



CITY OF HAYWARD
AGENDA REPORT

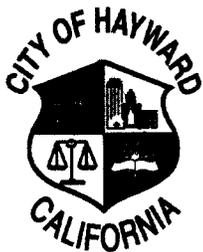
AGENDA DATE 12/10/02
AGENDA ITEM 5
WORK SESSION ITEM _____

TO: Mayor and City Council
FROM: City Manager
SUBJECT: Adoption of Salary and Benefits Resolution for Unrepresented Management Employees

The attached agenda report provides for a one-time payment of \$750 to various employees, the cost of which is approximately \$460,000. For the fiscal year ended June 30, 2002, operating revenues for the general fund exceeded operating expenditures by \$2.4 million. Thus, the cost of the one-time payment can be funded based on prior-year income, without adversely impacting current year operations.

A handwritten signature in cursive script, appearing to read "Jesús Armas", is written over a horizontal line.

Jesús Armas
City Manager



CITY OF HAYWARD
AGENDA REPORT

AGENDA DATE 12/10/02

AGENDA ITEM _____

WORK SESSION ITEM _____

TO: Mayor and City Council
FROM: Human Resources Director
SUBJECT: Adoption of Salary and Benefits Resolution for Unrepresented Management Employees

RECOMMENDATION:

It is recommended that the City Council adopt the attached Resolutions pertaining to Unrepresented Management employees, and a one-time payment to all miscellaneous bargaining unit employees.

BACKGROUND:

The Salary and Benefits Resolution covers the City's 23 Unrepresented Management Employees and reflects a general wage increase of 4% for each of three years, beginning July 1, 2002. Additional elements of the Resolution include labor market adjustments averaging 3.4% for each of ten classifications during the first year of the three-year term; maintenance of health, dental and vision plan benefits for the duration of the Resolution, and implementation of the 2.5% @ 55 retirement formula consistent with the agreement reached with all miscellaneous employee groups earlier in the year. Total estimated cost for fiscal year 2002-2003 is approximately \$135,000 and sufficient funds have been included in the adopted budget to meet this obligation.

Council action on this matter was postponed from June of this fiscal year to allow for discussion with other bargaining units (SEIU 790, Local 21 and HAME) regarding compensation. Those discussions have resulted in agreement to provide miscellaneous bargaining unit employees with a one-time payment of \$750. Council action authorizing expenditure of approximately \$460,000 for these one-time payments, is recommended.

Due to the length of the document, the Unrepresented Management Employees' Salary and Benefits Resolution is not attached, but is available for review in the City Clerk's office.

Recommended by:



Beth Perrin-Scales, Human Resources Director

Approved by:



Jesús Armas, City Manager

Exhibits: Resolution for Unrepresented Management Employees Group
Budget Resolution

DRAFT

HAYWARD CITY COUNCIL

RESOLUTION NO. _____

Introduced by Council Member _____

mhe
10/04/02

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 00-161 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 _____, 2002

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

DRAFT

HAYWARD CITY COUNCIL

RESOLUTION NO. _____

Introduced by Council Member _____

RESOLUTION APPROVING SUPPLEMENTAL PAYMENT TO MISCELLANEOUS BARGAINING UNIT EMPLOYEES

WHEREAS, discussions with SEIU 790, Local 21 and HAME have resulted in an agreement to provide miscellaneous bargaining unit employees with a one-time payment of \$750.00; and

WHEREAS, the various units have accepted and approved such agreement.

NOW THEREFORE BE IT RESOLVED BY the City Council of the City of Hayward that a one time payment of \$750.00 shall be made to each miscellaneous bargaining unit employee.

BE IT FURTHER RESOLVED that the above-referenced one time payment is hereby authorized in the Fiscal Year 2002-03 Operating Budget.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2002

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:

MAYOR:

NOES: COUNCIL MEMBERS: None

ABSTAIN: COUNCIL MEMBERS: None

ABSENT: COUNCIL MEMBERS: None

ATTEST: _____
City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward