

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

- Final 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 Leave 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 impact of new provisions and projected maximum total compensation costs. (Actual costs will be reduced by significant vacancies at time of payment of one time reimbursements.)

Fiscal Year	2019/2020	2020/2021
FMEF – new provisions	\$1,086,388	\$262,704
<b>FMEF – total comp</b>	<b>\$26,402,404</b>	<b>\$26,202,018</b>
FMA – new provisions	\$212,281	\$70,572
<b>FMA – total comp</b>	<b>\$7,662,613</b>	<b>\$7,660,873</b>

# Tentative Agreement – FMEF and FMA

## RECOMMENDATION

### 1. ADOPT RESOLUTION NO. 2020-XX

RESOLUTION NO. 2020-XX – A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FULLERTON, CALIFORNIA, APPROVING THE MEMORANDUM OF AGREEMENT BETWEEN THE CITY AND THE FULLERTON MUNICIPAL EMPLOYEES FEDERATION

### 2. ADOPT RESOLUTION NO. 2020-XX

RESOLUTION NO. 2020-XX – A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FULLERTON, CALIFORNIA, APPROVING THE MEMORANDUM OF AGREEMENT BETWEEN THE CITY AND THE FULLERTON MANAGEMENT ASSOCIATION

### 3. AUTHORIZE BUDGET APPROPRIATIONS IN THE AMOUNT OF \$1,100,000 FROM UNASSIGNED RESERVES TO FUND FISCAL YEAR 2019/2020 INCREASED COSTS.