



CITY OF HAYWARD

Hayward City Hall
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Cover Memo

File #: CONS 18-700, **Version:** 1

DATE: October 16, 2018

TO: Mayor and City Council

FROM: Director of Human Resources

SUBJECT

Resolution Approving the Memorandum of Understanding between the City of Hayward and the International Federation of Professional and Technical Engineers - Local 21 ("Local 21") and Authorizing Staff to Execute the Agreement

RECOMMENDATION

That the City Council adopts the attached Resolution approving the memorandum of understanding between the City of Hayward and the International Federation of Professional and Technical Engineers, Local 21("IFPTE") bargaining unit for the period of July 1, 2018 through June 30, 2021.

SUMMARY

The current memoranda of understanding ("MOU") with IFPTE expired on June 30, 2018. The attached Resolution will allow staff to execute a successor agreement with IFPTE for the term of July 1, 2018 through June 30, 2021. The new agreement will grant salary and benefit adjustments, an equity study for specific classifications, add bilingual pay for written language skills, increase educational reimbursement, and add health and wellness reimbursement for part-time employees. Other terms include delaying cost of living adjustments until October 1, 2019 and additional savings on medical insurance premiums for the City effective January 1, 2020. The new contract also includes administrative and legal language updates.

If approved, the proposed MOU will result in a General Fund savings of approximately \$268,000 over the contract period, in comparison to the budget model for FY 2019 - FY 2021.

ATTACHMENTS

Attachment I Staff Report
Attachment II Resolution