



**CITY OF HAYWARD**  
**AGENDA REPORT**

AGENDA DATE 10124100

AGENDA ITEM                     

WORK SESSION ITEM                     

TO: Mayor and City Council

FROM: Personnel and Employee Relations Director

SUBJECT: Adoption of Salary and Benefits Resolution for Unrepresented Management Employees

RECOMMENDATION:

It is recommended that the City Council adopt a new two-year Salary and Benefits Resolution for Unrepresented Management employees effective July 1, 2000, through June 30, 2002, pertaining to salaries, benefits, and other terms and conditions of employment.

BACKGROUND:

The City's Unrepresented Management group consists of 19 employees, including the City's 7 department heads whose compensation and benefits are established by Salary and Benefits Resolution. The principle economic components contained in the Resolution replicate those granted to the Hayward Association of Management Employees for the period July 1, 2000 to June 30, 2002, and include a 4% general salary increase effective July 1, 2000 and July 1, 2001; a 5 % increase in retiree medical effective January 1, 2002; an adjustment in the coverage level for orthodontic benefit and in the City's payment to employees who elect not to enroll in the PERS medical plan due to having alternate medical plan coverage; an improved survivor benefit under the PERS (no cost to the City), and enhanced life insurance coverage equal to one-time annual salary. The estimated cost for Fiscal year 2000-2001 is \$88,000.

Due to the length of the document, the agreement is not attached, but is available for review in the City Clerk's Office.

Recommended By:

Beth Perrin -  
Beth Perrin-Scales, Personnel and Employee Relations Director

Approved by:

Jesuis Armas  
Jesuis Armas, City Manager

Attachment: Draft Resolution

# DRAFT

HAYWARD CITY COUNCIL

RESOLUTION NO. \_\_\_\_\_

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

RESOLUTION ADOPTING A REVISED POLICY  
PERTAINING TO THE SALARIES AND BENEFITS  
RESOLUTION FOR THE UNREPRESENTED  
MANAGEMENT GROUP

BE IT RESOLVED by the City Council of the City of Hayward that the Council does hereby amend Resolution 99-041 by adopting a revised policy pertaining to salaries and certain benefits for the Unrepresented Management Group, a copy of which is on file in the office of the City Clerk.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2000

ADOPTED BY THE FOLLOWING VOTE:

AYES:

NOES:

ABSTAIN:

ABSENT:

ATTEST: \_\_\_\_\_  
City Clerk of the City of Hayward

APPROVED AS TO FORM:

\_\_\_\_\_  
City Attorney of the City of Hayward

**DRAFT**

HAYWARD CITY COUNCIL

RESOLUTION NO. \_\_\_\_\_

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

RESOLUTION ADJUSTING EMPLOYER CONTRIBUTION  
FOR SUBJECT MEMBERS OF THE UNREPRESENTED  
MANAGEMENT GROUP COVERED UNDER THE PUBLIC  
EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT

WHEREAS, Government Code section 22825.6 provides that a local agency contracting under the Public Employees' Medical and Hospital Care Act shall fix the amount of the employer's contribution at an amount not less than the amount required by section 22825 of the act; and

WHEREAS, the City of Hayward has negotiated with representatives of the Unrepresented Management Group and agreed to an increase in the monthly employer contribution towards the cost of members' and annuitants' enrollment in a health benefits plan.

BE IT FURTHER RESOLVED that the employer's contribution for each Unrepresented Management Group annuitant towards the cost of his or her enrollment, including the enrollment of family members, in a health benefits plan shall not exceed \$237.31 per month for the calendar year 2002.

BE IT FURTHER RESOLVED that the employer contribution referred to hereinabove shall become effective on January 1, 2002.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2000.

ADOPTED BY THE FOLLOWING VOTE:

AYES:

NOES:

ABSTAIN:

ABSENT:

ATTEST: \_\_\_\_\_  
City Clerk of the City of Hayward

APPROVED AS TO FORM:

\_\_\_\_\_  
City Attorney of the City of Hayward