

HAYWARD CITY COUNCIL

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

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

RESOLUTION APPROVING A MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CITY OF HAYWARD AND HAYWARD ASSOCIATION  
OF MANAGEMENT EMPLOYEES AND AUTHORIZING STAFF TO  
EXECUTE THE AGREEMENT

WHEREAS, The current Memorandum of Understanding between the City of Hayward and Hayward Association of Management Employees (“HAME”) will expire on June 30, 2018;

WHEREAS, The City and HAME entered negotiations for a successor memorandum of understanding in January 2018;

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, HAME recognizes the City’s fiscal challenges and continue to contribute toward the cost of CALPERS retirement and currently pay up to eleven percent (11%) of which three percent (3%) is a cost share of the employer’s contribution rate; and

WHEREAS, The City and HAME has reached a tentative agreement to a successor Memorandum of Understanding that provides continued cost sharing of the 3% of the employer’s contribution rate, forgoing a cost of living adjustment in fiscal year 2019, sharing additional costs for medical insurance premiums, salary adjustments, and language changes;

WHEREAS, The membership of HAME ratified the agreement as of June 12, 2018; and

WHEREAS, The proposed changes will save the City approximately \$500,000 more than projected in the City’s budget model for the contract period of FY 2019 through FY 2021.

NOW, THEREFORE, BE IT RESOLVED THAT THE City Council hereby approves the Memorandum of Understanding between it and HAME for the period of July 1, 2018 through June 30, 2021 and authorizes staff to execute said agreements, 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