

FMEF CONTRACT RATIFICATION

THE FULLERTON MUNICIPAL EMPLOYEES FEDERATION
EXECUTIVE BOARD UNANIMOUSLY RECOMMENDS YOU



VOTE YES

— TENTATIVE AGREEMENT TERMS —

TERM	Four (4) year term: July 1, 2023 – June 30, 2027
WAGES	<p>Provide the following general base wage increases:</p> <ul style="list-style-type: none">8.0% increase effective the first full pay period after City Council approval of the new MOA.4.0% increase effective first pay period after July 1, 2024.4.0% increase effective the first full pay period after July 1, 2025.3.0% increase effective the first full pay period after July 1, 2026.
FLEX BENEFITS	<p>New Article 27(D):</p> <p>For those employees enrolled in the City’s medical program, the City will implement a “flex credit” contribution in the amount of \$50 per month paid in \$25 increments for the first two pay periods of each month. These “flex credits” shall be paid through a revised Section 125 Plan.</p> <p>Effective January 1, 2024 (implemented on the second pay date in the prior December), the City will increase the flex benefit contribution for those employees enrolled in the City’s medical program by an additional \$300 (a total of \$350 per month) paid in \$175 increments for the first two pay periods of each month.</p> <p>Further, effective January 1, 2025, the “flex credits” for those enrolled in the City’s medical program shall be provided in three tiers based on their particular enrollment: Employee, Employee + 1, or Family. The “flex credits” will be adjusted annually in the amount of 50% of the premium increase for each applicable tier in the Kaiser HMO plan. If the premium goes down, there shall be no adjustment to the flex credits for that year.</p> <p>Flex credits may be applied to the City’s health insurance, dental, and vision premiums. Flex credits shall be applied in the following order: health insurance (first); dental insurance (second), and vision insurance (third). Any remaining flex credits after application to the City’s health, dental, and vision premiums shall be forfeited.</p> <p>For those employees who are not enrolled in City’s medical plan, they shall receive a contribution to a Flexible Spending Account (“FSA”) in the amount of \$50 per month paid in \$25 increments for the first two pay periods of each month.</p> <p>The flex credits afforded under Article 27(D) shall in no way impact the City’s separate obligation to provide a medical contribution to retirees under Article 27(B). The provision of flex credits to active employees under Article 27(D) does not constitute a “contribution” owed to retirees under Article 27(B).</p> <p>If the City transitions to obtaining medical benefits through CALPERS during the term of this MOA, the parties will reopen Article 27 to meet and confer over flex credits and City medical contributions.</p>
ELIMINATION OF EPMC AND COST SHARING FOR CLASSIC MEMBERS (ARTICLE 24 B & C)	<p>Employer Paid Member Contribution (EPMC)</p> <ul style="list-style-type: none">Effective the first full pay period after July 1, 2024 or the first pay period after City approval of the new MOA, whichever date is later, the City’s EPMC contribution shall be reduced by 1.5%.Effective the first full pay period after July 1, 2025 the City’s EPMC contribution shall be reduced by an additional 1.5%.Effective the first full pay period after July 1, 2026 the City’s EPMC contribution shall be reduced by an additional 2.0%.Effective the first full pay period after January 1, 2027 the City’s EPMC contribution shall be reduced by an additional 2.0%. <p>Employee Cost Sharing</p> <ul style="list-style-type: none">Effective the first full pay period after July 1, 2024 or the first pay period after City approval of the new MOA, whichever date is later, the Employee cost-sharing contribution shall be reduced by 1.5%.Effective the first full pay period after July 1, 2025, the Employee cost-sharing contribution shall be reduced by an additional 1.5%.Effective the first full pay period after July 1, 2026, the Employee cost-sharing contribution shall be reduced by an additional 2.0%.Effective the first full pay period after January 1, 2027, the Employee cost-sharing contribution shall be reduced by an additional 2.0%.

RETENTION PAY BONUS

Effective January 1, 2024 and through the remainder of the term of this MOA, the City shall provide retention pay bonus in the form of a one-time gross lump sum payment when an employee achieves any of the following milestones of completed full-time regular service with the City:

15 years — \$3,000

20 years — \$4,500

Effective January 1, 2024, eligible employees will receive the gross lump sum payment for the milestone that they most recently passed.

This provision shall automatically expire at the end of the term of this MOA. The City shall no longer have an obligation to make retention payments unless negotiated in a successor MOA.

LICENSE PAY

Employees who possess a valid Class A or B license shall receive \$50 per pay period. Eligibility for this License Pay shall be contingent upon the employee executing an agreement authorizing the repayment of any overpayment of License Pay via payroll deduction.

HOLIDAYS

If any other bargaining unit receives Martin Luther King, Jr. Day as a holiday during the term of this MOA, the FMEF members shall also receive the holiday.

ACTING PAY

1. An employee in an acting assignment shall receive acting pay in the form of one additional step in the salary range of the employee's regular classification or that same step of the salary range of the classification of the acting assignment, whichever amount is higher.
 2. Acting pay shall begin at the start of the first full shift following 80 consecutive hours actually worked in an acting assignment.
 3. Acting pay shall be paid for all time served in a subsequent acting assignment if the employee has received acting pay in that same classification within the preceding 12 months, and the employee has worked at least 40 consecutive hours in the subsequent acting assignment.
 4. An acting assignment in a classification represented by another bargaining unit other than FMEF shall not otherwise impact any benefits to which the employee is entitled to under this MOA.
 5. While in an acting assignment, an employee will continue to accrue and have recorded, general, special, or normal salary step increases in the employee's regular classification. However, such increases will be paid only to maintain at least a 5% differential above the salary to which an employee is entitled to in their regular classification.
 6. The acting pay rate shall be applied to all hours worked in the acting assignment, including Standby pay.
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RECLASSIFICATION

Employees seeking a classification study of their specific position may request a study through FMEF. The FMEF may request that the Human Resources Department conduct up to seven (7) such studies per fiscal year. The FMEF shall submit a completed Position Description Questionnaire provided by Human Resources, as well as a summary that provides the basis for the study. The Human Resources Department will conduct the study and endeavor to meet with the FMEF regarding its findings within 90 days of the submission of the questionnaire form. The City's findings shall not be subject to appeal or challenge through the grievance procedure. Implementation of any reclassification recommendation may be subject to approval of the City Manager and/or City Council.

RECRUITMENT AND RETENTION WORKING GROUP

The Parties agree to meet quarterly in a Recruitment and Retention Working Group to discuss recruitment and retention strategies. The Parties acknowledge that this provision shall not constitute a formal reopener of this MOA.

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