

## Tentative Agreements - Fullerton Municipal Employees Federation (FMEF) and Fullerton Management Association (FMA)

- First review and consideration of proposed Memorandums of Agreement with FMEF and FMA Units reflecting tentative agreement
- Negotiation background
  - FMEF –
    - 300 budgeted positions; 245 filled
    - Non-sworn classifications in all City Departments
  - FMA –
    - 50 budgeted positions; 40 filled
    - Non-sworn mid-management positions in most City Departments
  - Previous agreements expired June 2019

# Tentative Agreement - FMEF and FMA

- Significant changes
  - Two year term – FY 2019/2020 through FY 2020/2021
  - No across-the-board increases
  - One time paid day off 12/26/2019
  - Restructured Holiday Program
  - Medical expense reimbursement of \$3,000 (one-time)
  - \$50/month “flex credit” beginning 1/1/2021

# Tentative Agreement - FMEF and FMA

- Significant changes
  - Extension of vision coverage to employees enrolled in Kaiser
  - Administration of voluntary supplemental benefit plan
  - FMEF only
    - Adjustment of Call Back pay minimum from 2.6 to 2.67 hours
    - Distribution of previously agreed wellness benefit

## Tentative Agreement - FMEF and FMA

- Fiscal Impact – table reflects maximum cost of benefits for all budgeted positions. Actual costs will be reduced by significant vacancies at time of payment of one time reimbursements.

Fiscal Year	2019/2020	2020/2021
FMEF	\$1,086,388	\$262,704
FMA	\$212,281	\$70,572

# Tentative Agreement – FMEF and FMA

Recommendation:

City Council review the proposed Memorandums of Agreement and direct staff to schedule them for final review on February 4, 2020.