

HAYWARD CITY COUNCIL

RESOLUTION NO. 15-

Introduced by Council Member \_\_\_\_\_

RESOLUTION APPROVING A SIDE LETTER AGREEMENT WITH THE HAYWARD FIRE OFFICERS ASSOCIATION 1909 FOR REVISION OF CURRENT CONTRIBUTIONS TO THE VOLUNTARY EMPLOYEE BENEFICIARY ASSOCIATION (VEBA) PLAN

WHEREAS, the City of Hayward will make available to The Hayward Fire Officers Association 1909, and its members (collectively, "HFOA") a Voluntary Employee Beneficiary Association ("VEBA") Plan; and

WHEREAS, VEBA is an entity established as a tax exempt Trust under Section 501(c)(9) of the Internal Revenue Service (IRS) Code; and

WHEREAS, the City has contracted with California Government Voluntary Employees' Benefit Association (CALGOVEBA) since 2006 to provide a healthcare funding vehicle where employees make tax-free contributions to a trust for accumulating funds for reimbursement of health care costs in accordance with Section 501(c)(9) of the IRS Code; and

WHEREAS, the City and HFOA have reached a tentative agreement which details the terms of participation in the VEBA Plan for members of the HFOA; and

WHEREAS, the tentative agreement provides that members of the HFOA who opt-in to participate in the VEBA Plan shall contribute between fifty dollars (\$50) and two-hundred (\$200) dollars, depending on years of service, per pay period to the Plan; and

WHEREAS, the tentative agreement further provides that members of the HFOA who opt-in to participate in the VEBA Plan shall also contribute 100% of the total of all eligible sick leave payout after any sick leave hours have been converted to CalPERS service credit in accordance with Government Code Section 20965, 100% of vacation leave payout and 100% of compensatory time payout; and

WHEREAS, the membership of the HFOA ratified the terms of the VEBA agreement as of March 16, 2015..

NOW, THEREFORE, BE IT RESOLVED that the City Council hereby approves the agreement to participate in the VEBA Plan between it and the HFOA effective October 13, 2015.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2015

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:  
MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: \_\_\_\_\_  
City Clerk of the City of Hayward

APPROVED AS TO FORM:

\_\_\_\_\_  
City Attorney of the City of Hayward