



AGENDA

EL SEGUNDO CITY COUNCIL
REGULAR MEETING
TUESDAY, SEPTEMBER 2, 2025

5:00 PM CLOSED SESSION
6:00 PM OPEN SESSION

CITY COUNCIL CHAMBER
350 MAIN STREET, EL SEGUNDO, CA 90245

Chris Pimentel, Mayor
Ryan W. Baldino, Mayor Pro Tem
Drew Boyles, Council Member
Lance Giroux, Council Member
Michelle Keldorf, Council Member

Susan Truax, City Clerk

Executive Team

Darrell George, City Manager
Barbara Voss, Deputy City Manager
Saul Rodriguez, Police Chief
Michael Allen, Community Development Director
Paul Silverstein, Interim IT Director
Aly Mancini, Recreation, Parks & Library Director

Mark Hensley, City Attorney
Paul Chung, CFO/City Treasurer
George Avery, Fire Chief
Rebecca Redyk, HR Director
Elias Sassoon, Public Works Director

MISSION STATEMENT:

“Provide a great place to live, work, and visit.”

VISION STATEMENT:

“Be a global innovation leader where big ideas take off while maintaining our unique small-town character.”

The City Council, with certain statutory exceptions, can only act upon properly posted and listed agenda items. Any writings or documents given to a majority of City Council regarding any matter on this agenda that the City received after issuing the agenda packet are available for public inspection in the City Clerk's Office during normal business hours. Such documents may also be posted on the City's website at www.elsegundo.org and additional copies will be available at the City Council meeting.

Unless otherwise noted in the agenda, the public can only comment on City-related business that is within the jurisdiction of the City Council and/or items listed on the agenda during the Public Communications portions of the Meeting. Additionally, members of the public can comment on any Public Hearing item on the agenda during the Public Hearing portion of such item. The time limit for comments is five (5) minutes per person.

Those wishing to address the City Council are requested to complete and submit to the City Clerk a "Speaker Card" located at the Council Chamber entrance. You are not required to provide personal information in order to speak, except to the extent necessary for the City Clerk to call upon you, properly record your name in meeting minutes and to provide contact information for later staff follow-up, if appropriate.

When a Council Member duly requires AB 2449 teleconferencing to attend the City Council meeting the public will also be able to access the meeting and provide public comment via Zoom. To access Zoom from a PC, Mac, iPad, iPhone, or Android device, use URL <https://zoom.us/j/81951332052> and enter PIN: 903629 or visit www.zoom.us on device of choice, click on "Join a Meeting" and enter meeting ID: 81951332052 and PIN: 903629. If joining by phone, dial 1-669-900-9128 and enter meeting ID and PIN. *To reiterate, attending a City Council meeting by Zoom will only be used when AB 2449 is used.*

NOTE: Your phone number is captured by the Zoom software and is subject to the Public Records Act, dial *67 BEFORE dialing in to remain anonymous. Members of the public will be placed in a "listen only" mode and your video feed will not be shared with City Council or members of the public.

REASONABLE ACCOMMODATIONS: In compliance with the Americans with Disabilities Act and Government Code Section 54953(g), the City Council has adopted a reasonable accommodation policy to swiftly resolve accommodation requests. The policy can also be found on the City's website at <https://www.elsegundo.org/government/departments/city-clerk>. Please contact the City Clerk's Office at (310) 524-2307 to make an accommodation request or to obtain a copy of the policy.

5:00 PM CLOSED SESSION – CALL TO ORDER / ROLL CALL

PUBLIC COMMUNICATION – (RELATED TO CITY BUSINESS ONLY – 5-MINUTE LIMIT PER PERSON, 30-MINUTE LIMIT TOTAL) *Individuals who have received value of \$50 or more to communicate to the City Council on behalf of another, and employees speaking on behalf of their employer, must so identify themselves prior to addressing City Council. Failure to do so shall be a misdemeanor and punishable by a fine of \$250. While all comments are welcome, the Brown Act does not allow City Council to take action on any item not on the agenda. City Council and/or City Manager will respond to comments after Public Communications is closed.*

SPECIAL ORDERS OF BUSINESS

RECESS INTO CLOSED SESSION: City Council may move into a closed session pursuant to applicable law, including the Brown Act (Government Code Section §54960, et seq.) for purposes of conferring with City’s Real Property Negotiator; and/or conferring with City Attorney on potential and/or existing litigation; and/or discussing matters covered under Government Code Section §54957 (Personnel); and/or conferring with City’s Labor Negotiators.

CONFERENCE WITH CITY’S LABOR NEGOTIATOR (GOV’T CODE §54957.6): -3-MATTER(S)

Employee Organizations: Police Officers’ Association (POA), Firefighters’ Association (FFA) & Management Confidential (Unrepresented Employee Group)

Agency Designated Representative: Laura Drottz Kalty, City Manager, Darrell George and Human Resources Director, Rebecca Redyk

CONFERENCE WITH REAL PROPERTY NEGOTIATOR (GOV’T CODE §54956.8): -1-MATTER(S)

Wyle Park - Corner of Franklin Avenue and Maryland Street, El Segundo CA 90245 (Assessor Parcel Numbers: 4135-027-023, 006,007, 008, 009, 010, 011, 032, 033, 034, 035, 036, 025, 024)

Real Property Negotiators: Darrell George, City Manager and Mark Hensley, City Attorney

Owner: Wyle Laboratories

6:00 PM – CONVENE OPEN SESSION – CALL TO ORDER / ROLL CALL

INVOCATION – Pastor Corinna Girard - The Bridge

PLEDGE OF ALLEGIANCE – Council Member Boyles

SPECIAL PRESENTATIONS

1. El Segundo Public Library 2025 Summer Reading Program Wrap-Up

2. California's 175th Anniversary of Statehood Proclamation

PUBLIC COMMUNICATIONS – (RELATED TO CITY BUSINESS ONLY – 5 MINUTE LIMIT PER PERSON, 30 MINUTE LIMIT TOTAL) *Individuals who have received value of \$50 or more to communicate to the City Council on behalf of another, and employees speaking on behalf of their employer, must so identify themselves prior to addressing the City Council. Failure to do so shall be a misdemeanor and punishable by a fine of \$250. While all comments are welcome, the Brown Act does not allow Council to take action on any item not on the agenda. The Council will respond to comments after Public Communications is closed.*

CITY MANAGER FOLLOW-UP COMMENTS – (Related to Public Communications)

A. PROCEDURAL MOTIONS

Read All Ordinances and Resolutions on the Agenda by Title Only

Recommendation -

Approval

B. CONSENT

3. City Council Meeting Minutes

Recommendation -

1. Approve City Council Meeting Minutes of August 19, 2025.
2. Alternatively, discuss and take other action related to this item.

4. Warrant Demand Register for July 28, 2025 through August 10, 2025

Recommendation -

1. Ratify payroll and employee benefit checks; checks released early due to contracts or agreements; emergency disbursements and/or adjustments; and, wire transfers.
2. Approve Warrant Demand Register numbers 3A and 3B: warrant numbers 3056689 through 3056900, and 9003392 through 9003395.
3. Alternatively, discuss and take other action related to this item.

5. Second Reading of Ordinance Amending the Smoky Hollow Specific Plan Definitions and Permitted Uses Related to Incubator and Innovative Start-up Uses

Recommendation -

1. Waive the second reading and adopt an ordinance amending the Smoky Hollow Specific Plan definitions and permitted uses related to Incubator and Innovative Start-up uses and finding that the ordinance is exempt

from the requirements of the California Environmental Quality Act pursuant to CEQA Guidelines § 15061(b)(3).

2. Alternatively, discuss and take other action related to this item.

6. Construction Contract with Onyx Paving Company, Inc. for \$919,000 for the FY 2025-26 Pavement Rehabilitation Project, Project No. PW 25-07

Recommendation -

1. Authorize the City Manager to execute a standard Public Works Construction Contract with Onyx Paving Company, Inc. for \$919,000 for the FY 2025-26 Pavement Rehabilitation Project, Project No. PW 25-07, and authorize an additional \$81,000 as contingency funds for potential unforeseen conditions.

2. Alternatively, discuss and take other action related to this item.

7. Resolution Adopting Plans and Specifications for the FY 2025-26 Concrete Improvements Project, Project No. PW 25-10

Recommendation -

1. Adopt a resolution to approve plans and specifications for the FY 2025-26 Concrete Improvements Project, Project No. PW 25-10 and authorize advertising for bids.

2. Alternatively, discuss and take other action related to this item.

8. Award of Contract for Real-Time Data Visualization Platform with Peregrine Through the 2023 UASI Grant Program Award and Subaward Agreement with the City of Los Angeles

Recommendation -

1. Authorize the City Manager to award a contract to Peregrine Technologies, Inc., subject to final language approval by the City Manager and City Attorney, in the amount of \$240,000 for a three-year term to provide a Real-Time Data Visualization platform.

2. Authorize City Manager to waive bidding requirements pursuant to El Segundo Municipal Code § 1-7-9(a).

3. Alternatively, discuss and take other action related to this item.

9. Second Reading of an Ordinance Amending Bylaws of the Senior Citizen Housing Corporation Board to Add One Current Park Vista Tenant to Serve as a Non-Voting Member

Recommendation -

1. Second Reading and Adoption of Ordinance No. _____ approving and adopting amended and restated bylaws of the El Segundo Senior Citizen Housing Corporation.

2. Alternatively, discuss and take other action related to this item.

10. Continue Emergency Action for the Permanent Repair of the City of El Segundo Wiseburn Aquatics Center Pool Heaters

Recommendation -

1. Receive and file staff's report regarding the status of the permanent repairs to El Segundo Wiseburn Aquatics Center pool heaters.
2. Adopt a motion by four-fifths vote to determine the need to continue the emergency action approved under Resolution No. 5519.
3. Alternatively, discuss and take other action related to this item.

C. PUBLIC HEARINGS

11. Public Hearing to Establish a Fee for a Community Alerting System for the City of El Segundo Pursuant to California Assembly Bill 1646, and Agreement with Chevron Corporation to Reimburse the City of El Segundo for Associated Costs

Recommendation -

1. Conduct a public hearing on the proposed fees to establish a community alerting system for the City of El Segundo pursuant to California Assembly Bill 1646 (AB1646).
2. Authorize the City Manager to execute an agreement with Chevron Corporation for an estimated amount of \$237,179 for FY 2025-26 to establish a 24/7 community alerting system to notify El Segundo residents, businesses, and visitors of any incidents generated by the Chevron Oil Refinery in El Segundo.
3. Adopt a resolution to establish fees for the City's costs for AB 1646 compliance.
4. Alternatively, discuss and take other action related to this item.

D. STAFF PRESENTATIONS

12. Resolution Amending Chapter 1A2 of the El Segundo Administrative Code for the Management Confidential Series Relating to Salary Range Adjustments, Increases to Flexible Benefit Plan, and Fair Labor Standards Act Exemption Status

Recommendation -

1. Adopt a Resolution amending the City's Administrative Code to update sections for specific unrepresented classifications covered under Chapter 1A2 Management-Confidential series.
2. Alternatively, discuss and take other action related to this item.

13. First Reading of an Ordinance Amending El Segundo Municipal Code Section 1-6-4 to Update the List of Positions Exempt from the Civil Service System and Section 1-6-5 to Revise the Position Title of One Department Head

Recommendation -

1. Introduce and waive the first reading of the proposed Ordinance amending El Segundo Municipal Code Section 1-6-4 to update the list of positions exempt from the Civil Service System and Section 1-6-5 to revise the position title of one Department Head.
2. Direct staff to schedule a second reading of the Ordinance for the regular September 16, 2025, City Council meeting or as soon thereafter it may be considered.
3. Alternatively, discuss and take other action related to this item.

14. Local Hazard Mitigation Plan Update

Recommendation -

1. Receive and file the Local Hazard Mitigation Plan update.
2. Alternatively, discuss and take other action related to this item.

15. Plunge Capital Campaign Update

Recommendation -

1. Receive and file the Plunge Capital Campaign update.
2. Alternatively, discuss and take other action related to this item.

E. COMMITTEES, COMMISSIONS AND BOARDS PRESENTATIONS

F. REPORTS - CITY CLERK

G. REPORTS - COUNCIL MEMBERS

Council Member Keldorf

Council Member Giroux

Council Member Boyles
Mayor Pro Tem Baldino
Mayor Pimentel

H. REPORTS - CITY ATTORNEY

I. REPORTS/FOLLOW-UP - CITY MANAGER

CLOSED SESSION

The City Council may move into a closed session pursuant to applicable law, including the Brown Act (Government Code Section §54960, et seq.) for the purposes of conferring with the City's Real Property Negotiator; and/or conferring with the City Attorney on potential and/or existing litigation; and/or discussing matters covered under Government Code Section §54957 (Personnel); and/or conferring with the City's Labor Negotiators.

REPORT OF ACTION TAKEN IN CLOSED SESSION (if required)

MEMORIALS - Dr. Ray Gen

ADJOURNMENT

POSTED:

DATE: August 27, 2025
TIME: 9:00 AM
BY: Susan Truax, City Clerk

Proclamation

City of El Segundo, California



WHEREAS, California became the 31st state in the Union on September 9, 1850, also known as “Admission Day”; and

WHEREAS, California welcomes people from all walks of life. As a state of dreamers and doers, our collective drive for a better world, combined with our innovative and collaborative spirit, has helped drive progress over the last 175 years—from human rights and labor rights to science, technology and entertainment; and

WHEREAS, Californians have demonstrated their resiliency against adversity and tragedy, coming together to heal and rebuild, and through that community, finding moments of peace and unity; and

WHEREAS, With its vibrant culture and majestic beauty, California inspires joy in residents and visitors alike; and

WHEREAS, Here, everyone belongs. We celebrate all those who have chosen to pursue the California Dream, all those who are driven by grit, determination, and a relentless belief in what’s possible; and

WHEREAS, California is the fourth-largest economy in the world; is home to more than 39 million people; California is the leading agricultural producer in the country and the leading state for manufacturing. California is rich with diverse and awe-inspiring landscapes from fertile Central Valley to the desert regions, from the peaks of the Sierra Nevada mountain range to the sunset views on our pacific beaches; and

WHEREAS, California’s name comes from a 16th-century romance novel written by the Spanish author, Garcia Ordonez de Montalvo, it described a mythical island called California.

NOW, THEREFORE, on this 2nd day of September, 2025, the Mayor and Members of the City Council of the City of El Segundo, California, do hereby proclaim September 9, 2025 as **California’s 175th Anniversary of Statehood**, and encourage our citizens to celebrate the day California became the 31st state in the Union, also known as “Admission Day”.

Ryan Baldino
Mayor Pro Tem

Chris Pimentel
Mayor

Drew Boyles
Councilmember

Lance Giroux
Councilmember

Michelle Keldorf
Councilmember

MEETING MINUTES OF THE EL SEGUNDO CITY COUNCIL
TUESDAY, AUGUST 19, 2025

CLOSED SESSION – Mayor Pimentel called the meeting to order at 5:03 PM

ROLL CALL

Mayor Pimentel - Present
Mayor Pro Tem Baldino - 5:06 PM
Council Member Boyles - Present
Council Member Giroux - Present
Council Member Keldorf - Present

PUBLIC COMMUNICATION – (Related to City Business Only – 5-minute limit per person, 30-minute limit total)

SPECIAL ORDER OF BUSINESS:

Mayor Pimentel announced that Council would be meeting in closed session pursuant to the items listed on the agenda.

CONFERENCE WITH CITY’S LABOR NEGOTIATOR (GOV’T CODE §54957.6): -3-MATTER(S)

Employee Organizations: Police Officers’ Association (POA), Firefighters’ Association (FFA) & Management Confidential (Unrepresented Employee Group)

Agency Designated Representative: Laura Drottz Kalty, City Manager, Darrell George and Human Resources Director, Rebecca Redyk

Adjourned at 5:57 PM

OPEN SESSION – Mayor Pimentel called the meeting to order at 6:04 PM

ROLL CALL

Mayor Pimentel - Present
Mayor Pro Tem Baldino - Present
Council Member Boyles - Present
Council Member Giroux - Present
Council Member Keldorf - Present

INVOCATION – Father Alexei Smith - St. Andrews Russian Greek Catholic Church

PLEDGE OF ALLEGIANCE – Mayor Pro Tem Baldino

SPECIAL PRESENTATIONS:

ESFD Chief George Avery introduced El Segundo's new Emergency Management Coordinator, Melissa Mendoza-Campos.

Recreation, Parks, and Library Director Aly Mancini recognized Camp Lit (Leaders In Training) participants and staff.

PUBLIC COMMUNICATIONS – (Related to City Business Only – 5-minute limit per person, 30-minute limit total)

Nina Baumler, resident, presented floral bouquets to the Camp LIT staff.

Val Smith, resident, spoke in favor of proposed changes to the Park Vista Bylaws.

John McCullough, resident, spoke about the El Segundo Art Walk and thanked City staff, the Arts and Culture Committee, and the City Council for supporting this endeavor. He noted the formation of the El Segundo Art Walk Foundation, a 501(c)(3) nonprofit organization.

Geoffrey West, resident, spoke in favor of priority scheduling for El Segundo Girls Softball at the new Richmond Street School field.

MOTION by Council Member Giroux, SECONDED by Mayor Pro Tem Baldino to read all ordinances and resolutions on the agenda by title only.

MOTION PASSED 5/0

AYES: Pimentel, Baldino, Boyles, Giroux, and Keldorf

NOES: None

ABSTAIN: None

ABSENT: None

B. CONSENT:

1. Approve City Council Meeting Minutes of July 1, 2025 and Special Closed Session Meeting Minutes of July 23, 2025.

(Fiscal Impact: None.)

2. Warrant Demand Register for June 16, 2025 through July 27, 2025: Ratify payroll and employee benefit checks; checks released early due to contracts or agreements; emergency disbursements and/or adjustments; and wire transfers.

Approve Warrant Demand Register numbers 24B, 25A, 1A, 2A, 2B and 2C: warrant numbers 3056042 through 3056688, and 9003374 through 9003391.

(Fiscal Impact: The warrants presented were drawn in payment of demands included within the FY 2024-2025 Adopted Budget. The total of \$10,251,987.57 (\$4,449,918.35 in check warrants and \$5,802,069.22 in wire warrants) are for demands drawn on the FY 2024-2025 Budget.)

3. Continue Emergency Action for the Permanent Repair of the City of El Segundo Wiseburn Aquatics Center Pool Heaters: Receive and file staff's report regarding the status of the permanent repairs to El Segundo Wiseburn Aquatics Center pool heaters. Adopt a motion by four-fifths vote to determine the need to continue the emergency action approved under Resolution No. 5519.

(Fiscal Impact: The estimated total cost for the permanent repair of the Aquatics Center Pool Heaters is \$700,000 (\$613,724 repair + \$86,276 contingency). The project costs were not included in the adopted FY 2024-25 CIP Budget and requires a budget appropriation from General Fund Reserves to the Capital Improvement Fund. Wiseburn Unified School District (WUSD) agreed to reimburse the City half of the construction cost after the completion of the work, up to \$300,000.

The budget request is as follows:

Amount Budgeted in FY 2024-25: \$0

Additional Appropriation: \$700,000

Expense Account Number: 301-400-8202-8463 (General Fund CIP - Aquatics Center Pool Heaters)

Establish Transfer Out Budget: \$700,000

Transfer Out Account Number: 001-400-0000-9301 (Transfer out from General Fund to CIP Fund)

Establish Transfer In Budget: \$700,000

Transfer In Account Number: 301-300-0000-9001 (Transfer into CIP Fund from General Fund)

Set Revenue budget: \$300,000

Revenue Account Number: 001-300-XXXX-XXXX (WUSD Pool Heater Contribution)*

* Revenue account will be generated after funds are received from WUSD.)

Items 4 and 5 were pulled by Council Member Boyles.

6. Resolution Appointing City Representatives to the Independent Cities Risk Management Authority Governing Board: Adopt the proposed Resolution No. 5553 appointing Chief Financial Officer Paul Chung as the City's primary representative to the Independent Cities Risk Management Authority ("ICRMA") Governing Board and appointing Human Resources Director Rebecca Redyk and Risk Manager Sharon Brennan as alternate representatives.

(Fiscal Impact: None.

7. Amendment of the Professional Services Agreement with Arcadis for Construction Administration Services for "The Plunge" Project: Authorize the City Manager to execute an Amendment to the Professional Services Agreement # 6865C with Arcadis for \$184,520 for construction administration during the construction phase and authorize an additional \$50,000 for contingency for a sub-total of \$234,520.

(Fiscal Impact: The total budget for construction and professional support services is \$15,626,854 in Account Number 301-400-8186-8236 (General Fund CIP – Plunge Rehab).

- \$14,988,000: Morillo Construction contract (\$12,988,000) + original contingency (\$1,300,000) + pool tile change order (\$700,000)
- \$688,854: Arcadis architectural services agreement (\$329,614) + Amendment # 1 for the Structural and Utilities design analysis and modifications (\$104,000) + Amendment # 2 for modifying the lighting configuration of the pool areas and new office furniture (\$20,720) + Proposed Amendment # 3 discussed herein (\$234,520)

\$1,000,000 was appropriated in the FY 2025-26 CIP Budget to cover the remaining expenses associated with the project. The additional Arcadis services will be covered by this budget. No additional budget appropriation is necessary at this time.)

8. Amendment to Agreement with West Coast Arborists, Inc. for Tree

Maintenance Services: Waive the City's formal bidding requirements pursuant to El Segundo Municipal Code § 1-7-9(C) and award a contract to West Coast Arborists, Inc. for \$408,000 for tree maintenance services. Authorize the City Manager to execute an amendment to Agreement No. 7065A with West Coast Arborists, Inc. for an additional \$408,000 (\$204,000 per fiscal year) for a total not-to-exceed amount of \$612,000, and extend the term for two years to September 30, 2027, for Tree Maintenance Services. (Fiscal Impact: The total contract amount is \$408,000 for two years. The first-year cost of \$204,000 is included in the FY 2025-26 budget in Account Number 001-400-5102-6206 (General Fund - Contractual Services).

No additional appropriation is needed. The cost for subsequent renewals will be requested in future budgets.)

9. Opposition to Senate Bill 707 (Durazo) Regarding Changes to Brown Act

Meeting Requirements: Authorize the City Clerk to send a letter of opposition to Senate Bill (SB) 707.

(Fiscal Impact: None.)

Item 10 was pulled by Mayor Pimentel

MOTION by Council Member Boyles, SECONDED by Council Member Keldorf, to approve Consent items 1, 2, 3, 6, 7, 8, and 9.

MOTION PASSED 5/0

AYES: Pimentel, Baldino, Boyles, Giroux, and Keldorf

NOES: None

ABSTAIN: None

ABSENT: None

PULLED ITEMS:

4. Resolution Adopting Plans and Specifications for the Replacement of Gordon Clubhouse HVAC System at Recreation Park, Project No. PW 25-14: Adopt Resolution No. 5552 to approve engineering plans and specifications for the replacement of the Gordon Clubhouse HVAC at Recreation Park No. PW 25-14 to avail the City of Immunities pursuant to the Government Code § 830.6. Authorize staff to advertise the project for bids.
(Fiscal Impact: Amount Budgeted: \$150,000. Additional Appropriation: None. Account Number(s): 301-400-8201-8400 (Citywide HVAC CIP).)

MOTION by Council Member Boyles, SECONDED by Mayor Pimentel, to approve Consent item 4.

MOTION PASSED 5/0

AYES: Pimentel, Baldino, Boyles, Giroux, and Keldorf

NOES: None

ABSTAIN: None

ABSENT: None

5. Agreement No. 7385 with Monday.com to Renew Software Licenses: Pursuant to the City of El Segundo Municipal Code Section 1-7-9(A), waive competitive bidding and authorize the City Manager to execute a 3-year software licenses renewal contract with Monday.com for a total contract amount of \$226,980.
(Fiscal Impact: The total contract amount is \$226,980 and will be paid in three (3) equal, annual installments of \$75,660. The first-year cost is included in the FY 2025-26 budget in Account Number 001-400-2505-6217 (General Fund - Software Maintenance). No additional appropriation is needed. The cost for subsequent renewals will be requested in future budgets.)

MOTION by Mayor Pro Tem Baldino, SECONDED by Council Member Keldorf, to approve Consent item 5.

MOTION PASSED 3/2

AYES: Baldino, Giroux, and Keldorf

NOES: Pimentel and Boyles

ABSTAIN: None

ABSENT: None

10. Resolution Authorizing Staff to File Applications for Measure A Funds for Fiscal Year 2025-2026: Adopt Resolution No. 5554 approving the blanket authority to file applications for grant funds from the Los Angeles County Regional Park and Open Space District for Measure A funding for projects and programs.
(Fiscal Impact: There is no immediate fiscal impact associated with receiving and filing this report. However, future engagement with the Los Angeles County Regional Park & Open Space District (RPOSD) and application for Measure A competitive or annual allocation funds may result in substantial capital or programmatic funding for qualifying projects. In 2020, the City of El Segundo submitted a formal request to RPOSD to

accrue its Measure A Annual Allocation funds for five years. This request was made to allow the city time to identify a future project based on community priorities—through a comprehensive needs assessment. As of now, El Segundo’s Measure A Annual Allocation balance is \$802,835.30. These funds are updated annually on September 15. Staff time and potential consultant support may be required to review the funding status, confirm eligibility, and prepare future applications or work plans.)

MOTION by Mayor Pimentel, SECONDED by Mayor Pro Tem Baldino, to approve Consent item 10.

MOTION PASSED 5/0

AYES: Pimentel, Baldino, Boyles, Giroux, and Keldorf

NOES: None

ABSTAIN: None

ABSENT: None

C. PUBLIC HEARING:

11. Public Hearing for an Ordinance Amending the Smoky Hollow Specific Plan Permitted Uses and Definitions Related to Incubator and Innovative Start-up Uses (Environmental Assessment No. EA-1374 and Specific Plan Amendment No. SPA 24-03): Open and conduct a public hearing to solicit public testimony. Introduce and waive the first reading of an ordinance amending the Smoky Hollow Specific Plan and finding that the ordinance is exempt from the requirements of the California Environmental Quality Act pursuant to CEQA Guidelines section 15061(b)(3). Schedule the ordinance's second reading for the September 2, 2025 regular City Council meeting or as soon thereafter may be heard.
(Fiscal Impact: None.)

Mayor Pimentel stated this was the time and place to conduct a public hearing.

City Clerk Truax stated proper notice had been given in a timely manner and that no written communication had been received.

Paul Samaras, Principal Planner, gave a presentation.

Public Input: None

MOTION by Council Member Giroux, SECONDED by Mayor Pimentel to close Public Hearing Item C.11.

MOTION PASSED 5/0

AYES: Pimentel, Baldino, Boyles, Giroux, and Keldorf

NOES: None

ABSTAIN: None

ABSENT: None

Council Discussion

Mark Hensley, City Attorney, read by title only:

ORDINANCE NO. 1675
AN ORDINANCE AMENDING THE SMOKY HOLLOW SPECIFIC PLAN PERMITTED
USES AND DEFINITIONS RELATED TO INCUBATOR AND INNOVATIVE START-UP
USES (ENVIRONMENTAL ASSESSMENT NO. EA-1374 AND SPECIFIC PLAN
AMENDMENT NO. SPA 24-03).

MOTION by Council Member Boyles to introduce Ordinance No. 1675.

D. STAFF PRESENTATIONS:

Staff presentations were reordered by Mayor Pimentel.

16. An Ordinance Amending Bylaws of the Senior Citizen Housing Corporation Board to Add One Current Park Vista Tenant to Serve as a Non-Voting Member: Adopt Ordinance No. 1676 approving and adopting amended and restated bylaws of the El Segundo Senior Citizen Housing Corporation.

Mark Hensley, City Attorney, presented the item.

Council Discussion

Mark Hensley, City Attorney, read by title only:

ORDINANCE NO. 1676
AN ORDINANCE AMENDING BYLAWS OF THE SENIOR CITIZEN HOUSING
CORPORATION BOARD TO ADD ONE CURRENT PARK VISTA TENANT TO SERVE
AS A NON-VOTING MEMBER

MOTION by Council Member Giroux to introduce Ordinance No. 1676 to Amend the Bylaws of the Senior Citizen Housing Corporation Board.

12. Amendment to the City Manager's Employment Agreement: Approve the proposed Amendment No. 6420C to the City Manager's Employment Agreement to extend the term from June 30, 2026 to June 30, 2027 and to provide a three-and-one-half percent base salary increase from \$292,032 to \$302,253 annually. (Fiscal Impact: The fiscal impact of the proposed amendment is \$11,416 annually. The department has salary savings to absorb the proposed amendment. No additional appropriation is needed for FY 2025-26.)

Rebecca Redyk, Human Resources Director, presented the item.

Council Discussion

MOTION by Mayor Pro Tem Baldino, SECONDED by Council Member Keldorf to approve the proposed amendments to the City Manager’s contract.

MOTION PASSED 5/0

AYES: Pimentel, Baldino, Boyles, Giroux, and Keldorf

NOES: None

ABSTAIN: None

ABSENT: None

13. Urban Search & Rescue Vehicle (USAR 32) Transfer to Torrance Fire

Department: Authorize the City Manager to draft an agreement, in a form approved by the City Attorney, authorizing the transfer of USAR 32 (Urban Search and Rescue Vehicle) and its assigned grant-funded equipment to be designated to the Torrance Fire Department.

(Fiscal Impact: There is no fiscal impact to the General Fund with this vehicle transfer. However, the cost of replacing the USAR vehicle is estimated to be between \$1.8M to \$2M. The replacement fund for this asset is severely underfunded at only \$131,864. The vehicle has been in service for twenty years and is due to be replaced. The transfer allows the asset to be deployed to El Segundo as needed and when available, without incurring the cost of replacing the vehicle and its respective Urban Search and Rescue equipment.)

Fire Chief George Avery presented the item.

Council Discussion

MOTION by Mayor Pro Tem Baldino, SECONDED by Council Member Giroux to authorize the transfer of USAR 32 to Torrance Fire Department.

MOTION PASSED 5/0

AYES: Pimentel, Baldino, Boyles, Giroux, and Keldorf

NOES: None

ABSTAIN: None

ABSENT: None

Mayor Pimentel called a five-minute recess at 7:11 PM.

Mayor Pimentel reconvened the meeting at 7:16 PM.

15. Urho Saari Swim Stadium Tile Mosaic Public Art Installation: Authorize the City Manager to execute a professional service agreement for the creation and installation of a tile mosaic at the Urho Saari Swim Stadium.

(Fiscal Impact: The total compensation for this agreement is \$126,500. All associated fees for this project were previously approved at the December 3, 2024, City Council Meeting. Authorization of the agreement will require appropriating \$126,500 from the Cultural Development Fund in FY 2025-26.

Amount Budgeted: \$0 (Cultural Development Fund)

Additional Appropriation: \$126,500
Account Number(s): 704-400-0000-8103 (Cultural Development Fund Other Improvements.)

Joe Lormans, Aquatics Manager, presented the item.

Council Discussion

MOTION by Council Member Giroux, SECONDED by Mayor Pro Tem Baldino to authorize the City Manager to execute a professional service agreement for the creation and installation of a tile mosaic at the Urho Saari Swim Stadium.

MOTION PASSED 5/0

AYES: Pimentel, Baldino, Boyles, Giroux, and Keldorf

NOES: None

ABSTAIN: None

ABSENT: None

14. Revised Athletic Field/Facility Use and Allocation Policy: Approve the revisions to the Athletic Field/Facility Use and Allocation Policy.
(Fiscal Impact: Estimated additional per player fee revenue will generate \$20,000 per year to revenue account number 001-300-5204-3874. No revenue budget adjustment will be needed at this time.)

Linnea Palmer, Recreation Manager, presented the item.

Council Discussion

MOTION by Mayor Pro Tem Baldino, SECONDED by Council Member Giroux to approve the Revised Athletic Field/Facility Use and Allocation Policy.

MOTION PASSED 5/0

AYES: Pimentel, Baldino, Boyles, Giroux, and Keldorf

NOES: None

ABSTAIN: None

ABSENT: None

F. REPORTS – CITY CLERK – Announced the County of Los Angeles is seating the 2026-2027 Civil Grand Jury, to be empaneled July 1, 2026. US citizens 18 years or older can apply to be considered for this full-time volunteer commitment by visiting www.grandjury.co.la.ca.us. She thanked Richmond Street School students Sophia and Savannah Gonzalez and their grandmother, Michelle, for visiting City Hall this summer.

G. REPORTS – COUNCIL MEMBERS

Council Member Keldorf – Excited to attend El Segundo Art Walk this weekend. Asked the City Attorney for an update on the request to exclude El Segundo's zip code for the emergency housing ordinance in response to the January 2025 fires

in Los Angeles County. City Attorney reported the ordinance has recently been extended.

Council Member Giroux – No report.

Council Member Boyles – Thanked Community Development Director Michael Allen and City Manager Darrell George for working with Los Angeles Times owner Patrick Soon-Shiong and the committee to bring ESports World Cup 2026 (EWC 2026) to El Segundo.

Mayor Pro Tem Baldino – Thanked ESPD for hosting El Segundo’s National Night Out. Took a recent tour of the Plunge renovation project. Attended Planning Commission Vision Workshop. He and Environmental Programs Manager Daniel Pankau attended a recent AQMD hearing where he testified about the City’s extreme frustration and disappointment that the agency has let the abatement order expire amid continuing violations and odor complaints.

Mayor Pimentel – Thanked Council Member Boyles and Community Development Director Michael Allen for their efforts to secure El Segundo as the host city for EWC2026. Congratulated ESPD for reporting a 52 percent year-over-year reduction in Part One Crimes. He and the IT staff met with some vendors regarding a potential pilot program for people to use artificial intelligence for interactions within El Segundo’s web site. Repairs will be delayed on the portion of the LA County Sanitation District’s tunnel that partially collapsed in July. Reported Caltrans and Metro will be extending some of the onramps to the 405 Freeway, a project for which El Segundo has declined to be the lead agency. Announced a large Boeing Satellite buy. The City has been approached by delegations from Belgium, Argentina, and India that are interested in doing business here, and thanked Deputy City Manager Barbara Voss and her Economic Development Team for all of the work they’ve been doing to make El Segundo such an attractive business destination. Looking to allocate Measure A funding to the South Bay Housing Trust. Requested that joint meetings between City Council and CCBs be directed at the Council level. He wished a happy birthday to his sister Heidi.

- I. REPORTS – CITY ATTORNEY – Legislative session in Sacramento will wrap soon; updates on new housing and other legislation will be forthcoming.
- J. REPORTS/FOLLOW-UP – CITY MANAGER – Thanked Mayor Pro Tem Baldino and Environmentalist Daniel Pankau for attending the AQMD meeting to express our frustration over not continuing the abatement order. Reported the AQMD received 97 odor complaints since July 1; 3 nuisance violations were issued during that timeframe. Meeting on Thursday with the Sanitation District for updates on completed and anticipated projects. There will be a community facility tour at Hyperion from 10 AM to noon on Saturday, September 6. Encouraged

people to take a community survey on the General Plan and land use, which is available on ElSegundo.org through September 18.

Adjourned at 8:01 PM

Susan Truax, City Clerk



City Council Agenda Statement

Meeting Date: September 2, 2025

Agenda Heading: Consent

Item Number: B.4

TITLE:

Warrant Demand Register for July 28, 2025 through August 10, 2025

RECOMMENDATION:

1. Ratify payroll and employee benefit checks; checks released early due to contracts or agreements; emergency disbursements and/or adjustments; and, wire transfers.
2. Approve Warrant Demand Register numbers 3A and 3B: warrant numbers 3056689 through 3056900, and 9003392 through 9003395.
3. Alternatively, discuss and take other action related to this item.

FISCAL IMPACT:

The warrants presented were drawn in payment of demands included within the FY 2025-2026 Adopted Budget. The total of \$6,864,608.89 (\$1,110,581.42 in check warrants and \$5,754,027.47 in wire warrants) are for demands drawn on the FY 2025-2026 Budget.

BACKGROUND:

California Government Code Section 37208 provides General Law cities flexibility in how budgeted warrants, demands, and payroll are audited and ratified by their legislative body. Pursuant to Section 37208 of the California Government Code, warrants drawn in payments of demands are certified by the City's Chief Financial Officer and City Manager as conforming to the authorized expenditures set forth in the City Council adopted budget need not be audited by the City Council prior to payment, but may be presented to the City Council at the first meeting after delivery.

In government finance, a warrant is a written order to pay that instructs a federal, state, county, or city government treasurer to pay the warrant holder on demand or after a specific date. Such warrants look like checks and clear through the banking system like

Warrant Demand Register

September 2, 2025

Page 2 of 2

checks. Warrants are issued for payroll to individual employees, accounts payable to vendors, to local governments, and to companies or individual taxpayers receiving a refund.

DISCUSSION:

The attached Warrants Listing delineates the warrants that have been paid for the period identified above. The Chief Financial Officer certifies that the listed warrants were drawn in payment of demands conforming to the adopted budget and that these demands are being presented to the City Council at its first meeting after the delivery of the warrants.

CITY STRATEGIC PLAN COMPLIANCE:

Goal 5: Champion Economic Development and Fiscal Sustainability

Strategy A: Identify opportunities for new revenues, enhancement of existing revenues, and exploration of potential funding options to support programs and projects.

PREPARED BY:

Liz Lydic, Management Analyst

REVIEWED BY:

Wei Cao, CPA, CPFO, Finance Manager

APPROVED BY:

Barbara Voss, Deputy City Manager

ATTACHED SUPPORTING DOCUMENTS:

1. Register 3a - summary
2. Register 3b - summary

CITY OF EL SEGUNDO
WARRANTS TOTALS BY FUND

3056889 - 3056796
9003392 - 9003393

DATE OF APPROVAL: AS OF 8/19/25

REGISTER # 3a

003	GENERAL FUND	323,735.78
104	EXPENDABLE TRUST FUND - OTHER	3,500.00
106	TRAFFIC SAFETY FUND	-
108	STATE GAS TAX FUND	0.12
109	ASSOCIATED RECREATION ACTIVITIES FUND	-
110	ASSET FORFEITURE FUND	33,109.23
111	MEASURE "R"	-
112	COMM. DEVEL. BLOCK GRANT	-
114	PROP "A" TRANSPORTATION	20,996.50
115	PROP "C" TRANSPORTATION	-
116	AIR QUALITY INVESTMENT PROGRAM	-
117	HOME SOUND INSTALLATION FUND	-
118	HYPERION MITIGATION FUND	63.99
119	TDA ARTICLE 3 - SB 821 BIKEWAY FUND	-
121	MTA GRANT	-
122	FEMA	-
123	C.O.P.S. FUND	28,419.44
124	L.A.W.A. FUND	-
125	PSAF PROPERTY TAX PUBLIC SAFETY	-
126	FEDERAL GRANTS	-
127	STATE GRANT	-
128	A/P CUPA PROGRAM OVERSIGHT SURCHARGE	70,181.67
129	MEASURE "M"	-
130	SB-1	-
131	CERTIFIED ACCESS SPECIALIST PROGRAM	-
132	AFFORDABLE HOUSING	-
133	COUNTY STORM WATER PROGRAM	3,185.00
134	MEASURE "B"	-
135	ASSESSMENT DISTRICT #73	-
136	CAPITAL IMPROVEMENT FUND	16,630.00
137	INFRASTRUCTURE REPLACEMENT FUND	-
138	DEVELOPER IMPACT FEES - GENERAL GOVERNME	-
139	DEVELOPER IMPACT FEES - LAW ENFORCEMENT	-
140	DEVELOPER IMPACT FEES - FIRE PROTECTION	-
141	DEVELOPER IMPACT FEES - STORM DRAINAGE	-
142	DEVELOPER IMPACT FEES - WATER DISTRIBUTI	-
143	DEVELOPER IMPACT FEES - WASTEWATER COLLE	-
144	DEVELOPER IMPACT FEES - LIBRARY	-
145	DEVELOPER IMPACT FEES - PUBLIC MEETING	-
146	DEVELOPER IMPACT FEES - AQUATICS CENTER	-
147	DEVELOPER IMPACT FEES - PARKLAND	-
148	FACILITIES MAINTENANCE	-
149	WATER UTILITY FUND	16,866.09
150	WASTEWATER FUND	20,251.03
151	GOLF COURSE FUND	-
152	SENIOR HOUSING CITY ATTORNEY	-
153	SOLID WASTE FUND	-
154	EQUIPMENT REPLACEMENT	19,199.59
155	LIABILITY INSURANCE	1,021.41
156	WORKERS COMP. RESERVE/INSURANCE	1.42
157	RETIRED EMP. INSURANCE	-
158	EXPENDABLE TRUST FUND - DEVELOPER FEES	(21,011)
159	EXPENDABLE TRUST FUND - OTHER	-
160	EXPENDABLE TRUST FUND - OTHER	-
161	OUTSIDE SERVICES TRUST	-
	TOTAL WARRANTS	557,140.26

STATE OF CALIFORNIA
COUNTY OF LOS ANGELES

Information on actual expenditures is available in the Chief Financial Officer's office in the City of El Segundo.

I certify as to the accuracy of the Demands and the availability of fund for payment thereof.

For Approval: Regular checks held for City council authorization to release.

CODES:

NOTES: No EFT PAYMENTS THIS WEEK.

R = Computer generated checks for all non-emergency/urgency payments for materials, supplies and services in support of City Operations

For Ratification:

A = Payroll and Employee Benefit checks

B - F = Computer generated Early Release disbursements and/or adjustments approved by the City Manager. Such as: payments for utility services, petty cash and employee travel expense reimbursements, various refunds, contract employee services consistent with current contractual agreements, instances where prompt payment discounts can be obtained or late payment penalties can be avoided or when a situation arises that the City Manager approves.

H = Handwritten Early Release disbursements and/or adjustments approved by the City Manager.

CHIEF FINANCIAL OFFICER:

CITY MANAGER:

DATE:

DATE:

T. J. [Signature]
8/19/25

[Signature]
8/19/25

**CITY OF EL SEGUNDO
PAYMENTS BY WIRE TRANSFER
07/28/25 THROUGH 08/03/25**

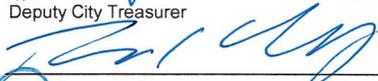
<u>Date</u>	<u>Payee</u>		<u>Description</u>
7/29/2025	Cal Pers	32,894.82	EFT Retirement Misc - Classic 27
7/29/2025	Cal Pers	56,527.62	EFT Retirement Safety Police Classic - 1st Tier 28
7/29/2025	Cal Pers	70,238.09	EFT Retirement Misc - PEPRA New 26013
7/29/2025	Cal Pers	55,635.58	EFT Retirement Safety Fire- Classic 30168
7/29/2025	Cal Pers	54,417.10	EFT Retirement Safety-Police-PEPRA New 25021
7/29/2025	Cal Pers	30,539.81	EFT Retirement Safety-Fire-PEPRA New 25020
7/29/2025	Cal Pers	19,675.09	EFT Retirement Sfty Police Classic-2nd Tier 30169
7/29/2025	Employment Development	20,386.35	State SDI payment
7/29/2025	Employment Development	4,069.20	Unemployment
7/29/2025	Employment Development	2,774.00	State Income Tax
7/30/2025	ICRMA	3,025,833.00	Annual Insurance Premium payment
7/30/2025	ICRMA	170,332.83	Annual Liability Insurance Assessment payment # 8 of 10
7/30/2025	Cal Pers	7,941.00	Unfunded Acc'd Liab Payment-Classic - 30169
7/30/2025	Cal Pers	20,070.00	Unfunded Acc'd Liab Payment-PEPRA - 25021
7/30/2025	Cal Pers	12,564.00	Unfunded Acc'd Liab Payment-PEPRA - 25020
7/30/2025	Cal Pers	79,452.08	Unfunded Acc'd Liab Payment-Classic - 30168
7/30/2025	Cal Pers	65,115.00	Unfunded Acc'd Liab Payment-Classic - 27
7/30/2025	Cal Pers	93,264.50	Unfunded Acc'd Liab Payment-Classic - 28
7/31/2025	CA Infrastructure Bank	458,433.26	Semi Annual Infrastructure payment
8/1/2025	IRS	294,586.51	Federal 941 Deposit
8/1/2025	Employment Development	5,919.91	State SDI payment
8/1/2025	Employment Development	68,026.87	State PIT Withholding
8/1/2025	Mission Square	67,802.24	457 payment Vantagepoint
8/1/2025	Mission Square	1,123.20	401(a) payment Vantagepoint
8/1/2025	Mission Square	2,613.30	401(a) payment Vantagepoint
8/1/2025	Mission Square	755.65	IRA payment Vantagepoint
8/1/2025	ExpertPay	1,615.30	EFT Child support payment
8/1/2025	Unum	149.80	Long Term Care Premium - July, 2025
07/21/25-07/27/25	Workers Comp Activity	25,798.72	Corvel checks issued/(voided)
07/21/25-07/27/25	Liability Trust - Claims		Claim checks issued/(voided)
07/21/25-07/27/25	Retiree Health Insurance	268.00	Health Reimbursement checks issued
		<u>4,748,822.83</u>	

DATE OF RATIFICATION: 08/01/25

TOTAL PAYMENTS BY WIRE:

4,748,822.83

Certified as to the accuracy of the wire transfers by:

	<u>8/4/25</u>
Deputy City Treasurer	Date
	<u>8/4/25</u>
Chief Financial Officer	Date
	<u>8-4-25</u>
City Manager	Date

Information on actual expenditures is available in the City Treasurer's Office of the City of El Segundo.

CITY OF EL SEGUNDO
WARRANTS TOTALS BY DEPARTMENT
AS OF 8/19/25
REGISTER # 3a

DEPT#	NAME	TOTAL
GENERAL FUND DEPARTMENTAL EXPENDITURES		
GENERAL GOVERNMENT		
1101	City Council	157.34
1201	City Treasurer	121.32
1300	City Clerk	835.64
2101	City Manager	309.88
2102	Communications	97.46
2103	El Segundo Media	1,625.00
2201	City Attorney	3,503.00
2401	Economic Development	691.00
2402	Planning	
2405	Human and Health Services	
2500	Administrative Services	40,109.14
2601	Government Buildings	30,517.05
2900	Nondepartmental	28,511.81
6100	Library	13,462.01
		<hr/> 119,940.65
PUBLIC SAFETY		
3100	Police	38,727.33
3200	Fire	14,330.62
2403	Building Safety	2,472.39
2404	Plng/Bldg Sfty Administration	186.26
		<hr/> 55,716.60
PUBLIC WORKS		
4101	Engineering	24,712.02
4200	Streets	43,264.60
4300	Wastewater	1,003.32
4601	Equipment Maintenance	5,110.45
4801	Administration	1,053.60
		<hr/> 75,143.99
COMMUNITY DEVELOPMENT		
5100,5200	Recreation & Parks	17,321.82
5400	CAMPS	1,769.00
		<hr/> 19,090.82
EXPENDITURES		
	CAPITAL IMPROVEMENT	16,630.00
	ALL OTHER ACCOUNTS	270,618.20
	TOTAL WARRANTS	<hr/> <hr/> 557,140.26

CITY OF EL SEGUNDO
WARRANTS TOTALS BY FUND

3056797 - 3056900
9003394 - 9003395

DATE OF APPROVAL: AS OF 8/19/25

REGISTER # 3b

	GENERAL FUND	362,424.93
003	EXPENDABLE TRUST FUND - OTHER	-
104	TRAFFIC SAFETY FUND	-
106	STATE GAS TAX FUND	5.38
108	ASSOCIATED RECREATION ACTIVITIES FUND	-
109	ASSET FORFEITURE FUND	3,856.40
110	MEASURE "R"	-
111	COMM DEVEL BLOCK GRANT	-
112	PROP "A" TRANSPORTATION	38,880.00
114	PROP "C" TRANSPORTATION	-
115	AIR QUALITY INVESTMENT PROGRAM	-
116	HOME SOUND INSTALLATION FUND	-
117	HYPERION MITIGATION FUND	-
118	TDA ARTICLE 3 - SB 821 BIKEWAY FUND	-
119	MTA GRANT	-
121	FEMA	-
120	C.O.P.S. FUND	-
122	L.A.W.A. FUND	-
123	PSAF PROPERTY TAX PUBLIC SAFETY	-
124	FEDERAL GRANTS	-
125	STATE GRANT	-
126	A/P CUPA PROGRAM OVERSIGHT SURCHARGE	37.29
127	MEASURE "M"	-
128	SB-1	-
129	CERTIFIED ACCESS SPECIALIST PROGRAM	-
130	AFFORDABLE HOUSING	1,177.50
131	COUNTY STORM WATER PROGRAM	55,457.00
132	MEASURE "B"	-
202	ASSESSMENT DISTRICT #73	-
301	CAPITAL IMPROVEMENT FUND	-
302	INFRASTRUCTURE REPLACEMENT FUND	-
311	DEVELOPER IMPACT FEES - GENERAL GOVERNME	-
312	DEVELOPER IMPACT FEES - LAW ENFORCEMENT	-
313	DEVELOPER IMPACT FEES - FIRE PROTECTION	-
314	DEVELOPER IMPACT FEES - STORM DRAINAGE	-
315	DEVELOPER IMPACT FEES - WATER DISTRIBUTI	-
316	DEVELOPER IMPACT FEES - WASTEWATER COLLE	-
317	DEVELOPER IMPACT FEES - LIBRARY	-
318	DEVELOPER IMPACT FEES - PUBLIC MEETING	-
319	DEVELOPER IMPACT FEES - AQUATICS CENTER	-
320	DEVELOPER IMPACT FEES - PARKLAND	-
405	FACILITIES MAINTENANCE	-
501	WATER UTILITY FUND	5,577.19
502	WASTEWATER FUND	65,784.15
503	GOLF COURSE FUND	-
504	SENIOR HOUSING CITY ATTORNEY	30.80
505	SOLID WASTE FUND	-
601	EQUIPMENT REPLACEMENT	-
602	LIABILITY INSURANCE	5,611.35
603	WORKERS COMP. RESERVE/INSURANCE	32.17
701	RETIRED EMP. INSURANCE	-
702	EXPENDABLE TRUST FUND - DEVELOPER FEES	-
703	EXPENDABLE TRUST FUND - OTHER	-
704	EXPENDABLE TRUST FUND - OTHER	14,567.00
708	OUTSIDE SERVICES TRUST	-
	TOTAL WARRANTS	553,441.16

STATE OF CALIFORNIA
COUNTY OF LOS ANGELES

Information on actual expenditures is available in the Chief Financial Officer's office in the City of El Segundo.

I certify as to the accuracy of the Demands and the availability of fund for payment thereof.

For Approval: Regular checks held for City council authorization to release.

CODES:

NOTES: Replacement check#s 3056829 & 3056830

R = Computer generated checks for all non-emergency/urgency payments for materials, supplies and services in support of City Operations

For Ratification:

A = Payroll and Employee Benefit checks

B - F = Computer generated Early Release disbursements and/or adjustments approved by the City Manager. Such as: payments for utility services, petty cash and employee travel expense reimbursements, various refunds, contract employee services consistent with current contractual agreements, instances where prompt payment discounts can be obtained or late payment penalties can be avoided or when a situation arises that the City Manager approves.

H = Handwritten Early Release disbursements and/or adjustments approved by the City Manager.

CHIEF FINANCIAL OFFICER:

[Handwritten Signature]
8/11/25

CITY MANAGER:

[Handwritten Signature]
8-12-25

DATE:

DATE:

**CITY OF EL SEGUNDO
 PAYMENTS BY WIRE TRANSFER
 08/04/25 THROUGH 08/10/25**

<u>Date</u>	<u>Payee</u>		<u>Description</u>
8/8/2025	Cal Pers	759,471.60	EFT Health Insurance Payment
07/28/25-08/03/25	Workers Comp Activity	123,811.00	Corvel checks issued/(voided)
07/28/25-08/03/25	Liability Trust - Claims	105,246.68	Claim checks issued/(voided)
07/28/25-08/03/25	Retiree Health Insurance	16,675.36	Health Reimbursement checks issued
		<u>1,005,204.64</u>	

DATE OF RATIFICATION: 08/08/25

TOTAL PAYMENTS BY WIRE:

1,005,204.64

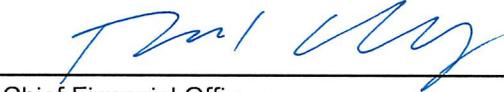
Certified as to the accuracy of the wire transfers by:



 Treasury & Customer Services Manager

8/8/25

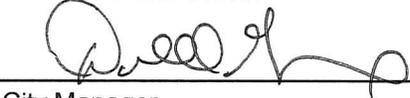
 Date



 Chief Financial Officer

8/11/25

 Date



 City Manager

8/12/25

 Date

Information on actual expenditures is available in the City Treasurer's Office of the City of El Segundo.

CITY OF EL SEGUNDO
WARRANTS TOTALS BY DEPARTMENT
AS OF 8/19/25
REGISTER # 3b

DEPT#	NAME	TOTAL
GENERAL FUND DEPARTMENTAL EXPENDITURES		
GENERAL GOVERNMENT		
1101	City Council	1,685.78
1201	City Treasurer	1,448.96
1300	City Clerk	2,942.92
2101	City Manager	4,878.09
2102	Communications	
2103	El Segundo Media	1,542.11
2201	City Attorney	60,293.80
2401	Economic Development	46,833.82
2402	Planning	8,535.33
2405	Human and Health Services	1,317.50
2500	Administrative Services	17,196.34
2601	Government Buildings	2,952.71
2900	Nondepartmental	3,258.82
6100	Library	7,775.21
		<hr/> 160,661.39
PUBLIC SAFETY		
3100	Police	38,138.74
3200	Fire	21,868.67
2403	Building Safety	20,898.13
2404	Plng/Bldg Sfty Administration	
		<hr/> 80,905.54
PUBLIC WORKS		
4101	Engineering	10,000.93
4200	Streets	12,122.11
4300	Wastewater	71.48
4601	Equipment Maintenance	21,785.19
4801	Administration	2,375.87
		<hr/> 46,355.58
COMMUNITY DEVELOPMENT		
5100,5200	Recreation & Parks	47,520.05
5400	CAMPS	7,133.07
		<hr/> 54,653.12
EXPENDITURES		
CAPITAL IMPROVEMENT		
ALL OTHER ACCOUNTS		210,865.53
TOTAL WARRANTS		<hr/> <hr/> 553,441.16



City Council Agenda Statement

Meeting Date: September 2, 2025

Agenda Heading: Consent

Item Number: B.5

TITLE:

Second Reading of Ordinance Amending the Smoky Hollow Specific Plan Definitions and Permitted Uses Related to Incubator and Innovative Start-up Uses

RECOMMENDATION:

1. Waive the second reading and adopt an ordinance amending the Smoky Hollow Specific Plan definitions and permitted uses related to Incubator and Innovative Start-up uses and finding that the ordinance is exempt from the requirements of the California Environmental Quality Act pursuant to CEQA Guidelines § 15061(b)(3).
2. Alternatively, discuss and take other action related to this item.

FISCAL IMPACT:

None.

BACKGROUND:

On August 19, 2025, the City Council held a public hearing to consider an ordinance amending the Smoky Hollow Specific Plan definitions and permitted uses related to Incubator and Innovative Start-up uses. At the conclusion of the public hearing, the City Council introduced the draft ordinance and scheduled a second reading for September 2, 2025.

DISCUSSION:

The Council may waive the second reading and adopt the Ordinance. If the Ordinance is adopted by the City Council at its September 2, 2025 meeting, the effective date of the Ordinance will be October 2, 2025, which is 30 days from the adoption date.

**Smoky Hollow Incubator and Innovative Start-up Uses
Specific Plan Amendment
September 2, 2025
Page 2 of 2**

CITY STRATEGIC PLAN COMPLIANCE:

Goal 5: Champion Economic Development and Fiscal Sustainability

Strategy D: Implement community planning, land use, and enforcement policies that encourage growth while preserving El Segundo's quality of life and small-town character.

PREPARED BY:

Paul Samaras, AICP, Principal Planner

REVIEWED BY:

Michael Allen, Community Development Director

APPROVED BY:

Barbara Voss, Deputy City Manager

ATTACHED SUPPORTING DOCUMENTS:

1. Ordinance No. 1675

ORDINANCE NO. 1675

AN ORDINANCE AMENDING THE SMOKY HOLLOW SPECIFIC PLAN PERMITTED USES AND DEFINITIONS RELATED TO INCUBATOR AND INNOVATIVE START-UP USES.

(Environmental Assessment No. EA-1374 and Specific Plan Amendment No. SPA 24-03).

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

SECTION 1: The City Council finds and declares as follows:

- A. On September 12, 2024, the City initiated an application for Environmental Assessment No. EA 1374 and Specific Plan Amendment No. SPA 24-03 to amend the Smoky Hollow Specific Plan updating the permitted uses, definitions, and development standards related to incubator and innovative start-up uses;
- B. On September 12, 2024, and May 22, 2025, the Planning Commission held study sessions to receive public testimony and provide direction to staff on the scope of the specific plan amendment;
- C. The City reviewed the project’s environmental impacts under the California Environmental Quality Act (Public Resources Code §§ 21000, *et seq.*, “CEQA”) and the regulations promulgated thereunder (14 Cal. Code of Regulations §§15000, *et seq.*, the “CEQA Guidelines”);
- D. On July 24, 2025, the Planning Commission held a public hearing to receive public testimony and other evidence regarding the Ordinance and adopted Resolution No. 2965 recommending that the City Council introduce and adopt the Ordinance.
- E. On August 19, 2025, the City Council held a duly noticed public hearing and considered the information provided by City staff and public testimony regarding the Ordinance; and
- F. This Ordinance and its findings are made based upon the entire administrative record including, without limitation, testimony and evidence presented to the City Council at its August 19, 2025, hearing and the staff report submitted by the Community Development Department.

SECTION 2: *Factual Findings and Conclusions.* The City Council finds that introducing and adopting the Ordinance will amend the City’s Smoky Hollow Specific Plan to establish the following:

- A. Amend the Allowed Land Uses (Table 2-1) to add Incubator and Innovative Start-up uses to the uses permitted by-right and those permitted subject to an administrative use permit (AUP) in the Smoky Hollow West and Smoky Hollow East Zoning Districts; and
- B. Amend Appendix A (Glossary) to add a definition for Incubator and Innovative Start-up uses.

SECTION 3: *Specific Plan Amendment Findings.* As required under Government Code § 65854 and ESMC § 15-27-3 and based on the findings set forth in Section 2, the City Council finds as follows:

- A. *That the amendment is consistent with the General Plan.*

The Smoky Hollow Specific Plan serves as the General Plan document for the Smoky Hollow area. Therefore, if the proposed specific plan amendment is consistent with the Specific Plan’s vision, goal and objectives, it is also consistent with the General Plan. The specific plan amendment is consistent with and implements the primary Smoky Hollow Specific Plan goal to facilitate the transformation of the Smoky Hollow district from an aging industrial area to a vigorous incubator district and major economic force in the City. Specifically, the amendments facilitate the establishment and growth of innovative start-up businesses in creative and advanced technology industries by:

1. Establishing a broad and flexible definition of innovative start-up uses; and
2. Establishing an efficient administrative process to permit these uses in the Specific Plan.

Thus, the amendments are consistent with the Specific Plan vision of making Smoky Hollow an incubator hub and creative center in El Segundo and throughout the region.

- B. *The amendment is necessary to serve the public health, safety, and general welfare.*

The specific plan amendments will help achieve the primary Smoky Hollow Specific Plan goal of transforming Smoky Hollow from an aging industrial area to a vigorous incubator district and major economic force in the City. The amendments allow new innovative start-up uses and reduce barriers to these uses that are complementary to the creative office and advanced technology incubator character of the district. Thus, the amendments will help transform Smoky Hollow into an economic force, which is consistent with and necessary to serve the public health, safety, and general welfare. In addition, there is no evidence indicating that any of the proposed amendments will have a detrimental impact on public health, safety, and general welfare.

SECTION 4: *Environmental Assessment.* Based on the facts set forth in Section 2, the City Council finds that the zone text amendment is exempt from further review under the California Environmental Quality Act (“CEQA”) pursuant to CEQA Guidelines § 15061(b)(3)), because it consists only of minor revisions to existing zoning regulations and related procedures and does not have the potential for causing a significant effect on the environment.

SECTION 5: *Action.* The City Council hereby approves and adopts the updated Smoky Hollow Specific Plan as set forth in attached Exhibit “A,” which is incorporated into this Ordinance by reference.

SECTION 6: *Electronic Signatures.* This Ordinance may be executed with electronic signatures in accordance with Government Code § 16.5. Such electronic signatures will be treated in all respects as having the same effect as an original signature.

SECTION 7: *Construction.* This Ordinance must be broadly construed to achieve the purposes stated in this Ordinance. It is the City Council’s intent that the provisions of this Ordinance be interpreted or implemented by the City and others in a manner that facilitates the purposes set forth in this Ordinance.

SECTION 8: *Enforceability.* Repeal of any provision of the ESMC does not affect any penalty, forfeiture, or liability incurred before, or preclude prosecution and imposition of penalties for any violation occurring before this Ordinance’s effective date. Any such repealed part will remain in full force and effect for sustaining action or prosecuting violations occurring before the effective date of this Ordinance.

SECTION 9: *Validity of Previous Code Sections.* If this entire Ordinance or its application is deemed invalid by a court of competent jurisdiction, any repeal or amendment of the ESMC or other city ordinance by this Ordinance will be rendered void and cause such previous ESMC provision or other the city ordinance to remain in full force and effect for all purposes.

SECTION 10: *Severability.* If any part of this Ordinance 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 Ordinance are severable.

SECTION 11: Recordation. The City Clerk, or designee, is directed to certify the passage and adoption of this Ordinance; cause it to be entered into the City of El Segundo's book of original ordinances; make a note of the passage and adoption in the records of this meeting; and, within 15 days after the passage and adoption of this Ordinance, cause it to be published or posted in accordance with California law.

SECTION 12: Effective Date. This Ordinance will go into effect and be in full force and effect 30 days after its passage and adoption.

PASSED AND ADOPTED this ____ day of _____, 2025.

Chris Pimentel, Mayor

APPROVED AS TO FORM:

Mark D. Hensley, City Attorney

ATTEST:

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

I, Susan Truax, 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 Ordinance No. _____ was duly introduced by said City Council at a regular meeting held on the ____ day of _____ 2025, and was duly passed and adopted by said City Council, approved and signed by the Mayor, and attested to by the City Clerk, all at a regular meeting of said Council held on the ____ day of _____, 2025, and the same was so passed and adopted by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Susan Truax, City Clerk

ORDINANCE 1675

EXHIBIT "A"

**Excerpts of the Smoky Hollow Specific Plan as Amended in ~~Strikethrough~~ and
Underline Format**

Smoky Hollow Specific Plan Section 2.2.3 (Allowable Uses by Zoning District) is amended to read as follows:

2.2.3 Allowable Uses by Zoning District

Allowed land uses within each zoning district are listed in Table 2-1. Certain uses may be subject to special conditions regarding the location, operation, design, or special permitting requirements. Following an application submittal, the ~~Planning and Building Safety~~ Community Development Director (Director) or his or her designee shall make a determination as to whether the proposed use is permitted, conditionally permitted, prohibited, or allowed as a temporary or accessory use to a permitted use. Any use not specifically listed in Table 2-1 shall be interpreted as not allowed in Smoky Hollow.

- **A Permitted Use (P)** is allowed without discretionary approval and subject to all applicable provisions of this Specific Plan.
- **An Administrative Use Permit (AUP)** requires discretionary approval authorized by the Director and subject to the requirements outlined in ESMC Chapter 15–22.
- **A Conditionally Permitted Use (CUP)** requires discretionary approval ~~in the form of a Conditional Use Permit~~ authorized by the Planning Commission and subject to the requirements outlined in ESMC Chapter ~~15–23~~ 15-24.
- **An Accessory Use (A)** refers to a use that is incidental and subordinate to a primary use of the land or building and located on the same lot with the primary use or building.
- Uses specifically not allowed in a zoning district are indicated by (—).
- **Similar Use - Use not listed** It is not possible to anticipate every land use that might be proposed and suitable in the future. Primary uses not listed in Table 2-1, unless determined by the Director or designee to be substantially similar to a listed use, are not permitted. In making a determination of similarity, the Director or designee shall follow the provisions of ESMC Section 15-22-2 (Administrative Determinations for Uses Not Listed). ~~Prohibited uses are listed in Section 2.2.4 below. All existing nonconforming uses that are listed as prohibited in this Section shall be subject to the procedures outlined in Section 4.4 (Nonconformities).~~

Detailed definitions for uses are listed in Appendix A: Glossary.

Smoky Hollow Specific Plan Table 2-1 (Allowable Uses by Zoning District) is amended to read as follows:

Table 2-1: Allowed Land Uses

LAND USES	SH-W = Smoky Hollow West Zoning District SH-E = Smoky Hollow East Zoning District PF = Public Facility Zoning District P = Parking Zoning District				P = Permitted By Right A = Permitted as an Accessory Use AUP = Administrative Use Permit CUP = Conditional Use Permit — = Not Allowed	
	SH-W	SH-E	PF	P ¹	Additional Regulations	
Industrial						
Brewery and Alcohol Production	P	P	—	—	Subject to applicable State ABC regulations.	
<u>Incubator and Innovative Start-up</u>	<u>P</u>	<u>P</u>	<u>—</u>	<u>—</u>	<u>Involving no use of raw materials.</u>	
<u>Incubator and Innovative Start-up</u>	<u>AUP</u>	<u>AUP</u>	<u>—</u>	<u>—</u>	<u>Involving limited use of raw materials.</u>	
Industrial, Heavy	CUP	CUP	—	—		
Industrial, Light	P	P	—	—		
Outdoor Storage	A	A	A	—	Shall be screened from view from public right-of-way and all screening shall be architecturally integrated with the building design. See ESMC Section 15-2-8.	
Personal Storage, Collection	AUP	AUP	—	—		
Research and Development	P	P	—	—		
Warehousing	P	P	—	—		
Office						
General Offices	P	P	P	—		
Commercial/Services						
Alcohol Sales—Off-Site and On-Site with Food Service	AUP	AUP	—	—	Includes instructional tasting that is accessory to off-site sales.	
Business and Consumer Support Services	P	P	—	A		

Note(s):

¹In the P zone, a parking structure may include ground floor uses (as an accessory use) that activate the street frontage.

Smoky Hollow Specific Plan Appendix A – Glossary is amended as follows:

* * *

Incidental: See “Accessory.”

Incubator and Innovative Start-up uses:

General definition

A facility specifically designed to facilitate the development and growth of innovative, early-stage (start-up) businesses. These facilities provide flexible space to support small visionary start-ups with large aspirations, fostering an environment where innovation thrives and supporting growth during their initial stages. These establishments facilitate a variety of activities aimed at generating new and improved products and services.

Permitted activities/functions

Activities/functions of *incubator and innovative start-up* uses include design, research, development, testing, prototyping and/or scaling up, and light industrial/manufacturing; and the outcomes can range from products, inventions, patents, and/or knowledge. The facilities and/or functions involved may include labs, offices, research and development, warehousing, and manufacturing as part of the overall use.

Permitted Industry Types

Incubator and innovative start-up uses may encompass businesses in sectors such as aerospace and defense, energy, national security-related, software and hardware technology, and other fields focused on research, development, and innovation, such as life sciences (biotechnology, pharmaceutical, food, agriculture, and environmental).

Operational characteristics

These uses initially have low employee counts and workspace needs but have the potential to expand quickly and affect the availability of on-street parking. These uses generally do not contribute significantly to nuisance factors, such as noise, vibration, glare, heat, dust, humidity, odor or any type of potential air or waste pollution that may potentially be hazardous beyond the site's property lines.

Incubator and innovative start-up uses are not intended to:

- a) manufacture mass quantities of physical products, or
- b) use large quantities of raw and/or hazardous materials.

* * *



City Council Agenda Statement

Meeting Date: September 2, 2025

Agenda Heading: Consent

Item Number: B.6

TITLE:

Construction Contract with Onyx Paving Company, Inc. for \$919,000 for the FY 2025-26 Pavement Rehabilitation Project, Project No. PW 25-07

RECOMMENDATION:

1. Authorize the City Manager to execute a standard Public Works Construction Contract with Onyx Paving Company, Inc. for \$919,000 for the FY 2025-26 Pavement Rehabilitation Project, Project No. PW 25-07, and authorize an additional \$81,000 as contingency funds for potential unforeseen conditions.
2. Alternatively, discuss and take other action related to this item.

FISCAL IMPACT:

Included in Adopted FY 2025-26 Budget

Amount Budgeted: \$1,000,000

Additional Appropriation: No

Account Numbers:

\$400,000 (110-400-8203-8943 - Measure R funds)

\$200,000 (127-400-0000-8382 - Measure M funds)

\$400,000 (128-400-8203-8383 - SB-1 Expenditures)

BACKGROUND:

The Public Works Department administers a five-year (2023-2028) Pavement Management Program ("PMP") to manage the integrity of the City's roadway system. Based on existing records, conditions, and field verification, the PMP assigns a Pavement Condition Index ("PCI") to all city roadway segments on a scale of 0-100, with 100 representing a surface condition similar to new pavement.

On May 20, 2025, the City Council adopted plans and specifications for the FY 2025-26 Pavement Rehabilitation Project (Project) to maintain roadway segments in the

Pavement Rehabilitation Project, PW 25-07

September 2, 2025

Page 2 of 3

southwest residential quadrant as well as 118th St. west of Aviation Blvd. (shown in the attached map).

This rehabilitation program includes a two-inch grind and overlay for some streets, and for others, slurry sealing, the application of a thin asphalt emulsion on existing asphalt pavement to prevent water intrusion. The goal is to increase the citywide average PCI score from 73 at the beginning of FY 2021-22 to 75 at the end of FY 2027-28, given the limitations of available funding.

DISCUSSION:

On June 25, 2025, the City Clerk received and opened three bids as follows:

	Company Name	Base Bid	Alternative 15A
1	Onyx Paving Company, Inc.	\$919,000.00	\$17,000.00
2	Toro Enterprises, Inc.	\$961,290.75	\$10,000.00
3	Palp, Inc. DBA Excel Paving Company	\$993,715.82	\$5,000.00

Onyx Paving Company, Inc. is found to be the apparent lowest responsive and responsible bidder. Their state license and DIR registration are in good standing, and they have also satisfactorily completed similar pavement rehabilitation projects for the Cities of Irvine, Rancho Cucamonga, Lawndale, Downey, Eastvale, and Arcadia.

The base bid contract amount for pavement rehabilitation in the southwest quadrant is \$919,000. The alternate Bid Item 15A amount, to re-stripe traffic striping at the Main St./Imperial Ave. intersection, is \$17,000. The work in alternative Bid Item 15A will be performed by a utility project trenching in the area, and will not be included in this City-funded project. Therefore, staff recommends awarding the base bid only. A contingency amount of \$81,000 is requested for potential unforeseen conditions.

With the City Council's authorization, the anticipated project schedule is as follows:

September 2025: Award Contract
November: Begin Construction
February 2026: Complete Project

CITY STRATEGIC PLAN COMPLIANCE:

Goal 1: Develop and Maintain Quality Infrastructure and Technology

Strategy A: Seek opportunities to implement and expedite the projects in the Capital

Pavement Rehabilitation Project, PW 25-07

September 2, 2025

Page 3 of 3

Improvement Program and ensure that City-owned infrastructure is well maintained, including streets, entryways, and facilities.

Strategy D: Improve mobility and transportation throughout the City.

PREPARED BY:

Floriza Rivera, Principal Civil Engineer

REVIEWED BY:

Elias Sassoon, Public Works Director

APPROVED BY:

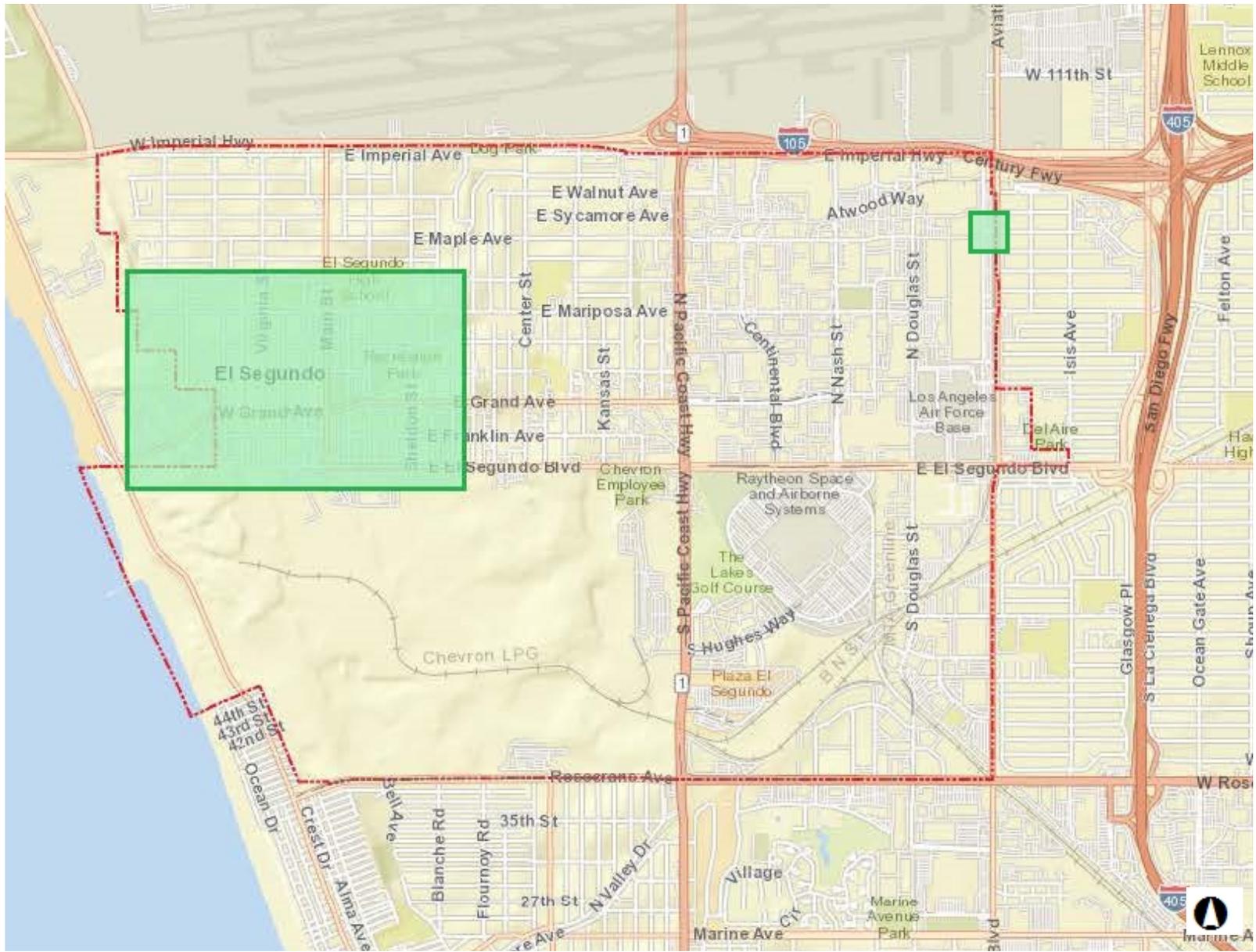
Barbara Voss, Deputy City Manager

ATTACHED SUPPORTING DOCUMENTS:

1. Vicinity Map PW 25-07
2. Location Map PW 25-07



Vicinity Map PW 25-07: Pavement Rehabilitation Project



6,018.7 0 3,009.33 6,018.7 Feet

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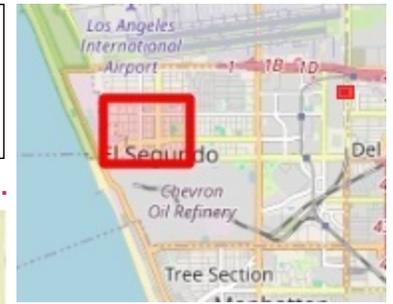
DISCLAIMER: The information shown on this map was compiled from different GIS sources. The land base and facility information on this map is for display purposes only and should not be relied upon without independent verification as to its accuracy. The City of El Segundo will not be held responsible for any claims, losses or damages resulting from the use of this map.



Location Map (Revised 06/19/25)

PW 25-07: Pavement Rehabilitation Project Areas

in Southwest Residential Quadrant and on 118th St. West of Aviation Blvd.



Southwest Residential Quadrant



118th St. West of Aviation Blvd.



Legend

- City boundary
- Proposed overlay resurfacing
- Proposed slurry seal resurfacing
- Downtown or Smoky Hollow area boundaries
- Asphalt repair area, Grand Ave. west of Loma Vista

Notes

No Scale



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City Council Agenda Statement

Meeting Date: September 2, 2025

Agenda Heading: Consent

Item Number: B.7

TITLE:

Resolution Adopting Plans and Specifications for the FY 2025-26 Concrete Improvements Project, Project No. PW 25-10

RECOMMENDATION:

1. Adopt a resolution to approve plans and specifications for the FY 2025-26 Concrete Improvements Project, Project No. PW 25-10 and authorize advertising for bids.
2. Alternatively, discuss and take other action related to this item.

FISCAL IMPACT:

The total project construction cost is estimated to be \$160,000. Included in the Adopted FY 2025-26 Budget.

Amount Budgeted: \$200,000

Additional Appropriation: No

Account Number(s):

106-400-8203-8606 (Sidewalk Repair – Gas Tax Fund)

BACKGROUND:

The Public Works Department administers an annual concrete improvements program to repair defective sidewalks, curbs, and gutters throughout the City. The program eliminates potential trip hazards, ensures public safety, and restores proper drainage flows affected by the defective areas.

DISCUSSION:

Staff has identified repair locations citywide, estimating this amount of work would be close to the allocated budget.

Concrete Improvements Project

September 2, 2025

Page 2 of 3

The project includes the following improvements, per the plans and specifications:

- Removal of tree roots causing sidewalk, curb, and street damage.
- Removal and replacement of sidewalk.
- Removal of curb and replacement with new curb, or new curb and gutter.
- Removal and replacement of driveway approaches.
- Removal and replacement of curb ramps.
- Installation of new sidewalk and curb ramp at the northwest corner of Indiana St./E. Grand Ave.
- Installation of a new curb ramp at 219 W. Grand Ave., as well as removal and replacement of the existing curb ramp and alley approach at 209 W. Grand Ave. A portion of the alley pavement will be removed and replaced to accommodate changed ramp and approach elevations.

Staff respectfully recommends City Council approve the recommended action as noted. With Council's authorization, the anticipated schedule is as follows:

September 2025 - Advertise and Bid Project

November 2025 - Award Contract

January 2026 - Begin Construction

March 2026 - Complete Construction

CITY STRATEGIC PLAN COMPLIANCE:

Goal 1: Develop and Maintain Quality Infrastructure and Technology.

Strategy A: Seek opportunities to implement and expedite the projects in the Capital Improvement Program and ensure that City-owned infrastructure is well maintained, including streets, entryways, and facilities.

Strategy D: Improve mobility and transportation throughout the City.

PREPARED BY:

Floriza Rivera, Principal Civil Engineer

REVIEWED BY:

Elias Sassoon, Public Works Director

APPROVED BY:

Barbara Voss, Deputy City Manager

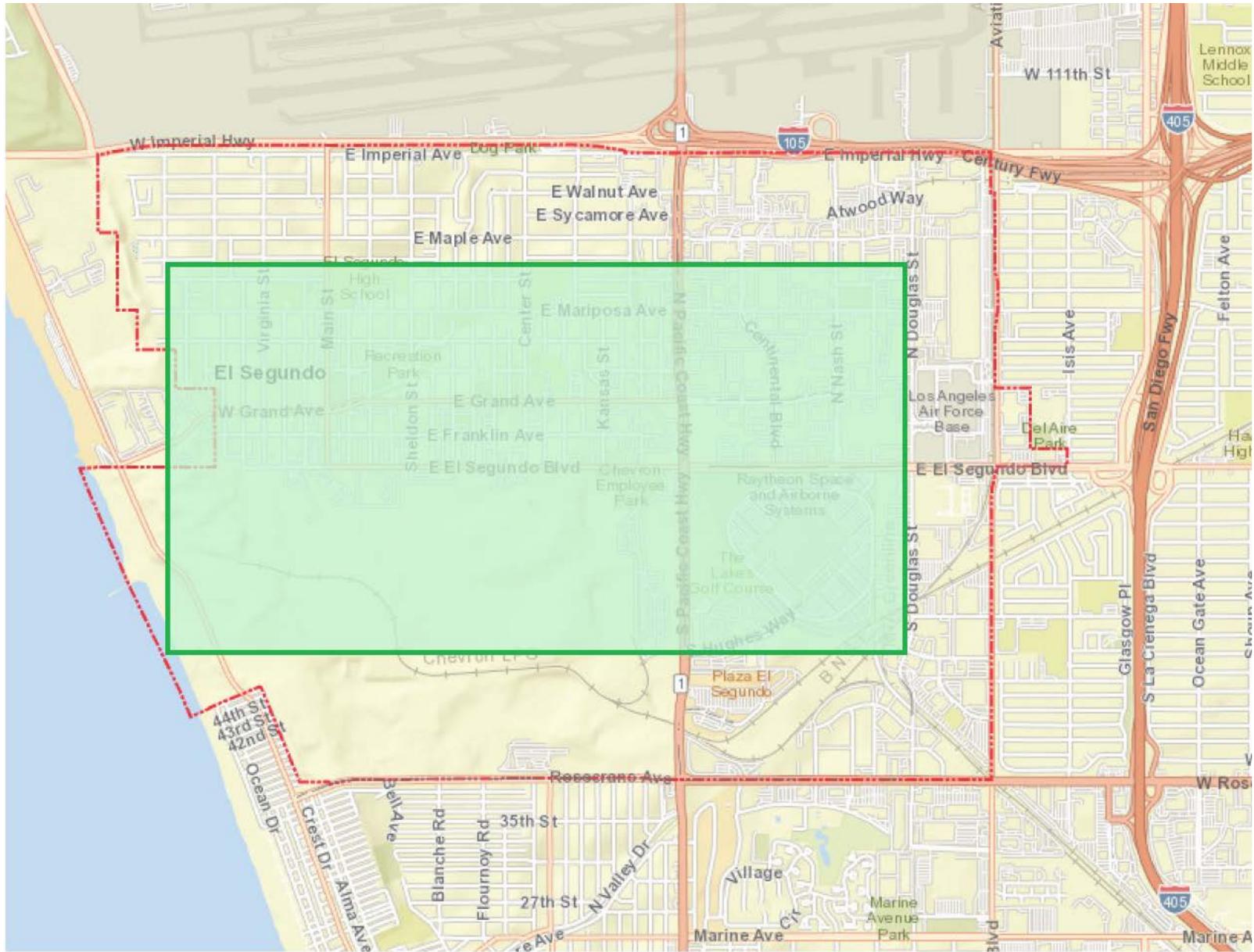
ATTACHED SUPPORTING DOCUMENTS:

1. Vicinity Map PW 25-10
2. Location Map PW 25-10
3. Resolution Adopt Concrete Improvements PW 25-10



Vicinity Map

PW 25-10: FY 2025-26 Concrete Improvements Project



6,018.7 0 3,009.33 6,018.7 Feet

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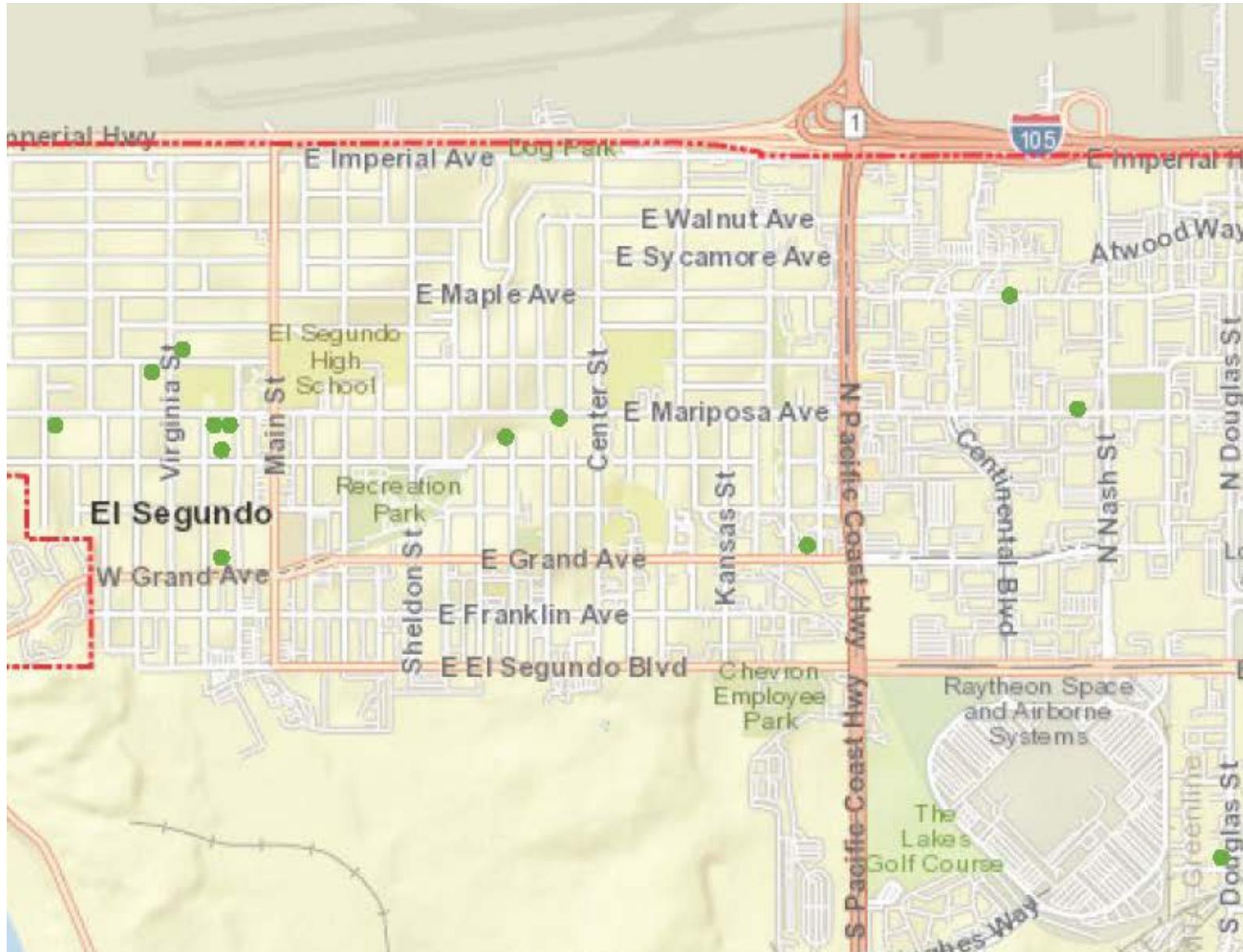


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Location Map

PW 25-10: FY 2025-26 Concrete Improvements Project



Legend

- City boundary
- Concrete repair locations

Notes

No Scale

WGS_1984_Web_Mercator_Auxiliary_Sphere

DISCLAIMER: The information shown on this map was compiled from different GIS sources. The land base and facility information on this map is for display purposes only and should not be relied upon without independent verification as to its accuracy. The City of El Segundo will not be held responsible for any claims, losses or damages resulting from the use of this map.

RESOLUTION NO. _____

A RESOLUTION APPROVING THE DESIGN AND PLANS FOR THE CONSTRUCTION OF THE FY 2025-26 ANNUAL CONCRETE IMPROVEMENTS PROJECT PURSUANT TO GOVERNMENT CODE SECTION 830.6 AND ESTABLISHING A PROJECT PAYMENT ACCOUNT.

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

SECTION 1: The City Council finds and declares as follows:

- A. The City Engineer prepared plans and specifications for the FY 2025-26 Annual Concrete Improvements Project, Project No. PW 25-10 (the "Project"). These plans and specifications are complete. Construction of the Project may begin;
- B. The City Council wishes to obtain the immunities set forth in Government Code § 830.6 with regard to the plans and construction of the Project.

SECTION 2: Design Immunity; Authorization.

- A. The design and plans for the Project are determined to be consistent with the City's standards and are approved.
- B. The design approval set forth in this Resolution occurred before actual work on the Project construction commenced.
- C. The approval granted by this Resolution conforms with the City's General Plan.
- D. The City Engineer, or designee, is authorized to act on the City's behalf in approving any alterations or modifications of the design and plans approved by this Resolution.
- E. The approval and authorization granted by this Resolution is intended to avail the City of the immunities set forth in Government Code § 830.6.

SECTION 3: Project Payment Account. For purposes of the Contract Documents administering the Project, the City Council directs the City Manager, or designee, to establish a fund containing sufficient monies from the current fiscal year budget to pay for the Project ("Project Payment Account") following receipt of construction bids. The Project Payment Account will be the sole source of funds available for the Contract Sum, as defined in the Contract Document administering the Project.

SECTION 4: The City Clerk is directed to certify the adoption of this Resolution.

SECTION 5: This Resolution will become effective immediately upon adoption.

PASSED AND ADOPTED this ____ day of _____, 2025.

Chris Pimentel, Mayor

ATTEST:

Susan Truax, City Clerk

APPROVED AS TO FORM:

Mark D. Hensley, City Attorney

Resolution No. _____
Page 2 of 2



City Council Agenda Statement

Meeting Date: September 2, 2025

Agenda Heading: Consent

Item Number: B.8

TITLE:

Award of Contract for Real-Time Data Visualization Platform with Peregrine Through the 2023 UASI Grant Program Award and Subaward Agreement with the City of Los Angeles

RECOMMENDATION:

1. Authorize the City Manager to award a contract to Peregrine Technologies, Inc., subject to final language approval by the City Manager and City Attorney, in the amount of \$240,000 for a three-year term to provide a Real-Time Data Visualization platform.
2. Authorize City Manager to waive bidding requirements pursuant to El Segundo Municipal Code § 1-7-9(a).
3. Alternatively, discuss and take other action related to this item.

FISCAL IMPACT:

Funds were appropriated during the FY 2025-26 budget process. The Federal Urban Area Security Initiatives ("UASI") Grant Program is a reimbursable grant. The upfront cost of \$240,000 will come from City reserves until the funds are reimbursed per the agreement.

UASI Grant Revenue Account 124-300-3101-6411- budgeted for \$251,765 in FY 2025-26

UASI Grant Expenditure Account 124-400-3101-6411- budgeted for \$251,765 in FY 2025-26

BACKGROUND:

In October 2022, the El Segundo Police Department ("ESPD") applied for the 2023 UASI Grant Program with an application totaling \$348,355 to purchase an armored rescue vehicle. In November 2022, ESPD received notice that the law enforcement

working group approved the application with the reduced amount of \$251,765. The projects were then presented to the UASI Approval Authority for final approval at the December 6, 2022 meeting. A motion was passed to approve the UASI 2023 projects and funding allocations as presented.

The primary purpose of the UASI Grant Program is to provide financial assistance to dense urban areas with high concentrations of people, high-visibility targets, and critical infrastructure to help those areas improve their ability to prevent, protect against, respond to and recover from threats or acts of terrorism. This financial assistance can be used to support the purchase of homeland security equipment, as well as the costs of planning, training, exercises, limited operational costs, and grant administration. The Department of Homeland Security ("DHS") awards UASI funds by using a discretionary risk-based formula and assessing the effectiveness of each applicant's proposed solutions to address these risks. The UASI Grant Program is overseen by the State Administrative Agency ("SAA"), which is the California Governor's Office of Emergency Services ("Cal OES"). The grant is then administered by the Mayor's Office of Public Safety, as designated by Cal OES, on behalf of the participating local area jurisdictions that comprise the Los Angeles/Long Beach Urban Area.

DISCUSSION:

On May 21, 2024, the police department presented the UASI 2023 Grant agenda item to the City Council, seeking approval to enter into an agreement for the purchase of an armored rescue vehicle. The motion to authorize the agreement, including the use of asset forfeiture funds to cover the cost beyond the grant award, was not approved.

Subsequently, we were informed that due to newly imposed restrictions, the purchase of an armored vehicle was no longer an eligible expense/project under the grant. As a result, all agencies that had originally requested an armored vehicle, including ESPD, were required to either revise their projects or wait indefinitely for updated guidelines from the Federal Emergency Management Agency (FEMA). In response, ESPD, along with several other agencies, decided to move forward with a project modification rather than delay.

ESPD would like to move forward with a modification with Peregrine Technologies, Inc. (Peregrine). Peregrine utilizes proprietary technology to seamlessly access different systems from one, consolidated dashboard, simplifying investigative research and reducing the time required for both end-users and system administrators.

Peregrine provides a unified platform tailored for law enforcement that integrates Department systems, including Mark 43 RMS, Tiburon CAD, Utility (Body-worn cameras), Avigilon LPR, Flock LPR, and Veritone, to ensure that complete, accurate, and current data can be pulled from each system. Key features include fully integrated applications for search, map-based analysis, link analysis, reporting, and dashboarding that is accessible across all desktops, in-vehicle data terminals, and cell phones. This

automation eliminates the need for manual export and import of data across platforms.

Peregrine’s architecture guarantees full data ownership and prevents vendor lock-in by allowing integration with existing Department solutions and easy data export to multiple, standard formats. The system is hosted on the AWS Government Cloud and meets all CJIS and CAL DOJ security standards with single-sign-on and multi-factor authentication to ensure compliance with agency data security policies.

Peregrine was selected through the City’s regular purchasing procedures, which include various competitive purchasing options, such as the “Piggyback Bid.” This method allows the City to procure goods and services by utilizing another public entity’s request for proposal (RFP) or Bid. By using a “Piggyback Bid,” the City gains immediate access to legitimately solicited contracts and guaranteed pricing without expending staff resources on preparing its own competitive proposal. If approved, the recommended Agreement with Peregrine would match the terms secured by the City of Alhambra.

CITY STRATEGIC PLAN COMPLIANCE:

Goal 2: Optimize Community Safety and Preparedness

Strategy D: Ensure that the community feels safe and is satisfied with the services of the El Segundo Police Department.

PREPARED BY:

Julissa Solano, Sr. Management Analyst

REVIEWED BY:

Saul Rodriguez, Police Chief

APPROVED BY:

Barbara Voss, Deputy City Manager

ATTACHED SUPPORTING DOCUMENTS:

None



City Council Agenda Statement

Meeting Date: September 2, 2025

Agenda Heading: Consent

Item Number: B.9

TITLE:

Second Reading of an Ordinance Amending Bylaws of the Senior Citizen Housing Corporation Board to Add One Current Park Vista Tenant to Serve as a Non-Voting Member

RECOMMENDATION:

1. Second Reading and Adoption of Ordinance No. _____ approving and adopting amended and restated bylaws of the El Segundo Senior Citizen Housing Corporation.
2. Alternatively, discuss and take other action related to this item.

FISCAL IMPACT:

None.

BACKGROUND:

The Senior Citizen Housing Board Corporation was established on October 23, 1984 by City Council after funding for the Park Vista Housing Facility received voter approval on November 8, 1983. The Corporation is a 501(c)(3) non-profit public benefit corporation formed to administer the operation of the Park Vista senior housing facility and to encourage affordable housing for senior residents within the City's jurisdiction. The Board is comprised of five directors designated by City Council. Each director holds office for four years.

DISCUSSION:

The proposed amendment to the corporation's bylaws would add one current Park Vista tenant to the board as a non-voting member. The addition of a non-voting Park Vista resident to the board would help ensure that the voting members hear and consider input from the tenants' perspective on each item of business. Like the voting members, the non-voting member would be appointed to the board by the City Council and would

Second Reading of an Ordinance Amending Bylaws of Senior Citizen Housing Corporation Board
September 2, 2025
Page 2 of 2

serve for a term of four years. The participation of the non-voting member will not be necessary to constitute a quorum of the board.

As discussed in the August 19 staff report for this item, the proposed amendment to the bylaws is being presented as an ordinance because of special rules in the Political Reform Act. (2 Cal. Code Regs. § 18703(e)(5).) The City Council introduced the proposed ordinance at its August 19 regular meeting. If the ordinance is adopted by the City Council, the ordinance will take effect in 30 days.

CITY STRATEGIC PLAN COMPLIANCE:

GOAL 4: Promote and Celebrate a Quality Workforce Through Teamwork and Organizational Excellence

PREPARED BY:

David King, Assistant City Attorney

REVIEWED BY:

Mark Hensley, City Attorney

APPROVED BY:

Barbara Voss, Deputy City Manager

ATTACHED SUPPORTING DOCUMENTS:

1. Ordinance Amending Senior Housing Corp Bylaws
2. Attachment - ES Senior Housing Corp Bylaws - Amended and Restated

ORDINANCE NO. ____

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF EL SEGUNDO APPROVING AND ADOPTING AMENDED AND RESTATED BYLAWS OF THE EL SEGUNDO SENIOR CITIZEN HOUSING CORPORATION

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

SECTION 1: The City Council finds and declares as follows:

A. The Senior Citizen Housing Board Corporation was established on October 23, 1984 by City Council after funding for the Park Vista Housing Facility received voter approval on November 8, 1983.

B. The Corporation is a 501(c)(3) non-profit public benefit corporation formed to administer the operation of the Park Vista senior housing facility and to encourage affordable housing for senior residents within the City's jurisdiction.

C. The Corporation's board is comprised of five directors designated by City Council. Each director holds office for four years.

D. The City Council wishes to amend the bylaws of the Corporation to add one non-voting member to the board, which member must be a current tenant of the Park Vista senior housing facility. The addition of a Park Vista resident to the board will help to ensure that the voting members of the board hear and consider input from the tenants' perspective on each item of business. The participation of the non-voting member will not be necessary to constitute a quorum of the board.

SECTION 2: *Environmental Assessment.* Based on the findings in Section 1 and the evidence in the record as a whole, the City Council finds that the Ordinance is exempt from the California Environmental Quality Act ("CEQA") (Pub. Resources Code, § 21000 et seq.) pursuant to section 15061(b)(3) of the Guidelines, because it consists only of regulatory changes with respect to the composition of the El Segundo Senior Citizen Housing Corporation's Board of Directors, and, therefore, it can be seen with certainty that there is no possibility that the Ordinance may have a significant effect on the environment.

SECTION 3: *Action.* The City Council hereby approves and adopts the Amended and Restated Bylaws of the El Segundo Senior Housing Corporation in the form attached hereto and incorporated herein by this reference.

SECTION 4: *Electronic Signatures.* This Ordinance may be executed with electronic signatures in accordance with Government Code § 16.5. Such electronic signatures will be treated in all respects as having the same effect as an original signature.

SECTION 5: Construction. This Ordinance must be broadly construed to achieve the purposes stated in this Ordinance. It is the City Council's intent that the provisions of this Ordinance be interpreted or implemented by the City and others in a manner that facilitates the purposes set forth in this Ordinance.

SECTION 6: Severability. If any part of this Ordinance 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 Ordinance are severable.

SECTION 7: Effect of Repeal. Repeal of any provision of the El Segundo Municipal Code does not affect any penalty, forfeiture, or liability incurred before, or preclude prosecution and imposition of penalties for any violation occurring before this Ordinance's effective date. Any such repealed part will remain in full force and effect for sustaining action or prosecuting violations occurring before the effective date of this Ordinance.

SECTION 8: Recordation. The City Clerk, or designee, is directed to certify the passage and adoption of this Ordinance; cause it to be entered into the City of El Segundo's book of original ordinances; make a note of the passage and adoption in the records of this meeting; and, within 15 days after the passage and adoption of this Ordinance, cause it to be published or posted in accordance with California law.

SECTION 9: Effective Date. This Ordinance will become effective 30 days following its passage and adoption.

PASSED AND ADOPTED this ____ day of _____, 2025.

Chris Pimentel, Mayor

APPROVED AS TO FORM:

Mark D. Hensley, City Attorney

ATTEST:

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

I, Susan Truax, 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 Ordinance No. _____ was duly introduced by said City Council at a regular meeting held on the ____ day of _____ 2025, and was duly passed and adopted by said City Council, approved and signed by the Mayor, and attested to by the City Clerk, all at a regular meeting of said Council held on the ____ day of _____, 2025, and the same was so passed and adopted by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Susan Truax, City Clerk

BYLAWS

of the

EL SEGUNDO SENIOR CITIZEN HOUSING CORPORATION

A California Nonprofit Public Benefit Corporation

Amended and Restated, Effective _____, 2025.

Section 1. Principal Office.

The principal office for the transaction of the activities and affairs of the El Segundo Senior Citizen Housing Corporation (hereinafter "Corporation") is located at the City Hall (350 Main Street) of the City of El Segundo, California, 90245. The Board of Directors (hereinafter "Board") may change the principal office from one location to another. Any change of location of the principal office shall be noted by the Secretary on these bylaws opposite this Section, or this Section may be amended to state the new location.

Section 2. Purposes and Limitations.

A. The purposes for which this Corporation is formed are:

- (1) To establish policies for the operation of and to operate the City of El Segundo Senior Citizen Housing Project.
- (2) To provide affordable housing opportunities for El Segundo senior Residents.
- (3) To promote the common good and general welfare of the senior Residents of the City of El Segundo and ,
- (4) Any other purposes beneficial to the public.

B. The limitations of the activities of this Corporation are as follows:

- (1) No substantial part of the activities of this Corporation shall consist of carrying on propaganda, or otherwise attempting to influence legislation, nor shall this Corporation participate or intervene directly or indirectly, in any political campaign (including publishing or distribution of statements) on behalf of or against any candidate for public office.
- (2) This Corporation is organized and operated exclusively for social welfare purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code. Notwithstanding any other provision of these articles, the Corporation shall not, except to an insubstantial degree, carry on or engage in any other activities or exercise any powers not permitted to be carried on or exercised by a corporation exempt from federal income tax under Section 501 (c)(3) of the Internal Revenue Code.

Section 3. Members.

This corporation shall have no members.

Section 4. Directors.

A. Powers:

Subject to the provisions and limitations of the California Public Benefit Corporation Law and any other applicable laws, and subject to any limitations of the Articles of Incorporation, the Operating Agreement between the City of El Segundo and the Corporation and these Bylaws, the Corporation's activities and affairs shall be managed, and all corporate powers shall be exercised, by or under the direction of the Board.

B. Specific Powers:

Without prejudice to the general powers set forth above, but subject to the same limitations, the Directors shall have the power to:

- (1) Change the principal office or the principal business office in California from one location to another, and designate any place for holding any meeting of the Board.
- (2) Adopt and use a corporate seal and alter the form of the seal.
- (3) Borrow money and incur indebtedness on behalf of the Corporation and cause to be executed and delivered for the Corporation's purposes in the Corporate name, promissory notes, bonds, debentures, deeds of trust, mortgages, pledges, hypothecations, and other evidences of debt and securities.

C. Number and Qualifications of Directors:

- (1) Number: The Board of Directors shall be comprised of five voting directors and one non-voting director.
- (2) Qualifications: All voting directors must be residents of El Segundo. The non-voting director must be a current tenant residing in the El Segundo Senior Citizen Housing Project (Park Vista).

- (3) All Directors shall be designated by the City Council of El Segundo. Each Director shall hold office for four years, except that the initial Directors shall hold office for staggered terms of one, two, three or four years, as designated by the City Council. Any Director may repeat consecutive terms if recommended by the remaining Directors and approved by City Council.

D. Vacancies on Board:

- (1) Events Causing Vacancy - A vacancy or vacancies on the Board shall exist on the occurrence of the following: (a) the death of resignation of any Director; (b) the declaration by resolution of the Board of a vacancy in the office of a Director who has been declared of unsound mind by order of court, convicted of a felony, or found by final order or judgment of any court to have breached a duty under Article 3 of Chapter 2 of the California Nonprofit Public Benefit Corporation Law; (c) the declaration by resolution of the Board of a vacancy in the office of a Director who has failed to attend and participate in three (3) consecutive regular meetings of the Board or who has failed to attend and participate in five (5) meetings of the Board over the course of one year. This provision shall be reviewed annually by the Board at its annual meeting and revised as necessary.
- (2) Resignations - Except as provided below, any Director may resign by giving written notice to the President or the Secretary. The resignation shall be effective when the notice is given unless it specifies a later time (not to exceed sixty days) for the resignation to become effective. Except on notice to the Attorney General of California, no Director may resign if the Corporation would be left without a duly elected Director or Directors.
- (3) Filling Vacancies - Within thirty (30) days of the occurrence of a vacancy or vacancies pursuant to Sections 4D(1) or (2) above, the Board shall identify the area(s) of expertise needed by a replacement Director or Directors and shall advise City Council, in writing, of the existence of a vacancy and the criteria to be evaluated in filling the vacancy. The City Council shall actively advertise any vacancy. Utilizing the criteria identified by the Board, City Council shall appoint a replacement Director or Directors to fill the unexpired term or terms within sixty (60) days after receiving notice of the existence of such vacancy or vacancies.

- (4) No Vacancy on Reduction of Number of Directors -- No reduction of the authorized number of Directors shall have the effect of removing any Director before that Director's term of office expires.

D. Directors' Meetings:

- (1) Place of Meetings - Meetings of the Board shall be held at any place that has been designated by resolution of the Board or in the notice of the meeting or, if not so designated, at the principal office of the Corporation.
- (2) Annual Meeting - Immediately after each annual meeting, the Board shall hold a regular meeting for purposes of organization, election of officers, and transaction of other business. The annual meeting is designated as the July meeting.
- (3) Other Regular Meetings - Other regular meetings of the Board may be held at such time and place as the Board may fix. Meeting dates and times are posted three days in advance of each meeting.
- (4) Special Meetings - Authority to Call - Special meetings of the Board for any purpose may be called at any time by the President or Vice President, or the Secretary or any two Directors.
- (5) Notice - Notice of the time and place of special meetings shall be given to each Director by one of the following methods: (a) by personal delivery of written notice; (b) by first-class mail, postage prepaid return receipt requested; (c) or by telephone, either directly to the Director or to a person at the Director's office or residence who would reasonably be expected to communicate that notice promptly to the Director. All such notices shall be given or shown on the records of the Corporation. Notices sent by first-class mail shall be deposited in the United States mail at least six days before the time set for the meeting. Notices given by personal delivery or telephone shall be delivered or telephoned at least 48 hours before the time set for the meeting. The notice shall state the time of the meeting, and the place if the place is other than the principal office of the Corporation. It need not specify the purpose of the meeting.

- (6) Quorum - A majority of the authorized number of voting Directors (or such reduced number, if a vacancy or vacancies exist) shall constitute a quorum for the transaction of business.
- (7) Waiver of Notice - Notice of a meeting need not be given to any Director who, either before or after the meeting, signs a waiver of notice, a written consent to the holding of the meeting, or an approval of the minutes of the meeting. The waiver of notice or consent need not specify the purpose of the meeting. All such waivers, consents, and approvals shall be filed with the corporate records or made a part of the minutes of the meetings. Notice of a meeting need not be given to any Director who attends the meeting and does not protest, before or of the commencement of the meeting, the lack of notice to him or her.
- (8) Adjournment - A majority of the Directors present, whether or not a quorum is present, may adjourn any meeting to another time and place.
- (9) Notice of Adjourned Meeting - Notice of the time and place of holding an adjourned meeting need not be given unless the original meeting is adjourned for more than 24 hours. If the original meeting is adjourned for more than 24 hours, notice of any adjournment to another time and place shall be given, before the time of the adjourned meeting, to the Directors who were not present at the time of the adjournment.

Section 5. Officers.

A. Officers of the Corporation:

The officers of the Corporation shall consist of the President, Vice President, the Secretary, and the Chief Financial Officer. No two offices may be concurrently held by the same person. Should both the President and Vice President be absent from a meeting, the most senior Director who is neither Secretary nor Chief Financial Officer shall be acting President.

B. Election of Officers:

The Board of Directors shall elect all officers of the Corporation for terms of one year, or until their successors are elected and qualified. Officers shall be elected at the annual meeting.

C. Responsibility of Officers:

(1) President - The President shall be the general manager of the Corporation and shall supervise, direct, and control the Corporation's activities, affairs, and officers. The President shall preside at all Board meetings. The President shall be responsible for representing the Corporation, before other governmental agencies. The President shall have such other powers and duties as the Board or the bylaws may prescribe.

(2) Vice President - If the President is absent or disabled, the Vice President shall perform all duties of the President. When so acting, the Vice President shall have all powers of and be subject to all restrictions of the President. The Vice President shall have such other powers and perform such other duties as the Board or the bylaws may prescribe.

(3) Secretary - The Secretary shall keep or cause to be kept, at the Corporation's principal office or such other place as the Board may direct, a book of minutes of all meetings, proceedings, and actions of the Board, and of committees of the Board. The minutes of meetings shall include the time and place that the meeting was held, whether the meeting was annual, regular, or special, and, if special, how authorized, the notice given, the names of those present at Board and committee meetings. The Secretary shall keep or cause to be kept, at the principal office in California, a copy of the Articles of Incorporation and bylaws, as amended to date.

The Secretary shall give, or cause to be given, notice of all meetings of the Board and of committees of the Board required by these bylaws to be given. The Secretary shall keep the Corporate seal in safe custody and shall have such other powers and perform such other duties as the Board or the bylaws may prescribe.

(4) Chief Financial Officer -

- a. Books of Accounts - The Chief Financial Officer shall keep and maintain, or cause to be kept and maintained, adequate and correct books of accounts of the Corporation's properties and transactions. The Chief Financial Officer shall send or cause to be given to the Directors such financial statements and reports as are required to be given by law, by these bylaws, or by the Board. The books of accounts shall be open to inspection by any Director at all reasonable times.
- b. Deposit and Disbursement of Money and Valuables - The Chief Financial Officer shall deposit, or cause to be deposited all money and other valuables in the name and to the credit of the Corporation with such depositories as the Board may designate; shall disburse the Corporation's funds as the Board may order; shall render to the President and the Board, when requested, an account of all transactions as the Chief Financial Officer and of the financial condition of the Corporation; and shall have such other powers and perform such other duties as the Board or the bylaws may prescribe.
- c. Bond - If required by the Board, the Chief Financial Officer shall, at the expense of the Corporation, give the Corporation a bond in the amount and with the surety or sureties specified by the Board for faithful performance of the duties of the office and for restoration to the Corporation of all its books, papers, vouchers, money, and other property of every kind in the possession or under the control of the Chief Financial Officer on his or her death, resignation, retirement, or removal from office.

Section 6. Indemnification.

A. Right of Indemnification:

To the fullest extent permitted by law, this Corporation shall indemnify its Directors, Officers, employees, and other persons described in Section 5238(a) of the California Corporations Code, including persons formerly occupying any such position, against all expenses, judgments, fees, settlements and other amounts actually and reasonably incurred by them in connection with any "proceeding", as that term is used in that Section, and including an action by or in the right of the Corporation, by reason of the fact that the person is or was a person described in that section. "Expenses", as used in this bylaw, shall have the same meaning as in Section 5238(a) of the California Corporation Code.

B. Approval of Indemnity:

On written request to the Board .by any person seeking indemnification under Section 5238(b) or Section 5238(c) of the California Corporation Code, the Board shall promptly determine under Section 5238(e) of the California Corporations Code whether the applicable standard of conduct set forth in Section 5238(b) or Section 5238(c) has been met and, if so, the Board shall authorize indemnification. If the Board cannot authorize indemnification because the number of Directors who are parties to the proceeding with respect to which indemnification is sought prevents the formation of a quorum of Directors who are not parties to that proceeding, the Board shall promptly call a meeting of City Council. At that meeting, the Council shall determine under Section 5238(e) of the California Corporations Code whether the applicable standard of conduct set forth in Section 5238(b) or Section 5238(c) has been met and, if so, the Council members present at the meeting in person or by proxy shall authorize indemnification.

C. Advancement of Expenses:

To the fullest extent permitted by law and except as otherwise determined by the Board in a specific instance, expenses incurred by a person seeking indemnification under Section 6 of these bylaws in defending any proceeding covered by those Sections shall be advanced by the Corporation before final disposition of the proceeding. On receipt of the Corporation of an undertaking by or on behalf of that person, the advance will be repaid, unless it is ultimately determined that the person is entitled to be indemnified by the Corporation for those expenses.

Section 7. Insurance.

The Corporation shall have the right to purchase and maintain insurance to the full extent permitted by law on behalf of its Officers, Directors, employees, and other agents, against any liability asserted against or incurred by any Officer, Director, employee, or agent in such capacity or arising out of the Officer's Director's, employee's, or agent's status as such.

Section 8. Amendments.

These bylaws may be amended or repealed and new bylaws adopted by the vote of a majority of the members of the Board of Directors. No bylaw shall be amended or repealed and new bylaws shall not be adopted, without the prior approval of the City Council.



City Council Agenda Statement

Meeting Date: September 2, 2025

Agenda Heading: Consent

Item Number: B.10

TITLE:

Continue Emergency Action for the Permanent Repair of the City of El Segundo
Wiseburn Aquatics Center Pool Heaters

RECOMMENDATION:

1. Receive and file staff's report regarding the status of the permanent repairs to ElSegundo Wiseburn Aquatics Center pool heaters.
2. Adopt a motion by four-fifths vote to determine the need to continue the emergency action approved under Resolution No. 5519.
3. Alternatively, discuss and take other action related to this item.

FISCAL IMPACT:

As described on the November 5, 2024 Council agenda:

The estimated total cost for the permanent repair of the Aquatics Center Pool Heaters is \$700,000 (\$613,724 repair + \$86,276 contingency). The project costs were not included in the adopted FY 2024-25 CIP Budget and requires a budget appropriation from General Fund Reserves to the Capital Improvement Fund. WUSD agreed to reimburse the City half of the construction cost after the competition of the work, up to \$300,000.

The budget request is as follows:

Amount Budgeted in FY 2024-25: \$0

Additional Appropriation: \$700,000

Expense Account Number: 301-400-8202-8463 (General Fund CIP - Aquatics Center Pool Heaters)

Establish Transfer Out Budget: \$700,000

Transfer Out Account Number: 001-400-0000-9301 (Transfer out from General Fund to CIP Fund)

Establish Transfer In Budget: \$700,000

**Continue Emergency Action for the Permanent Repair of the City of El Segundo
Wiseburn Aquatics Center Pool Heaters
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Transfer In Account Number: 301-300-0000-9001 (Transfer into CIP Fund from General Fund)

Set Revenue budget: \$300,000

Revenue Account Number: 001-300-XXXX-XXXX (WUSD Pool Heater Contribution)*

* Revenue account will be generated after funds are received from WUSD

BACKGROUND:

On November 5, 2024, the City Council adopted a by four-fifths vote, declaring the existence of an emergency and authorizing the award of a contract without competitive bidding pursuant to Public Contract Code §§ 1102, 20168, and 22050 regarding the needed permanent repair work for the heaters at the Aquatic Center. The City Council also authorized the City Manager to approve and execute a standard Public Works Construction Contract with Knorr Systems International to repair existing heaters at the El Segundo Wiseburn Aquatics Center for an amount of \$613,724 and authorize an additional \$86,276 as contingency funds for potential unforeseen conditions, for a total budget amount of \$700,000.

DISCUSSION:

The emergency repair work began on July 1, 2025, and is ongoing. State law requires the City Council to review the emergency action at its regularly scheduled meetings until the required action is terminated. The repair work is anticipated to be completed by the end of August 2025.

At this time, staff respectfully recommend approval of the recommended action as noted.

CITY STRATEGIC PLAN COMPLIANCE:

Goal 1: Develop and Maintain Quality Infrastructure and Technology

Strategy B: Seek opportunities to implement the use of innovative technology to improve services, efficiency, and transparency.

Strategy C: Maintain an innovative General Plan to ensure responsible growth while preserving El Segundo's quality of life and small-town character.

Goal 2: Optimize Community Safety and Preparedness

PREPARED BY:

Cheryl Ebert, City Engineer

REVIEWED BY:

**Continue Emergency Action for the Permanent Repair of the City of El Segundo
Wiseburn Aquatics Center Pool Heaters
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Elias Sassoon, Public Works Director

APPROVED BY:

Barbara Voss, Deputy City Manager

ATTACHED SUPPORTING DOCUMENTS:

None



City Council Agenda Statement

Meeting Date: September 2, 2025

Agenda Heading: Public Hearings

Item Number: C.11

TITLE:

Public Hearing to Establish a Fee for a Community Alerting System for the City of El Segundo Pursuant to California Assembly Bill 1646, and Agreement with Chevron Corporation to Reimburse the City of El Segundo for Associated Costs

RECOMMENDATION:

1. Conduct a public hearing on the proposed fees to establish a community alerting system for the City of El Segundo pursuant to California Assembly Bill 1646 (AB1646).
2. Authorize the City Manager to execute an agreement with Chevron Corporation for an estimated amount of \$237,179 for FY 2025-26 to establish a 24/7 community alerting system to notify El Segundo residents, businesses, and visitors of any incidents generated by the Chevron Oil Refinery in El Segundo.
3. Adopt a resolution to establish fees for the City's costs for AB 1646 compliance.
4. Alternatively, discuss and take other action related to this item.

FISCAL IMPACT:

If the City Council approves this item, the Chevron Corporation will reimburse the City of El Segundo for all costs associated with operating a 24/7 community alerting system and maintaining a mass notification system for the City of El Segundo in the event of a refinery incident per Assembly Bill 1646.

The City of El Segundo annual/ongoing fees for FY 25-26 include personnel time for completing administrative AB 1646 tasks during business hours, stand-by personnel time for operating the 24/7 watch center and attending notification system training off-hours, ongoing community alert system software costs for the integrated alert and mass notification system (Alert South Bay), and a one-time fee for startup costs associated with purchasing networking and telecommunications equipment needed to operate the watch center.

AB1646 Community Alerting System

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Amount Budgeted: Approximately \$237,179

Additional Appropriation: N/A

Account Number(s):

126-400-3205-4115 (Expenditures: Reimbursable Overtime AB 1646 - \$155,797)

126-400-3205-6214 (Expenditures: Administrative Personnel, Alert South Bay, Start-up costs - \$81,382)

126-300-0000-3836 (Revenue: AB 1646 Operations & Maintenance - \$237,179)

AB 1646 FY 25-26 Fee Detail:

24/7 Community Watch Center Personnel Time: \$155,797

Daily community watch center personnel will be the fire chief and one battalion chief. Monthly billing will reflect eight (8) total hours of daily stand-by time. Four (4) hours fire chief, billed at \$0.00 per hour, and four (4) hours battalion chief, billed at \$127.76 per hour. The fire chief is exempt from overtime. There will be no charge for the fire chief position and there will never be more than one battalion chief on standby for this duty. The billing period is anticipated to start on October 13, 2025, and continue through June 30, 2026. This fee is \$146,719.

In addition, 24/7 watch center costs will include 36 hours of stand-by time for two off-duty battalion chiefs to attend monthly South Bay Alert notification system/incident training, as well as ongoing incident communication fees as needed for continued communications during an incident. This fee is \$9,079.

Administrative Personnel Time: \$12,381

Personnel time billed at the fully burdened rate for administrative tasks completed during business hours that are associated with AB1646. Such tasks include attending refinery meetings, crisis committee meetings, and completing and overseeing monthly billing (see Attachment 1 for number of hours and hourly rates).

Community Alert System - Alert South Bay: \$13,000

Integrated alert and notification system to alert and notify the community surrounding a petroleum refinery, including schools, public facilities, hospitals, transient and special needs populations, and residential care homes in the event of an incident at the refinery, warranting the use of the automatic notification system. Annual fee subject to change. \$13,000 based on the forecasted FY 25-26 cost.

Equipment start-up costs: \$56,000

Networking/Telecommunications equipment. One-time startup cost for FY 25-26.

The total fee of \$237,179 will be adjusted by the Los Angeles All Urban Consumer Price Index on July 1st of each year. This is an estimated fee as some incidents may exceed four hours, in which case Chevron will be billed the fully burdened rate for the actual hours worked by the above individuals who provide services during the incident.

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BACKGROUND:

In October 2017, Governor Edmund Gerald Brown Jr. signed AB 1646, which amended the California Health and Safety Code (section 25536.6 *et seq.*) administered by the Unified Program Agencies (UPA, usually a Certified Unified Program Agency, or CUPA) under the California Accidental Release Prevention (CalARP) program. It mandates a “local implementing agency” (LIA) to develop an integrated Alert and Warning system, in coordination with local emergency management agencies, UPA, local first response agencies, petroleum refineries, and the public, to be used to notify the community surrounding a petroleum refinery in the event of an incident at the refinery warranting the use of the notification system. The Alert and Warning system required by AB 1646 should be configured and used to alert and/or warn the communities surrounding a petroleum refinery, including single and multiple-family homes, schools, public facilities, hospitals, transient and special needs populations (as defined), and residential care homes. The system needs to have the capabilities to integrate with similar systems in neighboring cities that have refineries. Costs to develop and maintain the system will typically be collected by the UPA from its refineries and passed on to the LIA.

DISCUSSION:

The City of El Segundo should always maintain an alerting capability by maintaining a primary operational capability, as well as a back-up capability for use when the primary capability is not functioning or inaccessible. Maintaining the capability to send out an alert is imperative as disasters may strike at any time, and jurisdictions are responsible for informing the public in a timely manner of the threat and protective actions to take. The City of El Segundo should issue alerts and warning messages as soon as feasible given the circumstances of the situation. Access to the designated alerting authority and alerting originator should not be delayed due to limited resources or non-operational equipment. Designated alerting staff should have ready and reasonable access to primary or backup alerting systems and be properly trained and well versed in how to operate the equipment. The City of El Segundo will use non-operations assigned personnel and off-duty personnel available 24/7 to fulfill this requirement.

The City of El Segundo and other South Bay cities are using Alert South Bay for community alerting. Alert South Bay is capable of sending out messages related to any refinery issue through text messages, email, Nixel, social media, and the Integrated Public Alert and Warning System (iPAWS). City staff assigned to Chevron Refinery community alerting duties will immediately notify the El Segundo community of emergencies and incidents warranting awareness.

AB 1646 requires the LIA to ensure jurisdictions enter into effective agreements with adjacent jurisdictions to coordinate Alerts and Warnings (as defined by state law, see below), and messaging when a release crosses or threatens to cross-city, county, or other jurisdictional boundaries, and to document those agreements in the UPA’s Area Plan. Coordination among neighboring jurisdictions must include clear language

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identifying the delegation of authority to send out timely alerts and warnings, and to identify who is an authorized alert and warning initiator. Implicit in this requirement is timely notification to the initiator and other pertinent local public safety agencies of the conditions or incident resulting in the need to alert or warn the public so that all other appropriate public safety measures may be taken in an equally timely manner. Reasons for prompt and accurate notification of the initiator and pertinent public safety agencies include enabling measures to mitigate the impacts of the condition or event, including:

- Dispatching emergency response teams quickly and with the appropriate equipment and personnel.
- Assessing the extent of the release or the potential extent of the release and whether neighboring communities are at risk of exposure.
- Determining whether the Alert or Warning System should be activated (if not already activated).
- Responding to inquiries from the media to ensure the distribution of public information consistent with the Alert or Warning and the facts of the situation or event.
- Responding to inquiries from public officials from schools, public facilities, and hospitals, and representatives of transient and special needs populations.

CalARP requires refineries (and other facilities that handle, manufacture, use, or store regulated substances above certain threshold quantities in a process) to determine the potential off-site consequences caused by accidental releases of regulated substances.

This information should be used in developing the Alert and Warning system that is consistent with Article 1 of Chapter 6.95 of the California Health and Safety Code, which mandates the Business Plan program and requires immediate notification in the event of a hazardous materials release. Under state law, a **Public Alert** is defined as a communication intended to attract public attention to an unusual situation and motivate individual awareness. The measure of an effective alert message is the extent to which the intended audience becomes attentive and searches for additional information. On the other hand, a **Public Warning** is defined as a communication intended to persuade members of the public to take one or more protective actions in order to reduce losses or harm. The measure of an effective public warning message is the extent to which the intended audience receives the message and takes the protective action and/or heeds the guidance.

Immediate notification of the initiator for a potential Alert or Warning is required in the following situations:

- The release or threatened release of a hazardous material that results in a substantial probability of harm to nearby workers or the public. This includes all hazardous materials incidents in which medical attention beyond first aid is sought.

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- The release or threatened release of hazardous materials that may affect the surrounding population including odor, eye or respiratory irritation.
- The situation or event may cause public concern, such as in cases of fire, explosion, smoke, or excessive flaring.
- The release or threatened release may contaminate surface water, groundwater or soil, either on-site (unless the spill is entirely contained and the clean-up is initiated immediately and completed expeditiously) or off-site.
- The release or threatened release may cause off-site environmental damage.
- The refinery's Safety Supervisor or equivalent personnel is placed on alert due to a release or threatened release in the likelihood of an emergency situation, including, but not limited to, emergency shutdowns or major unit start-ups.

Notice of this public hearing was published on August 7, 2025.

CEQA Exemption

This item, and the proposed Resolution, are exempt from review under the California Environmental Quality Act (Cal. Pub. Res. Code §§ 21000, *et seq.*; "CEQA") and CEQA Guidelines (14 Cal. Code Regs. §§ 15000, *et seq.*) because this item, if approved, establishes, modifies, structures, restructures, and approves rates and charges for meeting operating expenses; purchasing supplies, equipment, and materials; meeting financial requirements; and obtaining funds for capital projects needed to maintain service within existing service areas. This item and the proposed resolution, therefore, are categorically exempt from further CEQA review under CEQA Guidelines § 15273.

CITY STRATEGIC PLAN COMPLIANCE:

Goal 2: Optimize Community Safety and Preparedness

Strategy C: Protect and prepare the El Segundo Community and staff for any emergency, disaster, or environmental violation.

PREPARED BY:

George Avery, Fire Chief

REVIEWED BY:

George Avery, Fire Chief

APPROVED BY:

Barbara Voss, Deputy City Manager

ATTACHED SUPPORTING DOCUMENTS:

1. Resolution Establishing Fees for Costs Incurred by City for AB1646 Compliance
2. Exhibit A - FY 25-26 AB1646 Fees v2

RESOLUTION NO. _____ -

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF EL SEGUNDO ESTABLISHING FEES FOR THE COSTS INCURRED BY THE CITY FOR AB 1646 COMPLIANCE.

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

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

- A. Effective January 1, 1994, Senate Bill 1082 created a unified program to administer state hazardous waste statutes and regulations (the “Unified Program”);
- B. The City was certified as the Certified Unified Program Agency (“CUPA”), the El Segundo Fire Department (“ESFD”) is responsible for administering and enforcing the CUPA Program, and the City’s CUPA regulatory authority began on July 1, 1997;
- C. State law requires the governing body of each CUPA to establish a single fee system by which the City may recover its annual costs in administering the Unified Program within the jurisdiction from persons, including businesses (Health & Saf. Code, § 25404.5);
- D. Effective January 1, 2018, Assembly Bill 1646 (“AB 1646”) generally requires refineries to deploy an integrated alert and notification system related to potential emergency incidents at refineries;
- E. AB 1646 requires each CUPA to adopt a one-time fee allowing for the agency to recover its costs in designing, building, and installing the notification system for refinery emergencies and an ongoing fee as part of the single fee system to cover the CUPA’s ongoing operation and maintenance costs for such notification system;
- F. Pursuant to Government Code § 66016, the City made data available regarding the cost, or estimated costs related to the fees 10 days before the public hearing at which the City Council considered adopting the proposed fees; such data is attached to this Resolution as Exhibit “A”;
- G. Pursuant to Government Code §§ 6062a and 66018, the City duly published notice of this public hearing;
- H. On September 2, 2025, the City Council heard public testimony and considered evidence in a public hearing held and noticed in accordance with Government Code § 66016; and

- I. The fees, in the amounts set forth in Exhibit “A,” are less than or equal to, but in no event greater than, the actual direct and indirect costs and expenses incurred by the City in performing the services connected with such fees.

SECTION 2. *Fee Adoption; Authorizations.*

- A. The City Council hereby adopts the fees set forth and described in the spreadsheet attached hereto as Exhibit “A” to this Resolution, which is incorporated herein by this reference. Such fees shall become effective immediately upon adoption of this Resolution. The fees described in the attached data are estimated fees as some incidents may exceed four hours in which case the refinery located within the City, as the party subject to the adopted fees, will be billed the fully burdened rate for the actual hours worked by the individuals referenced in the data who provide services during the incident.
- B. The refinery located within the City, as the party subject to such adopted fees, will reimburse the City in any amount in excess the stated fees for the City’s actual and reasonable costs incurred in carrying out its pertinent obligations under the Unified Program, AB 1646, and state law, as applicable. The subject party must submit to the City payment of such excess costs within 30 days of the party’s receipt of the City’s actual reasonable costs, unless such time period is extended by the City Manager or designee. Similarly, the City will reimburse a party subject to the adopted fees for any charge in excess of the City’s actual and reasonable costs and paid by the subject party, following written request by the subject party.
- C. The Finance Director or designee will include the fees established by this Resolution in the City’s Master Fee Schedule.
- D. Unless otherwise revised, the fees established by this Resolution will be automatically adjusted by the City Manager, or designee, on an annual basis on July 1 of each year by applying the percent change of the Los Angeles Area of Consumer Price Index for All Urban Consumers for the prior 12 month period ending on April 30 to the City’s fees. The first fee adjustment cannot be made before a minimum of ten months after the effective date of this Resolution.
- E. The City Manager or designee is authorized to take any action necessary to effectuate this Resolution.

SECTION 3. *Environmental Review.* This Resolution is exempt from review under the California Environmental Quality Act (Cal. Pub. Res. Code §§ 21000, *et seq.*; “CEQA”) and CEQA Guidelines (14 Cal. Code Regs. §§ 15000, *et seq.*) because it establishes, modifies, structures, restructures, and approves rates and

charges for meeting operating expenses; purchasing supplies, equipment, and materials; meeting financial requirements; and obtaining funds for capital projects needed to maintain service within existing service areas. This Resolution, therefore, is categorically exempt from further CEQA review under CEQA Guidelines § 15273.

SECTION 4. *Severability.* The City Council hereby declares that should any one or more fees established by this Resolution or any portion of this Resolution be declared for any reason to be invalid, it is the intent of the City Council that it would have adopted all other fees and portions of this Resolution independent of the elimination herefrom of any such fee or such portion as may be declared invalid.

SECTION 5. *Electronic Signatures.* This Resolution may be executed with electronic signatures in accordance with Government Code §16.5. Such electronic signatures will be treated in all respects as having the same effect as an original signature.

SECTION 6. *Signature Authority.* The Mayor 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 7. *Effective Date.* This Resolution will take effect immediately upon adoption and will remain effective unless repealed or superseded.

SECTION 8. *City Clerk Actions.* 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 AND ADOPTED this 2nd day of September, 2025.

Chris Pimentel,
Mayor

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

I, Susan Truax, City Clerk of the City of El Segundo, California, hereby certify that the whole number of members of the City Council of the City is five; that the foregoing Resolution No. _____ was duly passed and adopted by said City Council, approved and signed by the Mayor of said City, and attested to by the City

Clerk of said City, all at a regular meeting of said Council held on the 2nd day of September 2025, and the same was so passed and adopted by the following roll call vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

Susan Truax,
City Clerk

APPROVED AS TO FORM:
MARK D. HENSLEY

David King,
Assistant City Attorney

Attachment – Exhibit “A” AB 1646 Annual Ongoing Fee

Exhibit A - AB 1646 Annual/Ongoing Fee

Administrative Personnel	Fully Burdened Rate	Meeting Hours	Crisis Communications Committee	Administrative Task Hours	Total Hours	Billing Information:	Administrative Personnel Cost:
Environmental Safety Manager	\$264.47	12		4	16	Inter-Agency refinery task force meeting 2x per year x4 hours per meeting = 8 hours. Refinery meeting w/CUPAs 1x per year for 4 hours. Total Meeting Hours = 12 hours. Oversee AB1646 billing and annual fee transfer to Local Implementing Agency (LIA) = 4 Administrative Task Hours. Total Environmental Safety Manager hours = 16 x 239.51.	4,231.52
Emergency Management Coordinator	\$136.43	26	9		35	Inter-Agency refinery task force meeting 2x per year x4 hours per meeting = 8 hours. South Bay Alert training 2 hours per month x 9 months = 18 hours. Total Meeting Hours = 32 hours. Crisis communications committee 1 hour per month = 9 hours. <i>Note: EMC meeting + committee hours start in October, 2025.</i> Total Emergency Management Coordinator hours = 44 x 123.55.	4,774.94
Management Analyst	\$187.50			18	18	Complete monthly billing and payment collection for watch center and associated AB1646 fees. Transfer annual fee to (LIA). 2 hours per month x9 months = 18 hours + 2 hours for budget transfer. = 24 Admin. Task hours. <i>Note: Management Analyst Administrative hours start in October, 2025.</i> Total Management Analyst hours = 18 x 169.80.	3,374.95
TOTAL ADMINISTRATIVE PERSONNEL COST:							12,381.41
24/7 Community Watch Center Personnel	Stand-By Rate	Watch Center Hours	Training Hours	Incident Fee	Total Hours	Billing Information:	Community Watch Center Personnel Cost:
Battalion Chief	\$141.08	1040			1040	Daily community watch center personnel will be the Fire Chief and 1 Battalion Chief. Stand-by fee is calculated as follows: 4 hours x 260 days = 1040 Annual hours per staff member for FY 25-26. Billing period: 10/13/25 (anticipated start date) to 6/30/26. Battalion Chief: 1040 hours x 141.08 = \$146,718.64 Fire Chief: 1040 hours x \$0.00 = \$0.	146,718.64
Fire Chief	\$0.00	1040			1040	The Fire Chief is exempt from overtime and will work stand-by duty as needed. There will be no charge for this position.	0.00
Exercise & Training: Two Battalion Chiefs	\$141.08		36		36	South Bay Alert notification system and incident training. 2 hours per month x 9 months for 2 Battalion Chiefs = 36 total training hours. <i>Note: Training hours start in October, 2025.</i>	5,078.72
Incident fee for ongoing communication during an incident.				4,000.00		Fire Chief and Battalion Chief hours for ongoing communication during an incident. Fee may be less than, but not to exceed \$4,000. Fee will only be charged in the event of an incident(s) and will be billed based on the stand-by rate of the personnel assigned to incident communication.	4,000.00
TOTAL 24/7 COMMUNITY WATCH CENTER PERSONNEL COST:							155,797.37
Ongoing Community Alert System, Network Charges, and Start-up Cost	FY 25-26 Cost				Total Cost	Billing Information:	Community Alert System, Network, and Start-up Cost:
Alert South Bay	\$13,000.00				13,000.00	Integrated alert and notification system to alert and notify the community surrounding a petroleum refinery including schools, public facilities, hospitals, transient and special needs populations, and residential care homes in the event of an incident at the refinery warranting the use of the automatic notification system. Alerts and communications shall have an audible alarm and sent by calls to land lines and cell phones, text message, social media, email, Nixle, Everbridge mobile app, Slack, Microsoft Teams, the Integrated Public Alert and Warning System (iPAWS), and new technologies as developed. In addition, National Weather Service alerts to National and Atmospheric administration radios can be activated as needed. The area of the community to be alerted is determined by the local implementing agency and can be selected by geofence alert. Pricing may be less than, but not to exceed \$13,000 based on forecasted FY 25-26 cost.	13,000.00
24/7 Watch Center Equipment	\$44,000.00				44,000.00	Networking/Telecommunications equipment. 4 satellite phones, 4 iPads, 4 MDC laptops, 4 Starlink wireless routers, and related charging/case equipment. Equipment charge will be invoiced after equipment has been purchased. Fee may be less than, but not to exceed \$44,000.00. This is a one-time start up cost for FY 25-26.	44,000.00
24/7 Watch Center Data and Network charges	\$12,000.00				12,000.00	Cellular/network data for watch center equipment. Fee may be less than, but not to exceed \$12,000.00.	12,000.00
TOTAL COMMUNITY ALERT SYSTEM AND START-UP COST:							69,000.00
*TOTAL FY 25-26 FEE:							237,178.78
** Subsequent years will be adjusted by the Los Angeles All Urban Consumer Price Index on July 1st of each year and updated fully burdened rates							



City Council Agenda Statement

Meeting Date: September 2, 2025

Agenda Heading: Staff Presentations

Item Number: D.12

TITLE:

Resolution Amending Chapter 1A2 of the El Segundo Administrative Code for the Management Confidential Series Relating to Salary Range Adjustments, Increases to Flexible Benefit Plan, and Fair Labor Standards Act Exemption Status

RECOMMENDATION:

1. Adopt a Resolution amending the City's Administrative Code to update sections for specific unrepresented classifications covered under Chapter 1A2 Management-Confidential series.
2. Alternatively, discuss and take other action related to this item.

FISCAL IMPACT:

The fiscal impact of the proposed salary and benefit changes to Chapter 1A2 of the Administrative Code for the Management and Confidential Series is approximately \$150,726 for FY 2025-26.

Additional Appropriation: Staff is requesting an additional appropriation of \$150,726 in FY 2025-26 from General Fund Reserves for implementing the terms of the salary and benefit changes for the Management and Confidential Series employees.

Account Numbers: Various accounts:

\$150,726 to 001-400-XXXX-XXX (General Fund - various personnel budgets)

BACKGROUND:

Management and Confidential Series employees' compensation, benefits and other terms and conditions of employment are provided under the City's Administrative Code. The Series includes two subgroups: Mid-Management and Confidential, and Executives. There are currently forty-five (45) incumbents in this group, including many At-will positions.

Amendment to Administrative Code Chapter 1A2- Management & Confidential Series

September 2, 2025

Page 2 of 3

The Administrative Code has been amended by Resolution from time to time, with the last fully amended version presented to City Council in 2023 and a subsequent revision in June 2024 specifically related to the Battalion Chief classification. This staff report includes a red-lined version of the proposed new changes.

On August 19, 2025, a closed session labor negotiations discussion was held regarding changes to the compensation, benefits and other employment provisions for the Management and Confidential employee group. On August 21, 2025, a memo summarizing the proposed compensation and benefit changes to the Administrative Code for the City Council's consideration at the September 2, 2025 meeting was provided to Management and Confidential employees via email.

DISCUSSION:

This unrepresented employee group receives salary increases based on merit and performance from 1-5% annually, until the top of the established salary range for the position has been attained. Once at the top of the salary range, no additional salary can be provided, regardless of satisfactory job performance. The last salary range adjustment for most positions was in August 2023.

Below is a summary of the proposed changes to Chapter 1A2 of the Administrative Code for the Management and Confidential Series:

1. Salary Range Adjustment effective upon approval and adoption:
 - Mid-management and Confidential salary ranges shall be adjusted by 6%
 - Non-safety Executive salary ranges shall be adjusted to a maximum salary of \$247,500 annually
 - Safety Executive salary ranges shall be adjusted to a maximum salary of \$307,023 for the Chief of Police and \$305,303 for the Fire Chief.

2. Health Insurance Increase of \$50 per month to the Flexible Benefit Plan:
 - Effective January 1, 2026: from \$1,800 to \$1,850 total
 - Effective January 1, 2027: from \$1,850 to \$1,900 total

3. Equity Adjustments for the following positions:
 - Senior Management Analyst- 8.18%
 - Planning Manager- 4.78%
 - Human Resources Manager- 8.90%

Amendment to Administrative Code Chapter 1A2- Management & Confidential Series

September 2, 2025

Page 3 of 3

4. FLSA Exemption Status Update

- Human Resources Technician- will earn FLSA overtime instead of receiving Administrative Leave hours

If approved and adopted, Human Resources will work with Finance to implement the new and updated provisions.

CITY STRATEGIC PLAN COMPLIANCE:

Goal 4: Promote and Celebrate a Quality Workforce Through Teamwork and Organizational Excellence

Strategy A: Enhance staff recruitment, retention, and training to ensure delivery of unparalleled City services and implementation of City Council policies.

PREPARED BY:

Rebecca Redyk, Human Resources Director

REVIEWED BY:

Rebecca Redyk, Human Resources Director

APPROVED BY:

Barbara Voss, Deputy City Manager

ATTACHED SUPPORTING DOCUMENTS:

1. Resolution Providing Changes to Chapter 1A2 Management-Confidential Series
2. Administrative Code Chapter 1A2 Management and Confidential Series - CLEAN
3. Administrative Code Chapter 1A2 Management and Confidential Series - REDLINE

RESOLUTION NO. _____

**A RESOLUTION OF THE CITY OF EL SEGUNDO, CALIFORNIA
AMENDING THE CITY'S ADMINISTRATIVE CODE TO UPDATE
SECTIONS FOR SPECIFIC UNREPRESENTED CLASSIFICATIONS
UNDER CHAPTER 1A2 (MANAGEMENT – CONFIDENTIAL SERIES).**

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

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

- A. Chapter 1A2 of the El Segundo Administrative Code outlines the Management-Confidential Series
- B. Staff seeks to update 1A2 to modify and clarify compensation and benefits for unrepresented employees

SECTION 2: Approval. The City Council approves the amendments to Chapter 1A2 (Management – Confidential Series) of the El Segundo Administrative Code set forth in Exhibit “A” to this Resolution, and such exhibit is incorporated by reference.

SECTION 3: Authority. The City Manager or his designee is authorized to take any steps necessary in order to effectuate this Resolution.

SECTION 4: Construction. This Resolution must be broadly construed in order to achieve the purposes stated in this Resolution. It is the City Council's intent that the provisions of this Resolution be interpreted or implemented by the City and others in a manner that facilitates the purposes set forth in this Resolution.

SECTION 5: 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 Ordinance are severable.

SECTION 6: The City Clerk is directed to certify the adoption of this Resolution; record this Resolution in the book of the City's original resolutions and make a minute of this adoption of the Resolution in the City Council's records and the minutes of this meeting.

SECTION 7: This Resolution is effective upon adoption and will remain effective unless repealed or superseded.

PASSED AND ADOPTED this 2nd day of September, 2025.

Chris Pimentel,
Mayor

ATTEST:

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

I, Susan Truax, 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. ____ was duly passed and adopted by said City Council, approved and signed by the Mayor, and attested to by the City Clerk, all at a regular meeting of said Council held on the ___ day of _____, 2025, and the same was so passed and adopted by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Susan Truax, City Clerk

APPROVED AS TO FORM:
MARK D. HENSLEY, CITY ATTORNEY

David King, Assistant City Attorney

EXHIBIT "A"
ADMINISTRATIVE CODE CHAPTER 1A2

THE CITY OF EL SEGUNDO

**ADMINISTRATIVE CODE
TITLE 1A**

SALARIES AND CONDITIONS OF EMPLOYMENT

**CHAPTER 1A2
MANAGEMENT AND CONFIDENTIAL SERIES**



**Revised:
November 2011
August 1, 2012
September 24, 2021
June 15, 2015
May 2016
August 15, 2023
June 18, 2024
September 2, 2025**

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SECTION 1A2.000 SCHEDULE OF CLASSES BY SERIES.

The following is a list of City Departments, under which Management and/or Confidential positions for each Department are listed. Salary ranges for all authorized positions shall be determined within the ranges depicted in the “Basic Salary Schedule (1A2.010 of the Administrative Code).”

Executive Management (At-Will)

Chief of Police
Fire Chief
Chief Financial Officer
Deputy City Manager
Director of Community Development
Director of Human Resources
Director of Public Works
Director of Recreation, Parks, and Library
Information Technology Services Director

Mid-Management

Assistant City Clerk (At-Will)
Assistant City Engineer
Aquatics Manager (At-Will)
Battalion Chief
Building Official (At-Will)
City Engineer (At-Will)
Communications Manager (At-Will)
Deputy City Clerk
Deputy City Treasurer II
Environmental Programs Manager (At-Will)
Finance Manager (At-Will)
General Services Superintendent (At-Will)
Human Resources Manager (At-Will)
Information Systems Manager (At-Will)
Librarian II
Library Services Manager
Park Maintenance Superintendent
Planning Manager (At-Will)
Recreation Manager (At-Will)
Risk Manager (At-Will)
Senior Librarian
Treasury & Customer Service Manager (At-Will)
Utilities Superintendent (At-Will)

Confidential

Accountant
Executive Assistant
Human Resources Analyst
Human Resources Technician
Management Analyst
Principal Civil Engineer

Senior Civil Engineer (At-Will)
Senior Executive Assistant (At-Will)
Senior Human Resources Analyst
Senior Management Analyst
Special Projects Administrator

(Council Approval) 1/88 and 1/89 (Reso. 4194) 11/00
(Reso. 5350) 06/20
(Reso. 5368) 10/22
(Reso. 5359) 09/22
(Reso. 5385) 12/22
(Reso. 5395) 2/23
(Reso. 5401) 3/23
(Reso. 5420) 6/23
(Reso. 5459) 1/24
(Reso. 5490) 5/24

SECTION 1A2.010 BASIC SALARY SCHEDULE.

Effective the pay period beginning August 12, 2023, the following respective salary schedules are hereby allocated and assigned to the respective Executive and Management/Confidential classifications.

Effective the pay period beginning June 29, 2024, the attached salary schedule reflects a 6.8% salary range adjustment for the Battalion Chief classification.

Effective the pay period beginning September 6, 2025, the attached salary schedule reflects the following equity adjustments: Senior Management Analyst - 8.18%, Planning Manager – 4.78%, and Human Resources Manager – 8.9%.

Effective the pay period beginning September 6, 2025, the attached salary schedule reflects a 6% salary range adjustment for all Mid-Management and Confidential classifications and a 10% salary range adjustment for Executives.

See Attachment for Executives and Mid-Management/Confidential Salary Schedules

(Reso. 4965) 12/15

SECTION 1A2.060 EVALUATION BY CITY MANAGER – DEPARTMENT HEADS.

Employees within the Management-Confidential group (including Executive Management Series; Management Series; and the Confidential Employee Series), hereinafter referred to as “covered employees,” shall be evaluated based upon criteria established by the City Manager.

The City Manager shall approve all performance salary adjustments. Criteria for granting salary adjustments shall include but not be limited to:

- Present salary.
- Length of service.
- Quality and quantity of work performed.
- Increased competence in handling job responsibilities.
- Attitude and loyalty to City duties.
- Efforts toward self-improvement.
- Exceptional performance.

(Reso. 5154) 06/19

SECTION 1A2.070 SALARY INCREASES BASED ON PERFORMANCE.

Salary increases shall be based on evaluation of an individual's performance and shall acknowledge and reflect the level of job proficiency indicated by the employee's performance evaluation; there shall be no automatic step progression and no longevity step increases.

Salary increases shall normally be made once each year on an employee's anniversary date. Increases may be made at other times on the basis of Exceptional job performance or unusual circumstances. If the employee's anniversary date or other salary increase effective date falls in the middle of the pay period, the effective date of the increase will be the first day of that pay period.

Annual salary adjustments shall be granted predicated on merit and the criteria in Section 1A2.060 as follows: employees rated "Standard" are eligible for an increase up to five percent (5%); employees rated "Above Standard" and "Exceptional" are eligible to receive an additional 1-5% accelerated salary increase (Executives are eligible to receive up to an additional 1-2.5%); and employees rated "Below Standard" or "Unsatisfactory" are not eligible to receive a salary increase; however, no salary shall fall below the minimum or exceed the maximum of the salary range assigned to the affected employee's corresponding classification or position.

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

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

In order to be eligible for accelerated salary 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.

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 City-wide criteria for accelerated step advancement.

The City Manager shall make the final decision whether to approve the employee's accelerated salary step advancement.

An employee may not receive more than one accelerated salary step advancement within a twelve (12) month period of time, subject to the requirements provided for in this section.

An accelerated salary step advancement shall not change the affected employee's anniversary date.

The maximum accelerated increase that may be approved by the City Manager is 5% percent in any fiscal year for Mid-Management and Confidential employees and 2.5% for Executive Management.

Covered employees may be evaluated immediately upon adoption of this resolution and may receive an appropriate salary increase at the discretion of the reviewing authority, subject to an employee evaluation.

Salary increases shall be based upon performance evaluation and shall not exceed the maximum salary range identified in 1A2.010 (table outlined in Section 1 above, as may be amended from time to time).

All other provisions of Section 1A2.070 shall remain in effect, including annual employee evaluation requirements.

(Reso. 1446) 11/86
(Reso.5154) 06/19
(Reso. 5432) 8/23

SECTION 1A2.080 OVERTIME PAY – EXCEPTION – FIRE BATTALION CHIEFS.

Effective October 1, 1988, Executive, Mid-Management, and Confidential Employees shall not be paid overtime pay with the exception of Fire Battalion Chiefs assigned to Fire Suppression; they shall be paid time and one quarter (1.25) for time worked on Platoon Duty or scheduled or non-scheduled re-hires in excess of fifty-six (56) hours per week.

(Council Approval) 11/88

SECTION 1A2.087 SALARY PLACEMENT UPON PROMOTION.

In all cases where an employee is promoted to a classification regulated by this Chapter 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 (5%) 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 higher base salary than any of their regularly assigned subordinates (exclusive of Educational Incentive Pay, Special Assignment, or any other form of compensation). The supervisor's salary shall not exceed the salary range for which her/she is eligible by length of service and performance.

(Reso. 3446) 11/86

SECTION 1A2.090 RESIDENCE REQUIREMENTS.

The Director of Public Works, Police Chief, and Fire Chief shall reside in a location which would enable the incumbents of those positions to report to work within one (1) hour of being notified of an emergency which requires their presence in El Segundo. Driving time shall be defined as the

time that it takes an individual to drive to El Segundo from their place of residence during normal traffic conditions, including morning and afternoon commuter rush hour conditions prevalent in Southern California. Current and Future occupants of these offices shall have eighteen (18) months from the date of appointment to meet this requirement.

(Reso. 3539) 6/88
(Reso. 4216) 06/01

SECTION 1A2.100 ADMINISTRATIVE LEAVE.

Executive Management positions shall receive up to 80 hours of Administrative Leave per calendar year upon approval of the City Manager. Exempt Mid-Management and Confidential positions shall receive up to 56 hours of Administrative Leave per calendar year upon recommendation of the Department Director and approval of the City Manager. Mid-Management and Confidential positions classified as non-exempt under the Fair Labor Standards Act (“FLSA”), shall not receive Administrative Leave hours, but will receive overtime as defined in Section 1A2.101 below. This leave has no cash value and cannot be carried over.

Effective the pay period beginning June 29, 2024, employees in the Battalion Chief classification shall receive up to 96 hours of Administrative Leave per calendar year upon recommendation of the Department Director and approval of the City Manager. This leave has no cash value and cannot be carried over.

(Reso. 3229) 10/83
(Reso. 3446 11/86)
(Reso. 4582) 12/08
(Reso. 4130) 9/99
(Reso. 4619) 9/09
(Reso. 5350) 06/20
(Reso. 5496) 6/24
(Reso. XXXX) 09/25

SECTION 1A2.101 OVERTIME FOR FLSA NON-EXEMPT CLASSIFICATIONS

Mid-Management and Confidential positions classified as non-exempt under the FLSA are entitled to overtime compensation. Overtime is defined as hours worked in excess of forty (40) hours in a seven (7) day workweek. Such hours shall be compensated at a rate of one and on-half (1.5) times the employee’s regular rate of pay. For purposes of calculating overtime, only hours actually worked will be counted. Paid time off (including vacation, holidays, or sick leave) does not count as hours worked when determining overtime eligibility.

The Human Resources Technician classification is classified as FLSA non-exempt and entitled to overtime as detailed above.

(Reso. XXXX) 09/25

SECTION 1A2.105 FLEXIBLE BENEFIT PLAN

Executive Management, Mid-Management, and Confidential: all positions listed in Section 1(A) above (and as may be amended thereafter), shall be eligible to participate in the City’s Flexible Benefit Plan, as per table below:

Effective Date	City Maximum Health Insurance Contribution per month Under “PEMHCA” (Per City Resolution filed with CalPERS)	Flex Benefit – City Contribution per month	City Contribution Monthly total:
Upon approval and adoption (August 15, 2023)	\$932	\$768	\$1,700
January 1, 2024	\$932	\$818	\$1,750
January 1, 2025	\$932	\$868	\$1,800
January 1, 2026	\$932	\$918	\$1,850
January 1, 2027	\$932	\$968	\$1,900

Employees shall not be entitled to cash out any excess monies that are not allocated to purchasing any of the specified benefits within the City’s portfolio. The employee shall be responsible for any and all out-of-pocket costs in excess of the City’s monthly contribution.

The City Contribution Amount toward health insurance is the City’s designated “PEMHCA” contribution as set forth in the City’s resolution(s) that are filed with CalPERS. Flex Benefit amounts are not part of the City’s designated “PEMHCA” contribution. Flex Dollars may only be used towards a medical premium or deferred compensation plan. There is no cash back from unused Flex Dollars.

(Reso. 5154) 06/19
 (Reso. 5307) 04/22
 (Reso. 5310) 04/22

SECTION 1A2.106 INSURANCE BENEFITS – EMPLOYEE DENTAL, VISION AND LONG TERM DISABILITY (NON-JOB RELATED) CONTRIBUTION.

The City shall provide dental and vision benefits for each covered Executive, Mid-Management, and Confidential employee and the employee’s eligible dependents.

Executive, Mid-Management, and Confidential Employees shall be covered by the City under a long term disability insurance plan.

(Reso. 4474) 7/06
(Reso. 4965) 12/15
(Reso. 4975) 04/16
(Reso. 5147) 5/19

SECTION 1A2.108 INSURANCE BENEFITS – RETIREE MEDICAL – CITY CONTRIBUTION.

Executive, Mid-Management, and Confidential employees hired before June 1, 2016, who are hired into or subsequently appointed to a position regulated by this Chapter, shall be eligible for a monthly retiree health contribution of up to \$1,200. The monthly retiree health contribution will consist of the “PEMHCA” amount set forth in the City’s resolution filed by the City with CalPERS supplemented by a City contribution to a healthcare reimbursement account. The amount of the healthcare reimbursement supplement shall be no more than the amount necessary to cover the health insurance premium cost for the employee and eligible dependent(s) for the selected CalPERS health plan, but in no event shall the total monthly contribution (“PEMHCA” contribution + healthcare reimbursement account) exceed \$1,200 per month.

Executive Management, Mid-Management, and Confidential employees who are hired by the City on or after June 1, 2016, and appointed to a position regulated by this Chapter, shall only be eligible for a retiree medical benefit up to the “PEMHCA” contribution amount set forth in the City’s resolution filed by the City with CalPERS.

Executive Management, Mid Management, and Confidential employees service retiring from CalPERS and the City of El Segundo after a minimum of five consecutive full-time years of service with the City of El Segundo on or after June 21, 2022, shall be eligible for a retiree medical benefit equal to the “PEMHCA” amount set forth in the City’s resolution filed by the City with CalPERS, supplemented by a City contribution to a healthcare reimbursement account. The amount of the healthcare reimbursement supplement shall be no more than the amount necessary to cover the health insurance premium cost for the employee and eligible dependent(s) for the selected CalPERS health plan, but in no event shall the total monthly contribution (PEMHCA contribution + healthcare reimbursement account) exceed the amount provided to active employees in the Management and Confidential Series. For 2022, this total monthly City contribution is \$1,650 per month.

The Elected City Clerk and Treasurer positions shall also be eligible for this benefit as described in the March 15, 2016 staff report and Resolution 4973 which ties their active and retired allowances for health to the Management Confidential Series.

Hire Date	Retiree Medical – City Contribution
July 1, 2007 through June 30, 2016	PEMHCA amount supplemented with a City contribution not to exceed \$1,200 per month
July 1, 2016 and retired prior to June 21, 2022	PEMCHA amount only
Service retire concurrently from CalPERS and the City of El Segundo after a minimum of five consecutive full-time years of service with the City of El Segundo on or after June 21, 2022	PEMHCA amount supplemented with a City contribution to equal highest total monthly contribution as described in Section 1A2.107 above. For 2022, this amount shall not exceed \$1,650

In order to qualify for any retiree medical benefit from the City, the employee must qualify as an “annuitant” under PEMHCA (see Government Code section 22760(c)). The retiree must have an effective retirement date with CalPERS within 120 days of separation from City employment and receive a retirement benefit from CalPERS.

(Council Approval) 11/88
 (Reso.4965)12/15
 (Reso. 4975) 04/16
 (Reso. 5350) 06/20
 (Reso. 5432) 8/23

SECTION 1A2.109 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 a retiree’s 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.

(Reso. 5432) 8/23

SECTION 1A2. 110 ADDITIONAL EMPLOYMENT.

An Executive who is employed full time by the City shall not accept other work or actively participate in the management of a private for profit activity outside of his or her employment with the City of El Segundo, without first obtaining approval of the City Council, and upon showing that such activity will not conflict with his or her discharge of duties of employment with the City.

(Reso. 2620) 4/75

SECTION 1A2.115 EDUCATION EXPENSES – REIMBURSEMENT.

Executive, Mid-Management and Confidential employees shall, upon an approved application and agreement to the provisions of this section, be reimbursed one hundred percent of the cost of tuition and books to a maximum of \$2,000 per calendar year effective January 1, 2001 for work-related college courses; provided, however, such courses have been approved by the City Manager. Employees terminating employment with the City voluntarily or through termination with cause within two months from completion of coursework shall have deducted from their final pay 100 percent of the amount reimbursed; thereafter, ten percent less than 100 percent shall be deducted from their final pay for each full month worked up to twelve months from the date of the completion of the course.

Participation in the program for mid-management and confidential employees is limited to those who have successfully completed their initial probationary period.

(Council Approval) 11/88
(Reso. 3995) 01/97
(Reso. 4194) 11/00

SECTION 1A2.115.2 EDUCATIONAL INCENTIVE.

Effective October 1, 2008, the Police Chief shall no longer receive 5% Educational Incentive Pay for possessing a Master’s Degree from an accredited college or university.

Effective the pay period beginning June 29, 2024, the Educational Incentive will be eliminated, and the previous Battalion Chief Educational Incentive for a Master’s degree shall be applied to base salary in the amount of \$1,755.28 per month for employees in the Battalion Chief classification.

(Reso. 4026) 7/97
(Reso. 4194) 11/00
(Reso. 4430) 7/05
(Reso. 4582) 12/08
(Reso. 5496) 6/24

SECTION 1A2.120 DEFERRED COMPENSATION PLAN.

A Deferred Compensation Plan has been established as a benefit to Executive Management, Mid-Management, and Confidential employees, and each covered employee is eligible to participate in the Plan. The City shall not provide an annual matching contribution or any other contribution to the Deferred Compensation Plan.

As soon as feasible following adoption of Resolution No. 5350, the City shall establish a 401(a) Defined Contribution Plan for Executive Management employees only to offset the 6.2% required employee payroll tax contribution to Social Security. The City shall contribute 6.2% of base salary per pay period, up to the annual Social Security taxable maximum. City contributions to the plan shall be calculated on an annual basis and evenly distributed in 26 pay periods per year. For earnings in 2023, this base is \$160,200 with a \$9,932 maximum City contribution. The 401(a) Defined Contribution provision does not apply to employees in the Chief of Police and Fire Chief positions as those are exempted from Social Security. The Elected City Clerk and Treasurer positions shall be ineligible for this benefit.

(Reso. 2620) 4/75
(Reso. 4264) 8/02
(Reso. 4430) 7/05
(Reso. 4474) 7/06
(Reso. 4513) 7/07
(Reso. 4619) 9/09
(Reso. 4743) 10/11
(Reso. 4918) 6/15
(Reso. 5350) 6/22

SECTION 1A2.121 FLEXIBLE SPENDING ACCOUNT.

A Flexible Spending Account will be established pursuant to the terms and conditions of the Internal Revenue Code as a benefit to employees enumerated in Section 1A2.000. Each employee in Section 1A2.000 is eligible to participate in this plan.

(Council Approval) 11 /88

SECTION 1A2.123 CHIEF OFFICER CERTIFICATION.

Effective the pay period beginning June 29, 2024, the Chief Officer Certification pay will be eliminated and the Tier 1 Longevity pay for a Fire Captain* with 19 years of service in the amount of \$2,199.50 per month shall be applied to base salary for employees in the Battalion Chief classification. (*The Fire Captain position is included in the El Segundo Firefighters' Association.)

(Reso. 4430) 7/05
(Reso. 4474) 7/06
(Reso. 4582) 12/08
(Reso. 5496) 6/24

SECTION 1A2.130 UNIFORM ALLOWANCE.

Effective October 1, 1988, Management-Confidential employees in the Police and Fire Department who are required to purchase and continuously maintain certain prescribed items of uniform clothing shall be compensated for a portion of the initial and maintenance costs thereof according to the following:

<u>Classification /Position</u>	<u>Per Mo. of Active Duty</u>
Police Chief	\$53.00
Fire Chief	\$33.00
Fire Battalion Chief	\$40.00

(Reso. 3229) 10/83
(Reso. 3446) 11/86
(Council Approval) 11/88

SECTION 1A2.131.1 SICK LEAVE ACCUMULATED FOR CARE OF MEMBERS OF IMMEDIATE FAMILY.

Sick leave is accrued at 8 hours per month. Employees in the Battalion Chief classification working on a 112 hours schedule accrue 12 hours per month.

Employees are eligible to utilize a maximum of half their annual sick leave accrual, forty-eight (48) hours or seventy-two (72) hours for Battalion Chiefs, 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.

(Reso. 3790) 10/92
(Reso. 3860) 4/94
(Reso. 5432) 8/23

SECTION 1A2.134 SICK LEAVE – PAYMENT UPON DEATH OR SERVICE RETIREMENT.

In the event an Executive, Mid-Management, or Confidential employee, while in the City's employ, and who has been employed by the City for five continuous years or more in a full-time position, dies or service retires under the Public Employees' Retirement System with unused Sick Leave to his or her credit, he or she shall be compensated in an amount equal to eighty percent (80%) of the value of such Sick Leave based upon his or her base salary at the time of death or service retirement, without the inclusion of overtime pay or additional compensation.

(Reso. 3229) 10/83
(Reso. 3336) 11/85
(Reso. 3498) 9/87
(Reso. 5432) 8/23

SECTION 1A2.135 SICK LEAVE ACCRUED – PAYMENT OF ON DISABILITY RETIREMENT OR DISABILITY SEPARATION FROM THE CITY- LESS THAN 5 YEARS OF CITY SERVICE.

In the event an employee regulated by this Chapter while in the City's employ, and who has been employed by the City for five or more continuous years in a full-time position, Disability Retires under the California Public Employees' Retirement System or separates from the City with unused Sick Leave to his or her credit, he or she shall be compensated in an amount equal to One Hundred Percent (100%) of the value of such Sick Leave, based upon the employees regular rate of pay at the time of retirement or separation.

(Reso. 3498) 11/86
(Reso, 3860) 4/94
(Reso. 4430) 7/05
(Reso. 4619) 9/09

SECTION 1A2.135.1 PAYMENT OF SICK LEAVE ACCRUAL – AFTER 20 YEARS OF CITY SERVICE.

Upon separation from service, sworn Police and Fire Management Employees with 20 years of continuous City service, will be compensated for One Hundred Percent (100%) of the employee's accumulated, unused Sick Leave at their regular rate of pay at separation.

(Reso. 4264) 8/02
(Reso. 4619) 9/09

SECTION 1A2.135.2 PAYMENT OF SICK LEAVE ACCRUAL – DISABILITY RETIREMENT- 5 OR MORE YEARS OF CITY SERVICE.

Upon separation from service because of a disability retirement, sworn Police and Fire Management employees with five years of continuous City service, will be compensated for ninety percent (90%) of the employee's accumulated, unused Sick Leave at the employee's current rate at separation.

(Reso. 4264) 8/02

SECTION 1A2.136 SICK LEAVE – LEAVE WITH PAY DUE TO ILLNESS-ACCUMULATION OF SAME; SICK LEAVE CASH OUT

Sick Leave with pay may be granted for an absence from duty because of personal illness, injury, or legal quarantine not compensable under the provisions of the Workers' Compensation Laws of the State of California. Permanent employees shall accumulate Sick Leave at the rate of eight (8) hours per month; employees on a 112 hours fire suppression schedule earn Sick Leave at the rate of twelve (12) hours per month. Hours worked in addition to a regular work week shall not entitle an employee to additional Sick Leave accumulation. Sick Leave taken by an employee shall be deducted from his or her accumulated credit.

Employees hired into a Management and Confidential Series position after August 15, 2023, may accumulate up to six hundred (600) hours of sick leave; nine hundred (900) for employees on a 112 hours fire suppression schedule. Once an employee reaches that cap, the employee shall not accrue additional sick leave until the balance has been reduced below 600 hours.

Employees hired on or before August 15, 2023 will be permitted to accrue sick leave in excess of the cap of six hundred (600) hours; nine hundred (900) for employees on a 112 hours fire suppression schedule subject to a mandatory cash out as described below.

For employees hired on or before August 15, 2023, the City will cash out any accrued sick leave in excess of the 600 or 900 hour cap on or around December 1 of each year. The City will provide the cash out by direct deposit.

(Reso. 3173) 10/82
(Reso. 5432) 8/23

SECTION 1A2.137.1 SICK LEAVE PAYOUTS.

Notwithstanding Sections 1A2.132 through 1A2.135.2 of the El Segundo Administrative Code, employees regulated by this Chapter who receive payment of sick leave hours shall have the value of the sick leave hours calculated at the base salary hourly rate.

(Reso. 4918) 6/15

SECTION 1A2.139 HOLIDAYS AND HOLIDAY PAY.

Except as otherwise herein specifically provided, employees shall be entitled to the following holidays:

January 1 st	November 11th
The third Monday in January	Thanksgiving Day and the Friday thereafter
The third Monday in February	December 24 th
The last Monday in May	December 25 th
July 4 th	December 31 st

The first Monday in September provided, however, (a) that such dates may be supplemented or amended by a Resolution amending the Administrative Code (b) that in the event any of these holidays fall on the last day an employee is off on the employee's regular days off period, the day following is observed as a holiday for the purpose of this section; and (c) that in the event any of these holidays fall on the first day of an employee's regular day off period, the previous day is considered a holiday for purpose of this section. Notwithstanding the above, this provision does not apply to Battalion Chiefs who receive pay in lieu of time off for holidays.

(Reso. 3173) 10/82
(Reso. 4513) 7/07
(Reso. 5197) 01/20
(Reso. 5432) 8/23

SECTION 1A2.139.1 PERSONAL LEAVE/FLOATING HOLIDAY.

In addition to the holidays enumerated in Section 1A2.139, each employee who has completed six (6) months of service shall be entitled to select one (1) day per calendar year as a Floating Holiday.

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

For this purpose, employees who are assigned to a 5/40 schedule shall receive eight (8) hours, employees who are assigned to a 9/80 schedule shall receive nine (9) hours, and employees who are assigned to a 4/10 schedule shall receive 10 hours. Employees on other schedules will be compensated accordingly.

In the first full pay period following the adoption of the Administrative Code 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.

The City will credit employees with the Personal Leave every January. Newly hired employees 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.

(Reso. 3290) 12/84
(Reso. 3446) 11/86
(Reso 5432) 8/23

SECTION 1A2.140 HOLIDAYS AND HOLIDAY PAY – BATTALION CHIEFS.

Battalion Chiefs assigned to Fire Suppression Duty will be paid for 156 hours in lieu of holidays once a year on or about the 10th day of December. Battalion Chiefs who serve in that capacity less than a full year will be paid Holiday Pay on a pro rata basis.

To the extent permitted by law, the compensation in this section is special compensation for those employees who are normally required to work on an approved holiday because they work in positions that require scheduled staffing without regard to holidays and shall be reported as such pursuant to Title 2 CCR, Section 571(a)(5) and 571.1(b)(4) Holiday Pay.

(Reso. 3178) 12/82
(Reso. 4513) 7/07

SECTION 1A2.144 VACATION LEAVE

Employees regularly employed shall accumulate vacation time in accordance with the following schedule:

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

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

Effective July 2, 2023, 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 that has a vacation balance in excess of twice their annual accrual rate will be cashed out by the City at their base hourly rate to bring their vacation balance to twice their annual accrual rate in December 2023.

All other terms and conditions in Section 1A2.144(1) and (2) remain in effect.

(Reso. 3175) 10/82
 (Reso. 3860) 4/94
 (Reso. 4582) 12/08
 (Reso. 5432) 8/23

SECTION 1A2.144.1 VACATION ACCRUAL BASED ON TOTAL SERVICE TIME IN A CalPERS OR COMPARABLE AGENCY.

Executive, Mid-Management, and Confidential employees shall accumulate vacation time based on their total years of service in a CalPERS or comparable agency.

(Reso. 3860) 4/95
 (Reso 5432) 8/23

SECTION 1A2.145 VACATION LEAVE USE.

Vacation Leaves may be taken only after the employee has completed six (6) months of continuous service with the City.

(Reso. 3336) 11/85

SECTION 1A2.146 VACATION LEAVE CASH OUT.

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

- B. IRREVOCABLE Election Process in 2023 and thereafter: A qualified employee may irrevocably 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, 2023 and every December 15th thereafter, a qualified employee who elects to cash out some or all of their vacation to be accrued in 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 vacation leave to be accrued 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 vacation leave to be accrued 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).

- C. The City shall administer the cash out twice annually, starting in December 2023 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.

- D. 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 accrued in the calendar year as of the time of the cash out which the employee has not yet used.

(Reso. 3336) 11/85
(Reso. 4430) 7/05
(Reso. 4743) 10/11
(Reso. 4789) 10/12
(Reso. 4918) 6/15
(Reso. 4951) 12/15
(Reso 5432) 8/23

SECTION 1A2.147 VACATION LEAVE ACCRUAL – FOR TEMPORARY INDUSTRIAL DISABILITY.

Notwithstanding the provisions of Section 1A6.220, employees on temporary industrial disability that is not subject to Labor Code section 4850 may accrue vacation time for the length of their industrial injury leave if they supplement their industrial disability payments with paid leave accruals such that they continue to receive their full salary. Employees on Labor Code section 4850 industrial injury leave will continue to accrue vacation leave during the time they are on industrial injury leave pursuant to Labor Code section 4850 without use of accrued leave balances.

(Reso. 3336) 11/85
(Reso. 5432) 8/23

SECTION 1A2.148 BEREAVEMENT LEAVE – PERSONAL EMERGENCIES – IMMEDIATE FAMILY DEFINED.

In the event of the death of an employee’s “family member”, as defined in Section 1A2.131.1, 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 within 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.

(Reso. 3173) 10/82
(Reso. 3860) 4/94
(Reso. 4430) 7/05
(Reso 5432) 8/23

SECTION 1A2.149 JURY DUTY.

The employee must provide written notice of the expected Jury Duty to his or her supervisor as soon as possible, but in no case later than 14 days before the beginning of Jury Duty.

During the first two weeks of Jury Duty, an employee shall be entitled to receive his or her regular compensation.

For any portion of Jury Duty that extends beyond the first two weeks, such extended Jury Duty period shall be without pay.

Any compensation for the first two weeks of Jury Duty, except Travel Reimbursement Pay, must be deposited with the Director of Human Resources.

While on Jury Duty, the employee must report to work during any portion of a day that the employee is relieved of Jury Duty for three or more consecutive hours.

The employee must provide documentation of his or her daily attendance on Jury Duty.

(Reso. 4582) 12/08

SECTION 1A2.150 SALARIES AND BENEFITS APPLICABLE.

The provisions of this Chapter are applicable to Executive, Mid-Management, and Confidential employees enumerated in Section 1A2.040 of this chapter.

(Reso. 3173) 10/82

SECTION 1A2.152 CITY OF EL SEGUNDO SUBSTANCE ABUSE POLICY AND DRUG FREE WORKPLACE STATEMENT.

The City of El Segundo Substance Abuse Policy and Drug-Free Workplace Statement, dated July 1, 2008 shall be applicable to all Department Heads, Mid-Management and Confidential Employees.

(Reso. 4582) 12/08

SECTION 1A2.153 CalPERS MEMBER CONTRIBUTION.

Effective July 1, 2019, the CalPERS Classic Members in the Miscellaneous Classifications in Executive, Mid-Management, and Confidential shall pay a total employee contribution of eight percent (8%); seven percent (7%) shall be the member contribution, and one percent (1%) shall be employee-paid cost-sharing of the City's contribution under Gov. Code section 20516(a).

CalPERS PEPRA New Members in the Miscellaneous Classifications in Executive, Mid-Management-, and Confidential employees shall pay fifty percent (50%) of normal cost as determined by CalPERS.

Effective July 1, 2019, CalPERS Classic Members in the Safety Classifications in Executive, Mid-Management, and -Confidential employees shall pay a total employee contribution of twelve (12%); nine percent (9%) shall be the member contribution, and three percent (3%) shall be the employee-paid cost-sharing of the City's contribution under Gov. Code section 20516(a).

CalPERS PEPRA New Members in the Safety Classifications in Executive, Mid-Management, and Confidential Series shall pay fifty percent (50%) of normal cost as determined by CalPERS.

(Reso. 4741) 10/11
(Reso. 4743) 10/11
(Reso. 4789) 10/12
(Reso. 4918) 6/15
(Reso. 4951) 12/15
(Reso. 4976) 04/16
(Reso. 5154) 06/19

SECTION 1A2.154 AUTO ALLOWANCE.

Executive Management positions that are not provided a City vehicle shall receive an auto allowance in the amount of \$400 per month. Employees provided an auto allowance are ineligible for mileage reimbursement.

(Reso. 5350) 06/22

SECTION 1A2.155 VOLUNTARY BINDING ARBITRATION AND BONUS PAYMENT

Voluntary Agreement to Binding Arbitration in Exchange for \$10,000 Bonus Payment: Executive, Mid-management and Confidential employees may voluntarily enter into an Arbitration Agreement according to the terms of the agreement.

(Reso. 5432) 8/23

**UNREPRESENTED MANAGEMENT AND CONFIDENTIAL
SALARY RANGE ADJUSTMENTS - SEPTEMBER 6, 2025**

M&C									
Unrepresented: Executive, Mid-Management, Confidential Employee Salary Schedule									
EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
9/6/2025	9/2/2025	10%	Deputy City Manager (At-Will)	EXECUTIVE	60d	Salaried	68.20	11822.00	141864.00
							118.99	20625.00	247500.00
9/6/2025	9/2/2025	10%	Chief of Police	EXECUTIVE	60f	Salaried	101.66	17620.73	211448.76
							147.61	25585.30	307023.55
9/6/2025	9/2/2025	10%	Fire Chief	EXECUTIVE	70f	Salaried	96.69	16760.14	201121.68
							146.78	25441.90	305302.80
9/6/2025	9/2/2025	10%	Chief Financial Officer	EXECUTIVE	64d	Salaried	77.39	13415.00	160980.00
							118.99	20625.00	247500.00
9/6/2025	9/2/2025	10%	Director of Human Resources	EXECUTIVE	64d	Salaried	77.39	13415.00	160980.00
							118.99	20625.00	247500.00
9/6/2025	9/2/2025	10%	Information Technology Services Director	EXECUTIVE	64d	Salaried	77.39	13415.00	160980.00
							118.99	20625.00	247500.00
9/6/2025	9/2/2025	10%	Director of Recreation, Parks, and Library	EXECUTIVE	64d	Salaried	77.39	13415.00	160980.00
							118.99	20625.00	247500.00
9/6/2025	9/2/2025	10%	Director of Community Development	EXECUTIVE	64d	Salaried	78.35	13581.00	162972.00
							118.99	20625.00	247500.00
9/6/2025	9/2/2025	10%	Director of Public Works	EXECUTIVE	64d	Salaried	77.39	13415.00	160980.00
							118.99	20625.00	247500.00
9/6/2025	9/2/2025	6%	Assistant City Engineer	MANAGEMENT	56m	Salaried	60.70	10521.52	126258.24
							81.84	14186.38	170236.59
9/6/2025	9/2/2025	6%	Aquatics Manager (At-Will)	MANAGEMENT	50m	Salaried	56.85	9854.65	118255.80
							76.66	13287.22	159446.66
9/6/2025	9/2/2025	6%	Battalion Chief	MANAGEMENT	60f	Salaried	53.74	17882.63	156492.72
							90.28	21908.29	262899.50
9/6/2025	9/2/2025	6%	Building Official (At-Will)	MANAGEMENT	60f	Salaried	64.83	11236.58	134838.96
							87.41	15150.50	181805.98
9/6/2025	9/2/2025	6%	City Engineer (At-Will)	MANAGEMENT	60m	Salaried	68.91	11943.54	143322.48
							92.91	16103.72	193244.59
9/6/2025	9/2/2025	6%	Communications Manager (At-Will)	MANAGEMENT	51m	Salaried	58.10	10070.98	120851.76
							78.34	13578.91	162946.90
9/6/2025	9/2/2025	6%	Deputy City Clerk	MANAGEMENT	27m	Salaried	35.43	6140.99	73691.88
							47.49	8231.48	98777.79
9/6/2025	9/2/2025	6%	Assistant City Clerk (At-Will)	MANAGEMENT	36m	Salaried	58.10	10070.98	120851.76
							78.34	13578.91	162946.90
9/6/2025	9/2/2025	6%	Deputy City Treasurer II	MANAGEMENT	30s	Salaried	44.05	7635.47	91625.64
							59.39	10295.05	123540.63
9/6/2025	9/2/2025	6%	Environmental Programs Manager (At-Will)	MANAGEMENT	81m	Salaried	58.10	10070.98	120851.76
							78.34	13578.91	162946.89
9/6/2025	9/2/2025	6%	General Services Superintendent (At-Will)	MANAGEMENT	57m	Salaried	59.04	10233.12	122797.44
							79.61	13797.51	165570.19
9/6/2025	9/2/2025	6%	Finance Manager (At-Will)	MANAGEMENT	55m	Salaried	59.38	10292.33	123507.96
							88.26	15297.81	183573.77
9/6/2025	9/2/2025	6%	Utilities Superintendent (At-Will)	MANAGEMENT	59m	Salaried	59.04	10233.12	122797.44
							79.61	13797.51	165570.19
9/6/2025	9/2/2025	8.9, 6%	Human Resources Manager (At-Will)	MANAGEMENT	51m	Salaried	58.10	10070.98	120851.76
							85.32	14787.43	177449.17
9/6/2025	9/2/2025	6%	Information Systems Manager (At-Will)	MANAGEMENT	54m	Salaried	62.04	10753.00	129036.00
							83.64	14498.49	173981.82
9/6/2025	9/2/2025	6%	Librarian II	MANAGEMENT	37m	Salaried	41.97	7274.57	87294.84
							56.58	9808.45	117701.33
9/6/2025	9/2/2025	6%	Library Services Manager	MANAGEMENT	50m	Salaried	56.85	9854.65	118255.80
							76.66	13287.22	159446.66
9/6/2025	9/2/2025	6%	Park Maintenance Superintendent	MANAGEMENT	48m	Salaried	54.45	9437.67	113252.04
							73.42	12724.99	152699.93
9/6/2025	9/2/2025	4.78, 6%	Planning Manager (At-Will)	MANAGEMENT	56m	Salaried	64.83	11236.58	134838.96
							86.40	14976.12	179713.50
9/6/2025	9/2/2025	6%	Recreation Manager (At-Will)	MANAGEMENT	50m	Salaried	56.85	9854.65	118255.80
							76.66	13287.22	159446.66
9/6/2025	9/2/2025	6%	Risk Manager (At-Will)	MANAGEMENT	52m	Salaried	58.10	10071.00	120852.00
							78.33	13578.71	162944.47
9/6/2025	9/2/2025	6%	Senior Librarian	MANAGEMENT	39m	Salaried	44.98	7796.33	93555.96
							60.64	10511.96	126143.42
9/6/2025	9/2/2025	6%	Treasury & Customer Service Manager	MANAGEMENT	141	Salaried	59.38	10292.00	123504.00
							80.06	13877.58	166531.00

**UNREPRESENTED MANAGEMENT AND CONFIDENTIAL
SALARY RANGE ADJUSTMENTS - SEPTEMBER 6, 2025**

M&C									
Unrepresented: Executive, Mid-Management, Confidential Employee Salary Schedule									
EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
9/6/2025	9/2/2025	6%	Accountant	CONFIDENTIAL	31m	Salaried	38.16	6614.09	79369.08
							51.45	8917.91	107014.95
9/6/2025	9/2/2025	6%	Executive Assistant	CONFIDENTIAL	34m	Salaried	37.98	6582.92	78995.04
							51.21	8875.89	106510.68
9/6/2025	9/2/2025	6%	Human Resources Analyst	CONFIDENTIAL	34m	Salaried	41.40	7176.04	86112.48
							55.82	9675.61	116107.21
9/6/2025	9/2/2025	6%	Human Resources Technician	CONFIDENTIAL	18m	Salaried	29.58	5127.76	61533.12
							39.89	6913.87	82966.44
9/6/2025	9/2/2025	6%	Management Analyst	CONFIDENTIAL	35m	Salaried	41.40	7176.04	86112.48
							55.82	9675.61	116107.21
9/6/2025	9/2/2025	6%	Payroll Accountant	CONFIDENTIAL	31m	Salaried	38.16	6614.09	79369.08
							51.45	8917.91	107014.95
9/6/2025	9/2/2025	6%	Principal Civil Engineer	CONFIDENTIAL	51m	Salaried	58.10	10070.98	120851.76
							78.34	13578.91	162946.90
9/6/2025	9/2/2025	6%	Senior Civil Engineer (At-Will)	CONFIDENTIAL	48m	Salaried	54.45	9437.67	113252.04
							73.42	12004.71	144056.54
9/6/2025	9/2/2025	6%	Senior Executive Assistant (At-Will)	CONFIDENTIAL	35m	Salaried	41.40	7606.60	91279.23
							52.66	9127.93	109535.10
9/6/2025	9/2/2025	6%	Senior Human Resources Analyst	CONFIDENTIAL	39m	Salaried	44.98	7796.33	93555.96
							60.64	10511.96	126143.42
9/6/2025	9/2/2025	8.18, 6%	Senior Management Analyst	CONFIDENTIAL	39m	Salaried	44.98	7796.33	93555.96
							65.60	11371.83	136461.96
9/6/2025	9/2/2025	6%	Special Projects Administrator	CONFIDENTIAL	35m	Salaried	41.40	7176.04	86112.48
							55.82	9675.61	116107.21

MANAGEMENT AND CONFIDENTIAL SERIES

EMPLOYEE VOLUNTARY ARBITRATION AGREEMENT

This Arbitration Agreement (“Agreement”), is between the City of El Segundo (“Employer” or “City”) and _____ (“Employee”) (collectively “Parties” or “Party” as may be appropriate.) Employer and Employee agree to the following terms and conditions.

1. **Consideration.** In exchange for a total of bonus payment of \$10,000, Employee agrees to arbitration as the sole and exclusive remedy for the Arbitrable Claims defined below.

- a. Payment of \$10,000 is to be paid within 30 days of Employee’s delivery of an executed Agreement to the City. Employee shall not be entitled to receive more than \$10,000 in payment pursuant to this Agreement, even if Employee’s employment is terminated and the Employee subsequently becomes re-employed by the City.
- b. Once the Employee receives a payment under this Agreement, all Arbitrable Claims shall be subject to the arbitration process outline below.

2. **Applicable Law.** The Employee and Employer agree that the Arbitrable Claims defined below shall be submitted to and determined exclusively by binding arbitration under the California Arbitration Act, (“CAA”) (Cal. Code Civ. Proc. sec. 1280 et. Seq. Employer and Employee understand and agree that they are knowingly and intentionally giving up any right that they may have to a court trial by judge or jury with regard to the Arbitrable Claims.

3. **Arbitration Procedure.** The Parties shall have the right to conduct discovery pursuant to Cal. Code Civ. Proc. sec. 1283.05 (including all of the CAA’s other mandatory and permissive rights to discovery). Nothing in this Agreement 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 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. 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 Association and the employee.

4. **Definition of Arbitrable Claims.** The following shall be Arbitrable Claims:
- a. Appeals of Dismissals, Demotions, and/or Suspensions without Pay Longer than Six (6) Days, Brought by Executive, Mid-Management, and Confidential Employees: the City shall submit timely appeals of dismissals, demotions and suspensions without pay longer than six (6) days to binding arbitration, pursuant to this Agreement.
 - i. An employee who has been dismissed, demoted, or suspended longer than six (6) days, shall have ten (10) calendar days following written notification of the dismissal, demotion or suspension in which to file an appeal. The written appeal must be submitted to the City Manager.
 - ii. Upon receipt of a timely request for appeal of the dismissal, the City and employee may either mutually select an arbitrator or request a list of seven (7) arbitrators registered with the California State Conciliation and Mediation Service or some other mutually agreed upon source. The Parties shall agree to a mediator within ten (10) days of the timely appeal, unless the Parties mutually agree to extend this time period.
 - iii. The role of the arbitrator shall be to determine if the dismissal is consistent with just cause. The arbitrator shall hold a hearing at which both sides may present their arguments and evidence, including witnesses and subsequently issue a written decision. The hearing shall commence within 120 days of selection by the Parties, unless the Parties mutually agree to extend this time period.
 - iv. The decision of the arbitrator shall be final and binding on the Parties. The arbitrator shall issue his/her decision in writing within thirty (30) days of the closing of the hearing.
 - v. The costs of the arbitration/hearing (court reporter, arbitration hearing transcripts) shall be divided in half (50/50) between the City and employee. Attorney's fees, staff time and witness fees shall not be shared between the Parties and shall be paid by the Party that incurred the cost.
 - b. 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 as 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.

- c. Notwithstanding the provisions of this Agreement, Employee 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.

5. **No Arbitration of Class, Collective or Representative Actions.** To the fullest extent permitted by law, no form of class, collective, or representative action shall be maintained pursuant to this Agreement 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.

6. **Arbitration Costs.**

- a. For arbitrations for appeals of dismissals, demotions, and/or suspensions without pay longer than six (6) days, the Employee and Employer agree to split the costs of arbitration evenly (see section 4.a.).
- b. For arbitrations of disputes for Arbitrable Claims as set out in section 4.b., the City shall bear the costs of any arbitration, including the compensation of the Arbitrator, all of the Arbitrator's administrative expenses, and CSR transcripts for arbitration hearings.
- c. For any arbitration conducted pursuant to this Agreement, 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, including without limitation deposition related costs.

7. **Term of Agreement.** This Agreement shall continue in full force and effect for the duration of Employee's current employment by Employer and the duration of any subsequent re-employment of Employee by Employer and also survives after the termination of the Employee's current or employment or subsequent re-employment This Agreement does not create any express or implied contract of employment and nothing in this Agreement is intended to alter the at-will employment status of Employee.

8. **Integration.** This Agreement sets forth the Parties' mutual rights and obligations with respect to the resolution of Arbitrable Claims. It is intended to be the final, complete, and exclusive statement of the terms of the Parties' agreements regarding this subject. This Agreement supersedes all other prior and contemporaneous agreements and statements related to the resolution of Arbitrable Claims, whether written or oral, express or implied, on this subject, and it may not be contradicted by evidence of any prior or contemporaneous statements or agreements. To the extent that the practices, policies, or procedures of Employer, now or in the future, apply to Employee and are inconsistent with the terms of this Agreement, the provisions of this Agreement shall control.

9. **Amendments; Waivers.** This Agreement may not be amended except by an instrument in writing, signed by Employee and Employer. No failure to exercise and no delay in exercising any right, remedy, or power under this Agreement shall operate as a waiver thereof, nor shall any single or partial exercise of any right, remedy, or power under this Agreement preclude any other or further exercise thereof, or the exercise of any other right, remedy, or power provided herein or by law or in equity.

10. **Severability.** If a court or Arbitrator holds any provision of this Agreement to be invalid, unenforceable, or void, the remainder of this Agreement shall remain in full force and effect. In addition, the Parties authorize the Arbitrator or court to add to or revise the language of this Arbitration Agreement in order to make the provision complete and lawful, so as to effectuate to the maximum extent possible the Parties' mutual intent to have all disputes subject to this provision be resolved solely by final and binding arbitration.

11. **Jurisdiction and Venue.** All arbitrations of Arbitrable Claims shall be heard in Los Angeles County, California, and all court proceedings arising out of this Agreement shall be filed in Los Angeles County, California.

"EMPLOYEE"

"EMPLOYER"

CITY OF EL SEGUNDO

Signature of Employee

Signature of Employer Representative

Printed Name of Employee

By:

Name/Title of Employer Representative

Dated

Dated

THE CITY OF EL SEGUNDO

ADMINISTRATIVE CODE TITLE 1A

SALARIES AND CONDITIONS OF EMPLOYMENT

CHAPTER 1A2 MANAGEMENT AND CONFIDENTIAL SERIES



Revised:
November 2011
August 1, 2012
September 24, 2021
June 15, 2015
May 2016
August 15, 2023
June 18, 2024
September 2, 2025

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SECTION 1A2.000 SCHEDULE OF CLASSES BY SERIES.

The following is a list of City Departments, under which Management and/or Confidential positions for each Department are listed. Salary ranges for all authorized positions shall be determined within the ranges depicted in the “Basic Salary Schedule (1A2.010 of the Administrative Code).”

Executive Management (At-Will)

Chief of Police
Fire Chief
Chief Financial Officer
Deputy City Manager
Director of Community Development
Director of Human Resources
Director of Public Works
Director of Recreation, Parks, and Library
Information Technology Services Director

Mid-Management

Assistant City Clerk (At-Will)
Assistant City Engineer
Aquatics Manager (At-Will)
Battalion Chief
Building Official (At-Will)
City Engineer (At-Will)
Communications Manager (At-Will)
Deputy City Clerk
Deputy City Treasurer II
Environmental Programs Manager (At-Will)
Finance Manager (At-Will)
General Services Superintendent (At-Will)
Human Resources Manager (At-Will)
Information Systems Manager (At-Will)
Librarian II
Library Services Manager
Park Maintenance Superintendent
Planning Manager (At-Will)
Recreation Manager (At-Will)
Risk Manager (At-Will)
Senior Librarian
Treasury & Customer Service Manager (At-Will)
Utilities Superintendent (At-Will)

Confidential

Accountant
Executive Assistant
Human Resources Analyst
Human Resources Technician
Management Analyst
Principal Civil Engineer

Senior Civil Engineer (At-Will)
Senior Executive Assistant (At-Will)
Senior Human Resources Analyst
Senior Management Analyst
Special Projects Administrator

(Council Approval) 1/88 and 1/89 (Reso. 4194) 11/00
(Reso. 5350) 06/20
(Reso. 5368) 10/22
(Reso. 5359) 09/22
(Reso. 5385) 12/22
(Reso. 5395) 2/23
(Reso. 5401) 3/23
(Reso. 5420) 6/23
(Reso. 5459) 1/24
(Reso. 5490) 5/24

SECTION 1A2.010 BASIC SALARY SCHEDULE.

Effective the pay period beginning August 12, 2023, the following respective salary schedules are hereby allocated and assigned to the respective Executive and Management/Confidential classifications.

Effective the pay period beginning June 29, 2024, the attached salary schedule reflects a 6.8% salary range adjustment for the Battalion Chief classification.

Effective the pay period beginning September 6, 2025, the attached salary schedule reflects the following equity adjustments: Senior Management Analyst - 8.18%, Planning Manager – 4.78%, and Human Resources Manager – 8.9%.

Effective the pay period beginning September 6, 2025, the attached salary schedule reflects a 6% salary range adjustment for all Mid-Management and Confidential classifications and a 10% salary range adjustment for Executives.

See Attachment for Executives and Mid-Management/Confidential Salary Schedules

(Reso. 4965) 12/15

SECTION 1A2.060 EVALUATION BY CITY MANAGER – DEPARTMENT HEADS.

Employees within the Management-Confidential group (including Executive Management Series; Management Series; and the Confidential Employee Series), hereinafter referred to as “covered employees,” shall be evaluated based upon criteria established by the City Manager.

The City Manager shall approve all performance salary adjustments. Criteria for granting salary adjustments shall include but not be limited to:

- Present salary.
- Length of service.

- Quality and quantity of work performed.
- Increased competence in handling job responsibilities.
- Attitude and loyalty to City duties.
- Efforts toward self-improvement.
- Exceptional performance.

(Reso. 5154) 06/19

SECTION 1A2.070 SALARY INCREASES BASED ON PERFORMANCE.

Salary increases shall be based on evaluation of an individual's performance and shall acknowledge and reflect the level of job proficiency indicated by the employee's performance evaluation; there shall be no automatic step progression and no longevity step increases.

Salary increases shall normally be made once each year on an employee's anniversary date. Increases may be made at other times on the basis of Exceptional job performance or unusual circumstances. If the employee's anniversary date or other salary increase effective date falls in the middle of the pay period, the effective date of the increase will be the first day of that pay period.

Annual salary adjustments shall be granted predicated on merit and the criteria in Section 1A2.060 as follows: employees rated "Standard" are eligible for an increase up to five percent (5%); employees rated "Above Standard" and "Exceptional" are eligible to receive an additional 1-5% accelerated salary increase (Executives are eligible to receive up to an additional 1-2.5%); and employees rated "Below Standard" or "Unsatisfactory" are not eligible to receive a salary increase; however, no salary shall fall below the minimum or exceed the maximum of the salary range assigned to the affected employee's corresponding classification or position.

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

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

In order to be eligible for accelerated salary 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.

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 City-wide criteria for accelerated step advancement.

The City Manager shall make the final decision whether to approve the employee's accelerated salary step advancement.

An employee may not receive more than one accelerated salary step advancement within a twelve (12) month period of time, subject to the requirements provided for in this section.

An accelerated salary step advancement shall not change the affected employee's anniversary date.

The maximum accelerated increase that may be approved by the City Manager is 5% percent in any fiscal year for Mid-Management and Confidential employees and 2.5% for Executive Management.

Covered employees may be evaluated immediately upon adoption of this resolution and may receive an appropriate salary increase at the discretion of the reviewing authority, subject to an employee evaluation.

Salary increases shall be based upon performance evaluation and shall not exceed the maximum salary range identified in 1A2.010 (table outlined in Section 1 above, as may be amended from time to time).

All other provisions of Section 1A2.070 shall remain in effect, including annual employee evaluation requirements.

(Reso. 1446) 11/86
(Reso.5154) 06/19
(Reso. 5432) 8/23

SECTION 1A2.080 OVERTIME PAY – EXCEPTION – FIRE BATTALION CHIEFS.

Effective October 1, 1988, Executive, Mid-Management, and Confidential Employees shall not be paid overtime pay with the exception of Fire Battalion Chiefs assigned to Fire Suppression; they shall be paid time and one quarter (1.25) for time worked on Platoon Duty or scheduled or non-scheduled re-hires in excess of fifty-six (56) hours per week.

(Council Approval) 11/88

SECTION 1A2.087 SALARY PLACEMENT UPON PROMOTION.

In all cases where an employee is promoted to a classification regulated by this Chapter 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 (5%) 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 higher base salary than any of their regularly assigned subordinates (exclusive of Educational Incentive Pay, Special Assignment, or any other form of compensation). The supervisor's salary shall not exceed the salary range for which her/she is eligible by length of service and performance.

(Reso. 3446) 11/86

SECTION 1A2.090 RESIDENCE REQUIREMENTS.

The Director of Public Works, Police Chief, and Fire Chief shall reside in a location which would enable the incumbents of those positions to report to work within one (1) hour of being notified of an emergency which requires their presence in El Segundo. Driving time shall be defined as the

time that it takes an individual to drive to El Segundo from their place of residence during normal traffic conditions, including morning and afternoon commuter rush hour conditions prevalent in Southern California. Current and Future occupants of these offices shall have eighteen (18) months from the date of appointment to meet this requirement.

(Reso. 3539) 6/88
(Reso. 4216) 06/01

SECTION 1A2.100 ADMINISTRATIVE LEAVE.

Executive Management positions shall receive up to 80 hours of Administrative Leave per calendar year upon approval of the City Manager. Exempt Mid-Management and Confidential positions shall receive up to 56 hours of Administrative Leave per calendar year upon recommendation of the Department Director and approval of the City Manager. Mid-Management and Confidential positions classified as non-exempt under the Fair Labor Standards Act ("FLSA"), shall not receive Administrative Leave hours, but will receive overtime as defined in Section 1A2.101 below. This leave has no cash value and cannot be carried over.

Effective the pay period beginning June 29, 2024, employees in the Battalion Chief classification shall receive up to 96 hours of Administrative Leave per calendar year upon recommendation of the Department Director and approval of the City Manager. This leave has no cash value and cannot be carried over.

(Reso. 3229) 10/83
(Reso. 3446 11/86)
(Reso. 4582) 12/08
(Reso. 4130) 9/99
(Reso. 4619) 9/09
(Reso. 5350) 06/20
(Reso. ~~5496XXXX~~) 6/24
(Reso. XXXX) 09/25

SECTION 1A2.101 OVERTIME FOR FLSA NON-EXEMPT CLASSIFICATIONS

Mid-Management and Confidential positions classified as non-exempt under the FLSA are entitled to overtime compensation. Overtime is defined as hours worked in excess of forty (40) hours in a seven (7) day workweek. Such hours shall be compensated at a rate of one and on-half (1.5) times the employee's regular rate of pay. For purposes of calculating overtime, only hours actually worked will be counted. Paid time off (including vacation, holidays, or sick leave) does not count as hours worked when determining overtime eligibility.

The Human Resources Technician classification is classified as FLSA non-exempt and entitled to overtime as detailed above.

(Reso. XXXX) 09/25

SECTION 1A2.105 FLEXIBLE BENEFIT PLAN

Executive Management, Mid-Management, and Confidential: all positions listed in Section 1(A) above (and as may be amended thereafter), shall be eligible to participate in the City’s Flexible Benefit Plan, as per table below:

Effective Date	City Maximum Health Insurance Contribution per month Under “PEMHCA” (Per City Resolution filed with CalPERS)	Flex Benefit – City Contribution per month	City Contribution Monthly total:
Upon approval and adoption (August 15, 2023)	\$932	\$768	\$1,700
January 1, 2024	\$932	\$818	\$1,750
January 1, 2025	\$932	\$868	\$1,800
January 1, 2026	\$932	\$918	\$1,850
<u>January 1, 2027</u>	<u>\$932</u>	<u>\$968</u>	<u>\$1,900</u>

Employees shall not be entitled to cash out any excess monies that are not allocated to purchasing any of the specified benefits within the City’s portfolio. The employee shall be responsible for any and all out-of-pocket costs in excess of the City’s monthly contribution.

The City Contribution Amount toward health insurance is the City’s designated “PEMHCA” contribution as set forth in the City’s resolution(s) that are filed with CalPERS. Flex Benefit amounts are not part of the City’s designated “PEMHCA” contribution. Flex Dollars may only be used towards a medical premium or deferred compensation plan. There is no cash back from unused Flex Dollars.

(Reso. 5154) 06/19
 (Reso. 5307) 04/22
 (Reso. 5310) 04/22

SECTION 1A2.106 INSURANCE BENEFITS – EMPLOYEE DENTAL, VISION AND LONG TERM DISABILITY (NON-JOB RELATED) CONTRIBUTION.

The City shall provide dental and vision benefits for each covered Executive, Mid-Management, and Confidential employee and the employee’s eligible dependents.

Executive, Mid-Management, and Confidential Employees shall be covered by the City under a long term disability insurance plan.

(Reso. 4474) 7/06
(Reso. 4965) 12/15
(Reso. 4975) 04/16
(Reso. 5147) 5/19

SECTION 1A2.108 INSURANCE BENEFITS – RETIREE MEDICAL – CITY CONTRIBUTION.

Executive, Mid-Management, and Confidential employees hired before June 1, 2016, who are hired into or subsequently appointed to a position regulated by this Chapter, shall be eligible for a monthly retiree health contribution of up to \$1,200. The monthly retiree health contribution will consist of the “PEMHCA” amount set forth in the City’s resolution filed by the City with CalPERS supplemented by a City contribution to a healthcare reimbursement account. The amount of the healthcare reimbursement supplement shall be no more than the amount necessary to cover the health insurance premium cost for the employee and eligible dependent(s) for the selected CalPERS health plan, but in no event shall the total monthly contribution (“PEMHCA” contribution + healthcare reimbursement account) exceed \$1,200 per month.

Executive Management, Mid-Management, and Confidential employees who are hired by the City on or after June 1, 2016, and appointed to a position regulated by this Chapter, shall only be eligible for a retiree medical benefit up to the “PEMHCA” contribution amount set forth in the City’s resolution filed by the City with CalPERS.

Executive Management, Mid Management, and Confidential employees service retiring from CalPERS and the City of El Segundo after a minimum of five consecutive full-time years of service with the City of El Segundo on or after June 21, 2022, shall be eligible for a retiree medical benefit equal to the “PEMHCA” amount set forth in the City’s resolution filed by the City with CalPERS, supplemented by a City contribution to a healthcare reimbursement account. The amount of the healthcare reimbursement supplement shall be no more than the amount necessary to cover the health insurance premium cost for the employee and eligible dependent(s) for the selected CalPERS health plan, but in no event shall the total monthly contribution (PEMHCA contribution + healthcare reimbursement account) exceed the amount provided to active employees in the Management and Confidential Series. For 2022, this total monthly City contribution is \$1,650 per month.

The Elected City Clerk and Treasurer positions shall also be eligible for this benefit as described in the March 15, 2016 staff report and Resolution 4973 which ties their active and retired allowances for health to the Management Confidential Series.

Hire Date	Retiree Medical – City Contribution
July 1, 2007 through June 30, 2016	PEMHCA amount supplemented with a City contribution not to exceed \$1,200 per month
July 1, 2016 and retired prior to June 21, 2022	PEMCHA amount only
Service retire concurrently from CalPERS and the City of El Segundo after a minimum of five consecutive full-time years of service with the City of El Segundo on or after June 21, 2022	PEMHCA amount supplemented with a City contribution to equal highest total monthly contribution as described in Section 1A2.107 above. For 2022, this amount shall not exceed \$1,650

In order to qualify for any retiree medical benefit from the City, the employee must qualify as an “annuitant” under PEMHCA (see Government Code section 22760(c). The retiree must have an effective retirement date with CalPERS within 120 days of separation from City employment and receive a retirement benefit from CalPERS.

(Council Approval) 11/88
 (Reso.4965)12/15
 (Reso. 4975) 04/16
 (Reso. 5350) 06/20
 (Reso. 5432) 8/23

SECTION 1A2.109 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 a retiree’s 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.

(Reso. 5432) 8/23

SECTION 1A2. 110 ADDITIONAL EMPLOYMENT.

An Executive who is employed full time by the City shall not accept other work or actively participate in the management of a private for profit activity outside of his or her employment with the City of El Segundo, without first obtaining approval of the City Council, and upon showing that such activity will not conflict with his or her discharge of duties of employment with the City.

(Reso. 2620) 4/75

SECTION 1A2.115 EDUCATION EXPENSES – REIMBURSEMENT.

Executive, Mid-Management and Confidential employees shall, upon an approved application and agreement to the provisions of this section, be reimbursed one hundred percent of the cost of tuition and books to a maximum of \$2,000 per calendar year effective January 1, 2001 for work-related college courses; provided, however, such courses have been approved by the City Manager. Employees terminating employment with the City voluntarily or through termination with cause within two months from completion of coursework shall have deducted from their final pay 100 percent of the amount reimbursed; thereafter, ten percent less than 100 percent shall be deducted from their final pay for each full month worked up to twelve months from the date of the completion of the course.

Participation in the program for mid-management and confidential employees is limited to those who have successfully completed their initial probationary period.

(Council Approval) 11/88
(Reso. 3995) 01/97
(Reso. 4194) 11/00

SECTION 1A2.115.2 EDUCATIONAL INCENTIVE.

Effective October 1, 2008, the Police Chief shall no longer receive 5% Educational Incentive Pay for possessing a Master’s Degree from an accredited college or university.

Effective the pay period beginning June 29, 2024, the Educational Incentive will be eliminated, and the previous Battalion Chief Educational Incentive for a Master’s degree shall be applied to base salary in the amount of \$1,755.28 per month for employees in the Battalion Chief classification.

(Reso. 4026) 7/97
(Reso. 4194) 11/00
(Reso. 4430) 7/05
(Reso. 4582) 12/08
(Reso.
~~5496XXXX~~) 6/24

SECTION 1A2.120 DEFERRED COMPENSATION PLAN.

A Deferred Compensation Plan has been established as a benefit to Executive Management, Mid-Management, and Confidential employees, and each covered employee is eligible to participate in the Plan. The City shall not provide an annual matching contribution or any other contribution to the Deferred Compensation Plan.

As soon as feasible following adoption of Resolution No. 5350, the City shall establish a 401(a) Defined Contribution Plan for Executive Management employees only to offset the 6.2% required employee payroll tax contribution to Social Security. The City shall contribute 6.2% of base salary per pay period, up to the annual Social Security taxable maximum. City contributions to the plan shall be calculated on an annual basis and evenly distributed in 26 pay periods per year. For earnings in 2023, this base is \$160,200 with a \$9,932 maximum City contribution. The 401(a) Defined Contribution provision does not apply to employees in the Chief of Police and Fire Chief positions as those are exempted from Social Security. The Elected City Clerk and Treasurer positions shall be ineligible for this benefit.

(Reso. 2620) 4/75
(Reso. 4264) 8/02
(Reso. 4430) 7/05
(Reso. 4474) 7/06
(Reso. 4513) 7/07
(Reso. 4619) 9/09
(Reso. 4743) 10/11
(Reso. 4918) 6/15
(Reso. 5350) 6/22

SECTION 1A2.121 FLEXIBLE SPENDING ACCOUNT.

A Flexible Spending Account will be established pursuant to the terms and conditions of the Internal Revenue Code as a benefit to employees enumerated in Section 1A2.000. Each employee in Section 1A2.000 is eligible to participate in this plan.

(Council Approval) 11 /88

SECTION 1A2.123 CHIEF OFFICER CERTIFICATION.

Effective the pay period beginning June 29, 2024, the Chief Officer Certification pay will be eliminated and the Tier 1 Longevity pay for a Fire Captain* with 19 years of service in the amount of \$2,199.50 per month shall be applied to base salary for employees in the Battalion Chief classification. (*The Fire Captain position is included in the El Segundo Firefighters' Association.)

(Reso. 4430) 7/05
(Reso. 4474) 7/06
(Reso. 4582) 12/08
(Reso. ~~5496XXXX~~)
6/24

SECTION 1A2.130 UNIFORM ALLOWANCE.

Effective October 1, 1988, Management-Confidential employees in the Police and Fire Department who are required to purchase and continuously maintain certain prescribed items of uniform clothing shall be compensated for a portion of the initial and maintenance costs thereof according to the following:

<u>Classification /Position</u>	<u>Per Mo. of Active Duty</u>
Police Chief	\$53.00
Fire Chief	\$33.00
Fire Battalion Chief	\$40.00

(Reso. 3229) 10/83
(Reso. 3446) 11/86
(Council Approval) 11/88

SECTION 1A2.131.1 SICK LEAVE ACCUMULATED FOR CARE OF MEMBERS OF IMMEDIATE FAMILY.

Sick leave is accrued at 8 hours per month. Employees in the Battalion Chief classification working on a 112 hours schedule accrue 12 hours per month.

Employees are eligible to utilize a maximum of half their annual sick leave accrual, forty-eight (48) hours or seventy-two (72) hours for Battalion Chiefs, 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.

(Reso. 3790) 10/92
(Reso. 3860) 4/94
(Reso. 5432) 8/23

SECTION 1A2.134 SICK LEAVE – PAYMENT UPON DEATH OR SERVICE RETIREMENT.

In the event an Executive, Mid-Management, or Confidential employee, while in the City's employ, and who has been employed by the City for five continuous years or more in a full-time position, dies or service retires under the Public Employees' Retirement System with unused Sick Leave to his or her credit, he or she shall be compensated in an amount equal to eighty percent (80%) of the value of such Sick Leave based upon his or her base salary at the time of death or service retirement, without the inclusion of overtime pay or additional compensation.

(Reso. 3229) 10/83
(Reso. 3336) 11/85
(Reso. 3498) 9/87
(Reso. 5432) 8/23

SECTION 1A2.135 SICK LEAVE ACCRUED – PAYMENT OF ON DISABILITY RETIREMENT OR DISABILITY SEPARATION FROM THE CITY- LESS THAN 5 YEARS OF CITY SERVICE.

In the event an employee regulated by this Chapter while in the City's employ, and who has been employed by the City for five or more continuous years in a full-time position, Disability Retires under the California Public Employees' Retirement System or separates from the City with unused Sick Leave to his or her credit, he or she shall be compensated in an amount equal to One Hundred Percent (100%) of the value of such Sick Leave, based upon the employees regular rate of pay at the time of retirement or separation.

(Reso. 3498) 11/86
(Reso, 3860) 4/94
(Reso. 4430) 7/05
(Reso. 4619) 9/09

SECTION 1A2.135.1 PAYMENT OF SICK LEAVE ACCRUAL – AFTER 20 YEARS OF CITY SERVICE.

Upon separation from service, sworn Police and Fire Management Employees with 20 years of continuous City service, will be compensated for One Hundred Percent (100%) of the employee's accumulated, unused Sick Leave at their regular rate of pay at separation.

(Reso. 4264) 8/02
(Reso. 4619) 9/09

SECTION 1A2.135.2 PAYMENT OF SICK LEAVE ACCRUAL – DISABILITY RETIREMENT- 5 OR MORE YEARS OF CITY SERVICE.

Upon separation from service because of a disability retirement, sworn Police and Fire Management employees with five years of continuous City service, will be compensated for ninety percent (90%) of the employee's accumulated, unused Sick Leave at the employee's current rate at separation.

(Reso. 4264) 8/02

SECTION 1A2.136 SICK LEAVE – LEAVE WITH PAY DUE TO ILLNESS-ACCUMULATION OF SAME; SICK LEAVE CASH OUT

Sick Leave with pay may be granted for an absence from duty because of personal illness, injury, or legal quarantine not compensable under the provisions of the Workers' Compensation Laws of the State of California. Permanent employees shall accumulate Sick Leave at the rate of eight (8) hours per month; employees on a 112 hours fire suppression schedule earn Sick Leave at the rate of twelve (12) hours per month. Hours worked in addition to a regular work week shall not entitle an employee to additional Sick Leave accumulation. Sick Leave taken by an employee shall be deducted from his or her accumulated credit.

Employees hired into a Management and Confidential Series position after August 15, 2023, may accumulate up to six hundred (600) hours of sick leave; nine hundred (900) for employees on a 112 hours fire suppression schedule. Once an employee reaches that cap, the employee shall not accrue additional sick leave until the balance has been reduced below 600 hours.

Employees hired on or before August 15, 2023 will be permitted to accrue sick leave in excess of the cap of six hundred (600) hours; nine hundred (900) for employees on a 112 hours fire suppression schedule subject to a mandatory cash out as described below.

For employees hired on or before August 15, 2023, the City will cash out any accrued sick leave in excess of the 600 or 900 hour cap on or around December 1 of each year. The City will provide the cash out by direct deposit.

(Reso. 3173) 10/82
(Reso. 5432) 8/23

SECTION 1A2.137.1 SICK LEAVE PAYOUTS.

Notwithstanding Sections 1A2.132 through 1A2.135.2 of the El Segundo Administrative Code, employees regulated by this Chapter who receive payment of sick leave hours shall have the value of the sick leave hours calculated at the base salary hourly rate.

(Reso. 4918) 6/15

SECTION 1A2.139 HOLIDAYS AND HOLIDAY PAY.

Except as otherwise herein specifically provided, employees shall be entitled to the following holidays:

January 1 st	November 11th
The third Monday in January	Thanksgiving Day and the Friday thereafter
The third Monday in February	December 24 th
The last Monday in May	December 25 th
July 4 th	December 31 st

The first Monday in September provided, however, (a) that such dates may be supplemented or amended by a Resolution amending the Administrative Code (b) that in the event any of these holidays fall on the last day an employee is off on the employee's regular days off period, the day following is observed as a holiday for the purpose of this section; and (c) that in the event any of these holidays fall on the first day of an employee's regular day off period, the previous day is considered a holiday for purpose of this section. Notwithstanding the above, this provision does not apply to Battalion Chiefs who receive pay in lieu of time off for holidays.

(Reso. 3173) 10/82
(Reso. 4513) 7/07
(Reso. 5197) 01/20
(Reso. 5432) 8/23

SECTION 1A2.139.1 PERSONAL LEAVE/FLOATING HOLIDAY.

In addition to the holidays enumerated in Section 1A2.139, each employee who has completed six (6) months of service shall be entitled to select one (1) day per calendar year as a Floating Holiday.

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

For this purpose, employees who are assigned to a 5/40 schedule shall receive eight (8) hours, employees who are assigned to a 9/80 schedule shall receive nine (9) hours, and employees who are assigned to a 4/10 schedule shall receive 10 hours. Employees on other schedules will be compensated accordingly.

In the first full pay period following the adoption of the Administrative Code 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.

The City will credit employees with the Personal Leave every January. Newly hired employees 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.

(Reso. 3290) 12/84
(Reso. 3446) 11/86
(Reso 5432) 8/23

SECTION 1A2.140 HOLIDAYS AND HOLIDAY PAY – BATTALION CHIEFS.

Battalion Chiefs assigned to Fire Suppression Duty will be paid for 156 hours in lieu of holidays once a year on or about the 10th day of December. Battalion Chiefs who serve in that capacity less than a full year will be paid Holiday Pay on a pro rata basis.

To the extent permitted by law, the compensation in this section is special compensation for those employees who are normally required to work on an approved holiday because they work in positions that require scheduled staffing without regard to holidays and shall be reported as such pursuant to Title 2 CCR, Section 571(a)(5) and 571.1(b)(4) Holiday Pay.

(Reso. 3178) 12/82
(Reso. 4513) 7/07

SECTION 1A2.144 VACATION LEAVE

Employees regularly employed shall accumulate vacation time in accordance with the following schedule:

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

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

Effective July 2, 2023, 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 that has a vacation balance in excess of twice their annual accrual rate will be cashed out by the City at their base hourly rate to bring their vacation balance to twice their annual accrual rate in December 2023.

All other terms and conditions in Section 1A2.144(1) and (2) remain in effect.

(Reso. 3175) 10/82
 (Reso. 3860) 4/94
 (Reso. 4582) 12/08
 (Reso. 5432) 8/23

SECTION 1A2.144.1 VACATION ACCRUAL BASED ON TOTAL SERVICE TIME IN A CalPERS OR COMPARABLE AGENCY.

Executive, Mid-Management, and Confidential employees shall accumulate vacation time based on their total years of service in a CalPERS or comparable agency.

(Reso. 3860) 4/95
 (Reso 5432) 8/23

SECTION 1A2.145 VACATION LEAVE USE.

Vacation Leaves may be taken only after the employee has completed six (6) months of continuous service with the City.

(Reso. 3336) 11/85

SECTION 1A2.146 VACATION LEAVE CASH OUT.

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

- B. IRREVOCABLE Election Process in 2023 and thereafter: A qualified employee may irrevocably 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, 2023 and every December 15th thereafter, a qualified employee who elects to cash out some or all of their vacation to be accrued in 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 vacation leave to be accrued 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 vacation leave to be accrued 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).

- C. The City shall administer the cash out twice annually, starting in December 2023 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.

- D. 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 accrued in the calendar year as of the time of the cash out which the employee has not yet used.

(Reso. 3336) 11/85
(Reso. 4430) 7/05
(Reso. 4743) 10/11
(Reso. 4789) 10/12
(Reso. 4918) 6/15
(Reso. 4951) 12/15
(Reso 5432) 8/23

SECTION 1A2.147 VACATION LEAVE ACCRUAL – FOR TEMPORARY INDUSTRIAL DISABILITY.

Notwithstanding the provisions of Section 1A6.220, employees on temporary industrial disability that is not subject to Labor Code section 4850 may accrue vacation time for the length of their industrial injury leave if they supplement their industrial disability payments with paid leave accruals such that they continue to receive their full salary. Employees on Labor Code section 4850 industrial injury leave will continue to accrue vacation leave during the time they are on industrial injury leave pursuant to Labor Code section 4850 without use of accrued leave balances.

(Reso. 3336) 11/85
(Reso. 5432) 8/23

SECTION 1A2.148 BEREAVEMENT LEAVE – PERSONAL EMERGENCIES – IMMEDIATE FAMILY DEFINED.

In the event of the death of an employee’s “family member”, as defined in Section 1A2.131.1, 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 within 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.

(Reso. 3173) 10/82
(Reso. 3860) 4/94
(Reso. 4430) 7/05
(Reso 5432) 8/23

SECTION 1A2.149 JURY DUTY.

The employee must provide written notice of the expected Jury Duty to his or her supervisor as soon as possible, but in no case later than 14 days before the beginning of Jury Duty.

During the first two weeks of Jury Duty, an employee shall be entitled to receive his or her regular compensation.

For any portion of Jury Duty that extends beyond the first two weeks, such extended Jury Duty period shall be without pay.

Any compensation for the first two weeks of Jury Duty, except Travel Reimbursement Pay, must be deposited with the Director of Human Resources.

While on Jury Duty, the employee must report to work during any portion of a day that the employee is relieved of Jury Duty for three or more consecutive hours.

The employee must provide documentation of his or her daily attendance on Jury Duty.

(Reso. 4582) 12/08

SECTION 1A2.150 SALARIES AND BENEFITS APPLICABLE.

The provisions of this Chapter are applicable to Executive, Mid-Management, and Confidential employees enumerated in Section 1A2.040 of this chapter.

(Reso. 3173) 10/82

SECTION 1A2.152 CITY OF EL SEGUNDO SUBSTANCE ABUSE POLICY AND DRUG FREE WORKPLACE STATEMENT.

The City of El Segundo Substance Abuse Policy and Drug-Free Workplace Statement, dated July 1, 2008 shall be applicable to all Department Heads, Mid-Management and Confidential Employees.

(Reso. 4582) 12/08

SECTION 1A2.153 CalPERS MEMBER CONTRIBUTION.

Effective July 1, 2019, the CalPERS Classic Members in the Miscellaneous Classifications in Executive, Mid-Management, and Confidential shall pay a total employee contribution of eight percent (8%); seven percent (7%) shall be the member contribution, and one percent (1%) shall be employee-paid cost-sharing of the City's contribution under Gov. Code section 20516(a).

CalPERS PEPRA New Members in the Miscellaneous Classifications in Executive, Mid-Management-, and Confidential employees shall pay fifty percent (50%) of normal cost as determined by CalPERS.

Effective July 1, 2019, CalPERS Classic Members in the Safety Classifications in Executive, Mid-Management, and -Confidential employees shall pay a total employee contribution of twelve (12%); nine percent (9%) shall be the member contribution, and three percent (3%) shall be the employee-paid cost-sharing of the City's contribution under Gov. Code section 20516(a).

CalPERS PEPRA New Members in the Safety Classifications in Executive, Mid-Management, and Confidential Series shall pay fifty percent (50%) of normal cost as determined by CalPERS.

(Reso. 4741) 10/11
(Reso. 4743) 10/11
(Reso. 4789) 10/12
(Reso. 4918) 6/15
(Reso. 4951) 12/15
(Reso. 4976) 04/16
(Reso. 5154) 06/19

SECTION 1A2.154 AUTO ALLOWANCE.

Executive Management positions that are not provided a City vehicle shall receive an auto allowance in the amount of \$400 per month. Employees provided an auto allowance are ineligible for mileage reimbursement.

(Reso. 5350) 06/22

SECTION 1A2.155 VOLUNTARY BINDING ARBITRATION AND BONUS PAYMENT

Voluntary Agreement to Binding Arbitration in Exchange for \$10,000 Bonus Payment: Executive, Mid-management and Confidential employees may voluntarily enter into an Arbitration Agreement according to the terms of the agreement.

(Reso. 5432) 8/23

**UNREPRESENTED MANAGEMENT AND CONFIDENTIAL
SALARY RANGE ADJUSTMENTS - JUNE 29, 2024**

M&C									
Unrepresented: Executive, Mid-Management, Confidential Employee Salary Schedule									
EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP/BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
11/3/2020	8/15/2023	5232	Deputy City Manager (At-Will)	EXECUTIVE	60d	Salaried	68.20	11822.00	141864.00
							108.17	18750.00	225000.00
6/4/2019	9/19/2023	5435	Chief of Police	EXECUTIVE	60f	Salaried	101.66	17620.73	211448.76
							134.19	23259.36	279112.32
6/4/2019	12/19/2023	5453	Fire Chief	EXECUTIVE	70f	Salaried	96.69	16760.14	201121.68
							116.03	23129.00	277548.00
1/18/2022	8/15/2023	5306	Chief Financial Officer	EXECUTIVE	64d	Salaried	77.39	13415.00	160980.00
							108.17	18750.00	225000.00
11/3/2020	8/15/2023	5232	Director of Human Resources	EXECUTIVE	64d	Salaried	77.39	13415.00	160980.00
							108.17	18750.00	225000.00
11/3/2020	8/15/2023	5232	Information Technology Services Director	EXECUTIVE	64d	Salaried	77.39	13415.00	160980.00
							108.17	18750.00	225000.00
9/6/2022	8/15/2023	5359	Director of Recreation, Parks, and Library	EXECUTIVE	64d	Salaried	77.39	13415.00	160980.00
							108.17	18750.00	225000.00
9/6/2022	8/15/2023	5359	Director of Community Development	EXECUTIVE	64d	Salaried	78.35	13581.00	162972.00
							108.17	18750.00	225000.00
6/4/2019	8/15/2023	5154	Director of Public Works	EXECUTIVE	64d	Salaried	77.39	13415.00	160980.00
							108.17	18750.00	225000.00
6/4/2019	8/15/2023	5154	Assistant City Engineer	MANAGEMENT	56m	Salaried	60.70	10521.52	126258.24
							77.24	13383.38	160600.56
6/6/2023	8/15/2023	5420	Aquatics Manager (At-Will)	MANAGEMENT	50m	Salaried	56.85	9854.65	118255.80
							72.32	12535.11	150421.38
6/4/2019	6/18/2024	XXXX	Battalion Chief	MANAGEMENT	60f	Salaried	53.74	17882.63	156492.72
							85.17	20668.20	248018.40
5/21/2024	5/21/2024	5490	Building Official (At-Will)	MANAGEMENT	60f	Salaried	64.83	11236.58	134838.96
							82.46	14292.92	171515.08
6/4/2019	8/15/2023	5154	City Engineer (At-Will)	MANAGEMENT	60m	Salaried	68.91	11943.54	143322.48
							87.65	15192.19	182306.22
11/3/2020	8/15/2023	5381	Communications Manager (At-Will)	MANAGEMENT	51m	Salaried	58.10	10070.98	120851.76
							73.91	12810.29	153723.49
6/4/2019	8/15/2023	5344	Deputy City Clerk	MANAGEMENT	27m	Salaried	35.43	6140.99	73691.88
							44.80	7765.55	93186.59
6/7/2022	8/15/2023	5344	Assistant City Clerk (At-Will)	MANAGEMENT	36m	Salaried	58.10	10070.98	120851.76
							73.91	12810.29	153723.49
6/4/2019	8/15/2023	5154	Deputy City Treasurer II	MANAGEMENT	30s	Salaried	44.05	7635.47	91625.64
							56.03	9712.31	116547.76
11/7/2023	11/7/2023	5446	Environmental Programs Manager (At-Will)	MANAGEMENT	81m	Salaried	58.10	10070.98	120851.76
							73.91	12810.29	153723.48
2/21/2023	8/15/2023	5395	General Services Superintendent (At-Will)	MANAGEMENT	57m	Salaried	59.04	10233.12	122797.44
							75.10	13016.52	156198.29
4/19/2022	8/15/2023	5326	Finance Manager (At-Will)	MANAGEMENT	55m	Salaried	59.38	10292.33	123507.96
							83.26	14431.90	173182.80
2/21/2023	8/15/2023	5395	Utilities Superintendent (At-Will)	MANAGEMENT	59m	Salaried	59.04	10233.12	122797.44
							75.10	13016.52	156198.29
6/4/2019	8/15/2023	5154	Human Resources Manager (At-Will)	MANAGEMENT	51m	Salaried	58.10	10070.98	120851.76
							73.91	12810.29	153723.49
6/4/2019	8/15/2023	5154	Information Systems Manager (At-Will)	MANAGEMENT	54m	Salaried	62.04	10753.00	129036.00
							78.91	13677.82	164133.79
6/4/2019	8/15/2023	5154	Librarian II	MANAGEMENT	37m	Salaried	41.97	7274.57	87294.84
							53.38	9253.25	111038.99
11/3/2020	8/15/2023	1620	Library Services Manager	MANAGEMENT	50m	Salaried	56.85	9854.65	118255.80
							72.32	12535.11	150421.38
6/4/2019	8/15/2023	5154	Park Maintenance Superintendent	MANAGEMENT	48m	Salaried	54.45	9437.67	113252.04
							69.26	12004.71	144056.54
6/4/2019	8/15/2023	5154	Planning Manager (At-Will)	MANAGEMENT	56m	Salaried	64.83	11236.58	134838.96
							82.46	14292.92	171515.08
1/16/2024	1/16/2024	5154	Recreation Manager (At-Will)	MANAGEMENT	50m	Salaried	56.85	9854.65	118255.80
							72.32	12535.11	150421.38
11/3/2020	8/15/2023	5232	Risk Manager (At-Will)	MANAGEMENT	52m	Salaried	58.10	10071.00	120852.00
							73.90	12810.10	153721.20
6/4/2019	8/15/2023	5154	Senior Librarian	MANAGEMENT	39m	Salaried	44.98	7796.33	93555.96
							57.21	9916.94	119003.23
11/3/2020	8/15/2023	5232	Treasury & Customer Service Manager	MANAGEMENT	141	Salaried	59.38	10292.00	123504.00
							75.53	13092.06	157104.72

**UNREPRESENTED MANAGEMENT AND CONFIDENTIAL
SALARY RANGE ADJUSTMENTS - JUNE 29, 2024**

M&C									
Unrepresented: Executive, Mid-Management, Confidential Employee Salary Schedule									
EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP/BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
6/4/2019	8/15/2023	5154	Accountant	CONFIDENTIAL	31m	Salaried	38.16	6614.09	79369.08
							48.54	8413.12	100957.50
6/4/2019	8/15/2023	5154	Executive Assistant	CONFIDENTIAL	34m	Salaried	37.98	6582.92	78995.04
							48.34	8373.48	100481.77
2/21/2023	8/15/2023	5395	Human Resources Analyst	CONFIDENTIAL	34m	Salaried	41.40	7176.04	86112.48
							52.66	9127.93	109535.10
6/4/2019	8/15/2023	NA	Human Resources Technician	CONFIDENTIAL	18m	Salaried	29.58	5127.76	61533.12
							37.63	6522.52	78270.23
6/4/2019	8/15/2023	5154	Management Analyst	CONFIDENTIAL	35m	Salaried	41.40	7176.04	86112.48
							52.66	9127.93	109535.10
6/4/2019	8/15/2023	5154	Payroll Accountant	CONFIDENTIAL	31m	Salaried	38.16	6614.09	79369.08
							48.54	8413.12	100957.50
6/4/2019	8/15/2023	5154	Principal Civil Engineer	CONFIDENTIAL	51m	Salaried	58.10	10070.98	120851.76
							73.91	12810.29	153723.49
6/4/2019	8/15/2023	5154	Senior Civil Engineer (At-Will)	CONFIDENTIAL	48m	Salaried	54.45	9437.67	113252.04
							69.26	12004.71	144056.54
6/4/2019	8/15/2023	5154	Senior Executive Assistant (At-Will)	CONFIDENTIAL	35m	Salaried	41.40	7176.04	86112.48
							52.66	9127.93	109535.10
6/4/2019	8/15/2023	5154	Senior Human Resources Analyst	CONFIDENTIAL	39m	Salaried	44.98	7796.33	93555.96
							57.21	9916.94	119003.23
6/4/2019	8/15/2023	5154	Senior Management Analyst	CONFIDENTIAL	39m	Salaried	44.98	7796.33	93555.96
							57.21	9916.94	119003.23
6/4/2019	8/15/2023	5401	Special Projects Administrator	CONFIDENTIAL	35m	Salaried	41.40	7176.04	86112.48
							52.66	9127.93	109535.10

**UNREPRESENTED MANAGEMENT AND CONFIDENTIAL
SALARY RANGE ADJUSTMENTS - SEPTEMBER 6, 2025**

M&C									
Unrepresented: Executive, Mid-Management, Confidential Employee Salary Schedule									
EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
9/6/2025	9/2/2025	10%	Deputy City Manager (At-Will)	EXECUTIVE	60d	Salaried	68.20	11822.00	141864.00
							118.99	20625.00	247500.00
9/6/2025	9/2/2025	10%	Chief of Police	EXECUTIVE	60f	Salaried	101.66	17620.73	211448.76
							147.61	25585.30	307023.55
9/6/2025	9/2/2025	10%	Fire Chief	EXECUTIVE	70f	Salaried	96.69	16760.14	201121.68
							146.78	25441.90	305302.80
9/6/2025	9/2/2025	10%	Chief Financial Officer	EXECUTIVE	64d	Salaried	77.39	13415.00	160980.00
							118.99	20625.00	247500.00
9/6/2025	9/2/2025	10%	Director of Human Resources	EXECUTIVE	64d	Salaried	77.39	13415.00	160980.00
							118.99	20625.00	247500.00
9/6/2025	9/2/2025	10%	Information Technology Services Director	EXECUTIVE	64d	Salaried	77.39	13415.00	160980.00
							118.99	20625.00	247500.00
9/6/2025	9/2/2025	10%	Director of Recreation, Parks, and Library	EXECUTIVE	64d	Salaried	77.39	13415.00	160980.00
							118.99	20625.00	247500.00
9/6/2025	9/2/2025	10%	Director of Community Development	EXECUTIVE	64d	Salaried	78.35	13581.00	162972.00
							118.99	20625.00	247500.00
9/6/2025	9/2/2025	10%	Director of Public Works	EXECUTIVE	64d	Salaried	77.39	13415.00	160980.00
							118.99	20625.00	247500.00
9/6/2025	9/2/2025	6%	Assistant City Engineer	MANAGEMENT	56m	Salaried	60.70	10521.52	126258.24
							81.84	14186.38	170236.59
9/6/2025	9/2/2025	6%	Aquatics Manager (At-Will)	MANAGEMENT	50m	Salaried	56.85	9854.65	118255.80
							76.66	13287.22	159446.66
9/6/2025	9/2/2025	6%	Battalion Chief	MANAGEMENT	60f	Salaried	53.74	17882.63	156492.72
							90.28	21908.29	262899.50
9/6/2025	9/2/2025	6%	Building Official (At-Will)	MANAGEMENT	60f	Salaried	64.83	11236.58	134838.96
							87.41	15150.50	181805.98
9/6/2025	9/2/2025	6%	City Engineer (At-Will)	MANAGEMENT	60m	Salaried	68.91	11943.54	143322.48
							92.91	16103.72	193244.59
9/6/2025	9/2/2025	6%	Communications Manager (At-Will)	MANAGEMENT	51m	Salaried	58.10	10070.98	120851.76
							78.34	13578.91	162946.90
9/6/2025	9/2/2025	6%	Deputy City Clerk	MANAGEMENT	27m	Salaried	35.43	6140.99	73691.88
							47.49	8231.48	98777.79
9/6/2025	9/2/2025	6%	Assistant City Clerk (At-Will)	MANAGEMENT	36m	Salaried	58.10	10070.98	120851.76
							78.34	13578.91	162946.90
9/6/2025	9/2/2025	6%	Deputy City Treasurer II	MANAGEMENT	30s	Salaried	44.05	7635.47	91625.64
							59.39	10295.05	123540.63
9/6/2025	9/2/2025	6%	Environmental Programs Manager (At-Will)	MANAGEMENT	81m	Salaried	58.10	10070.98	120851.76
							78.34	13578.91	162946.89
9/6/2025	9/2/2025	6%	General Services Superintendent (At-Will)	MANAGEMENT	57m	Salaried	59.04	10233.12	122797.44
							79.61	13797.51	165570.19
9/6/2025	9/2/2025	6%	Finance Manager (At-Will)	MANAGEMENT	55m	Salaried	59.38	10292.33	123507.96
							88.26	15297.81	183573.77
9/6/2025	9/2/2025	6%	Utilities Superintendent (At-Will)	MANAGEMENT	59m	Salaried	59.04	10233.12	122797.44
							79.61	13797.51	165570.19
9/6/2025	9/2/2025	8.9, 6%	Human Resources Manager (At-Will)	MANAGEMENT	51m	Salaried	58.10	10070.98	120851.76
							85.32	14787.43	177449.17
9/6/2025	9/2/2025	6%	Information Systems Manager (At-Will)	MANAGEMENT	54m	Salaried	62.04	10753.00	129036.00
							83.64	14498.49	173981.82
9/6/2025	9/2/2025	6%	Librarian II	MANAGEMENT	37m	Salaried	41.97	7274.57	87294.84
							56.58	9808.45	117701.33
9/6/2025	9/2/2025	6%	Library Services Manager	MANAGEMENT	50m	Salaried	56.85	9854.65	118255.80
							76.66	13287.22	159446.66
9/6/2025	9/2/2025	6%	Park Maintenance Superintendent	MANAGEMENT	48m	Salaried	54.45	9437.67	113252.04
							73.42	12724.99	152699.93
9/6/2025	9/2/2025	4.78, 6%	Planning Manager (At-Will)	MANAGEMENT	56m	Salaried	64.83	11236.58	134838.96
							86.40	14976.12	179713.50
9/6/2025	9/2/2025	6%	Recreation Manager (At-Will)	MANAGEMENT	50m	Salaried	56.85	9854.65	118255.80
							76.66	13287.22	159446.66
9/6/2025	9/2/2025	6%	Risk Manager (At-Will)	MANAGEMENT	52m	Salaried	58.10	10071.00	120852.00
							78.33	13578.71	162944.47
9/6/2025	9/2/2025	6%	Senior Librarian	MANAGEMENT	39m	Salaried	44.98	7796.33	93555.96
							60.64	10511.96	126143.42
9/6/2025	9/2/2025	6%	Treasury & Customer Service Manager	MANAGEMENT	141	Salaried	59.38	10292.00	123504.00
							80.06	13877.58	166531.00

**UNREPRESENTED MANAGEMENT AND CONFIDENTIAL
SALARY RANGE ADJUSTMENTS - SEPTEMBER 6, 2025**

M&C									
Unrepresented: Executive, Mid-Management, Confidential Employee Salary Schedule									
EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
9/6/2025	9/2/2025	6%	Accountant	CONFIDENTIAL	31m	Salaried	38.16	6614.09	79369.08
							51.45	8917.91	107014.95
9/6/2025	9/2/2025	6%	Executive Assistant	CONFIDENTIAL	34m	Salaried	37.98	6582.92	78995.04
							51.21	8875.89	106510.68
9/6/2025	9/2/2025	6%	Human Resources Analyst	CONFIDENTIAL	34m	Salaried	41.40	7176.04	86112.48
							55.82	9675.61	116107.21
9/6/2025	9/2/2025	6%	Human Resources Technician	CONFIDENTIAL	18m	Salaried	29.58	5127.76	61533.12
							39.89	6913.87	82966.44
9/6/2025	9/2/2025	6%	Management Analyst	CONFIDENTIAL	35m	Salaried	41.40	7176.04	86112.48
							55.82	9675.61	116107.21
9/6/2025	9/2/2025	6%	Payroll Accountant	CONFIDENTIAL	31m	Salaried	38.16	6614.09	79369.08
							51.45	8917.91	107014.95
9/6/2025	9/2/2025	6%	Principal Civil Engineer	CONFIDENTIAL	51m	Salaried	58.10	10070.98	120851.76
							78.34	13578.91	162946.90
9/6/2025	9/2/2025	6%	Senior Civil Engineer (At-Will)	CONFIDENTIAL	48m	Salaried	54.45	9437.67	113252.04
							73.42	12004.71	144056.54
9/6/2025	9/2/2025	6%	Senior Executive Assistant (At-Will)	CONFIDENTIAL	35m	Salaried	41.40	7606.60	91279.23
							52.66	9127.93	109535.10
9/6/2025	9/2/2025	6%	Senior Human Resources Analyst	CONFIDENTIAL	39m	Salaried	44.98	7796.33	93555.96
							60.64	10511.96	126143.42
9/6/2025	9/2/2025	8.18, 6%	Senior Management Analyst	CONFIDENTIAL	39m	Salaried	44.98	7796.33	93555.96
							65.60	11371.83	136461.96
9/6/2025	9/2/2025	6%	Special Projects Administrator	CONFIDENTIAL	35m	Salaried	41.40	7176.04	86112.48
							55.82	9675.61	116107.21

MANAGEMENT AND CONFIDENTIAL SERIES

EMPLOYEE VOLUNTARY ARBITRATION AGREEMENT

This Arbitration Agreement (“Agreement”), is between the City of El Segundo (“Employer” or “City”) and _____ (“Employee”) (collectively “Parties” or “Party” as may be appropriate.) Employer and Employee agree to the following terms and conditions.

1. **Consideration.** In exchange for a total of bonus payment of \$10,000, Employee agrees to arbitration as the sole and exclusive remedy for the Arbitrable Claims defined below.

- a. Payment of \$10,000 is to be paid within 30 days of Employee’s delivery of an executed Agreement to the City. Employee shall not be entitled to receive more than \$10,000 in payment pursuant to this Agreement, even if Employee’s employment is terminated and the Employee subsequently becomes re-employed by the City.
- b. Once the Employee receives a payment under this Agreement, all Arbitrable Claims shall be subject to the arbitration process outline below.

2. **Applicable Law.** The Employee and Employer agree that the Arbitrable Claims defined below shall be submitted to and determined exclusively by binding arbitration under the California Arbitration Act, (“CAA”) (Cal. Code Civ. Proc. sec. 1280 et. Seq. Employer and Employee understand and agree that they are knowingly and intentionally giving up any right that they may have to a court trial by judge or jury with regard to the Arbitrable Claims.

3. **Arbitration Procedure.** The Parties shall have the right to conduct discovery pursuant to Cal. Code Civ. Proc. sec. 1283.05 (including all of the CAA’s other mandatory and permissive rights to discovery). Nothing in this Agreement 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 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. 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 Association and the employee.

4. **Definition of Arbitrable Claims.** The following shall be Arbitrable Claims:
- a. Appeals of Dismissals, Demotions, and/or Suspensions without Pay Longer than Six (6) Days, Brought by Executive, Mid-Management, and Confidential Employees: the City shall submit timely appeals of dismissals, demotions and suspensions without pay longer than six (6) days to binding arbitration, pursuant to this Agreement.
 - i. An employee who has been dismissed, demoted, or suspended longer than six (6) days, shall have ten (10) calendar days following written notification of the dismissal, demotion or suspension in which to file an appeal. The written appeal must be submitted to the City Manager.
 - ii. Upon receipt of a timely request for appeal of the dismissal, the City and employee may either mutually select an arbitrator or request a list of seven (7) arbitrators registered with the California State Conciliation and Mediation Service or some other mutually agreed upon source. The Parties shall agree to a mediator within ten (10) days of the timely appeal, unless the Parties mutually agree to extend this time period.
 - iii. The role of the arbitrator shall be to determine if the dismissal is consistent with just cause. The arbitrator shall hold a hearing at which both sides may present their arguments and evidence, including witnesses and subsequently issue a written decision. The hearing shall commence within 120 days of selection by the Parties, unless the Parties mutually agree to extend this time period.
 - iv. The decision of the arbitrator shall be final and binding on the Parties. The arbitrator shall issue his/her decision in writing within thirty (30) days of the closing of the hearing.
 - v. The costs of the arbitration/hearing (court reporter, arbitration hearing transcripts) shall be divided in half (50/50) between the City and employee. Attorney's fees, staff time and witness fees shall not be shared between the Parties and shall be paid by the Party that incurred the cost.
 - b. 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 as 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.

- c. Notwithstanding the provisions of this Agreement, Employee 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.

5. **No Arbitration of Class, Collective or Representative Actions.** To the fullest extent permitted by law, no form of class, collective, or representative action shall be maintained pursuant to this Agreement 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.

6. **Arbitration Costs.**

- a. For arbitrations for appeals of dismissals, demotions, and/or suspensions without pay longer than six (6) days, the Employee and Employer agree to split the costs of arbitration evenly (see section 4.a.).
- b. For arbitrations of disputes for Arbitrable Claims as set out in section 4.b., the City shall bear the costs of any arbitration, including the compensation of the Arbitrator, all of the Arbitrator's administrative expenses, and CSR transcripts for arbitration hearings.
- c. For any arbitration conducted pursuant to this Agreement, 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, including without limitation deposition related costs.

7. **Term of Agreement.** This Agreement shall continue in full force and effect for the duration of Employee's current employment by Employer and the duration of any subsequent re-employment of Employee by Employer and also survives after the termination of the Employee's current or employment or subsequent re-employment This Agreement does not create any express or implied contract of employment and nothing in this Agreement is intended to alter the at-will employment status of Employee.

8. **Integration.** This Agreement sets forth the Parties' mutual rights and obligations with respect to the resolution of Arbitrable Claims. It is intended to be the final, complete, and exclusive statement of the terms of the Parties' agreements regarding this subject. This Agreement supersedes all other prior and contemporaneous agreements and statements related to the resolution of Arbitrable Claims, whether written or oral, express or implied, on this subject, and it may not be contradicted by evidence of any prior or contemporaneous statements or agreements. To the extent that the practices, policies, or procedures of Employer, now or in the future, apply to Employee and are inconsistent with the terms of this Agreement, the provisions of this Agreement shall control.

9. **Amendments; Waivers.** This Agreement may not be amended except by an instrument in writing, signed by Employee and Employer. No failure to exercise and no delay in exercising any right, remedy, or power under this Agreement shall operate as a waiver thereof, nor shall any single or partial exercise of any right, remedy, or power under this Agreement preclude any other or further exercise thereof, or the exercise of any other right, remedy, or power provided herein or by law or in equity.

10. **Severability.** If a court or Arbitrator holds any provision of this Agreement to be invalid, unenforceable, or void, the remainder of this Agreement shall remain in full force and effect. In addition, the Parties authorize the Arbitrator or court to add to or revise the language of this Arbitration Agreement in order to make the provision complete and lawful, so as to effectuate to the maximum extent possible the Parties' mutual intent to have all disputes subject to this provision be resolved solely by final and binding arbitration.

11. **Jurisdiction and Venue.** All arbitrations of Arbitrable Claims shall be heard in Los Angeles County, California, and all court proceedings arising out of this Agreement shall be filed in Los Angeles County, California.

"EMPLOYEE"

"EMPLOYER"

CITY OF EL SEGUNDO

Signature of Employee

Signature of Employer Representative

Printed Name of Employee

By:

Name/Title of Employer Representative

Dated

Dated



City Council Agenda Statement

Meeting Date: September 2, 2025

Agenda Heading: Staff Presentations

Item Number: D.13

TITLE:

First Reading of an Ordinance Amending El Segundo Municipal Code Section 1-6-4 to Update the List of Positions Exempt from the Civil Service System and Section 1-6-5 to Revise the Position Title of One Department Head

RECOMMENDATION:

1. Introduce and waive the first reading of the proposed Ordinance amending El Segundo Municipal Code Section 1-6-4 to update the list of positions exempt from the Civil Service System and Section 1-6-5 to revise the position title of one Department Head.
2. Direct staff to schedule a second reading of the Ordinance for the regular September 16, 2025, City Council meeting or as soon thereafter it may be considered.
3. Alternatively, discuss and take other action related to this item.

FISCAL IMPACT:

None.

BACKGROUND:

Exempt positions from the Civil Service System do not have the same rights as classified positions. Civil Service provides a range of job protections for City employees, including merit-based hiring and promotions, opportunity for employees to correct performance issues, and “for cause” termination. In contrast, employees exempt from Civil Service may be appointed without a competitive hiring process and are subject to “at-will” employment (i.e., employment that may be terminated at any time for any reason not prohibited by law).

El Segundo Municipal Code (“ESMC”) § 1-6-1 requires Civil Service membership for all City employees except those specifically exempted. ESCMC § 1-6-4 exempts department

Municipal Code Revision to the List of Exempt Positions & Department Head Title

September 2, 2025

Page 2 of 4

heads, elective officers, and certain specified positions listed therein. Currently, the Senior Executive Assistant (At-Will) is the only position on the list that is not at a department head or manager level.

El Segundo Municipal Code (“ESMC”) § 1-6-5 lists the titles of department head positions. The Chief Financial Officer position previously included oversight of the City’s Risk Management program and Risk Manager position. In April 2023, these responsibilities were transferred to the Director of Human Resources.

DISCUSSION:

Senior Executive Assistant (At-Will) Civil Service Status

The Senior Executive Assistant (At-Will) is the highest classification in the administrative series, which includes one position in the unrepresented Management and Confidential employee group with the remainder of the positions included in the represented City Employees’ Association. Positions excluded from the Civil Service System are at a department head or manager level. The Senior Executive Assistant is the only position listed that is not at that level.

The proposed Ordinance would remove the Senior Executive Assistant (At-Will) position from the list of those exempted from the Civil Service System. A Civil Service exemption for each of the three positions noted below in **bold** text with an asterisk (*) will become effective upon vacation of each position and City Council approval of a revised classification specification for the position.

Positions Excluded from Civil Service System

Assistant City Clerk (At-Will)

Assistant City Manager (At-Will)

Building Official (At-Will)

City Attorney

City Engineer (At-Will)

City Manager

Communications Manager (At-Will)

Deputy City Manager

Environmental Programs Manager (At-Will)

Municipal Code Revision to the List of Exempt Positions & Department Head Title
September 2, 2025
Page 3 of 4

Finance Manager (At-Will)

General Services Superintendent (At-Will)

Human Resources Manager (At-Will)

Information Systems Manager (At-Will)

Library Services Manager*

Park Maintenance Superintendent*

Planning Manager (At-Will)

Principal Civil Engineer*

Recreation Manager (At-Will)

Risk Manager (At-Will)

Treasury and Customer Service Manager (At-Will)

Utilities Superintendent (At-Will).

Director of Human Resources Title Change

The proposed Ordinance would update the title from Director of Human Resources to Director of Human Resources & Risk Management to more accurately reflect the scope of work for this position. Human Resources oversees the City's Risk Management program, which includes workers' compensation and general liability claims management, insurance review of City contracts and agreements, participation in the ICRMA risk pool to obtain all lines of insurance coverage for the City, OSHA reporting, safety training, and other related policies and programs to minimize risk to the City.

Implementation Actions

To implement the above actions, modification to ESMC Chapter 1-6 is needed to comply with City's personnel policies and practices and state law. The proposed Ordinance would remove the Senior Executive Assistant from the list of positions excluded from the Civil Service System, thereby including it as a covered position covered under the Civil Service System. Additionally, the proposed Ordinance would update the title of the Director of Human Resources to the Director of Human Resources & Risk Management.

**Municipal Code Revision to the List of Exempt Positions & Department Head Title
September 2, 2025
Page 4 of 4**

Two readings of the Ordinance are required for approval. Staff recommend a second reading of the proposed Ordinance at the regular September 16, 2025, City Council meeting or as soon thereafter it may be considered.

CITY STRATEGIC PLAN COMPLIANCE:

Goal 4: Promote and Celebrate a Quality Workforce Through Teamwork and Organizational Excellence

Strategy A: Enhance staff recruitment, retention, and training to ensure delivery of unparalleled City services and implementation of City Council policies.

Strategy B: Improve organizational excellence by implementing processes and tools that facilitate data collection and analysis while promoting data-driven decision-making.

Strategy C: Reduce the number of workers' comp and general liability claims and expedite the resolution of existing claims.

PREPARED BY:

Rebecca Redyk, Human Resources Director

REVIEWED BY:

Rebecca Redyk, Human Resources Director

APPROVED BY:

Barbara Voss, Deputy City Manager

ATTACHED SUPPORTING DOCUMENTS:

1. Ordinance Amendment ESMC Chapter 1-6 Civil Service (CAO clean)

ORDINANCE NO. _____

AN ORDINANCE AMENDING EL SEGUNDO MUNICIPAL CODE CHAPTER 1-6 (PERSONNEL MERIT SYSTEM) TO REVISE THE LIST OF POSITIONS EXEMPT FROM THE CIVIL SERVICE SYSTEM AND TO UPDATE A DEPARTMENT HEAD TITLE

The City Council of the City of El Segundo does ordain as follows:

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

- A. State law allows cities to adopt civil service programs that are adaptable to their respective sizes and types via ordinance (Gov. Code, § 45000 et seq.)
- B. The City has adopted a civil service system which is set forth in El Segundo Municipal Code (“ESMC”) Chapter 1-6 (Personnel Merit System).
- C. The City Council desires to adopt this Ordinance to memorialize updates to the positions excluded from the City’s civil service system.

SECTION 2. El Segundo Municipal Code (“ESMC”) § 1-6-4 is amended in its entirety to read as follows (deletions in ~~striketrough~~ and additions in **bold underline**):

1-6-4: EXCLUSIONS:

Effective **October 2, 2025**, ~~October 3, 2024~~, those officers and members of departments, in addition to department heads and elected officers who are expressly excluded from the merit system, are:

Assistant City Clerk (At-Will)

Assistant City Manager (At-Will)

Building Official (At-Will)

City Attorney

City Engineer (At-Will)

City Manager

Communications Manager (At-Will)

Deputy City Manager

Environmental Programs Manager (At-Will)

Finance Manager (At-Will)
General Services Superintendent (At-Will)
Human Resources Manager (At-Will)
Information Systems Manager (At-Will)
Library Services Manager*
Park Maintenance Superintendent*
Planning Manager (At-Will)
Principal Civil Engineer*
Recreation Manager (At-Will)
Risk Manager (At-Will)
Senior Civil Engineer (At-Will)
~~Senior Executive Assistant (At-Will)~~
Treasury and Customer Service Manager (At-Will)
Utilities Superintendent (At-Will).

*NOTE: Any position designated above with an asterisk will only be excluded from the personnel merit system under this section upon both the vacancy of such position after the date first set forth in this section and City Council approval of a revised classification specification for the position.”

SECTION 3. El Segundo Municipal Code (“ESMC”) § 1-6-5 is amended in its entirety to read as follows (deletions in ~~strike through~~ and additions in **bold underline**):

1-6-5: DEPARTMENT HEADS:

For purposes of this chapter and expanding the coverage of initiative ordinance no. 586, pursuant to its § 19, effective **October 2, 2025** ~~October 19, 2022~~ the term “department head” includes:

Assistant City Manager
Chief Financial Officer
Chief of Police
City Manager

Deputy City Manager
Director of Community Development
Director of Human Resources **& Risk Management**
Director of Information Technology Services
Director of Public Works
Director of Recreation, Parks, and Library
Fire Chief

SECTION 4. *Validity of Previous Code Sections.* If this entire Ordinance or its application is deemed invalid by a court of competent jurisdiction, any repeal of the ESMC or other regulation by this Ordinance will be rendered void and cause such ESMC provision or other regulation to remain in full force and effect for all purposes.

SECTION 5. *Enforceability.* Repeal or amendment of any previous Code Sections does not affect any penalty, forfeiture, or liability incurred before, or preclude prosecution and imposition of penalties for any violation occurring before this Ordinance's effective date. Any such repealed part will remain in full force and effect for sustaining action or prosecuting violations occurring before the effective date of this Ordinance.

SECTION 6. *Severability.* If any part of this Ordinance 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 provision or application and, to this end, the provisions of this Ordinance are severable.

SECTION 7. The City Clerk, or her duly appointed deputy, is directed to certify the passage and adoption of this Ordinance; cause it to be entered into the City of El Segundo's book of original ordinances; make a note of the passage and adoption in the records of this meeting; and, within fifteen (15) days after the passage and adoption of this Ordinance, cause it to be published or posted in accordance with California law.

SECTION 8. *Construction.* This Ordinance must be broadly construed to achieve the purposes stated in this Ordinance. It is the City Council's intent that the provisions of this Ordinance be interpreted or implemented by the City and others in a manner that facilitates the purposes set forth in this Ordinance.

SECTION 9. *Environmental Review.* This Ordinance was reviewed pursuant to the California Environmental Quality Act (Public Resources Code §§ 21000, *et seq.*, "CEQA") and the regulations promulgated thereunder (14 Cal. Code of Regulations §§15000, *et seq.*, the "CEQA Guidelines"). Based upon that review, this Ordinance is exempt from further review pursuant to CEQA Guidelines §15061(b)(3) because it can be seen with certainty that there is no possibility that the Ordinance may have a significant effect on the environment.

SECTION 10. Recording. The City Clerk is directed to certify the passage and adoption of this Ordinance; cause it to be entered into the City’s book of original ordinances; make a note of the passage and adoption in the records of this meeting; and, within 15 days after the passage and adoption of this Ordinance, cause it to be published or posted in accordance with California law.

SECTION 11. Execution. The Mayor, or presiding officer, is hereby authorized to affix his signature to this Ordinance signifying its adoption by the City Council of the City of El Segundo, and the City Clerk, or duly appointed deputy, is directed to attest thereto.

SECTION 12. Effective Date. This Ordinance will take effect on the 30th day following its final passage and adoption.

ORDINANCE NO. ____ HAD ITS FIRST READING ON SEPTEMBER 2, 2025, ITS SECOND READING ON SEPTEMBER 16, 2025, AND WAS DULY PASSED, APPROVED, AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF EL SEGUNDO AT ITS REGULAR MEETING OF _____.

Chris Pimentel, Mayor

ATTEST:

Susan Truax, City Clerk

APPROVED AS TO FORM:

Mark D. Hensley, City Attorney



City Council Agenda Statement

Meeting Date: September 2, 2025

Agenda Heading: Staff Presentations

Item Number: D.14

TITLE:

Local Hazard Mitigation Plan Update

RECOMMENDATION:

1. Receive and file the Local Hazard Mitigation Plan update.
2. Alternatively, discuss and take other action related to this item.

FISCAL IMPACT:

None.

BACKGROUND:

The City of El Segundo is currently in the process of updating its Local Hazard Mitigation Plan (LHMP) with the assistance of Atlas Planning Solutions. Once adopted by City Council and approved by FEMA, the LHMP can enable access to federal mitigation grant funding as well as additional funds in disaster recovery costs. The previous LHMP expired in 2022 and the new one is being developed with input from each City Department as well as the local community and local stakeholders.

DISCUSSION:

An LHMP is a foundational document that outlines a community's strategy for reducing or eliminating long-term risks from natural, technological, and man-made hazards. The goal of the LHMP is to save lives, property, and the environment via an assessment of hazards, vulnerabilities, and mitigation strategies. It is crucial for the El Segundo City Council to understand the LHMP because it allows for informed decision-making based on accurate and actionable data.

Local Hazard Mitigation Plan Update

September 2, 2025

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CITY STRATEGIC PLAN COMPLIANCE:

Goal 2: Optimize Community Safety and Preparedness

Strategy C: Protect and prepare the El Segundo Community and staff for any emergency, disaster, or environmental violation.

PREPARED BY:

Melissa Mendoza-Campos, Emergency Management Coordinator

REVIEWED BY:

George Avery, Fire Chief

APPROVED BY:

Barbara Voss, Deputy City Manager

ATTACHED SUPPORTING DOCUMENTS:

1. Local Hazard Mitigation Update Presentation

City of El Segundo Local Hazard Mitigation Plan

City Council Update
September 2, 2025



KEY PROJECT ELEMENTS



WHAT

- Update of The Local Hazard Mitigation Plan (LHMP)



WHO

- Emergency Management Coordinator – Fire Department



WHY

- Future Mitigation Grant Opportunities

WHO IS THIS PLAN FOR?

El Segundo Emergency Management

- Pursue Grants
- Reduce future hazard risks
- Make their jobs easier in the future

El Segundo City Departments

- Increase funding for project and programs
- Fix problems before they turn into disasters

Decision Makers

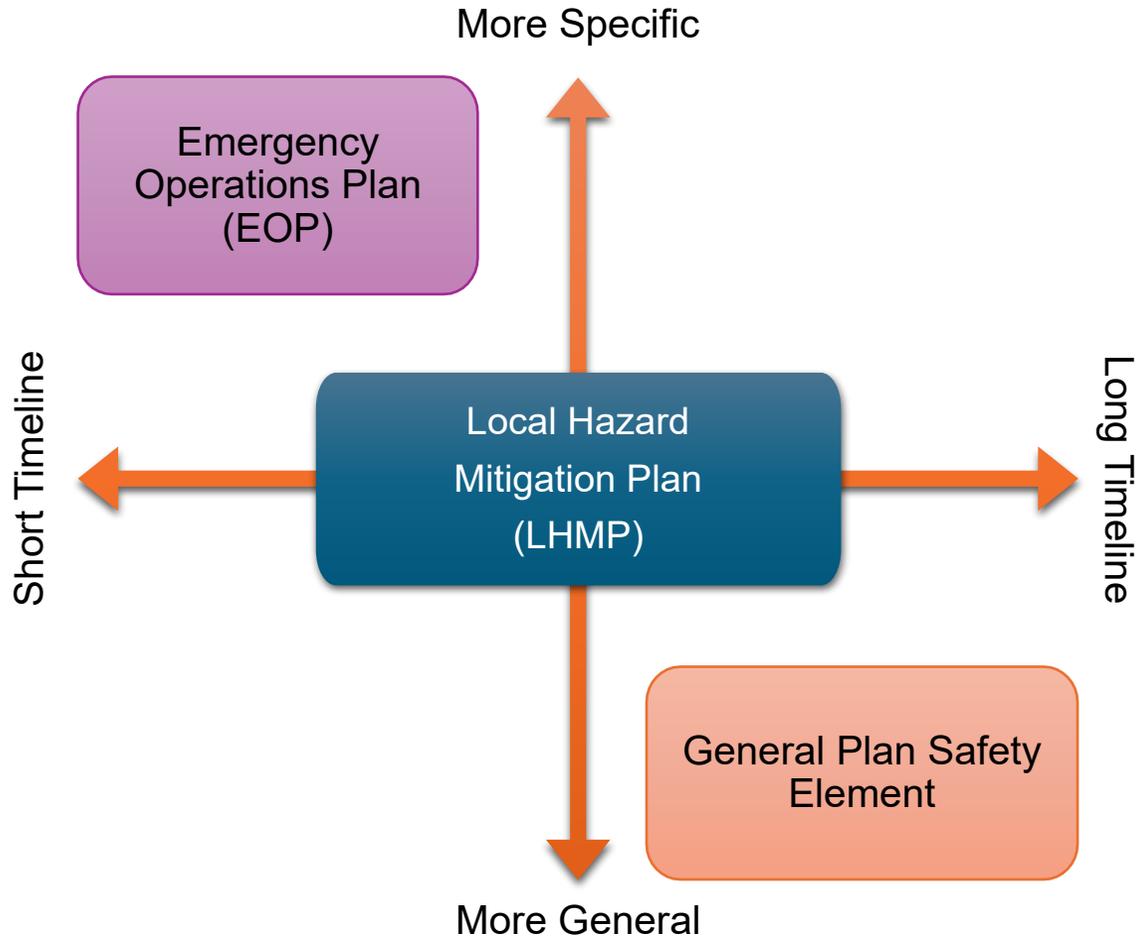
- Reduce hazard risks that may affect residents, businesses, and City operations.
- Leverage federal grant funding

Residents, Businesses, and Stakeholders

- Improve quality of life
- Create opportunities to partner with businesses, non-profits, and other agencies

FITTING THE PIECES TOGETHER

Works with the Safety Element



Hazard	Level of Risk			Scope of Risk		
	Low	Moderate	High	Local	City-wide	Regional
Earthquake						
Surface	•					•
Liquefaction		•				•
Ground shaking			•		•	
Slope failure		•		•		
Tsunami	•			•		
Seiche	•			•		
Flooding						
Local ponding		•		•		
100-Year flood	•			•		
Fire						
Industrial			•	•		
Chemical			•	•		•
Gas main		•			•	
Subsurface	•			•		
High-rise		•		•		
Wildland	•					•
Major Accident						
Industrial		•		•		•
Major road		•		•		•
Aircraft		•		•		
Railway		•				•

WHAT IS HAZARD MITIGATION?



Sustained actions taken to reduce or eliminate long-term risk to life and property from hazards



Actions that make the community less vulnerable to natural hazards before disasters strike

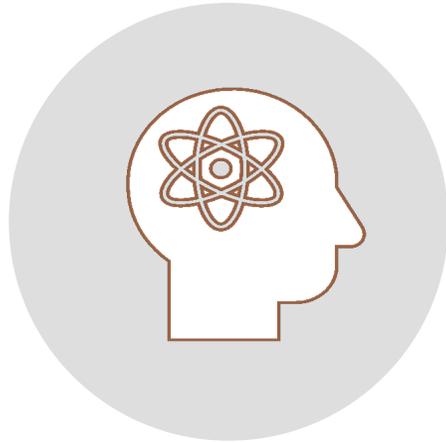


Communities reduce their vulnerability through the development of a Local Hazard Mitigation Plan (LHMP)

WHAT DOES AN LHMP DO?



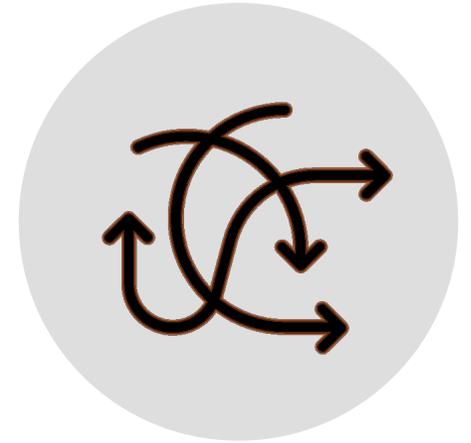
Discuss Community hazards



Analyzes hazard risks



Identifies Policies / Projects to Reduce Risk



Provides direction to implement and monitor



WHO IS PARTICIPATING IN THE LHMP PLANNING PROCESS?



WHY PREPARE AN LHMP?

Reduces injury, loss of life, property damage, and loss of services from natural disasters.

Eligibility for FEMA Grants:

- Building Resilient Infrastructure and Communities (BRIC) replaces PDM
- Flood Mitigation Assistance (FMA)
- Hazard Mitigation Grant Program (HMGP)

Eligible Activities	HMGP	PDM	FMA
	HAZARD MITIGATION GRANT PROGRAM	PRE-DISASTER MITIGATION	FLOOD MITIGATION ASSISTANCE
1. Mitigation Projects	✓	✓	✓
Safe Room Construction	✓	✓	✗
Infrastructure Retrofit	✓	✓	✓
Soil Stabilization	✓	✓	✓
Wildfire Mitigation	✓	✓	✗
Post-Disaster Code Enforcement	✓	✗	✗
5% Initiative Projects	✓	✗	✗
2. Hazard Mitigation Planning	✓	✓	✓
3. Management Costs	✓	✓	✓

Eligible Activities	HMGP	PDM	FMA
	HAZARD MITIGATION GRANT PROGRAM	PRE-DISASTER MITIGATION	FLOOD MITIGATION ASSISTANCE
1. Mitigation Projects	✓	✓	✓
Property Acquisition & Structure Demolition	✓	✓	✓
Property Acquisition & Structure Relocation	✓	✓	✓
Structure Elevation	✓	✓	✓
Mitigation Reconstruction	✓	✓	✓
Dry Floodproofing of Historic Residential Structures	✓	✓	✓
Dry Floodproofing of Non-Residential Structures	✓	✓	✓
Minor Localized Flood Reduction Projects	✓	✓	✓
Structural Retrofitting of Existing Buildings	✓	✓	✓
Non-Structural Retrofitting of Existing Bld. & Facilities	✓	✓	✓

WHAT HAZARDS ARE IN THE LHMP?

Seismic/
Geologic
Hazards

Severe
Weather

Flooding

Epidemic,
Pandemic,
Vector-Borne
Diseases

Urban Fire

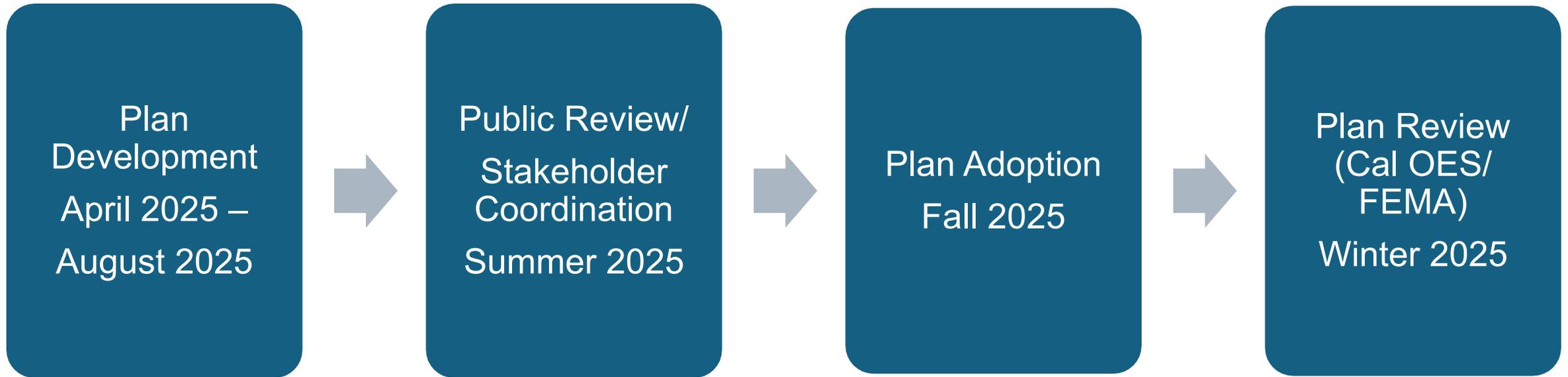
Human-
Caused
Hazards

Climate
Change*

* Addressed under each relevant hazard



LHMP DEVELOPMENT PROCESS



OUTREACH AND PUBLIC PARTICIPATION

Our Approach includes both:

Online Engagement

Online Survey

<https://forms.gle/GR5XY34azZEVkbbP7>



LHMP Webpage

<https://www.elsegundo.org/our-city/emergency-management>



In Person Engagement

Stakeholder Meeting – August 26, 2025

El Segundo Farmers Market – August 28, 2025

City Council Presentation – September 2, 2025

Public Review Draft Plan Release – September 2025

City Council Adoption – Fall 2025

QUESTIONS?

Please Contact:

Melissa Mendoza-Campos
Emergency Management Coordinator
El Segundo Fire Department

Email: mmendoza@elsegundo.org





City Council Agenda Statement

Meeting Date: September 2, 2025

Agenda Heading: Staff Presentations

Item Number: D.15

TITLE:

Plunge Capital Campaign Update

RECOMMENDATION:

1. Receive and file the Plunge Capital Campaign update.
2. Alternatively, discuss and take other action related to this item.

FISCAL IMPACT:

The Plunge Capital Campaign funding goal is \$5 million dollars.

BACKGROUND:

The Urho Saari Swim Stadium ("The Plunge") is named after a highly regarded swim coach who came to El Segundo in 1941 and coached US Olympic water polo and swim teams. Originally built in 1940 by the Works Progress Administration (WPA), the larger pool has eight lanes and is 25 yards long. There is also a separate junior pool. The Urho Saari Swim Stadium is typically programmed year-round for recreation swim, lap swim, fitness classes, swim lessons, practices, and competitions. The Plunge has been under renovation since August 2024 and is expected to re-open to the public in the first quarter of 2026.

DISCUSSION:

The funding for the Plunge is coming from the City's Capital Improvement Program, donations from the El Segundo School District, and a number of private donations. The Recreation, Parks, and Library Department is collaborating with the South Bay Sports, Health and Recreation (SBSHR) in a Capital Campaign to raise \$5 million dollars towards the project. The South Bay Sports, Health and Recreation is a non-profit corporation dedicated to providing funding to create, upgrade and enhance sports and recreation facilities with the purpose of promoting and cultivating improved health for the betterment of the community. SBSHR also partnered with the City to raise funding for

Plunge Capital Campaign

September 2, 2025

Page 2 of 2

the El Segundo Wiseburn Aquatic Center, which opened in 2019.

The Plunge Capital Campaign kicked off in Spring of 2024 and has \$2,033,577 in pledged donations to date. The Capital Campaign has two components including a naming rights program and a Community Heroes Donor Wall. The naming rights program entitles donors with pledges of over \$100,000 to have amenities within the Plunge "named" after the business. The Community Donor Wall program allows smaller-level donors the opportunity to have an engraved acrylic with the donor's name installed on a Community Heroes Wall that will be featured on one of the two walls running along the pool inside the facility.

To date, there have been six major donors, including Chevron, Continental Development Corporation, Mar Ventures, Torrance Memorial Medical Center, Skechers Foundation and Los Angeles Lakers. In September 2025, staff will be arranging meetings for Mayor Chris Pimentel and Councilmember Ryan Baldino to join SBSHR CEO Richard Lundquist in meetings with representatives from Boeing, Aerospace Corporation, Hackmann Capital, Mattel, and L'Oreal to seek additional support for the project.

City staff are focused on connecting with community donors through a campaign effort focused on securing pledges for the Community Heroes Wall. A "Capital Campaign" booth has been featured at several local events, including the Movies in the Park, the Art Walk, the Farmer's Market and others. In addition, a mailing campaign targeting smaller El Segundo businesses kicked off in August.

CITY STRATEGIC PLAN COMPLIANCE:

Goal 5: Champion Economic Development and Fiscal Sustainability

Strategy A: Identify opportunities for new revenues, enhancement of existing revenues, and exploration of potential funding options to support programs and projects.

PREPARED BY:

Aly Mancini, Recreation, Parks, and Library Director

REVIEWED BY:

Aly Mancini, Recreation, Parks, and Library Director

APPROVED BY:

Barbara Voss, Deputy City Manager

ATTACHED SUPPORTING DOCUMENTS:

1. Plunge Capital Campaign Flyer

Take A Look At The New Plunge



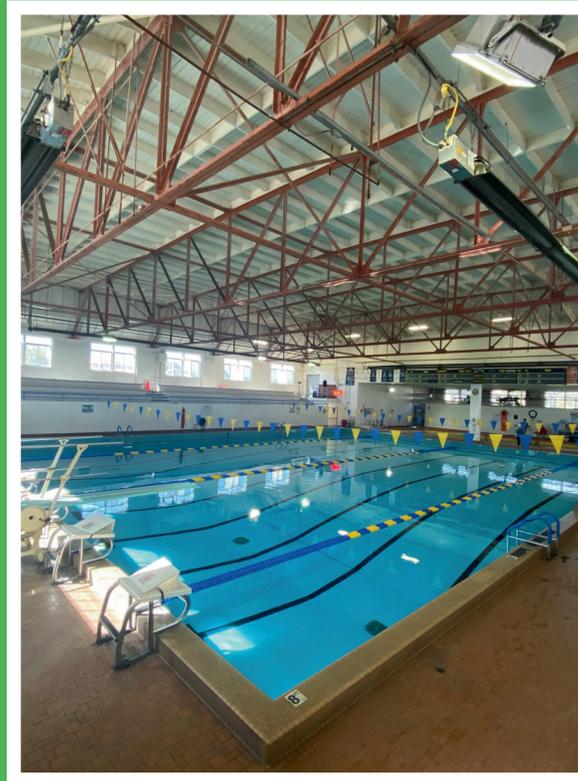
For inquiries, contact us.

Sherry A. Kramer

Secretary, South Bay Sports, Health & Recreation
C/O Continental Development Corporation
310-640-1520 x236
skramer@continentaldevelopment.com
SBSHR.org

Aly Mancini

Director of Recreation, Parks and Library
City of El Segundo
310-524-2730
amancini@elsegundo.org



Urho Saari Swim Stadium Renovation Capital Campaign



Naming Opportunities

East Terrace \$500,000

The East Terrace in The Plunge offers stadium-style seating for over 200 people, providing an ideal vantage point to view pool events. With unobstructed views and comfortable seating, it is the perfect spot to immerse yourself in the excitement of aquatics.

West Terrace \$500,000

The West Terrace Area in The Plunge features an open space, allowing for flexible customization of the layout. It is the perfect space for workouts, parties, or classes, providing a versatile environment that can be tailored to various activities and gatherings. It also overlooks the pool providing for an excellent view of activities taking place.

Children's Pool \$500,000

The Children's Pool at The Plunge is ideal for swim lessons, water aerobics, and rehabilitation. With a higher water temperature, it ensures comfort for all participants. This versatile pool creates a welcoming environment for various activities that promote learning, fitness, and recovery.

Lobby Area \$500,000

The lobby of The Plunge serves as the central access point, seamlessly connecting visitors to the pool deck, locker rooms, and viewing areas. It acts as a gateway, ensuring a smooth transition from arrival to the various amenities and experiences within the facility.

Family Changing Areas \$350,000

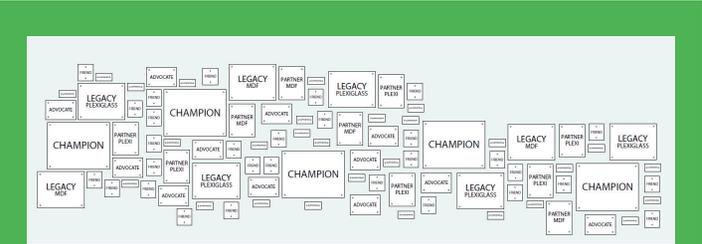
The new changing areas will provide beautiful spaces for patrons to change clothes, shower, store personal belongings and use restroom facilities. Each side of the facility will have a designated changing area and both spaces will include family restrooms for children to safely utilize with parents and caregivers.

Starting Block \$150,000 Each (8)

Watching swimmers jump from the starting blocks at the start of races is a moment of exhilaration! Each starting block provides an opportunity for your business to be memorialized as a dedicated partner to our robust aquatic programs. Dive in!

Community Heroes Donor Wall

LEVEL	SIZE	GIFT AMOUNT
Champion	20.5" x 15.5"	\$100,000
Legacy	15.5" x 12.5"	\$50,000
Partner	8" x 11"	\$25,000
Advocate	10" x 6.5"	\$10,000
Friend	5" x 5.5"	\$4,000
Supporter	2.5" x 5.5"	\$1,500



How to Donate

We'd love to have you as a sponsor of The Plunge. If you are interested the naming opportunities or interested in buying a plaque for the Community Heroes Donor Wall, please call Sherry Kramer, Secretary of South Bay Sports, Health & Recreation, at 310-640-1520 x236, or by email at skramer@continentaldevelopment.com.



Scan the QR code or visit our website at www.elsegundo.org for more information on The Plunge and how to donate.

