



CITY OF HAYWARD

Hayward City Hall
777 B Street
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Cover Memo

File #: CONS 18-748, **Version:** 1

DATE: November 27, 2018

TO: Mayor and City Council

FROM: Director of Human Resources

SUBJECT

Adoption of a Resolution Approving an Amended Side Letter Agreement between the City of Hayward and the Unrepresented Executives, Management, City Manager, Human Resources and City Attorney Employees to Revise Current Contributions to the Voluntary Employee Beneficiary Association (VEBA) Plan

RECOMMENDATION

That the City Council adopts a Resolution authorizing an amended side letter agreement between the City of Hayward ("City") and the Unrepresented Executives, Management, City Manager, Human Resources and City Attorney Employees ("Unrepresented Employees") for an increase in current contributions and a decrease in contributions upon retirement, to the Voluntary Employee Beneficiary Association (VEBA) Plan.

SUMMARY

The City makes available to members of the Unrepresented Employees group the Voluntary Employee Beneficiary Association (VEBA) Plan, which enables eligible employees to accumulate funds in a tax-exempt trust for reimbursement of qualified medical expenses.

Pursuant to the terms of the Unrepresented Employees' VEBA agreement, changes to the plan are made with the consensus of the majority of participants. A survey was conducted by the Human Resources Department, which determined that the majority of participants wanted an increase in current contributions per pay period, and a decrease in contributions upon retirement.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution
Attachment III	Side Letter of Agreement

