

CITY OF HAYWARD
AGENDA REPORT

AGENDA DATE 03/18/03
AGENDA ITEM 4
WORK SESSION ITEM _____

TO: Mayor and City Council
FROM: Human Resources Director
SUBJECT: Adoption of Memorandum of Understanding with Hayward Fire Management Association and Adoption of Resolution Adjusting Employer Contribution to PERS

RECOMMENDATION:

It is recommended that the City Council adopt the attached resolutions approving the Memorandum of Understanding (MOU) with the Hayward Fire Management Association, for the period covering July 1, 2002 to June 30, 2005, and adjusting employer contributions to PERS.

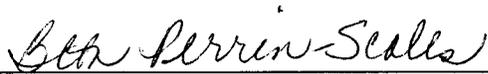
BACKGROUND:

Representatives of the City and the Hayward Fire Management Association have reached agreement on the terms and conditions of a new, three-year Memorandum of Understanding, effective July 1, 2002. Included are general salary increases of 4% each July 1 of the term of the agreement, as well as market adjustments averaging 5.6% in the first year; maintenance of health, vision and dental insurance, and City-paid life insurance equal to one year's annual salary. Agreement to implement a ten-year vesting period for eligibility to receive partial City payment for retiree medical effective January 1, 2003 is incorporated along with increases in retiree medical reimbursement in January of 2003 and 2004. The provisions of this new agreement are consistent with those negotiated previously with the Hayward Association of Management Employees and the Hayward Police Management Association. The estimated total cost for fiscal year 2002-2003 is \$85,000 and adequate funds are available in the 2002-2003 budget.

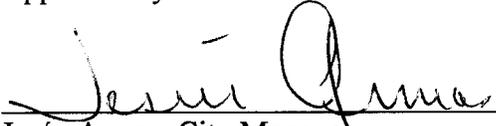
The Public Employees' Retirement System requires a separate resolution of authorization prior to implementing all changes to employee and retiree premium amounts. The attached Resolution will allow the City and CALPERS to carry out the agreement contained in the Memorandum of Understanding.

Due to the length of the MOU document it 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 adopting MOU
HFMA PERS Resolution

DRAFT

HAYWARD CITY COUNCIL

RESOLUTION NO. 03-

Mac
3/4/03

Introduced by Council Member _____

RESOLUTION ADOPTING MEMORANDUM OF
UNDERSTANDING BETWEEN THE CITY OF HAYWARD
AND THE HAYWARD FIRE MANAGEMENT
ASSOCIATION

BE IT RESOLVED by the City Council of the City of Hayward that the Council does hereby adopt that certain Memorandum of Understanding for the period July 1, 2002 through June 30, 2005, between the City of Hayward and the Hayward Fire Management Association, a copy of which is on file in the office of the City Clerk.

IN COUNCIL, HAYWARD, CALIFORNIA March 18, 2003

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. 03-

Introduced by Council Member _____

Mrd
3/4/03

RESOLUTION ADJUSTING EMPLOYER CONTRIBUTION
FOR SUBJECT MEMBERS OF THE HAYWARD FIRE
MANAGEMENT ASSOCIATION 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 Hayward Fire Management Association and agreed to an increase in the monthly employer contribution towards the cost of members' and annuitants' enrollment in a health benefits plan.

NOW THEREFORE, BE IT RESOLVED that the employer's contribution for each Hayward Fire Management Association member and annuitant towards the cost of his or her enrollment, including the enrollment of family members, in a health benefits plan shall not exceed \$249.31 per month for the calendar year 2003, and \$261.31 for calendar year 2004.

BE IT FURTHER RESOLVED that the employer contribution referred to hereinabove shall become effective on January 1, 2003.

IN COUNCIL, HAYWARD, CALIFORNIA March 18, 2003.

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