing reasonable advance notice of any changes to employees' work schedules.

SECTION 20. Reduced Work Schedules

An employee may request to work a reduced work schedule, subject to the approval of the employee's Department Head and the City Manager.

In no event shall the reduced work schedule be for less than thirty-six (36) hours per week and less than nine (9) hours per day.

The following conditions apply:

1. Employees must submit their request in writing to the Department Head;
2. The Department Head will evaluate the request in order to determine if the reduced work schedule would present any burden or hardship to the Department, its operations, and the services it provides;
3. The Department Head will notify the employee whether the request is approved or denied.
4. If approved, the Department Head may reevaluate the reduced work schedule arrangement at any time. At a minimum, the Department Head will reevaluate the reduced work schedule arrangement once annually in order to determine whether to continue the arrangement.
5. Upon written notice, the reduced work schedule may be terminated by either party. In the event that the arrangement is terminated, the party terminating the arrangement will provide notice of at least one pay period. The employee shall then convert to a 9/80 work schedule, consistent with the regular work schedule for employees in the bargaining unit.

6. Employees working a reduced workweek shall suffer no loss in benefits, to the extent allowed, and will have their pay reduced to reflect the reduction in work hours.
7. Reduced work hours “start” and “end” times shall be set by the Department Head or City Manager according to the needs of the department.

SECTION 21. Alternative Work Schedules

The City will provide employees in the bargaining unit a 4/10 work schedule as an Alternative Work Schedule, subject to the following conditions.

If an employee requests a change in their work schedule from their regular work schedule (*i.e.*, a 9/80 work schedule) to an Alternative Work Schedule, the Department Head and employee may mutually agree to such a change.

The Department Head or the employee may terminate the Alternative Work Schedule arrangement without approval by the other party.

In the event of the termination of the Alternative Work Schedule, the party terminating the Alternative Work Schedule shall provide the other party not less than two (2) weeks’ notice of such termination. The employee, whether party terminating the Alternative Work Schedule or otherwise, shall revert back to their regular work schedule (*i.e.*, a 9/80 work schedule) on the date set forth in the notice of the termination of the Alternative Work Schedule.

One (1) year following the adoption of this Agreement, the Parties shall, following a request by either Party, reopen this Section of the Agreement for the purposes of meeting and conferring on the term and conditions of employment related to the Alternative Work Schedule described in this Section. Either Party may request to reopen this Section by filing a written request with the other Party between June 1, 2025 and June 30, 2025.

SECTION 22. Rest and Lunch Periods

With the exception of certain “field classifications,” as defined herein, employees shall be provided a fifteen (15) minute rest period near the mid-point of every four (4) hours of scheduled work.

“Field classifications” include job classifications in the Divisions of Parks, Streets, Water and Wastewater. Employees in such classifications shall be provided a thirty (30) minute rest period near the mid-point of every four (4) hours of scheduled work. For such employees the rest period shall include the time required to secure the work site, to travel to and from any rest-break location, and to reconvene at the work locations at the conclusion of the rest period.

Employees shall be provided either a thirty (30) or sixty (60) minute lunch break depending on the employee’s work assignment.

Such scheduling shall be in accord with pre-existing City practices and procedures.

An employee’s failure to utilize a rest or lunch period does not authorize the employee to engage in the following conduct: (1) Accumulate or “bank” unused rest time; (2) Conclude their regularly

scheduled work shift at a time earlier than the scheduled end of such shift; or (3) Extend a rest or lunch period beyond the time limits prescribed by this Section.

However, where the employee's supervisor requires that the employee not take a rest or lunch period because of the need to provide services to the City, such work shall be compensated in accordance with this MOU, City Rules and Regulations and other applicable statutory requirements. In such circumstances, the employee's supervisor may authorize the employee to end their workday early so that the hours actually worked does not exceed their regular daily work hours. In order for employees to end their workday early, they must be required to work during a rest or lunch period and receive authorization to leave early by their supervisor.

The consumption of food at times other than during rest and lunch breaks is discouraged. This break policy shall be implemented by all supervisory and management personnel and shall prevail over any inconsistent City or Department policy, written or otherwise.

OVERTIME

SECTION 23. Overtime Compensation

- A. With the exception of Library employees, employees in this bargaining unit shall be entitled to overtime pay at the rate of one and one-half (1 ½) times their regular rate of pay for all hours worked in excess of forty (40) hours in a seven (7) day work week, as defined in Subsection B., below.
- B. For FLSA purposes, the City establishes the following workweeks for non-Library employees in this bargaining unit as described in Article 2, Section 18: For employees who are assigned to a 9/80 work schedule, the workweek shall begin four (4) hours into the eight (8) hour shift that they are scheduled to work such that no consecutive seven (7) day period shall exceed forty (40) hours. For employees who are assigned to a 4/10 Alternative Work Schedule, the workweek shall begin prior to the employee's first shift of the workweek, either Monday or Tuesday, and shall end one week from that time.
- C. For purposes of calculating overtime pay, the City will include holiday leave as time worked.
- D. The City will not consider the following non-working time as time worked for purposes of calculating overtime:
 - 1. Sick leave;
 - 2. Vacation leave; and
 - 3. Compensatory leave.

SECTION 24. Overtime Authorization

Employees must receive supervisory approval prior to working overtime.

SECTION 25. Overtime Distribution

The City shall assign overtime work as equitably as possible among all qualified employees in the same classification in the same organizational unit. However, in the assignment of overtime, management may consider special skills necessary in order to perform the particular assignment.

To the extent practicable, the City shall assign overtime work to employees who volunteer for such work.

SECTION 26. Compensatory Time

- A. An employee may accumulate no more than eighty (80) hours of accrued compensatory time off (“CTO”).
- B. Requests for the use of CTO by the employee shall be granted within a reasonable period of time following the request and shall not be denied unless the request would unduly disrupt the City’s operational needs.
- C. Employees may cash-out accrued CTO as it is accrued by notifying the payroll division of their intent to do so. CTO will be cashed out at the employee’s regular rate of pay. Payroll will provide the employee the requested cash out as soon as practicable.

SECTION 27. Reimbursable Overtime for Inspection Events Outside Regularly Scheduled Hours of Work

A. Definitions

- 1. “Inspection Event” means any inspection requested by a third-party consumer to be performed outside of the Fire Department or Community Development Department’s regularly scheduled hours.

A single Inspection Event may include inspection of multiple items. An Inspection Event with multiple inspection items at the same Worksite for the same consumer will not constitute separate compensable events.

- 2. “Worksite” means a location with the same address.

- B. The City shall pay an employee who voluntarily performs an Inspection Event outside of the employee’s regularly scheduled work hours pay a minimum of two (2) hours for each Inspection Event at a rate of a one and one-half (1 ½) the employee’s regular rate of pay, subject to the following conditions:

- 1. The employee must be employed in either: (1) the Community Development Department; or (2) in the Fire Prevention Specialist classification;
- 2. The employee must receive prior written approval from their supervisor to perform the Inspection Event. Should a consumer request additional inspection item(s)

while the employee is at the worksite of an approved Inspection Event, performance of the additional inspection item(s) shall be deemed approved by the supervisor as part of the Inspection Event;

3. The work performed by the employee must be in connection with employee's regular job duties;
4. The work performed by the employee must occur outside of the employee's regularly scheduled work hours;
5. The overtime wages paid by the City must be subject to reimbursement by the third-party consumer; and
6. The work performed by the employee must be related to an inspection outside of the employee's regularly scheduled work hours.

The City shall compensate the employee at the rate of a one and one-half (1 ½) the employee's regular rate of pay, regardless of whether the employee worked 40 hours in the workweek during which the employee performed work on the Inspection Event.

- C. If more than one Inspection Event is performed for separate consumers on the same day, each such Inspection Event is compensable separately.
- D. The City retains the sole and exclusive right to assign any after-hours inspection to any qualified employee of the Planning, Building or Fire Department (whether they are part of the bargaining unit or not) or to a private third-party consultant.

SECTION 28. Promotions

In all cases where an employee regulated by Chapters 1A3 and 1A4 is promoted to a classification in Chapters 1A3 or 1A4 for which a higher rate of compensation is provided, then such employee so promoted shall enter into such higher classification at the lowest rate of compensation provided for such higher classification which exceeds by not less than five percent the base rate of compensation, excluding special assignment pay, received by said employee in such given classification at the time of such promotion, unless otherwise ordered by the City Council. All supervisors shall be paid a base rate not less than the next higher base rate than any of their subordinates. In the event that a supervisor is paid a base rate of pay equal to or lower than one of their regularly assigned subordinate's base rate, the supervisor's base rate shall be advanced to a step in their salary range which is next higher than any subordinate's base pay exclusive of longevity pay, educational incentive pay, and special assignment pay.

SECTION 29. Promotional Examinations

For the purpose of interpreting Section 1-6-9 (B) of the El Segundo Municipal Code, entitled "Examinations", the City agrees that a "sufficient number" shall be two (2) eligible, qualified applicants who have indicated an interest in a particular promotion in writing to the Director of Human Resources. Examinations may be specified by the Personnel Officer, as promotional only, as open only, or as both open and promotional.

ARTICLE 3 – BENEFITS

SECTION 1. Health Insurance

- A. Employees receive coverage under a Public Employees’ Medical and Hospital Care Act (“PEMHCA”) plan administered by the Public Employees’ Retirement System (“PERS”).

Employees who elect to be covered under such plan may choose between Health Maintenance Organization (“HMO”) and indemnity medical coverage plans (“PPO”).

- B. City Health Contribution: The City will contribute both the minimum amount required under Government Code section 22892 and a supplemental amount under PEMCHA to cover certain costs associated with the premiums associated with the coverage for the employee and their eligible dependent(s)’ medical costs.

The City’s maximum contributions shall be as follows:

1. Effective upon adoption of this agreement by the City Council, the City will contribute \$1,750 per member per month for employee health coverage;
2. Effective January 1, 2025, the City will contribute \$1,800 per member per month for employee health coverage; and
3. Effective January 1, 2026, the City will contribute \$1,850 per member per month for employee health coverage.

An employee shall be responsible for any employee premium amount that exceeds the City contribution amount described above. The City will deduct such amount from the employee’s paycheck through a pre-tax payroll deduction.

The City no longer provides employees who opt out of health coverage under the City plan the option to receive cash in lieu of such coverage.

SECTION 2. Dental Insurance

The City provides fully paid dental insurance for the employee and all eligible dependents, subject to the limitations as set forth in Article 3, Section 5.

SECTION 3. Vision Insurance

The City provides fully paid vision insurance for employees and all eligible dependents, subject to the limitations as set forth in Article 3, Section 5.

SECTION 4. Life Insurance

Employees are provided a \$50,000 basic term life insurance policy.

Employees may purchase additional coverage for themselves (\$100,000 maximum) and for family members at a group rate, subject to the applicable limitations.

SECTION 5. Dental, Vision and Life Insurance Contribution

The City's aggregate contribution for current dental, vision and life insurance for the term of this agreement shall be set and fixed at \$184.25 per month.

The City shall provide vision benefits for each employee and the employee's eligible dependents.

Within the monthly contribution cap currently established for dental, vision and life insurance coverage, the City's monthly contributions toward dental and life insurance coverage shall be made after the City makes its contribution to provide vision benefits for an employee and their dependents.

SECTION 6. Flexible Spending Account

Pursuant to applicable law, the City allows for employees to use pre-tax contributions to their Flexible Spending Account ("FSA") to pay for qualifying expenditures, including but not limited to employee paid insurance premiums, non-reimbursed medical expenses and dependent care expenses.

Participation in the FSA program is voluntary.

SECTION 7. Retiree Health Insurance Contribution

For bargaining unit members who possess five (5) years' CalPERS service credit, the City shall make a contribution for use towards the medical costs of the employee and their eligible dependents equal to that amount described in Article 3, Section 1, Subsection B.

A former employee shall be responsible for any premium amount that exceeds the City's maximum contribution. The former employee will pay the additional amount owed through their CalPERS annuity. The City's maximum per month contribution outlined in Article 3, Section 1, Subsection B includes the PEMHCA minimum contribution required under Government Code section 22892. As required by Government Code section 22892(b), the City's contribution will be an equal amount for both employees and retirees.

SECTION 8. Retiree Dental and Vision

Upon retirement, an employee and their spouse, registered domestic partner, and/or their eligible dependents who are actively enrolled in the City's dental and vision insurance plans may remain enrolled in such plans as a retiree should such plans continue to remain available to current employees, but shall be responsible for full payment of the associated insurance premiums.

In order to be eligible to be covered by such plans, the retiring employee and their spouse, registered domestic partner, and/or and their eligible dependents must be actively enrolled in the plan(s) under which they are seeking continued coverage.

If, upon retirement, the employee declines continued coverage under either plan, they may not enroll at a later time.

Upon retirees death, the surviving spouse, registered domestic partner and/or eligible dependent(s) who are actively enrolled in the City's dental and vision insurance plans may remain enrolled in such plans as surviving dependents should such plans continue to remain available to current employees, and shall be responsible for full payment of the associated insurance premiums.

This provision is not intended to vest either retirees or current employees once retired with any right to remain enrolled in the City's dental and vision insurance plans. The City may decide to change dental or vision insurance plans without regard to the impact that such a decision would have on retirees' eligibility to enroll in such plans.

SECTION 9. Long-Term Disability ("LTD") Insurance

The City provides employees with a fully paid long-term disability insurance policy which allows continuance of two-thirds (2/3) of the first \$9,750 of the employee's monthly salary with a maximum monthly benefit of \$6,500.

The policy applies to non-job-related injuries and illnesses.

Benefits are payable following a sixty (60) day waiting period.

The maximum benefit period may vary depending on the employee's age at the time of the disabling injury or illness.

SECTION 10. State Disability Insurance ("SDI") Program

The City provides employees the opportunity to access State Disability Insurance ("SDI") through the Employment Development Department ("EDD").

All actual costs associated with participation in the SDI Program will be the responsibility of employees.

Employees eligible for Paid Family Leave benefits under the SDI program shall be required to take up to two (2) weeks of earned but unused vacation leave prior to the employee's initial receipt of these benefits.

Employees may use any available family illness leave in lieu of the vacation time.

SECTION 11. Retirement

- A. Employees who do not meet the definition of "new member" under the California Public Employees' Pension Reform Act of 2013 ("PEPRA") (those members shall be referred to as "classic members") are enrolled in either the California Public Employees' Retirement System ("CalPERS") retirement plans commonly referred to as the 2% at age 55 retirement plan ("Tier I") or the 2% at age 60 retirement plan ("Tier II") and shall be provided the benefits described below:

Tier I: Employees hired before November 6, 2012 shall be eligible for the following retirement benefits:

1. 2% at age 55 retirement formula;
2. Retirement benefits based on the employee's single highest "compensation earnable" for one (1) year;
3. Pre- and Post-Retirement Death Benefits; and
4. Public Agency Retirement System ("PARS") Retirement Enhancement Plan, generally described as one-half percent (0.5%) at age 55 for all employees hired on or prior to December 31, 2012.

To be eligible, employees must be satisfy the following conditions: (1) be hired by the City for a position within the bargaining unit before October 1, 2012; (2) be at least age fifty-five (55) at the time of retirement; (3) have fifteen (15) years of full-time continuous service to the City; and (4) retire from the City.

This benefit will be paid to qualified retirees in addition to any CalPERS benefits to which they are entitled, as described above.

Employees shall pay the full eight percent (8%) of their PERSable compensation towards the CalPERS member contribution. Until such time as the City's contract with CalPERS is amended pursuant to the Government Code to reflect that employees are contributing the full eight percent (8%), the City will treat one percent (1%) of the cost-share described here as an employer contribution rather than an employee contribution.

Employee contributions shall be deducted on a pre-tax basis to the extent permitted by federal and/or state law and regulations.

Tier II: Employees hired between November 6, 2012 and December 31, 2012 or who were hired thereafter but were existing CalPERS members at the time of their hiring shall be eligible for the following retirement benefits:

1. 2% at age 60 retirement formula;
2. Retirement benefits based on the employee's single highest "compensation earnable" for one (1) year; and
3. Pre- and Post-Retirement Death Benefits.

Employees shall pay the full eight percent (8%) of their PERSable compensation towards the CalPERS member contribution. Until such time as the City's contract with CalPERS is amended pursuant to the Government Code to reflect that employees are contributing the full eight percent (8%), the City will treat one percent (1%) of the cost-share described here as an employer contribution rather than an employee contribution.

CEA MOU
 October 1, 2023 through June 30, 2027

Employee contributions shall be deducted on a pre-tax basis to the extent permitted by federal and/or state law and regulations.

- B. Tier III: Employees hired on or after January 1, 2013 and who meet the definition of “new member” under PEPRA are enrolled in the following retirement plan (“Tier III”) and shall be provided the benefits described below:

Tier III: Employees hired on or after January 1, 2013 shall be eligible for the following retirement benefits:

1. 2% at age 62 retirement formula;
2. “Final compensation” based on the employee’s highest average annual “pensionable compensation” earned by the member during a period of at least thirty-six (36) consecutive months and their retirement benefits shall be calculated based on “pensionable compensation” rather than “compensation earnable”;
3. Pre- and Post-Retirement Death Benefits.

Employees shall individually pay a Member CalPERS contribution rate of fifty percent (50%) of the normal cost rate for the Defined Benefit Plan in which the “new member” is enrolled, as may be adjusted by CalPERS per PEPRA.

All retirement plan benefits shall be integrated with Social Security.

SECTION 12. Workers’ Compensation Provisions

The City provides employees who sustain job-related injuries or illnesses that are compensable under California Workers’ Compensation Laws three-quarters (3/4) of their regular monthly salary for up to one (1) year less any temporary disability payments received under the California Workers’ Compensation Laws.

Such payments shall cease when the employee receives a permanent disability award or is physically able to return to work.

These payments shall be provided without deductions for State or Federal Income Taxes, to the extent allowable by the Internal Revenue Service.

SECTION 13. Education Reimbursement Program

The City may provide employees who complete work-related college courses with a grade of “C” or better up to \$1,750 per calendar year for the cost of tuition and books.

In order to qualify for receipt of such funds the employee must obtain either pre-authorization or approval for reimbursement from their Department Head and Human Resources Director, or such employees’ designees.

Employees who participate in the reimbursement program must provide a copy of their grade(s) for verification and execute an agreement which provides for the following:

Educational Reimbursement – “I certify that I have successfully completed the course(s), receiving a grade of “C” or better. A copy verifying this grade is attached. I agree to refund the City or have deducted from my final paycheck any educational reimbursement funds received under this program if I should leave the City’s employ, voluntarily or through termination with cause, within one year after completion of the course work for which I am to receive reimbursement. The amount of refund shall be determined in accordance with following schedule.

Below is the reimbursement schedule for the full months worked between t h e employee’s completion of the course for which they are being reimbursed and their last day of employment with the City and the percentage of the total reimbursement to be refunded to the City.

Months Worked between Date the Course was Completed and the Final Day at Work	Percentage to be Refunded to the City (%)
1	100
2	100
3	90
4	80
5	70
6	60
7	50
8	40
9	30
10	20
11	10
12	0

New hires to the City are ineligible to participate in this program until they pass probation.

SECTION 14. Employee Assistance Program (“EAP”)

The City provides employees and immediate family members’ confidential assistance, referrals, and counseling through the EAP.

The program is designed to provide professional assistance and support to help employees and their families resolve problems that affect or may affect their personal or professional lives.

The City shall provide the basic level of EAP service to employees at the cost incurred by the City for participation in such program.

Basic level includes three (3) session per member per incident per year.

SECTION 15. El Segundo City Employees Union Insurance

The El Segundo City Employees Union-sponsored optional insurance plans shall be made available via automatic payroll deduction. All associated insurance costs to be borne by unit employees.

ARTICLE 4 – LEAVES AND ABSENCES

SECTION 1. Vacation Accrual

Full-time employees shall accrue vacation leave at the following rates depending on their years of service to the City:

Years of Service	Annual Accrual Rate	Accrual Per Pay Period	Maximum Permissible Accrual
0-5	108 hours	4.15 hours	216 hours
6-10	132 hours	5.08 hours	264 hours
11-15	156 hours	6.00 hours	312 hours
16+	188 hours	7.23 hours	376 hours

Permanent part-time employees shall receive vacation accruals at based on their years' service with the City, whether in a full- or part-time capacity, and their regular bi-weekly schedule proportionate to a full-time schedule of 80 hours every two weeks.

SECTION 2. Vacation Accrual Cap

Employees may accrue up to two (2) years of vacation leave at their current annual accrual rate.

Effective three months after the adoption of this Agreement by the City Council, the City will impose a hard cap on vacation accrual such that no employee shall be permitted to accrue vacation in excess of twice their annual accrual rate. Any employee who has accrued, but unused, vacation in an amount that exceeds that amount will forfeit the amount of vacation in excess of the hard cap.

SECTION 3. Vacation Use

Employees may use their accrued vacation leave after six (6) months of employment.

All vacation shall be taken at such times as are agreeable to the Department Head, or designee.

SECTION 4. Vacation Cash Out – Active Employees

- A. Qualification for Vacation Cash Out: An employee who has completed one (1) year of service qualifies for vacation cash out.

- B. Cash Out Process in 2024: In calendar year 2024, a qualified employee may elect to receive cash payment(s) in lieu of accrued vacation leave up to one hundred percent (100%) of the total amount of vacation leave that the employee can accrue in a year based on their length of service as described in Article 4, Section 1, While employees may elect to exercise this option not more than twice in calendar year 2023, the cumulative amount of vacation leave cashed out may not, in aggregate, exceed total amount of vacation leave that the employee can accrue in a year.
- C. Election Process: A qualified employee may elect to receive cash payment(s) in lieu of accrued vacation leave up to one hundred percent (100%) of the total amount of vacation leave that the employee can accrue in a year based on their length of service as described in Article 4, Section 1.

On or before December 15, 2024 and every December 15th thereafter, a qualified employee who elects to cash out some or all of their accrued vacation for the following year shall submit written request to the Human Resources Department stating their irrevocable election(s).

The employee shall provide the following information as part of their election: (1) The total number of hours of vacation leave that the employee will accrue between January 1 and June 30 in the following calendar year based on their annual accrual rate based on their years of service; (2) The total amount of accrued vacation leave that the employee wants to cash out in July of the following calendar year (The cash-out amount must be equal to or less than the amount accrued between January 1 and June 30); (3) The total number of hours of vacation leave that the employee will accrue between July 1 and December 31 in the following calendar year based on their annual accrual rate based on their years of service; and (4) The total amount of accrued vacation leave that the employee wants to cash out in December of the following calendar year (The cumulative cash-out amount must be equal to or less than the total amount accrued between January 1 and December 30).

- D. The City shall administer the cash out twice annually, starting in December 2024 and every December thereafter. The City shall make the cash outs in the first full pay period in July and December.

Such cash outs shall be paid at the employee's base salary hourly rate of pay.

- E. Regardless of the number of hours that the employee requests to cash out, the City can only cash out vacation hours that the employee has available for their use.

SECTION 5. Vacation Cash Out Upon Separation

Employees shall receive payment for one hundred percent (100%) of their accrued vacation leave upon separation or death.

Vacation leave cash outs shall be paid at the employee's base salary hourly rate.

SECTION 6. Sick Leave Accrual

Full-time employees accrue sick leave at a rate of eight (8) hours per month.

Permanent part-time employees accrue sick leave at a rate of four (4) hours per month.

SECTION 7. Sick Leave Cap

Sick leave accrual is limited to six hundred (600) hours.

Current employees with more than 600 hours of accumulated sick leave will be allowed to utilize that amount as their personal sick leave cap throughout the remainder of their service with the City. However, such employees shall not accrue more sick leave until such time as their sick leave balance is less than six hundred (600) hours.

For employees hired on or before the date that the City Council adopts the MOU, the City will allow the accrual of sick leave in excess of six hundred (600) hours subject to a mandatory cash out as described below.

SECTION 8. Sick Leave Requests and Certification

- A. Requests for sick leave shall be provided in accordance with the law and not unreasonably denied.
- B. Any employee taking sick leave shall, upon their return to work, sign a statement certifying that the sick leave was for permissible purposes (e.g., their own injury or illness or the injury or illness of a family member as defined in Article 4, Section 10).
- C. Any employee taking sick leave shall, upon their return to work, sign a statement certifying the reasons for such sick leave. Employees who are assigned to a 9/80 schedule and who are absent five (5) or more consecutive working days, or four (4) consecutive working days for employees assigned to a 4/10 schedule, must submit a statement from a doctor that the employee was under his care and is able to return to work.
- D. After an employee has used seventy-two (72) hours or more of sick leave during the employee's 12-month annual performance evaluation period, the employee's department head may require, for each sick leave absence thereafter during the year, that the employee provide a statement from a doctor verifying that the employee was under a doctor's care during the absence and that the employee is now able to return to work. In accordance with Labor Code Section 234 use of family sick leave will not be included when determining whether an employee has exceeded the 72 hour threshold set forth above.

SECTION 9. Sick Leave Cash-out

For employees hired on or before the date on which the City Council adopts the MOU, the City will cash out any accrued sick leave in excess of six hundred (600) hours on December 1 of each year. The City will provide the cash out by direct deposit.

Upon separation or death, the City shall cash-out sick leave by employees as follows:

1. The City shall not provide any employee, regardless of the date of their hire by the City, cash-out of accrued sick leave in the event that the City terminates such employee for cause.
2. The City shall not provide any employee who has been employed by the City for less than five (5) years any cash-out for sick leave.
3. For an employee who has been employed by the City for at least five (5) years and separates from City employment for a reason other termination for cause or service retirement or disability retirement, the City shall provide the employee a cash-out at an amount equal to one-half (1/2) the value of such sick leave (*i.e.*, one-half (1/2) the employee's base salary hourly rate of pay for each hour of sick leave).
4. For an employee who has been employed by the City for at least five (5) years and who separates as a result of a service retirement or disability retirement, the City shall provide a cash-out at an amount equal to the full the value of such sick leave (*i.e.*, the employee's base salary hourly rate of pay for each hour of sick leave).

SECTION 10. Sick Leave to Provide Care for Family Members

Employees are eligible to utilize a maximum of half their annual sick leave accrual, or forty-eight (48) hours, of sick leave per calendar year in order to provide care to a “family member” of the employee suffering from illness or injury.

For this purpose, the term "family member" means a child, parent, spouse, registered domestic partner, grandparent, grandchild or sibling, or any other “family member” recognized by Labor Code section 245.5. The term parent shall also include the parent of the employee’s spouse or registered domestic partner.

For this purpose, the term “family member” also means one (1) “designated person” that the employee has identified who is related to the employee by blood or whose association with the employee is the equivalent of a family relationship.

SECTION 11. Holidays

The City recognizes the following holidays for City employees:

1. January 1st
2. The third (3rd) Monday in January (Martin Luther King Jr. Day)
3. The third (3rd) Monday in February (President's Day)
4. The last Monday in May (Memorial Day)
5. July 4th
6. The first (1st) Monday in September (Labor Day)

CEA MOU

October 1, 2023 through June 30, 2027

7. November 11th (Veteran's Day)
8. Thanksgiving Day
9. The Friday after Thanksgiving Day
10. December 24th
11. December 25th
12. December 31st

Holidays will be paid based on the employee's assigned daily work schedule. For example, employees assigned to a 9/80 schedule will have holidays paid in nine (9) hour increments unless the holiday falls on their assigned eight-hour workday, in which case they will receive eight (8) hours of pay for the holiday. Employees who are assigned to a 4/10 Alternative Work Schedule will receive 10 hours of pay for holidays.

Employees with an approved Reduced Work Schedule pursuant to Article 2, Section 20 of this MOU will have holidays paid consistent with their approved daily work schedule.

SECTION 12. Holidays Falling on Saturdays and Sundays

In the event any of the above referenced holidays fall on a Saturday, the holiday shall be observed on the preceding Friday. In the event any of the above holidays fall on a Sunday, the holiday shall be observed the following Monday.

SECTION 13. Holidays Falling on an Employee Workday or Regularly Scheduled Day Off

If a holiday is observed on an employee's otherwise regularly scheduled day off, the employee will receive a floating holiday consisting of the number of hours based on the employees assigned daily work schedule.

For employees who are entitled to a floating holiday because a City holiday falls on the employee's regularly scheduled day off, the City will credit the floating holiday hours to the employee's leave bank at the beginning of the pay period which includes the holiday.

If an employee is required to work on a recognized holiday, the City shall compensate the employee at the rate of a one and one-half (1 ½) the employee's regular rate of pay for such work in addition to the straight time holiday pay described in Article 4, Section 11.

SECTION 14. Personal Leave Day

A. Each employee shall receive one (1) day per calendar year as a Personal Leave.

For this purpose, employees who are assigned to a 9/80 schedule shall receive nine (9) hours. Employees who are assigned to a 4/10 Alternative Work Schedule shall receive 10 hours. Employees on other schedules will be compensated accordingly.

B. In the first full pay period following the adoption of this MOU by the City Council, the City shall provide employees an additional one (1) day of Personal Leave. The City shall provide employees a second (2nd) day of Personal Leave each year, as described below, unless and until such time as the City recognizes either Cesar Chavez Day or Juneteenth as a Holiday. In the event that the City recognizes either Cesar Chavez Day or Juneteenth as a Holiday, the City will rescind the provision of a second (2nd) day of Personal Leave for the following calendar year.

C. The City will credit employees with the Personal Leave every January. Newly hired bargaining unit members hired after the first of the year will also receive the Personal Leave, which the employee may use six (6) months after the employee's initial appointment date.

SECTION 15. Limited Carryover of Floating Holidays and Personal Leave

Floating Holiday and Personal Leave hours may not be carried over from one calendar year to the next, except that Floating Holiday hours credited to an employee in November or December may be carried over to the next calendar year, but must be used by October 31 of the following year.

SECTION 16. Bereavement Leave

In the event of the death of an employee's "family member", as defined in Article 4, Section 10, but excluding the "designated person," the City shall provide the employee three (3) days paid bereavement leave and two (2) days of unpaid leave to be used with three (3) months of the date of the death of the "family member."

Employees may elect to use other forms of paid leave that they have accumulated in order to provide for their compensation while using the two (2) days of unpaid leave.

For employees who need to travel 500 or more miles from the City in order to attend services for the employee's family member, the City shall also provide two (2) additional days of paid bereavement leave in lieu of the two (2) days of unpaid leave.

SECTION 17. Personal Emergency Leave

Employees, upon request, shall be entitled to utilize vacation, Personal Leave Day/Floating Holiday or accumulated compensatory time off for bona fide and substantiated personal emergencies, (*i.e.*, serious illness of immediate family members, and cases of extreme and unusual hardships of an emergency nature). In certain circumstances, notification requirements may be waived.

SECTION 18. Catastrophic Leave Bank

Catastrophic leave means leave for employees who are unable to work as the result of a serious injuries or illnesses and who have exhausted all of their paid leave.

The City shall administer catastrophic leave pursuant to the City of El Segundo Catastrophic Leave Bank Policy negotiated by the City and Union and revised in 2009. During the term of this Agreement, should the City adopt a Catastrophic Leave Bank Policy following a meet and confer with the Union, the City shall administer catastrophic leave consistent with that policy.

SECTION 19. Jury Duty

A. Leave of Absence

The City will provide an employee who is required to report for jury duty or serve on a jury a leave of absence covering such service.

B. Employee Notice

Prior to reporting for jury duty, the employee must provide written notice of the expected jury duty to their supervisor as soon as possible, but in no case later than 14 days before the beginning of the jury duty.

C. Documentation of Jury Duty

The employee must provide documentation of their daily attendance on jury duty.

D. Paid Leave

During the first two (2) weeks of jury duty, an employee shall be entitled to receive their regular compensation.

E. Unpaid Leave

For any portion of jury duty that extends beyond two (2) weeks, such extended jury duty period shall be without regular pay, unless the employee elects to use paid leave accruals for such time.

F. Reporting to Work

While on jury duty, in the event that the employee is relieved of jury obligations for three (3) or more consecutive hours, the employee must report to work.

Employees relieved of jury duty for three (3) or more consecutive hours may elect to use paid leave accruals to take such time off from work, provided the employee has requested and received their supervisor's approval to do so.

ARTICLE 5 – EMPLOYER – EMPLOYEE RELATIONS

EMPLOYEE ORGANIZATION REPRESENTATIVES/ACTIVITIES

SECTION 1. Representational Rights

The City and Union and the City recognize and agree to protect the rights of all employees to join or participate in protected Union activities or to refrain from joining or participating in protected activities in accordance with Government Code Sections 3550 and 3511.

SECTION 2. Designation of Union Representatives and Release Time

The Union may designate up to five (5) bargaining unit members to serve as union representatives in personnel matters.

Upon timely request and for suitable reasons, the Human Resources Director, or their designee, may authorize release of a designated union representative from normal duties to attend to or assist in personnel matters involving Union members, unless such individual is needed in order to perform urgent or emergent work for the City. In the event that the individual is unavailable to attend to or assist in the personnel matter, another designated board member will be released for this purpose.

The City shall not withhold authorization of release time for this purpose.

In total, the City will provide the Union up to one-hundred and fifty (150) hours of paid release time per year to attend to or assist in personnel matters involving Union members. Such time shall not include release time for the purpose of engaging in meet and confer with the City. In the event that the Union exhausts the one-hundred and fifty (150) hours of paid release time to attend to or assist in personnel matters, the City and the Union shall meet to discuss the City’s provision to designated board members of a reasonable amount of additional time to attend to such matter.

Designated board members shall report the time used to attend to personnel matters during their regular working hours on their timecards.

SECTION 3. Designation of Regular Bargaining Team Members, Subject Matter Experts, Non-City Representatives and Release Time

The Union may designate up to five (5) bargaining unit members to serve as regular bargaining team members during the meet and confer process for successor MOU negotiations and other matters related to decision and effects bargaining.

The Union may request that the City recognize additional bargaining unit members to participate in bargaining in order to address subjects with which such employees have subject matter expertise. The City shall not unreasonably deny the participation of such individuals in bargaining. The City may limit the participation of such individuals to the negotiation of subjects with which such individuals possess subject matter expertise.

CEA MOU

October 1, 2023 through June 30, 2027

The Union may designate a reasonable number of non-City employees to serve as representatives of the Union and to participate in bargaining. The participation of such individuals will not count against the five (5) bargaining team members that the Union may designate.

Upon timely request and for suitable reasons, the Human Resources Director, or their designee, will authorize release of regular bargaining team members and subject matter experts from their normal duties to prepare for or participate in bargaining with the City.

The City shall not withhold authorization of release time for this purpose.

During the meet and confer process, the City shall provide the regular bargaining team members sufficient release time to prepare for and participate in negotiations with the City.

The City shall provide each bargaining unit member two (2) hours of paid release time to participate in the vote to ratify a tentative agreement for the successor MOU to this Agreement. The City will not provide other release time to non-bargaining team members for purposes of engaging in matters related to bargaining, except as described in this Section.

SECTION 3. No-Strike

During the term of this MOU, their members employed by the City of El Segundo will not strike, or engage in any work stoppage or slow down, engage in a concerted failure to report for duty, or fail to perform their duties in whole or in part for the purposes of inducing, influencing or coercing a change in conditions, or compensation, or the rights privileges or obligations of employment.

The Union also agrees that their members employed by the City of El Segundo will not refuse to cross a picket line in the performance of their normal and customary duties nor attempt to influence, either directly, or indirectly, the employees to honor an existing picket line in the performance of their normal and customary duties as employees.

MANAGEMENT RIGHTS

SECTION 4. Management Rights

Except as limited by the specific and express terms of this MOU, the City hereby retains and reserves unto itself all rights, powers, authority, duties and responsibilities confirmed on and vested in it by the laws and the Constitution of the State of California and/or United States of America.

The management and direction of the work force of the City is vested exclusively in the City and nothing in this MOU is intended to circumscribe or modify the existing rights of the City to engage in the following conduct:

1. Direct the work of its employees;
2. Hire, promote, demote, transfer, assign and retain employees in positions within the City, subject to the rules and regulations of the City;

CEA MOU

October 1, 2023 through June 30, 2027

3. Discipline employees for proper cause;
4. Maintain the efficiency of governmental operations;
5. Relieve employees from duties because of lack of work;
6. Take action as may be necessary to carry out the City's mission and services in emergencies; and
7. Determine the methods, means and personnel by which the operations are to be carried out and require overtime work by City employees.

LAYOFFS

SECTION 5. Grounds for Layoff

Whenever, in the judgment of the City Council, it becomes necessary to reduce the workforce because of a lack of funds, lack of work or reorganization, an employee may be laid off, reduced in classification or displaced by another employee.

Such layoff, reduction or displacement shall result from action of the City Manager or their designee. Such action shall not entitle the laid off, reduced or displaced employee to a right of appeal.

The City Manager shall recommend to the City Council each classification to be affected by any such change.

SECTION 6. Notice to Employees

The City shall notify the Union thirty (30) days prior to the implementation of layoffs, to provide for adequate time to meet and confer regarding the impact.

An employee filling a full-time position shall be given fourteen (14) Calendar day's prior notice of lay off.

Employees transferred, reduced or displaced shall be given five (5) calendar days' notice. The City Council may approve a reduction in the notice requirements, if so recommended by the City Manager.

SECTION 7. Layoff Procedure

A. Permanent Employees

A permanent employee in a classification affected by a reduction in force shall be laid off based on seniority in City service; that is the employee with the least City service shall be laid off first, followed by the employee with the second least City service, etc.

CEA MOU
 October 1, 2023 through June 30, 2027

Seniority shall be determined by the total amount of full-time employment in any classification in the City.

B. Other Employees

The City Manager retains the right to layoff or alter the work assignments of the following employees at any time without notice or right of appeal:

1. Emergency employees;
2. Temporary or seasonal employees;
3. Part-time employees;
4. New employees in their initial probationary period;
5. Promotional probationary employees; and
6. Employees designated as at-will.

In the event of a layoff, a promotional probationary employee shall revert to their previously held classification and position without loss of seniority.

SECTION 8. Tie Breaks

Provided that the seniority of two (2) employees are the same, retention points for job performance shall be credited on the basis of the average of the overall evaluation ratings for the last three (3) years in a classification, provided the last rating had been filed at least thirty (30) days prior to the date of the layoff notice.

Retention points are as follows:

1. "Unsatisfactory" rating = 0 retention points
2. "Below Standard" rating = 6 retention points
3. "Standard" rating = 12 retention points
4. "Above Standard" rating = 18 retention points
5. "Outstanding" rating = 24 retention points

In the event of a tie in seniority, the employee with the lowest average of retention points shall be laid off first. In the event that one or more of the affected employees do not have a sufficient number of performance evaluations on file, ties shall be broken by a coin toss.

SECTION 9. Reduction to a Vacant Position

An employee designated for layoff as a result of the elimination of a position or classification may be offered appointment to a vacant position in a lower classification if the employee is qualified by education or experience for such position.

If there is more than one qualified employee to be offered such appointment(s), the offer(s) shall be based on seniority, with the employee with the most seniority offered the position first, then the next highest, etc.

If the employees have the same seniority, then the procedure for breaking ties set forth above shall apply.

SECTION 10. Displacement Rights

An employee designated for layoff as a result of elimination of a position or classification may displace (*i.e.*, bump) an employee in a lower classification, if the employee was previously employed in such classification and the employee who was laid off has greater seniority than the employee in the lower classification.

Full-time employees who are represented by the Union who are laid off will be permitted to displace (*i.e.*, bump) non-benefited temporary and benefited and non-benefited part-time employees under the following circumstances: (a) the temporary or part-time classification is in the unit; and (b) the City determines that the laid off employee is qualified for the temporary or part-time position. In such cases, the full-time employee who has been laid off will assume temporary or part-time status.

An employee who is bumped shall be laid off in the same manner as employee whose position or classification was eliminated.

SECTION 11. Salary Placement

An employee who is appointed to a vacant position or who displaces (*i.e.*, bumps) an employee in a lower classification shall be placed on the step of the salary range of the new classification which most closely corresponds to, but in no case is higher than, the salary step of their previously held position.

The employee accepting such appointment shall receive a new salary anniversary date on the effective date of the appointment.

The employee shall, however, retain seniority while their name remains on reemployment list or lists, as set forth in Article 5, Section 12.

SECTION 12. Reemployment List

The names of permanent employees who have been laid off under this Section (including employees who have bumped down) shall be placed, in order of seniority from most to least, on a reemployment list for their prior classification or any lower classification for which the employee is qualified by education or experience.

Persons on such lists shall retain eligibility for appointment to such classification(s) for a period of three (3) years from the date their names were placed on the list.

As a vacancy within such a classification becomes available, the name appearing at the top of the list shall be offered the opportunity to fill the vacancy. The name of an individual selected from the list to fill the vacancy who refuses the re-employment offer without good cause shall be permanently removed from the re-employment list without right of appeal.

Laid-off employees do not earn seniority credit or benefits while on the re-employment list.

SECTION 13. Rights on Reemployment

If a person is reemployed by the City within three (3) years, the employee’s seniority, accumulated sick leave allowance and accrued vacation shall be reinstated shall be maintained or reinstated to the extent that it has not been paid out, as the case may be.

Reemployed employees shall be placed on the same salary step previously held upon reemployment, unless the individual is reemployed in a lower related classification in which case the employee shall be placed on the step for the lower classification with the salary that most closely corresponds to, but in no case is higher than, the salary step of their previously held position.

GRIEVANCE PROCEDURE

The Union may grieve on behalf of an individual, group of employees or the Union as a whole.

SECTION 14. Definition of Terms

- A. Grievance - A grievance is an allegation of a violation, misinterpretation or misapplication of a specific written departmental or agency rule or regulation or a specific provision of this MOU. A grievance is distinct from an appeal of discipline which is covered by the Personnel Rules and Regulations (Rule 15 and 16). Employees may obtain a copy of the City’s Personnel Rules and Regulations from the Department of Human Resources or at the following website: <https://www.elsegundo.org/government/departments/human-resources/personnel-rules-and-regulations-269338>
- B. Grievant - A grievant is an employee or group of employees adversely affected by an act of omission of the agency.
- C. Day - A day is a working day.
- D. Immediate Supervisor - The first level supervisor of the grievant.

SECTION 15. Matters Excluded from the Grievance Procedure

The grievance procedure is not intended to address the following types of issues:

1. Resolve complaints, requests or changes in wages, hours or working conditions.
2. Challenge the content of employee evaluations or performance reviews. However, an employee may challenge the content of an evaluation by filing an appeal to their Department Head. In the event that an employee is directly supervised by a Department Head, the employee may challenge the content of the evaluation by filing an appeal to another department head, who has been agreed upon by the employee and their supervisor (Department Head). In either event, the Department Head's determination shall be final, and thus no further appeals will be permitted.
3. Challenge the merits of a reclassification, lay-off, transfer, denial of reinstatement, or denial of a step or merit increase.
4. Reduction in pay, demotion, suspensions or a termination which are subject to the formal appeal process outlined in Ordinance 586 and the Personnel Rules and Regulations.

SECTION 16. Time Limits

A. Compliance and Flexibility

Steps within the Grievance Procedures will be completed within (10) ten working days. With the written consent of both parties, the time limitation for any step may be extended or shortened.

B. Calculation of Time Limits

Time limits for the appeal provided at each level shall begin the day following receipt of a written decision or appeal by the parties.

C. Failure to Meet Timeliness

Failure at any level of this procedure to communicate the decision on a grievance by the City within the specified time limits shall permit lodging an appeal at the next level of the procedure within the time allotted had the decision been given. If the grievance is not processed by the grievant or grievant in accordance with the time limits, the decision last made by the City shall be deemed final.

SECTION 17. Procedure

Grievances will be processed following the procedures set forth below.

A. Level I

Within ten (10) days of the date the employee reasonably knew or should have known of the incident giving rise to the grievance, the employee should make an effort to resolve the grievance with the employee's immediate supervisor. The supervisor shall hold discussions and attempt to resolve the grievance within ten (10) days.

B. Level II

In the event such efforts do not produce a mutually satisfactory resolution, the employee or employees aggrieved must reduce their grievance to writing and file it with the immediate supervisor. Under no circumstances shall the formal written grievance be filed more than ten (10) days from the date the employee knew or should have known of the incident giving rise to the grievance.

Procedure for Filing a Grievance:

In filing a grievance, the employee should set forth the following information:

2. The specific section of the Memorandum of Understanding, departmental or agency rules or regulations allegedly violated, misinterpreted or misapplied.
3. The specific act or omission which gave rise to the alleged violation, misinterpretation or misapplication.
3. The date or dates on which the violation, misinterpretation or misapplication occurred.
4. What documents, witnesses or other evidence supports the grievant's position.
5. The remedy requested.

C. Level III

If the grievance is not resolved by the immediate supervisor, the grievant may present the grievance in writing to the department head within ten (10) days. The department head will respond in writing within ten (10) days.

D. Level IV

If the grievance is not resolved by the department head, the grievance shall be resolved pursuant to binding arbitration, as set forth in Article 5, Section 19, Subsection C.

SECTION 18. Grievance Conferences

Grievant(s) and City representatives, upon request, shall have the right to a conference at any level of the grievance procedure.

SECTION 19. Binding Arbitration Agreement

A. Civil Claims

Both the City and employees covered by this Memorandum of Understanding agree that the claims described in this Binding Arbitration Agreement, Section 9 (A) shall be submitted to and determined exclusively by binding arbitration under the Federal Arbitration Act, in conformity with the procedures of the California Arbitration Act ("CAA") (Cal. Code Civ. Proc.

Sec 1280 et. seq, including section 1283.05 and all of the CAA's other mandatory and permissive rights to discovery). Nothing in this Memorandum of Understanding shall prevent either party from obtaining provisional remedies to the extent permitted by Code of Civil Procedure Section 1281.8 either before the commencement of or during the arbitration process. All rules of pleading, (including the right of demurrer), all rules and judgment under Code of Civil Procedure Section 631.8 shall apply and be observed. Resolution of the dispute shall be based solely upon the law governing the claims and defenses pleaded.

The civil claims which are subject to final and binding arbitration shall include, but not be limited to, any and all employment-related claims or controversies, such breach of employment agreement, breach of the covenant of good faith and fair dealing, negligent supervision or hiring, wrongful discharge in violation of public policy, unpaid wages of overtime under the state and federal wage payment laws, breach of privacy claims, intentional or negligent infliction of emotional distress claims, fraud, defamation, and divulgence of trade secrets. This also specifically includes claims that could be asserted under all state and federal anti-discrimination laws, including but not limited to the California Fair Employment and Housing Act, Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Americans with Disabilities Act, and the Family and Medical Leave Act, and claims for discrimination and harassment in employment on the basis of race, age, sex, religion, national origin, alienage, religion, marital status, sexual orientation, disability, political activity, or any other statutorily-protected basis. It shall also include any and all claims an employee may have under the Fair Labor Standards Act, the California Labor Code, and the Industrial Welfare Commission Wage Orders, as well as any other state and federal statutes. This Agreement is further intended to apply to any claim Employee(s) may have against the City and/or any of its directors, employees, or agents, and to any and all past and future employment relationships Employee may have with the City regardless of job position or title. City shall also arbitrate all claims it has against the employee under the same rules and regulations set forth herein.

1. Notwithstanding the provisions of this Section, employees covered by this Memorandum of Understanding may elect to file a claim for workers' compensation and unemployment insurance benefits with the appropriate state agencies, and administrative charges with the Equal Employment Opportunity Commission, California Department of Fair Employment and Housing, and any similar state agency. Unless otherwise required by applicable law, all other employment-related claims shall be resolved by final and binding arbitration and not by a jury in a court of law.
2. To the fullest extent permitted by law, employees covered by this Memorandum of Understanding agree that they shall not join or consolidate claims submitted for arbitration pursuant to this Binding Arbitration Agreement with those of any other persons, and that no form of class, collective, or representative action shall be maintained without the mutual consent of the parties. Any dispute over the validity, effect, or enforceability of the provisions of this paragraph, including whether the arbitration may proceed as class, collective, or representative action, shall be for a court of law and not an arbitrator to decide.
3. The City shall bear the costs of any arbitration conducted pursuant to this Agreement, including the compensation of the Arbitrator, all administrative expenses, and CSR transcripts. Except as may otherwise be required by law, the parties shall be responsible

for their own attorneys' fees and costs incurred in presenting their case to the Arbitrator. The Arbitrator shall render a written award within 30 days after the matter is submitted for determination, and the award of the arbitrator shall be final and binding on the City, the Union and the employee.

4. The arbitration shall be held before a single arbitrator, who shall be an attorney at law and an experienced employment law arbitrator. The arbitrator shall be mutually selected by the parties. The Arbitrator shall have the power to award all legal relief available in a court of law, including any and all damages that may be available for any of the claims asserted. In addition, each of the parties shall retain all defenses that they would have in a judicial proceeding, including defenses based on the expiration of the statute of limitations and that the damages being sought are not authorized or are excessive.

B. Appeal of Discipline

The Parties understand that employees covered by this Memorandum of Understanding are entitled to disciplinary appeal procedures under the City's Personnel Merit System Administrative Code. Under Administrative Code Section 1-6-8, employees have the right to have the Los Angeles County Civil Service Commission hear appeals from dismissal, demotion, and suspensions for a period of six (6) days or longer. The Parties agree that an employee covered by this Memorandum of Understanding may opt to have these disciplinary actions be submitted to binding and final arbitration.

1. The arbitration shall be held before a single arbitrator, who shall be an experienced labor and employment law arbitrator. The parties shall select an arbitrator from a list of seven arbitrators provided by the State Mediation and Conciliation Service. If the parties are unable to reach an agreement in the selection of a hearing officer, each shall strike names from the list until a final name is selected as the Arbitrator.
2. The City shall pay the costs of the arbitrator and court reporter fees and transcript, if a court reporter is requested by the parties. The parties shall be responsible for their own attorneys' fees and costs incurred in presenting their case to the Arbitrator.
3. Any dispute over the validity, effect, or enforceability of the provisions of this Agreement, shall be for a court of law and not an arbitrator to decide.
4. Under this Agreement, Article 5, Section 19, Subsection B, the Arbitrator's authority will be limited to determining: Whether the City has satisfied the seven tests of just cause; and, if not, what is the appropriate remedy. The Arbitrator shall render a written award within 30 days after the matter is submitted for determination, and the award of the arbitrator shall be final and binding on the City, the Union and the employee. The Arbitrator may not increase the level of discipline.
5. At least ten business days before the scheduled arbitration, the parties shall exchange the following information: (i) a list of all witnesses each party intends to call during its case-in-chief; and (ii) copies of all documents each party intends to introduce during its case-in-chief.

C. Contract Interpretation Disputes

The Parties agree that any grievance filed under this Binding Arbitration Agreement of this Memorandum of Understanding that is an allegation of a violation, misinterpretation, or misapplication of this MOU, shall be subject to final and binding arbitration. The Union must file a written request for final and binding arbitration within ten (10) days of receipt of the City's response at Level III.

1. The arbitration shall be held before a single arbitrator, who shall be an experienced labor and employment law arbitrator. The parties shall select an arbitrator from a list of seven arbitrators provided by the State Mediation and Conciliation Service. If the parties are unable to reach an agreement in the selection of a hearing officer, each shall strike names from the list until a final name is selected as the Arbitrator.
 2. The City shall pay the costs of the arbitrator and court reporter fees and transcript, if a court reporter is requested by the parties. The parties shall be responsible for their own attorneys' fees and costs incurred in presenting their case to the Arbitrator.
 3. Any dispute over the validity, effect, or enforceability of the provisions of this Agreement, Article 5, Section 19, Subsection C, shall be for a court of law and not an arbitrator to decide.
 4. The Arbitrator's authority will be limited to interpreting the provisions of the Memorandum of Understanding and the Arbitrator has no authority to add to, subtract from, or modify the Memorandum of Understanding in any way. The Arbitrator shall have the authority to determine questions of arbitrability of contract interpretation disputes. The Arbitrator shall render a written award within 30 days after the matter is submitted for determination, and the award of the arbitrator shall be final and binding on the City, the Union and the employee.
 5. At least ten business days before the scheduled arbitration, the parties shall exchange the following information: (i) a list of all witnesses each party intends to call during its case-in-chief; and (ii) copies of all documents each party intends to introduce during its case-in-chief.
- D. This Binding Arbitration Agreement, Article 5, Section 19, is entered into under the California Arbitration Act and the Meyers-Milias-Brown Act and shall be interpreted and construed in accordance with the law and procedures developed under those respective statutes.

ARTICLE 6 – OTHER PROVISIONS

SECTION 1. Part-Time Employees

Unless otherwise provided in this Agreement or required by law, benefited part-time employees represented by this bargaining unit shall be entitled to a proportionate amount of benefits and leaves as are provided to full-time employees based on the hours worked by the part-time employee.

SECTION 2. Department of Transportation Drug Testing Guidelines

Department of Transportation Drug Testing Guidelines shall apply to employees subject to such testing requirements.

SECTION 3. Street Maintenance Worker Duties

The City may utilize employees working in the Street Maintenance Worker I/II job classification for the purpose of providing concrete maintenance and installation services.

The following limitations shall apply:

1. Employees shall not be required to perform such duties for a period exceeding ten (10) hours during each two-week pay period; and
2. Employees shall not be expected to pour more than one (1) yard of concrete each week.

SECTION 4. Personnel File

Copies of written material which may be used for disciplinary purposes shall be provided to the employee prior to placement in their official personnel file. The employee shall have the right to rebut any such document and have the rebuttal attached to the document prior to it becoming a permanent part of the employee's personnel file.

SECTION 5. New Employees

The City agrees to furnish each new employee in the bargaining unit with a copy of the MOU at the commencement of their employment.

A. Employee Information

Within 30 days of the date of hire or promotion or by the first pay period of month following hire or promotion, the City shall provide to designated Union board members the following information regarding newly hired or promoted employees: (1) their name; (2) hire date; (3) job title; (4) department; (5) work location(s); (6) work telephone number; (7) home telephone number; (8) personal cellular phone number; (9) personal email address; (10) home address.

The City shall provide a list of such information for all employees in the bargaining unit at least once every 120 days.

The City shall provide this information regardless of whether the newly hired or promoted employee was previously employed by the City.

B. Requests to Refrain from the Disclosure of Employee Information

An employee may request that the City refrain from disclosing the employee's home telephone number, personal cellular telephone number and home address.

CEA MOU
October 1, 2023 through June 30, 2027

C. Orientation

Within 30 days of an employee's start date with the City or in the bargaining unit or as soon as practicable thereafter, the City will conduct a new employee orientation, either in person or virtually, for newly hired, promoted or demoted employees.

The City shall provide the Union written notice of new employee orientations at least 10 business days prior to the orientation, unless there is an urgent need critical to City's operations that was not reasonably foreseeable that created the need for shorter notice.

In the event that the City provides an in-person new employee orientation within 30 days of the start date of the new employee(s), Union representatives shall be permitted to make a presentation of up to 30 minutes, and present written materials written materials to new employees who attend.

In the event that the City does not provide an in-person new employee orientation within 30 days of the start date of the employee(s), the City shall work with the Union to schedule a time for the Union to make an in-person on-site presentation to the new employees. The City shall provide the Union an appropriate on-site meeting space within seven (7) days of receiving a request from the Union for such meeting space for this purpose.

At such on-site meetings, Union representatives shall be permitted to make a presentation of up to 30 minutes, and present written materials written materials to new employees who attend.

During the scheduled on-site meeting, the City will relieve the new employee(s) of their job duties, unless doing so would adversely affect the City's operations. In the event that the City determines that an employee cannot be released because their release would adversely affect City operations, the City will inform the employee of the next scheduled Union presentation or meeting with new employees, so that the employee shall have the opportunity to attend that presentation or meeting.

For employees who are not on duty during the scheduled on-site meeting, the City will compensate the employee as if they were on duty if they attend the meeting.

New employees shall have the opportunity to attend the Union presentation or meeting, whether provided as part of the City's new employee orientation or otherwise. The City will not require that new employees attend the Union presentation or meeting, if they elect not to attend.

SECTION 6. Union Dues Deductions

The City shall deduct dues on a regular payroll basis from the pay of Union members.

Such deductions shall be authorized in writing on a form approved and provided by the Union for this purpose.

The membership forms shall be retained by the Union. The City shall rely on a certification from the Union for the authorization, modification, or cancellation of any dues deductions. The City shall remit such funds to the Union within 30 days following their deduction.

The City shall rely on a certification from the Union requesting a deduction or reduction that they have and will maintain an authorization, signed by the individual from whose salary or wages the deduction or reduction is to be made. The Union shall not be required to provide a copy of an individual authorization to the City unless a dispute arises about the existence or terms of the authorization. The Union shall indemnify the City for any claims made by the employee for deductions made in reliance on that certification.

The City shall direct all employee requests to cancel or change deductions to the Union. The City shall rely on information provided by the Union regarding whether deductions for Union membership were properly canceled or changed, and the Union shall indemnify the City for any claims made by the employee for deductions made in reliance on that information. Deductions may be revoked only pursuant to the terms of the employee's written authorization, Union Bylaws and this Agreement.

The City shall deter or discourage employees or applicants for employment from becoming or remaining members of the Union, or from authorizing representation by the Union or from authorizing dues or fee deductions to the Union.

SECTION 7. Complete Agreement

This MOU contains all of the covenants, stipulations and provisions agreed upon by the City and the Union (hereinafter referred to as the "Parties") relating to employee wages, hours and other terms and conditions of employment.

Therefore, for the life of this agreement, neither party shall be compelled to meet and confer with the other concerning any mandatory subject of bargaining that is covered by this Agreement. Except as set forth above, nothing herein shall be construed as a waiver of the Parties' rights to negotiate matters within the scope of bargaining.

SECTION 8. Savings Clause

If any provision or the application of any provision of this MOU as implemented should be rendered or declared invalid by a final court action or decree or preemptive legislation, the remaining sections of this MOU shall remain in full force and effect for the duration of said MOU.

SECTION 9. Implementation of Agreement

This MOU shall be jointly presented to the El Segundo City Council for implementation along with all the ordinances, resolutions and such other additional actions as may be necessary to implement the provisions of this MOU. If the City Council fails to adopt the necessary ordinances and resolutions to implement the provisions of this MOU, the parties agree to meet and confer.

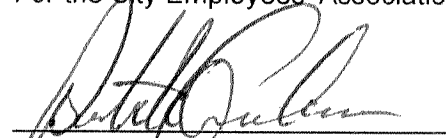
SECTION 10. Reopener

The parties agree that during the term of this Agreement, they shall reopen negotiations to discuss the following subjects:

1. Any amendments to the Personnel Merit System, Personnel Rules and Regulations or modification of Municipal Code that are within the scope of representation
2. Changes to employee work schedules as a result of changes to the hours of operation at the Library.
3. Changes necessary to comply with any Federal, State or local law concerning non-discrimination.
4. As provided in Section 21 and pursuant to a request for reopener as described in that Section, changes to the Alternative Work Schedule.
5. The assignment of work periods and schedules for Library employees as provided in Article 2, Section 19.
6. Within 120 days of the adoption of this Agreement, the Parties shall meet to discuss standby duty and pay.

CEA MOU
October 1, 2023 through June 30, 2027

For the City Employees' Association:



Patrick Graham
President



Travis Morris
Vice President


Lennis Gomez (Aug 27, 2024 08:52 PDT)

Lennis Gomez
Secretary/Treasurer



Gilbert Rivera
Sergeant-at-Arms

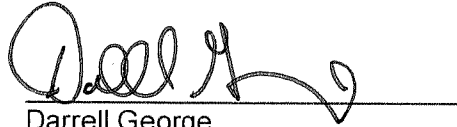


Bob Adams
Chief Negotiator, AFSCME

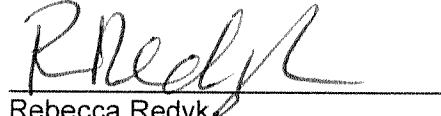
8-26-24

Date

For the City:



Darrell George
City Manager



Rebecca Redyk
Director of Human Resources


Alexander Volberding (Aug 27, 2024 04:18 PDT)

Alexander Volberding
Liebert Cassidy Whitmore
Chief Negotiator

8-26-2024

Date

CEA MOU
October 1, 2023 through June 30, 2027

APPENDIX A - BARGAINING UNIT CLASSIFICATIONS

CITY MANAGER

Media Specialist
Computer Graphics Designer
Senior Network Assistant

CLERICAL AND SECRETARIAL

Senior Administrative Specialist
Administrative Specialist
Administrative Technical Specialist (Public Works)
Office Specialist II
Office Specialist I
Records Technician

BUILDING SAFETY

Senior Building Inspector
Building Inspector II
Building Inspector I
License/Permit Specialist II
License/Permit Specialist I
Office Specialist II
Code Compliance Inspector (Full- and Part-Time)

ENGINEERING

Civil Engineering Assistant
Engineering Technician
Public Works Inspector

EQUIPMENT AND BUILDING MAINTENANCE CLASSIFICATIONS

Custodian
Equipment Mechanic II
Equipment Mechanic I
Equipment Service Worker
Facilities Systems Mechanic
Senior Equipment Mechanic

PLANNING CLASSIFICATIONS

Assistant Planner
Planning Technician
Office Specialist II

CEA MOU
October 1, 2023 through June 30, 2027

STREET MAINTENANCE CLASSIFICATIONS

Street Maintenance Leadworker
Street Maintenance Worker II
Street Maintenance Worker I

WATER/WASTEWATER CLASSIFICATIONS

Water Maintenance Leadworker
Meter Reader/Repairer
Water Maintenance Worker II
Water Maintenance Worker I
Wastewater Maintenance Leadworker
Wastewater Maintenance Worker II
Wastewater Maintenance Worker I

FINANCE CLASSIFICATIONS

Accounting Technician
Accounts Specialist II
Accounts Specialist I
Revenue Inspector
License/Permit Specialist II
License/Permit Specialist I
Office Specialist II
Office Specialist I

FIRE CLASSIFICATIONS

Fire Prevention Specialist

LIBRARY SERVICES CLASSIFICATIONS

Senior Library Assistant
Library Assistant
Library Clerk II
Library Clerk I

RECREATION AND PARKS CLASSIFICATIONS

Recreation Coordinator
Park Facilities Maintenance Technician
Tree Maintenance Worker
Park Maintenance Worker II
Park Maintenance Worker I
Pool Maintenance Technician
Senior Park Maintenance Worker

**CITYWIDE PUBLIC PAY SCHEDULE
EFFECTIVE JULY 2024 - 3%**

Agreement No. 7090

**ESCEA
City of El Segundo City Employees Association Salary Schedule**

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
6/29/2024	9/3/2024		Accounting Technician	ESCEA	22	Hourly	28.08	4867.58	58411.01
							29.49	5110.95	61331.43
							30.96	5366.51	64398.07
							32.51	5634.83	67617.98
							34.13	5916.58	70998.93
6/29/2024	9/3/2024		Accounts Specialist I	ESCEA	12	Hourly	21.94	3802.52	45630.28
							23.03	3992.65	47911.81
							24.19	4192.29	50307.42
							25.40	4401.90	52822.81
							26.67	4622.00	55464.02
6/29/2024	9/3/2024		Accounts Specialist II	ESCEA	18	Hourly	25.44	4409.80	52917.61
							26.71	4630.29	55563.51
							28.05	4861.80	58341.55
							29.45	5104.89	61258.63
							30.92	5360.12	64321.44
6/29/2024	9/3/2024		Administrative Specialist	ESCEA	21	Hourly	27.40	4748.86	56986.27
							28.77	4986.30	59835.63
							30.21	5235.61	62827.36
							31.72	5497.39	65968.66
							33.30	5772.26	69267.17
6/29/2024	9/3/2024		Administrative Technical Specialist	ESCEA	29	Hourly	33.38	5786.03	69432.30
							35.05	6075.33	72903.98
							36.80	6379.10	76549.19
							38.64	6698.05	80376.59
							40.57	7032.95	84395.44
6/29/2024	9/3/2024		Assistant Planner	ESCEA	33	Hourly	36.85	6386.69	76640.28
							38.69	6706.02	80472.25
							40.62	7041.33	84495.93
							42.65	7393.39	88720.70
							44.79	7763.06	93156.70
6/29/2024	9/3/2024		Building Inspector I	ESCEA	32	Hourly	35.95	6230.91	74770.95
							37.74	6542.46	78509.48
							39.63	6869.57	82434.90
							41.61	7213.06	86556.71
							43.69	7573.71	90884.56
6/29/2024	9/3/2024		Building Inspector II	ESCEA	36	Hourly	39.68	6877.76	82533.16
							41.66	7221.65	86659.79
							43.75	7582.73	90992.71
							45.93	7961.87	95542.43
							48.23	8359.96	100319.57
6/29/2024	9/3/2024		Civil Engineering Assistant	ESCEA	34	Hourly	37.77	6546.37	78556.45
							39.66	6873.68	82484.21
							41.64	7217.37	86608.50
							43.72	7578.24	90938.82
							45.91	7957.14	95485.70
6/29/2024	9/3/2024		Code Compliance Inspector	ESCEA	36	Hourly	39.68	6877.76	82533.16
							41.66	7221.65	86659.79
							43.75	7582.73	90992.71
							45.93	7961.87	95542.43
							48.23	8359.96	100319.57
6/29/2024	9/3/2024		Media Specialist	ESCEA	32	Hourly	35.95	6230.91	74770.95
							37.74	6542.46	78509.48
							39.63	6869.57	82434.90
							41.61	7213.06	86556.71
							43.69	7573.71	90884.56
6/29/2024	9/3/2024		Computer Graphics Designer	ESCEA	34	Hourly	37.77	6546.37	78556.45
							39.66	6873.68	82484.21
							41.64	7217.37	86608.50
							43.72	7578.24	90938.82
							45.91	7957.14	95485.70

CITYWIDE PUBLIC PAY SCHEDULE
EFFECTIVE JULY 2024 - 3%

Agreement No. 7090

ESCEA
City of El Segundo City Employees Association Salary Schedule

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
6/29/2024	9/3/2024		Cultural Arts Coordinator	ESCEA	35S	Hourly	39.20	6795.41	81544.98
							41.16	7135.19	85622.23
							43.22	7491.94	89903.34
							45.38	7866.54	94398.50
							47.65	8259.87	99118.42
6/29/2024	9/3/2024		Custodian	ESCEA	11	Hourly	21.40	3709.78	44517.38
							22.47	3895.27	46743.30
							23.60	4090.05	49080.57
							24.78	4294.54	51534.53
							26.02	4509.27	54111.21
6/29/2024	9/3/2024		Economic Development Coordinator	ESCEA	33	Hourly	36.85	6386.69	76640.28
							38.69	6706.02	80472.25
							40.62	7041.33	84495.93
							42.65	7393.39	88720.70
							44.79	7763.06	93156.70
6/29/2024	9/3/2024		Engineering Technician	ESCEA	30	Hourly	34.22	5930.68	71168.14
							35.93	6227.22	74726.58
							37.72	6538.58	78463.01
							39.61	6865.51	82386.07
							41.59	7208.78	86505.42
6/29/2024	9/3/2024		Equipment Mechanic I	ESCEA	22	Hourly	28.08	4867.58	58411.01
							29.49	5110.95	61331.43
							30.96	5366.51	64398.07
							32.51	5634.83	67617.98
							34.13	5916.58	70998.93
6/29/2024	9/3/2024		Equipment Mechanic II	ESCEA	27	Hourly	31.77	5507.23	66086.82
							33.36	5782.60	69391.14
							35.03	6071.72	72860.59
							36.78	6375.30	76503.58
							38.62	6694.06	80328.75
6/29/2024	9/3/2024		Facilities Systems Mechanic	ESCEA	32	Hourly	35.95	6230.91	74770.95
							37.74	6542.46	78509.48
							39.63	6869.57	82434.90
							41.61	7213.06	86556.71
							43.69	7573.71	90884.56
6/29/2024	9/3/2024		Senior Equipment Mechanic	ESCEA	30	Hourly	34.22	5930.68	71168.14
							35.93	6227.22	74726.58
							37.72	6538.58	78463.01
							39.61	6865.51	82386.07
							41.59	7208.78	86505.42
6/29/2024	9/3/2024		Fire Prevention Specialist I	ESCEA	34	Hourly	37.77	6546.37	78556.45
							39.66	6873.68	82484.21
							41.64	7217.37	86608.50
							43.72	7578.24	90938.82
							45.91	7957.14	95485.70
6/29/2024	9/3/2024		Fire Prevention Specialist II	ESCEA	37	Hourly	41.64	7218.09	86617.14
							43.72	7579.00	90947.99
							45.91	7957.95	95495.39
							48.21	8355.85	100270.16
							50.62	8773.63	105283.59
6/29/2024	9/3/2024		Library Assistant	ESCEA	20	Hourly	26.73	4633.03	55596.39
							28.07	4864.69	58376.28
							29.47	5107.92	61295.09
							30.94	5363.31	64359.76
							32.49	5631.48	67577.81
6/29/2024	9/3/2024		Library Clerk I	ESCEA	7	Hourly	19.39	3360.87	40330.43
							20.36	3528.92	42347.09
							21.38	3705.36	44464.36
							22.45	3890.64	46687.68
							23.57	4085.18	49022.11

CITYWIDE PUBLIC PAY SCHEDULE
EFFECTIVE JULY 2024 - 3%

Agreement No. 7090

ESCEA
City of El Segundo City Employees Association Salary Schedule

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
6/29/2024	9/3/2024		Library Clerk II	ESCEA	11	Hourly	21.40	3709.78	44517.38
							22.47	3895.27	46743.30
							23.60	4090.05	49080.57
							24.78	4294.54	51534.53
							26.02	4509.27	54111.21
6/29/2024	9/3/2024		License/Permit Specialist I	ESCEA	17	Hourly	24.82	4302.22	51626.61
							26.06	4517.33	54207.99
							27.36	4743.20	56918.42
							28.73	4980.36	59764.31
							30.17	5229.38	62752.59
6/29/2024	9/3/2024		License/Permit Specialist II	ESCEA	22	Hourly	28.08	4867.58	58411.01
							29.49	5110.95	61331.43
							30.96	5366.51	64398.07
							32.51	5634.83	67617.98
							34.13	5916.58	70998.93
6/29/2024	9/3/2024		Park Facilities Maintenance Technician	ESCEA	29	Hourly	33.38	5786.03	69432.30
							35.05	6075.33	72903.98
							36.80	6379.10	76549.19
							38.64	6698.05	80376.59
							40.57	7032.95	84395.44
6/29/2024	9/3/2024		Meter Reader/Repairer	ESCEA	26	Hourly	31.00	5372.89	64474.70
							32.55	5641.54	67698.44
							34.17	5923.62	71083.47
							35.88	6219.81	74637.71
							37.68	6530.80	78369.57
6/29/2024	9/3/2024		Network Assistant	ESCEA	22	Hourly	28.08	4867.58	58411.01
							29.49	5110.95	61331.43
							30.96	5366.51	64398.07
							32.51	5634.83	67617.98
							34.13	5916.58	70998.93
6/29/2024	9/3/2024		Office Specialist I	ESCEA	11	Hourly	21.40	3709.78	44517.38
							22.47	3895.27	46743.30
							23.60	4090.05	49080.57
							24.78	4294.54	51534.53
							26.02	4509.27	54111.21
6/29/2024	9/3/2024		Office Specialist II	ESCEA	17	Hourly	24.82	4302.22	51626.61
							26.06	4517.33	54207.99
							27.36	4743.20	56918.42
							28.73	4980.36	59764.31
							30.17	5229.38	62752.59
6/29/2024	9/3/2024		Park Maintenance Worker I	ESCEA	15	Hourly	23.62	4094.92	49139.03
							24.81	4299.66	51595.95
							26.05	4514.64	54175.73
							27.35	4740.38	56884.55
							28.72	4977.39	59728.71
6/29/2024	9/3/2024		Park Maintenance Worker II	ESCEA	19	Hourly	26.08	4520.03	54240.38
							27.38	4746.03	56952.41
							28.75	4983.34	59800.03
							30.19	5232.50	62790.04
							31.70	5494.13	65929.60
6/29/2024	9/3/2024		Planning Technician	ESCEA	23	Hourly	28.78	4989.28	59871.35
							30.22	5238.73	62864.81
							31.73	5500.67	66008.09
							33.32	5775.70	69308.45
							34.99	6064.50	72773.95
6/29/2024	9/3/2024		Pool Maintenance Technician	ESCEA	25	Hourly	30.24	5241.86	62902.26
							31.75	5503.95	66047.39
							33.34	5779.14	69349.74
							35.01	6068.10	72817.21
							36.76	6371.51	76458.09

**CITYWIDE PUBLIC PAY SCHEDULE
EFFECTIVE JULY 2024 - 3%**

Agreement No. 7090

**ESCEA
City of El Segundo City Employees Association Salary Schedule**

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
6/29/2024	9/3/2024		Public Works Inspector	ESCEA	22	Hourly	28.08	4867.58	58411.01
							29.49	5110.95	61331.43
							30.96	5366.51	64398.07
							32.51	5634.83	67617.98
							34.13	5916.58	70998.93
6/29/2024	9/3/2024		Records Technician	ESCEA	23	Hourly	28.78	4989.28	59871.35
							30.22	5238.73	62864.81
							31.73	5500.67	66008.09
							33.32	5775.70	69308.45
							34.99	6064.50	72773.95
6/29/2024	9/3/2024		Recreation Coordinator	ESCEA	25	Hourly	30.24	5241.86	62902.26
							31.75	5503.95	66047.39
							33.34	5779.14	69349.74
							35.01	6068.10	72817.21
							36.76	6371.51	76458.09
6/29/2024	9/3/2024		Revenue Inspector	ESCEA	33	Hourly	36.85	6386.69	76640.28
							38.69	6706.02	80472.25
							40.62	7041.33	84495.93
							42.65	7393.39	88720.70
							44.79	7763.06	93156.70
6/29/2024	9/3/2024		Senior Administrative Specialist	ESCEA	25	Hourly	30.24	5241.86	62902.26
							31.75	5503.95	66047.39
							33.34	5779.14	69349.74
							35.01	6068.10	72817.21
							36.76	6371.51	76458.09
6/29/2024	9/3/2024		Senior Library Assistant	ESCEA	27	Hourly	31.77	5507.23	66086.82
							33.36	5782.60	69391.14
							35.03	6071.72	72860.59
							36.78	6375.30	76503.58
							38.62	6694.06	80328.75
6/29/2024	9/3/2024		Senior Network Assistant	ESCEA	26	Hourly	31.00	5372.89	64474.70
							32.55	5641.54	67698.44
							34.17	5923.62	71083.47
							35.88	6219.81	74637.71
							37.68	6530.80	78369.57
6/29/2024	9/3/2024		Street Maintenance Leadworker	ESCEA	28	Hourly	32.57	5644.90	67738.86
							34.20	5927.15	71125.74
							35.90	6223.51	74682.09
							37.70	6534.68	78416.17
							39.59	6861.41	82336.88
6/29/2024	9/3/2024		Street Maintenance Worker I	ESCEA	15	Hourly	23.62	4094.92	49139.03
							24.81	4299.66	51595.95
							26.05	4514.64	54175.73
							27.35	4740.38	56884.55
							28.72	4977.39	59728.71
6/29/2024	9/3/2024		Street Maintenance Worker II	ESCEA	19	Hourly	26.08	4520.03	54240.38
							27.38	4746.03	56952.41
							28.75	4983.34	59800.03
							30.19	5232.50	62790.04
							31.70	5494.13	65929.60
6/29/2024	9/3/2024		Tree Maintenance Worker	ESCEA	22	Hourly	28.08	4867.58	58411.01
							29.49	5110.95	61331.43
							30.96	5366.51	64398.07
							32.51	5634.83	67617.98
							34.13	5916.58	70998.93
6/29/2024	9/3/2024		Water/Wastewater Maintenance Leadworker	ESCEA	28	Hourly	32.57	5644.90	67738.86
							34.20	5927.15	71125.74
							35.90	6223.51	74682.09
							37.70	6534.68	78416.17
							39.59	6861.41	82336.88

CITYWIDE PUBLIC PAY SCHEDULE
EFFECTIVE JULY 2024 - 3%

Agreement No. 7090

ESCEA									
City of El Segundo City Employees Association Salary Schedule									
EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
6/29/2024	9/3/2024		Water/Wastewater Maintenance Worker I	ESCEA	18	Hourly	25.44	4409.80	52917.61
							26.71	4630.29	55563.51
							28.05	4861.80	58341.55
							29.45	5104.89	61258.63
							30.92	5360.12	64321.44
6/29/2024	9/3/2024		Water/Wastewater Maintenance Worker II	ESCEA	22	Hourly	28.08	4867.58	58411.01
							29.49	5110.95	61331.43
							30.96	5366.51	64398.07
							32.51	5634.83	67617.98
							34.13	5916.58	70998.93
6/29/2024	9/3/2024		Code Compliance Inspector (Part-Time)	ESCEA		Hourly	39.68		
							41.66		
							43.75		
							45.93		
							48.23		

**CITYWIDE PUBLIC PAY SCHEDULE
EFFECTIVE JULY 2025 - 3%**

Agreement No. 7090

**ESCEA
City of El Segundo City Employees Association Salary Schedule**

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
6/28/2025	9/3/2024		Accounting Technician	ESCEA	22	Hourly	28.92	5013.61	60163.34
							30.37	5264.28	63171.38
							31.89	5527.50	66330.01
							33.48	5803.88	69646.51
							35.16	6094.07	73128.90
6/28/2025	9/3/2024		Accounts Specialist I	ESCEA	12	Hourly	22.60	3916.60	46999.19
							23.73	4112.43	49349.16
							24.91	4318.05	51816.65
							26.16	4533.96	54407.49
							27.47	4760.66	57127.94
6/28/2025	9/3/2024		Accounts Specialist II	ESCEA	18	Hourly	26.20	4542.09	54505.14
							27.51	4769.20	57230.42
							28.89	5007.65	60091.79
							30.33	5258.03	63096.39
							31.85	5520.92	66251.08
6/28/2025	9/3/2024		Administrative Specialist	ESCEA	21	Hourly	28.22	4891.32	58695.86
							29.63	5135.89	61630.69
							31.11	5392.68	64712.18
							32.67	5662.31	67947.72
							34.30	5945.43	71345.19
6/28/2025	9/3/2024		Administrative Technical Specialist	ESCEA	29	Hourly	34.38	5959.61	71515.27
							36.10	6257.59	75091.10
							37.91	6570.47	78845.66
							39.80	6898.99	82787.88
							41.79	7243.94	86927.30
6/28/2025	9/3/2024		Assistant Planner	ESCEA	33	Hourly	37.95	6578.29	78939.49
							39.85	6907.20	82886.42
							41.84	7252.57	87030.80
							43.93	7615.19	91382.32
							46.13	7995.95	95951.40
6/28/2025	9/3/2024		Building Inspector I	ESCEA	32	Hourly	37.03	6417.84	77014.08
							38.88	6738.73	80864.77
							40.82	7075.66	84907.94
							42.86	7429.45	89153.41
							45.01	7800.93	93611.10
6/28/2025	9/3/2024		Building Inspector II	ESCEA	36	Hourly	40.87	7084.10	85009.15
							42.91	7438.30	89259.59
							45.06	7810.21	93722.49
							47.31	8200.73	98408.70
							49.68	8610.76	103329.16
6/28/2025	9/3/2024		Civil Engineering Assistant	ESCEA	34	Hourly	38.90	6742.76	80913.15
							40.85	7079.89	84958.74
							42.89	7433.90	89206.75
							45.03	7805.58	93666.99
							47.28	8195.86	98350.27
6/28/2025	9/3/2024		Code Compliance Inspector	ESCEA	36	Hourly	40.87	7084.10	85009.15
							42.91	7438.30	89259.59
							45.06	7810.21	93722.49
							47.31	8200.73	98408.70
							49.68	8610.76	103329.16
6/28/2025	9/3/2024		Media Specialist	ESCEA	32	Hourly	37.03	6417.84	77014.08
							38.88	6738.73	80864.77
							40.82	7075.66	84907.94
							42.86	7429.45	89153.41
							45.01	7800.93	93611.10
6/28/2025	9/3/2024		Computer Graphics Designer	ESCEA	34	Hourly	38.90	6742.76	80913.15
							40.85	7079.89	84958.74
							42.89	7433.90	89206.75
							45.03	7805.58	93666.99
							47.28	8195.86	98350.27

CITYWIDE PUBLIC PAY SCHEDULE
EFFECTIVE JULY 2025 - 3%

Agreement No. 7090

ESCEA
City of El Segundo City Employees Association Salary Schedule

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
6/28/2025	9/3/2024		Cultural Arts Coordinator	ESCEA	35S	Hourly	40.38	6999.28	83991.33
							42.40	7349.24	88190.89
							44.52	7716.70	92600.44
							46.75	8102.54	97230.46
							49.08	8507.66	102091.98
6/28/2025	9/3/2024		Custodian	ESCEA	11	Hourly	22.04	3821.08	45852.90
							23.15	4012.13	48145.59
							24.30	4212.75	50552.99
							25.52	4423.38	53080.56
							26.80	4644.55	55734.55
6/28/2025	9/3/2024		Economic Development Coordinator	ESCEA	33	Hourly	37.95	6578.29	78939.49
							39.85	6907.20	82886.42
							41.84	7252.57	87030.80
							43.93	7615.19	91382.32
							46.13	7995.95	95951.40
6/28/2025	9/3/2024		Engineering Technician	ESCEA	30	Hourly	35.24	6108.60	73303.18
							37.00	6414.03	76968.38
							38.85	6734.74	80816.90
							40.80	7071.47	84857.66
							42.84	7425.05	89100.58
6/28/2025	9/3/2024		Equipment Mechanic I	ESCEA	22	Hourly	28.92	5013.61	60163.34
							30.37	5264.28	63171.38
							31.89	5527.50	66330.01
							33.48	5803.88	69646.51
							35.16	6094.07	73128.90
6/28/2025	9/3/2024		Equipment Mechanic II	ESCEA	27	Hourly	32.73	5672.45	68069.42
							34.36	5956.07	71472.88
							36.08	6253.87	75046.41
							37.88	6566.56	78798.69
							39.78	6894.88	82738.61
6/28/2025	9/3/2024		Facilities Systems Mechanic	ESCEA	32	Hourly	37.03	6417.84	77014.08
							38.88	6738.73	80864.77
							40.82	7075.66	84907.94
							42.86	7429.45	89153.41
							45.01	7800.93	93611.10
6/28/2025	9/3/2024		Senior Equipment Mechanic	ESCEA	30	Hourly	35.24	6108.60	73303.18
							37.00	6414.03	76968.38
							38.85	6734.74	80816.90
							40.80	7071.47	84857.66
							42.84	7425.05	89100.58
6/28/2025	9/3/2024		Fire Prevention Specialist I	ESCEA	34	Hourly	38.90	6742.76	80913.15
							40.85	7079.89	84958.74
							42.89	7433.90	89206.75
							45.03	7805.58	93666.99
							47.28	8195.86	98350.27
6/28/2025	9/3/2024		Fire Prevention Specialist II	ESCEA	37	Hourly	42.89	7434.64	89215.65
							45.04	7806.37	93676.43
							47.29	8196.69	98360.26
							49.65	8606.52	103278.27
							52.14	9036.84	108442.10
6/28/2025	9/3/2024		Library Assistant	ESCEA	20	Hourly	27.53	4772.02	57264.28
							28.91	5010.63	60127.57
							30.35	5261.16	63133.95
							31.87	5524.21	66290.55
							33.46	5800.43	69605.14
6/28/2025	9/3/2024		Library Clerk I	ESCEA	7	Hourly	19.97	3461.70	41540.35
							20.97	3634.79	43617.50
							22.02	3816.52	45798.29
							23.12	4007.36	48088.31
							24.28	4207.73	50492.77

**CITYWIDE PUBLIC PAY SCHEDULE
EFFECTIVE JULY 2025 - 3%**

Agreement No. 7090

**ESCEA
City of El Segundo City Employees Association Salary Schedule**

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
6/28/2025	9/3/2024		Library Clerk II	ESCEA	11	Hourly	22.04	3821.08	45852.90
							23.15	4012.13	48145.59
							24.30	4212.75	50552.99
							25.52	4423.38	53080.56
							26.80	4644.55	55734.55
6/28/2025	9/3/2024		License/Permit Specialist I	ESCEA	17	Hourly	25.57	4431.28	53175.41
							26.84	4652.85	55834.23
							28.19	4885.50	58625.97
							29.59	5129.77	61557.24
							31.07	5386.26	64635.16
6/28/2025	9/3/2024		License/Permit Specialist II	ESCEA	22	Hourly	28.92	5013.61	60163.34
							30.37	5264.28	63171.38
							31.89	5527.50	66330.01
							33.48	5803.88	69646.51
							35.16	6094.07	73128.90
6/28/2025	9/3/2024		Park Facilities Maintenance Technician	ESCEA	29	Hourly	34.38	5959.61	71515.27
							36.10	6257.59	75091.10
							37.91	6570.47	78845.66
							39.80	6898.99	82787.88
							41.79	7243.94	86927.30
6/28/2025	9/3/2024		Meter Reader/Repairer	ESCEA	26	Hourly	31.93	5534.08	66408.95
							33.52	5810.78	69729.39
							35.20	6101.33	73215.98
							36.96	6406.40	76876.85
							38.81	6726.72	80720.66
6/28/2025	9/3/2024		Network Assistant	ESCEA	22	Hourly	28.92	5013.61	60163.34
							30.37	5264.28	63171.38
							31.89	5527.50	66330.01
							33.48	5803.88	69646.51
							35.16	6094.07	73128.90
6/28/2025	9/3/2024		Office Specialist I	ESCEA	11	Hourly	22.04	3821.08	45852.90
							23.15	4012.13	48145.59
							24.30	4212.75	50552.99
							25.52	4423.38	53080.56
							26.80	4644.55	55734.55
6/28/2025	9/3/2024		Office Specialist II	ESCEA	17	Hourly	25.57	4431.28	53175.41
							26.84	4652.85	55834.23
							28.19	4885.50	58625.97
							29.59	5129.77	61557.24
							31.07	5386.26	64635.16
6/28/2025	9/3/2024		Park Maintenance Worker I	ESCEA	15	Hourly	24.33	4217.77	50613.21
							25.55	4428.65	53143.83
							26.83	4650.08	55801.01
							28.17	4882.59	58591.09
							29.58	5126.71	61520.57
6/28/2025	9/3/2024		Park Maintenance Worker II	ESCEA	19	Hourly	26.86	4655.63	55867.59
							28.20	4888.42	58660.98
							29.61	5132.84	61594.03
							31.09	5389.48	64673.74
							32.65	5658.96	67907.49
6/28/2025	9/3/2024		Planning Technician	ESCEA	23	Hourly	29.65	5138.96	61667.49
							31.13	5395.90	64750.76
							32.69	5665.69	67988.33
							34.32	5948.98	71387.71
							36.04	6246.43	74957.17
6/28/2025	9/3/2024		Pool Maintenance Technician	ESCEA	25	Hourly	31.15	5399.11	64789.33
							32.71	5669.07	68028.81
							34.34	5952.52	71430.23
							36.06	6250.14	75001.73
							37.86	6562.65	78751.84

CITYWIDE PUBLIC PAY SCHEDULE
EFFECTIVE JULY 2025 - 3%

Agreement No. 7090

ESCEA
City of El Segundo City Employees Association Salary Schedule

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
6/28/2025	9/3/2024		Public Works Inspector	ESCEA	22	Hourly	28.92	5013.61	60163.34
							30.37	5264.28	63171.38
							31.89	5527.50	66330.01
							33.48	5803.88	69646.51
							35.16	6094.07	73128.90
6/28/2025	9/3/2024		Records Technician	ESCEA	23	Hourly	29.65	5138.96	61667.49
							31.13	5395.90	64750.76
							32.69	5665.69	67988.33
							34.32	5948.98	71387.71
							36.04	6246.43	74957.17
6/28/2025	9/3/2024		Recreation Coordinator	ESCEA	25	Hourly	31.15	5399.11	64789.33
							32.71	5669.07	68028.81
							34.34	5952.52	71430.23
							36.06	6250.14	75001.73
							37.86	6562.65	78751.84
6/28/2025	9/3/2024		Revenue Inspector	ESCEA	33	Hourly	37.95	6578.29	78939.49
							39.85	6907.20	82886.42
							41.84	7252.57	87030.80
							43.93	7615.19	91382.32
							46.13	7995.95	95951.40
6/28/2025	9/3/2024		Senior Administrative Specialist	ESCEA	25	Hourly	31.15	5399.11	64789.33
							32.71	5669.07	68028.81
							34.34	5952.52	71430.23
							36.06	6250.14	75001.73
							37.86	6562.65	78751.84
6/28/2025	9/3/2024		Senior Library Assistant	ESCEA	27	Hourly	32.73	5672.45	68069.42
							34.36	5956.07	71472.88
							36.08	6253.87	75046.41
							37.88	6566.56	78798.69
							39.78	6894.88	82738.61
6/28/2025	9/3/2024		Senior Network Assistant	ESCEA	26	Hourly	31.93	5534.08	66408.95
							33.52	5810.78	69729.39
							35.20	6101.33	73215.98
							36.96	6406.40	76876.85
							38.81	6726.72	80720.66
6/28/2025	9/3/2024		Street Maintenance Leadworker	ESCEA	28	Hourly	33.54	5814.25	69771.02
							35.22	6104.96	73259.52
							36.98	6410.21	76922.55
							38.83	6730.72	80768.65
							40.77	7067.25	84806.99
6/28/2025	9/3/2024		Street Maintenance Worker I	ESCEA	15	Hourly	24.33	4217.77	50613.21
							25.55	4428.65	53143.83
							26.83	4650.08	55801.01
							28.17	4882.59	58591.09
							29.58	5126.71	61520.57
6/28/2025	9/3/2024		Street Maintenance Worker II	ESCEA	19	Hourly	26.86	4655.63	55867.59
							28.20	4888.42	58660.98
							29.61	5132.84	61594.03
							31.09	5389.48	64673.74
							32.65	5658.96	67907.49
6/28/2025	9/3/2024		Tree Maintenance Worker	ESCEA	22	Hourly	28.92	5013.61	60163.34
							30.37	5264.28	63171.38
							31.89	5527.50	66330.01
							33.48	5803.88	69646.51
							35.16	6094.07	73128.90
6/28/2025	9/3/2024		Water/Wastewater Maintenance Leadworker	ESCEA	28	Hourly	33.54	5814.25	69771.02
							35.22	6104.96	73259.52
							36.98	6410.21	76922.55
							38.83	6730.72	80768.65
							40.77	7067.25	84806.99

CITYWIDE PUBLIC PAY SCHEDULE
EFFECTIVE JULY 2025 - 3%

Agreement No. 7090

ESCEA									
City of El Segundo City Employees Association Salary Schedule									
EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
6/28/2025	9/3/2024		Water/Wastewater Maintenance Worker I	ESCEA	18	Hourly	26.20	4542.09	54505.14
							27.51	4769.20	57230.42
							28.89	5007.65	60091.79
							30.33	5258.03	63096.39
							31.85	5520.92	66251.08
6/28/2025	9/3/2024		Water/Wastewater Maintenance Worker II	ESCEA	22	Hourly	28.92	5013.61	60163.34
							30.37	5264.28	63171.38
							31.89	5527.50	66330.01
							33.48	5803.88	69646.51
							35.16	6094.07	73128.90
6/29/2024	9/3/2024		Code Compliance Inspector (Part-Time)	ESCEA		Hourly	40.87		
							42.91		
							45.06		
							47.31		
							49.68		

CITYWIDE PUBLIC PAY SCHEDULE
EFFECTIVE JULY 2026 - 2%

Agreement No. 7090

ESCEA
City of El Segundo City Employees Association Salary Schedule

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
6/27/2026	9/3/2024		Accounting Technician	ESCEA	22	Hourly	29.50	5113.88	61366.61
							30.98	5369.57	64434.80
							32.53	5638.05	67656.61
							34.15	5919.95	71039.45
							35.86	6215.96	74591.48
6/27/2026	9/3/2024		Accounts Specialist I	ESCEA	12	Hourly	23.05	3994.93	47939.17
							24.20	4194.68	50336.15
							25.41	4404.42	52852.98
							26.68	4624.64	55495.64
							28.01	4855.87	58270.50
6/27/2026	9/3/2024		Accounts Specialist II	ESCEA	18	Hourly	26.73	4632.94	55595.24
							28.06	4864.59	58375.03
							29.47	5107.80	61293.63
							30.94	5363.19	64358.32
							32.49	5631.34	67576.10
6/27/2026	9/3/2024		Administrative Specialist	ESCEA	21	Hourly	28.78	4989.15	59869.78
							30.22	5238.61	62863.31
							31.73	5500.54	66006.43
							33.32	5775.56	69306.67
							34.99	6064.34	72772.09
6/27/2026	9/3/2024		Administrative Technical Specialist	ESCEA	29	Hourly	35.07	6078.80	72945.57
							36.82	6382.74	76592.92
							38.66	6701.88	80422.58
							40.60	7036.97	84443.64
							42.63	7388.82	88665.85
6/27/2026	9/3/2024		Assistant Planner	ESCEA	33	Hourly	38.71	6709.86	80518.28
							40.65	7045.35	84544.15
							42.68	7397.62	88771.42
							44.81	7767.50	93209.97
							47.05	8155.87	97870.43
6/27/2026	9/3/2024		Building Inspector I	ESCEA	32	Hourly	37.77	6546.20	78554.37
							39.65	6873.51	82482.06
							41.64	7217.18	86606.10
							43.72	7578.04	90936.48
							45.91	7956.94	95483.32
6/27/2026	9/3/2024		Building Inspector II	ESCEA	36	Hourly	41.69	7225.78	86709.34
							43.77	7587.06	91044.78
							45.96	7966.41	95596.94
							48.26	8364.74	100376.88
							50.67	8782.98	105395.74
6/27/2026	9/3/2024		Civil Engineering Assistant	ESCEA	34	Hourly	39.68	6877.62	82531.41
							41.66	7221.49	86657.91
							43.75	7582.57	90990.89
							45.93	7961.69	95540.33
							48.23	8359.77	100317.27
6/27/2026	9/3/2024		Code Compliance Inspector	ESCEA	36	Hourly	41.69	7225.78	86709.34
							43.77	7587.06	91044.78
							45.96	7966.41	95596.94
							48.26	8364.74	100376.88
							50.67	8782.98	105395.74
6/27/2026	9/3/2024		Media Specialist	ESCEA	32	Hourly	37.77	6546.20	78554.37
							39.65	6873.51	82482.06
							41.64	7217.18	86606.10
							43.72	7578.04	90936.48
							45.91	7956.94	95483.32
6/27/2026	9/3/2024		Computer Graphics Designer	ESCEA	34	Hourly	39.68	6877.62	82531.41
							41.66	7221.49	86657.91
							43.75	7582.57	90990.89
							45.93	7961.69	95540.33
							48.23	8359.77	100317.27

CITYWIDE PUBLIC PAY SCHEDULE
EFFECTIVE JULY 2026 - 2%

Agreement No. 7090

ESCEA
City of El Segundo City Employees Association Salary Schedule

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
6/27/2026	9/3/2024		Cultural Arts Coordinator	ESCEA	35S	Hourly	41.19	7139.26	85671.15
							43.25	7496.23	89954.71
							45.41	7871.04	94452.45
							47.68	8264.59	99175.07
							50.06	8677.82	104133.82
6/27/2026	9/3/2024		Custodian	ESCEA	11	Hourly	22.49	3897.50	46769.96
							23.61	4092.38	49108.51
							24.79	4297.00	51564.05
							26.03	4511.85	54142.17
							27.33	4737.44	56849.24
6/27/2026	9/3/2024		Economic Development Coordinator	ESCEA	33	Hourly	38.71	6709.86	80518.28
							40.65	7045.35	84544.15
							42.68	7397.62	88771.42
							44.81	7767.50	93209.97
							47.05	8155.87	97870.43
6/27/2026	9/3/2024		Engineering Technician	ESCEA	30	Hourly	35.95	6230.77	74769.25
							37.74	6542.31	78507.75
							39.63	6869.44	82433.24
							41.61	7212.90	86554.81
							43.69	7573.55	90882.59
6/27/2026	9/3/2024		Equipment Mechanic I	ESCEA	22	Hourly	29.50	5113.88	61366.61
							30.98	5369.57	64434.80
							32.53	5638.05	67656.61
							34.15	5919.95	71039.45
							35.86	6215.96	74591.48
6/27/2026	9/3/2024		Equipment Mechanic II	ESCEA	27	Hourly	33.38	5785.90	69430.81
							35.05	6075.19	72902.33
							36.80	6378.94	76547.34
							38.64	6697.89	80374.66
							40.57	7032.78	84393.39
6/27/2026	9/3/2024		Facilities Systems Mechanic	ESCEA	32	Hourly	37.77	6546.20	78554.37
							39.65	6873.51	82482.06
							41.64	7217.18	86606.10
							43.72	7578.04	90936.48
							45.91	7956.94	95483.32
6/27/2026	9/3/2024		Senior Equipment Mechanic	ESCEA	30	Hourly	35.95	6230.77	74769.25
							37.74	6542.31	78507.75
							39.63	6869.44	82433.24
							41.61	7212.90	86554.81
							43.69	7573.55	90882.59
6/27/2026	9/3/2024		Fire Prevention Specialist I	ESCEA	34	Hourly	39.68	6877.62	82531.41
							41.66	7221.49	86657.91
							43.75	7582.57	90990.89
							45.93	7961.69	95540.33
							48.23	8359.77	100317.27
6/27/2026	9/3/2024		Fire Prevention Specialist II	ESCEA	37	Hourly	43.75	7583.33	90999.96
							45.94	7962.50	95549.96
							48.23	8360.62	100327.46
							50.65	8778.65	105343.83
							53.18	9217.58	110610.94
6/27/2026	9/3/2024		Library Assistant	ESCEA	20	Hourly	28.08	4867.46	58409.57
							29.49	5110.84	61330.12
							30.96	5366.39	64396.63
							32.51	5634.70	67616.36
							34.13	5916.44	70997.24
6/27/2026	9/3/2024		Library Clerk I	ESCEA	7	Hourly	20.37	3530.93	42371.15
							21.39	3707.49	44489.85
							22.46	3892.85	46714.25
							23.58	4087.51	49050.07
							24.76	4291.89	51502.63

CITYWIDE PUBLIC PAY SCHEDULE
EFFECTIVE JULY 2026 - 2%

Agreement No. 7090

ESCEA
City of El Segundo City Employees Association Salary Schedule

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
6/27/2026	9/3/2024		Library Clerk II	ESCEA	11	Hourly	22.49	3897.50	46769.96
							23.61	4092.38	49108.51
							24.79	4297.00	51564.05
							26.03	4511.85	54142.17
							27.33	4737.44	56849.24
6/27/2026	9/3/2024		License/Permit Specialist I	ESCEA	17	Hourly	26.08	4519.91	54238.91
							27.38	4745.91	56950.92
							28.75	4983.21	59798.49
							30.19	5232.37	62788.38
							31.70	5493.99	65927.87
6/27/2026	9/3/2024		License/Permit Specialist II	ESCEA	22	Hourly	29.50	5113.88	61366.61
							30.98	5369.57	64434.80
							32.53	5638.05	67656.61
							34.15	5919.95	71039.45
							35.86	6215.96	74591.48
6/27/2026	9/3/2024		Park Facilities Maintenance Technician	ESCEA	29	Hourly	35.07	6078.80	72945.57
							36.82	6382.74	76592.92
							38.66	6701.88	80422.58
							40.60	7036.97	84443.64
							42.63	7388.82	88665.85
6/27/2026	9/3/2024		Meter Reader/Repairer	ESCEA	26	Hourly	32.57	5644.76	67737.12
							34.19	5927.00	71123.98
							35.90	6223.36	74680.30
							37.70	6534.53	78414.38
							39.58	6861.26	82335.07
6/27/2026	9/3/2024		Network Assistant	ESCEA	22	Hourly	29.50	5113.88	61366.61
							30.98	5369.57	64434.80
							32.53	5638.05	67656.61
							34.15	5919.95	71039.45
							35.86	6215.96	74591.48
6/27/2026	9/3/2024		Office Specialist I	ESCEA	11	Hourly	22.49	3897.50	46769.96
							23.61	4092.38	49108.51
							24.79	4297.00	51564.05
							26.03	4511.85	54142.17
							27.33	4737.44	56849.24
6/27/2026	9/3/2024		Office Specialist II	ESCEA	17	Hourly	26.08	4519.91	54238.91
							27.38	4745.91	56950.92
							28.75	4983.21	59798.49
							30.19	5232.37	62788.38
							31.70	5493.99	65927.87
6/27/2026	9/3/2024		Park Maintenance Worker I	ESCEA	15	Hourly	24.82	4302.12	51625.47
							26.06	4517.23	54206.71
							27.36	4743.09	56917.03
							28.73	4980.24	59762.91
							30.17	5229.25	62750.98
6/27/2026	9/3/2024		Park Maintenance Worker II	ESCEA	19	Hourly	27.40	4748.74	56984.94
							28.77	4986.18	59834.20
							30.20	5235.49	62825.91
							31.72	5497.27	65967.21
							33.30	5772.14	69265.64
6/27/2026	9/3/2024		Planning Technician	ESCEA	23	Hourly	30.24	5241.74	62900.84
							31.75	5503.81	66045.77
							33.34	5779.01	69348.09
							35.01	6067.96	72815.46
							36.76	6371.36	76456.31
6/27/2026	9/3/2024		Pool Maintenance Technician	ESCEA	25	Hourly	31.77	5507.09	66085.12
							33.36	5782.45	69389.39
							35.03	6071.57	72858.83
							36.78	6375.15	76501.76
							38.62	6693.91	80326.87

CITYWIDE PUBLIC PAY SCHEDULE
EFFECTIVE JULY 2026 - 2%

Agreement No. 7090

ESCEA
City of El Segundo City Employees Association Salary Schedule

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
6/27/2026	9/3/2024		Public Works Inspector	ESCEA	22	Hourly	29.50	5113.88	61366.61
							30.98	5369.57	64434.80
							32.53	5638.05	67656.61
							34.15	5919.95	71039.45
							35.86	6215.96	74591.48
6/27/2026	9/3/2024		Records Technician	ESCEA	23	Hourly	30.24	5241.74	62900.84
							31.75	5503.81	66045.77
							33.34	5779.01	69348.09
							35.01	6067.96	72815.46
							36.76	6371.36	76456.31
6/27/2026	9/3/2024		Recreation Coordinator	ESCEA	25	Hourly	31.77	5507.09	66085.12
							33.36	5782.45	69389.39
							35.03	6071.57	72858.83
							36.78	6375.15	76501.76
							38.62	6693.91	80326.87
6/27/2026	9/3/2024		Revenue Inspector	ESCEA	33	Hourly	38.71	6709.86	80518.28
							40.65	7045.35	84544.15
							42.68	7397.62	88771.42
							44.81	7767.50	93209.97
							47.05	8155.87	97870.43
6/27/2026	9/3/2024		Senior Administrative Specialist	ESCEA	25	Hourly	31.77	5507.09	66085.12
							33.36	5782.45	69389.39
							35.03	6071.57	72858.83
							36.78	6375.15	76501.76
							38.62	6693.91	80326.87
6/27/2026	9/3/2024		Senior Library Assistant	ESCEA	27	Hourly	33.38	5785.90	69430.81
							35.05	6075.19	72902.33
							36.80	6378.94	76547.34
							38.64	6697.89	80374.66
							40.57	7032.78	84393.39
6/27/2026	9/3/2024		Senior Network Assistant	ESCEA	26	Hourly	32.57	5644.76	67737.12
							34.19	5927.00	71123.98
							35.90	6223.36	74680.30
							37.70	6534.53	78414.38
							39.58	6861.26	82335.07
6/27/2026	9/3/2024		Street Maintenance Leadworker	ESCEA	28	Hourly	34.21	5930.54	71166.44
							35.93	6227.06	74724.71
							37.72	6538.42	78461.00
							39.61	6865.34	82384.02
							41.59	7208.59	86503.13
6/27/2026	9/3/2024		Street Maintenance Worker I	ESCEA	15	Hourly	24.82	4302.12	51625.47
							26.06	4517.23	54206.71
							27.36	4743.09	56917.03
							28.73	4980.24	59762.91
							30.17	5229.25	62750.98
6/27/2026	9/3/2024		Street Maintenance Worker II	ESCEA	19	Hourly	27.40	4748.74	56984.94
							28.77	4986.18	59834.20
							30.20	5235.49	62825.91
							31.72	5497.27	65967.21
							33.30	5772.14	69265.64
6/27/2026	9/3/2024		Tree Maintenance Worker	ESCEA	22	Hourly	29.50	5113.88	61366.61
							30.98	5369.57	64434.80
							32.53	5638.05	67656.61
							34.15	5919.95	71039.45
							35.86	6215.96	74591.48
6/27/2026	9/3/2024		Water/Wastewater Maintenance Leadworker	ESCEA	28	Hourly	34.21	5930.54	71166.44
							35.93	6227.06	74724.71
							37.72	6538.42	78461.00
							39.61	6865.34	82384.02
							41.59	7208.59	86503.13

ESCEA									
City of El Segundo City Employees Association Salary Schedule									
EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
6/27/2026	9/3/2024		Water/Wastewater Maintenance Worker I	ESCEA	18	Hourly	26.73	4632.94	55595.24
							28.06	4864.59	58375.03
							29.47	5107.80	61293.63
							30.94	5363.19	64358.32
							32.49	5631.34	67576.10
6/27/2026	9/3/2024		Water/Wastewater Maintenance Worker II	ESCEA	22	Hourly	29.50	5113.88	61366.61
							30.98	5369.57	64434.80
							32.53	5638.05	67656.61
							34.15	5919.95	71039.45
							35.86	6215.96	74591.48
6/29/2024	9/3/2024		Code Compliance Inspector (Part-Time)	ESCEA		Hourly	41.69		
							43.77		
							45.96		
							48.26		
							50.67		