



CITY OF HAYWARD

Hayward City Hall
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Cover Memo

File #: CONS 22-049, **Version:** 1

DATE: January 18, 2022

TO: Mayor and City Council

FROM: Director of Human Resources

SUBJECT

Adopt a Resolution Approving the Memorandum of Understanding between the City of Hayward and the Hayward Association of Management Employees and Authorizing Staff to Execute the Agreement

RECOMMENDATION

That the Council adopts the attached resolution (Attachment II) approving the Memorandum of Understanding between the City of Hayward and the Hayward Association of Management Employees (HAME) bargaining unit for the period of December 2, 2021 through June 30, 2024.

SUMMARY

The current Memorandum of Understanding (MOU) with HAME expired on June 30, 2021. The attached resolution will allow staff to execute a successor agreement with HAME for the term of December 2, 2021 through June 30, 2024. The new agreement will grant salary adjustments totaling ten percent (10%) over the three-year contract term, as well as equity salary adjustments based on a study completed in April 2021, and a lump sum payment to all HAME represented employees in the amount of \$1,500. The new contract also includes operational, administrative, and legal language updates.

ATTACHMENTS

Attachment I Staff Report
Attachment II Resolution