

HAYWARD CITY COUNCIL

RESOLUTION NO. \_\_\_\_\_

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

RESOLUTION APPROVING THE AMENDMENT OF THE SALARY AND BENEFITS RESOLUTION FOR THE UNREPRESENTED EXECUTIVES, MANAGEMENT EMPLOYEES, AND EMPLOYEES OF THE OFFICES OF THE CITY MANAGER, HUMAN RESOURCES, AND CITY ATTORNEY

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 executive employees are willing to contribute more toward the cost of benefits; and

WHEREAS, executive employees are expected to be responsive to the needs of the City Council, City Manager, and the Hayward community after hours, weekends, and other times that they are out of the office; and

WHEREAS, any future recommendation for adjustment to executive salaries will be performance based; and

WHEREAS, the Salary and Benefits Resolution for unrepresented employees has been amended and provides a one-time personal equipment stipend in an amount equivalent to 5% of base salary in FY 2018, and a monthly stipend of \$350, an additional 2% contribution to CalPERS, for a total of 5%, and a leave cash out option for employees above their vacation cap to purchase any or all leave in excess of the cap at a rate of 75% of their current salary; and

WHEREAS, the proposed changes will cost the City approximately \$114,914 more than projected in the FY 2018 Ten Year Plan.

NOW, THEREFORE, BE IT RESOLVED THAT THE City Council hereby approves the amendment to the Salary and Benefits Resolution for the Unrepresented Executives, Management Employees, and Employees in the Offices of the City Manager, Human Resources and City Attorney, effective June 27, 2017, for the period of July 1, 2015 through June 30, 2018, a copy of which is attached as Exhibit 1.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2017

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