

HAYWARD CITY COUNCIL

RESOLUTION NO. 26-____

Introduced by Council Member _____

RESOLUTION APPROVING A SIDE LETTER OF AGREEMENT WITH THE
HAYWARD ASSOCIATION OF MANAGEMENT EMPLOYEES IMPLEMENTING A
COLA DEFERRAL IN FISCAL YEAR 2026-27

WHEREAS, the City of Hayward is facing a budget deficit and is taking measures to reduce costs; and

WHEREAS, the City of Hayward must realize cost saving measures for the upcoming fiscal year 2026-27; and

WHEREAS, the City has met and conferred in good faith with representatives of the Hayward Association of Management Employees (HAME); and

WHEREAS, HAME has agreed to deferring the cost of living adjustment (COLA) increase, for all HAME represented classifications not entirely funded by enterprise funds, to the pay period including June 30, 2027; and the Parties agree to layoff protections in which the City will not exercise its right to layoff employees in the bargaining unit from April 3, 2026, through and including June 30, 2027; and the Parties agree to concession parity, should another represented non-safety unit agree to concession terms that 1) also include layoff projections and 2) result in less savings for the City as a percentage of that other bargaining unit's total base wages, HAME may elect to accept the terms of that agreement.

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, amendments to the Memoranda of Understanding through the related side letter of agreement as soon as administratively possible, and authorizes staff to execute said agreements, a copy of which will be on file in the Office of the City Clerk.

IN COUNCIL, HAYWARD, CALIFORNIA, _____, 2026

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