

HAYWARD CITY COUNCIL

RESOLUTION NO. 22-

Introduced by Council Member _____

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

WHEREAS, the current Memorandum of Understanding between the City of Hayward and Hayward Association of Management Employees ("HAME") expired on June 30, 2021; and

WHEREAS, the City and HAME reached a tentative agreement for a successor Memorandum of Understanding on December 2, 2021 which grants salary adjustments totaling 10% over the three-year contract term, equity adjustments based on an April 2021 equity study and more flexibility in the administration of the health and wellness reimbursement program; and

WHEREAS, the parties agrees to conduct an equity study prior to negotiations for a successor contract in FY2024, with no guaranteed adjustments tied to that future equity study; and

WHEREAS, the proposed contract maintains existing employee contributions toward the Employer's share of retirement costs, medical benefits, dental and vision plans; and

WHEREAS, the proposed changes will result in an estimated fiscal impact of \$1,666,043 to the General Fund, and a net cost of approximately \$1,124,212 across all funds, over the contract period when compared to projections in the City's budget model for the same three-year period (FY 2022-FY 2024).

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that the City Manager is hereby authorized and directed to execute, on behalf of the City of Hayward, a Memorandum of Understanding between the City and HAME for the period of December 2, 2021 through June 30, 2024, a copy of which will be on file in the Office of the City Clerk.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2022

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