



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

AGENDA DATE 06/22/04  
AGENDA ITEM 6  
WORK SESSION ITEM \_\_\_\_\_

**TO:** Mayor and City Council  
**FROM:** Human Resources Director  
**SUBJECT:** Adoption of a Resolution to Extend the Salary and Benefits Resolution for Unrepresented Employees

**RECOMMENDATION:**

It is recommended that the City Council adopt the attached Resolution to extend the Salary and Benefits Resolution covering Unrepresented Employees pertaining to wages, hours, benefits, and other terms and conditions of employment for two years effective July 1, 2005 through June 30, 2007.

**BACKGROUND:**

The Unrepresented Employee group has agreed to a two-year extension of their salary and benefits package, covering the period July 1, 2005 through June 30, 2007. The agreement provides no salary increase in either year of the two-year extension; continuation of City payments toward retirement, health, dental, vision, life and disability insurance, and Employee Assistance Program plan. At the March 30, 2004 City Council meeting, a Resolution was adopted requiring Department Heads to return the 4% salary increase scheduled for July 1, 2004; the attached Resolution rescinds that action and includes the Department Heads in the two-year extension. During the extension period, there will be no salary increases. Given patterns of salary increases in the range of 4%, the estimated savings over two years is \$246,000. As this is an extension of the current Memorandum of Understanding, a copy of the document is not attached, but is available for review in the City Clerk's Office.

Recommended by:

Beth Perrin-Scales  
Beth Perrin-Scales, Human Resources Director

Approved by:

Jesús Armas  
Jesús Armas, City Manager

Attachment: Resolution

# DRAFT

HAYWARD CITY COUNCIL 

RESOLUTION NO. 04-

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

**RESOLUTION ADOPTING THE EXTENSION OF THE  
MEMORANDUM OF UNDERSTANDING BETWEEN THE  
CITY OF HAYWARD AND THE UNREPRESENTED  
EMPLOYEES**

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, 2005 through June 30, 2007, between the City of Hayward and the Hayward Association of Management Employees, a copy of which is on file in the office of the City Clerk.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2004

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