

HAYWARD CITY COUNCIL

RESOLUTION NO. 20-_____

Introduced by Council Member _____

RESOLUTION APPROVING A SIDE LETTER OF AGREEMENT WITH THE HAYWARD ASSOCIATION OF MANAGEMENT EMPLOYEES FOR IMPLEMENTATION OF AN EIGHTY HOUR FURLOUGH IN FISCAL YEAR 2021

WHEREAS, the City of Hayward has been under a Shelter-in-Place Order since March 17, 2020; and

WHEREAS, by the close of Fiscal Year 2020, the revenue decline resulting from COVID-19 is projected to require the use of approximately \$12 million of the City's \$36 million General Fund operating reserve; and

WHEREAS, the City has met and conferred in good faith with members of the Hayward Association of Management Employees; and

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that members of the Hayward Association of Management Employees shall participate in a mandatory eighty (80) hour furlough in Fiscal Year 2021.

BE IT FURTHER RESOLVED that in exchange for participation on the eighty (80) hour unpaid furlough, members of the Association may be eligible to receive a one-time, lump sum payment equal to three percent (3%) of their base wages as of January 2, 2021 if, on or before June 30, 2022, either (A) revenue recovery occurs, where the sum total of Sales Tax, Property Tax, Utility Users Tax, and Transient Occupancy Tax for FY 2021 of FY 2022 is the same or greater than FY 2018, and the City's General Fund reserves are restored to 17% of the budgeted annual operating expense budget, or (B) the City receives stimulus funding in an amount that exceeds \$3.5M in Fiscal Year 2021, is specifically related to COVID-19 relief, and is discretionary or able to be used to offset revenue loss in the General Fund and/or for currently funded General Fund positions, and the City's General Fund reserves are restored to 17% of the budgeted annual operating expense budget (payment may be provided under either scenario, but not under both).

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2020

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