



# Proposed Revision

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Consideration of a Proposed Resolution Relating to Compensation for  
Confidential/NonRepresented Employees



# Background

- A “Confidential” employee is one who, in the course of his/her duties, has access to information relating to the City’s administration of the Meyers-Milias-Brown Act (Cal. Gov. Code Section 3500 et seq.)
- The Confidential/NonRepresented unit is not a recognized bargaining unit
- Parameters for compensation/terms of employment are set by City Council resolution
- There are 16 classifications within the unit - 13 budgeted positions; 12 filled positions
- Positions are a mix of general and mid-management employees within Administration, Administrative Services and Human Resources



# Significant Changes

- No across the board increases
- Retroactive paid day off for 12/26/2019
- Restructured Holiday Leave Program
- One-time medical expense reimbursement of \$3,000 for CalPERS PEPRA members of the unit
- \$50 per mo. "flex credit" effective 1/1/2021
- Extension of vision coverage to employees enrolled in Kaiser
- Administration of voluntary supplemental benefit program
- Cost sharing decrease for classic members of the unit per CalPERS contract



# Fiscal Impact & Recommendation

- The projected maximum impacts of the new provisions included in the proposed resolution:
  - Fiscal Year 2019-20 - \$30,822
  - Fiscal Year 2020-21 - \$31,626
- Adopt the following resolutions:
  - 1) RESOLUTION NO. 2020-XX – A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FULLERTON, CALIFORNIA, RELATING TO COMPENSATION FOR CONFIDENTIAL / NONREPRESENTED EMPLOYEES AND SUPERSEDING RESOLUTION NO. 2018-11; and
  - 2) Authorize appropriation of \$30,822 to cover the cost of implementing the aforementioned resolution