



## El Segundo Firefighters' Association • Local 3682

531 Main Street, PMB #1104 • El Segundo, California 90245

[www.elsegundofirefighters.org](http://www.elsegundofirefighters.org)

April 22, 2024

Mayor Drew Boyles  
Mayor Pro-Tem Chris Pimentel  
Council Member Carol Pirsztuk  
Council Member Lance Giroux  
Council Member Ryan Baldino  
City Manager Darrell George

Dear El Segundo City Council and City Manager George,

Please receive this letter in coordination with our most recent proposal dated April 22, 2024. We are respectfully requesting an expedited and smooth negotiations process in hopes to agree on a successor MOU by the first meeting in June, 2024.

We all have endured a long and arduous contract negotiations for the past three years. We are hopeful to gracefully move past this experience and work to address the serious issues that our labor group is facing. We are humbly asking to keep us competitive in the surrounding market and provide our members with some stability and relief to the inflationary conditions.

The attached proposal is a four-year agreement that ends June 30, 2028. This length of time benefits all stakeholders as it will provide for stability as well as provide budget predictability. Over the past four years we have fallen to the very bottom of the list of surveyed cities. In the next four years every other survey city fire department will be renegotiating their current contract which will push us farther down financially. This current financial state has negatively impacted our group. Many members are applying outside to other fire departments.

Some statistics and issues that support our proposal:

1. We are currently the lowest paid in every rank amongst surveyed cities and the local marketplace.
2. We are 19-24% (depending on rank) below the average total monthly salary of survey cities.
3. We are not asking for any retroactive pay.
4. No salary or benefit increase from October 2020 – March 2024.
5. Current employees are applying to other departments; loss of staffing, experience, and trained personnel creates a stress on remaining staff, HR, and the community.
6. Paramedics are a limited resource in high demand, we need to retain our current staff.
7. We have a two-tiered department between PEPRAs and Classic members; this creates conflict.





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8. Per the latest 2024 El Segundo survey results, we have provided residents and businesses with excellent service consistently for the past 7 years remaining one of the highest scoring attributes for El Segundo.
9. Total CPI-U inflationary percentage increase 2020-2023 was 18%.
10. Projected CPI-U inflationary percentage increase 2024-2027 is 10.6% (based on the average 2.65% annual inflation rate for the last 10 years).
11. Comprehensively, over the last 6 fiscal years our labor group's overtime funds were \$787,402 under budget. (This 6 year total is the remainder after all reimbursements and the removal of Battalion Chief overtime; data pulled from City financial documents)
12. Comprehensively, over the last 6 fiscal years our labor group's salary funds were \$4,480,166 under budget. (This does include the \$1,986,732 ARPA funds that were deposited into suppression salaries; data pulled from City financial documents)

We request that you genuinely consider our latest proposal. This proposal does not move our labor group to the top of the survey list, it merely keeps us average. We are currently far behind, but we need a path forward to start rebuilding our department as a destination for quality personnel as well as redefine value for our current members. We believe this contract will bring balance and stability to our group, in line with current strategic and budgetary plans, and promote healthy relations moving forward. Thank you for your timely consideration.

Respectfully,

Your El Segundo Firefighters  
IAFF Local 3682





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## El Segundo Firefighters' Association Proposal Monday, April 22, 2024

1. TERM
  - a. Through June 30, 2028 (4 year agreement)
2. PARAMEDIC CERTIFICATION
  - a. Convert "Paramedic Level 1" stipend (equals 7.6% of base) into an 8% bonus for paramedic certification applied to base salary for all ranks. (This format of a percentage-based certification pay is consistent with all other surveyed departments)
3. ELIMINATE EDUCATION INCENTIVE AND MOVE INTO BASE
  - a. Upon adoption of MOU, eliminate education incentive for all ranks; apply captain rank tier one bachelor's degree as a base salary increase for all ranks.
4. SALARY
  - a. 8.5%; effective July 1, 2024
  - b. 5%; effective July 1, 2025
  - c. 5%; effective July 1, 2026
  - d. 5%; effective July 1, 2027
5. CITY MEDICAL
  - a. Effective January 1, 2025; \$50 increase to employer paid medical
  - b. Effective January 1, 2026; \$50 increase to employer paid medical
6. STAFFING LEVELS
  - a. The Fire Chief, in conjunction with the City Manager, shall have the sole responsibility of determining safe and adequate staffing and equipment levels. The Fire Chief's staffing decision shall be determined by the City of El Segundo's risk and hazard profile and industry safety standards.

