

HAYWARD CITY COUNCIL

RESOLUTION NO. 21-

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

RESOLUTION APPROVING THE 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 ("Local 21") expired on June 30, 2021; and

WHEREAS, the City and Local 21 reached a tentative agreement for a successor memorandum of understanding on August 20, 2021 which grants salary adjustments totaling 10% over the three-year contract term, improvements for the allowance of safety equipment and more flexibility in the administration of the health and wellness and education reimbursements; and

WHEREAS, the parties agree to conduct an equity study with no guaranteed equity adjustments during the contract term; 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 \$1,488,787 to the General Fund, and a net cost of approximately \$2,249,585 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 Local 21 for the period of August 20, 2021 through June 30, 2024, a copy of which will be on file in the Office of the City Clerk.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2021

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