

HAYWARD CITY COUNCIL

RESOLUTION NO. 18-

Introduced by Council Member _____

RESOLUTION AUTHORIZING ADOPTION OF A SALARY AND BENEFITS
RESOLUTION FOR THE UNREPRESENTED EXECUTIVES, MANAGEMENT,
HUMAN RESOURCES, CITY ATTORNEY AND CITY MANAGER EMPLOYEES

BE IT RESOLVED by the City Council of the City of Hayward, as follows:

WHEREAS, the City of Hayward continues to have fiscal challenges and costs related to employee salaries and benefits continue to increase and Unrepresented Executives, Exempt and Non-Exempt employees have continued making significant contributions towards their benefits in support of the City's need for reduced costs associated with salaries and benefits; and

WHEREAS, the Unrepresented employees participated in informal group discussions in May and June 2018; and

WHEREAS, the Salary and Benefits Resolution for Unrepresented employees has been amended and reduces the medical contribution for Unrepresented Exempt employees from twenty percent (20%) to ten percent 10% to align them with Non-Exempt and HAME employees instead of with Executives; and

WHEREAS, effective July 1, 2018, Unrepresented employees will receive a one-time cash payment in lieu of a cost of living adjustment in the amount of five percent (5%) for Executives, and 4.25% for Exempt and Non-Exempt employees; and

WHEREAS, Unrepresented Executives will receive cost of living adjustments in the amount of two percent (2%) and three percent (3%) on January 1, 2020 and July 1, 2020 respectively; and

WHEREAS, Unrepresented Exempt and Non-Exempt employees will receive three (3) cost of living adjustments in the amount of two percent (2%) in six month increments on January 1, 2020, July 1, 2020, and January 1, 2021; and

WHEREAS, the amount of vacation and/or management leave hours that eligible Unrepresented employees are allowed to cash out has been increased from forty (40) hours to one-hundred and twenty (12) hours; and

WHEREAS, Unrepresented employees are allowed to use up to one-hundred and twenty hours of earned sick leave upon birth of a child or when a child begins residence with an employee who has commenced adoption proceedings; and

WHEREAS, the proposed changes will result in a General Fund savings of approximately \$86,000 when compared to the budget model for FY 2019 – FY2021;

NOW, THEREFORE, BE IT RESOLVED THAT THE City Council hereby approves the adoption of the Salary and Benefits Resolution for the Unrepresented Executives, Management, City Manager, Human Resources and City Attorney employees for the period of July 1, 2018 through June 30, 2021, a copy of which is attached as Exhibit 1.

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