



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

AGENDA DATE 11/15/05

AGENDA ITEM 3

WORK SESSION ITEM \_\_\_\_\_

**TO:** Mayor and City Council  
**FROM:** Acting Director of Human Resources  
**SUBJECT:** Resolution Adjusting the Employer Medical Contribution Rate for Employees and Certain Retirees of the Hayward Police Officers' Association

**RECOMMENDATION:**

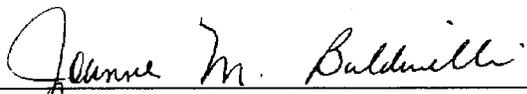
It is recommended that the City Council adopt the attached resolution adjusting the employer medical contribution rate.

**BACKGROUND:**

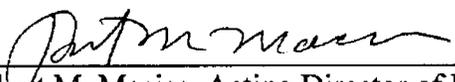
The current Memorandum of Understanding with the Hayward Police Officers' Association includes provisions to increase the City's medical contribution rate for retirees to \$261.34 per month or the Kaiser health plan premium, whichever is greater. Effective January 1, 2006, the Kaiser health plan premium will increase to \$398.03 per month; therefore, the City contribution towards HPOA retirees health plan premiums must be increased to \$398.03 per month.

The Public Employees' Retirement System requires a separate resolution of authorization prior to implementing all changes to the retiree medical premium amounts. The attached Resolution allows the City and PERS to carry out this provision.

Prepared by:

  
\_\_\_\_\_  
Joanne Baldinelli, Employee Benefits Administrator

Recommended by:

  
\_\_\_\_\_  
Robert M. Macias, Acting Director of Human Resources

Approved by:

  
\_\_\_\_\_  
Jesús Armas, City Manager

Exhibit: Resolution

**DRAFT** 

HAYWARD CITY COUNCIL

RESOLUTION NO. 05-

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

**RESOLUTION ADJUSTING EMPLOYER CONTRIBUTION  
FOR SUBJECT MEMBERS OF THE HAYWARD POLICE  
OFFICERS' 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 Police Officers' Association ("HPOA") and agreed to an increase in the monthly employer contribution towards the cost of members', annuitants' and retirees enrollment in a health benefits plan.

NOW, THEREFORE, BE IT RESOLVED that the employer's contribution for each HPOA member and annuitant towards the cost of his or her enrollment, including the enrollment of family members and retirees, in a health benefits plan shall not exceed the Kaiser health plan premium of \$398.03 effective January 1, 2006.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2005

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