

HAYWARD CITY COUNCIL

RESOLUTION NO. 18-\_\_\_\_\_

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

Resolution Approving the Approval of the Successor Memorandum of Understanding between the City of Hayward and the International Federation of Professional and Technical Engineers, Local 21 and Authorizing Staff to Execute the Agreement

WHEREAS, the current Memorandum of Understanding between the City of Hayward and the International Federation of Professional and Technical Engineers, Local 21 (“IFPTE”) expired on June 30, 2018; and

WHEREAS, the City and IFPTE entered negotiations for a successor memorandum of understanding in April 2018; and

WHEREAS, the City of Hayward has experienced some positive economic improvement and costs related to employee salaries and benefits, primarily retirement and healthcare continue to increase substantially; and

WHEREAS, IFPTE recognizes the City’s fiscal challenges and agreed to continue partner with the City of Hayward by sharing the cost of employee benefits including contributions toward the cost of medical premiums in the amount of ten percent (10%) and CALPERS retirement at a rate of eleven percent (11%) of which three percent (3%) is a cost share of the employer’s contribution rate; and

WHEREAS, the City and IFPTE have reached a tentative agreement to a successor Memorandum of Understanding including the following key provisions: continued cost sharing, forgoing a cost of living adjustment in fiscal year 2019, delayed cost of living adjustments in FY 2020 and FY 2021, and a restructured medical benefit that reduces the City’s maximum contribution from the second highest plan to the fourth highest plan; equity adjustments of up to ten percent (10%) based on a total compensation salary survey; and

WHEREAS, the membership of IFPTE ratified the agreement on October 12, 2018; and

WHEREAS, the proposed changes will save the City approximately \$268,000 over the contract period when compared to the projections in the City’s budget model for same period (FY 2019 through FY 2021);

NOW, THEREFORE, BE IT RESOLVED THAT THE City Council hereby approves the Memorandum of Understanding between it and IFPTE for the period of July 1, 2018

through June 30, 2021 and authorizes staff to execute said agreement, a copy of which will be on file in the Office of the City Clerk.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2018

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