

DATE: June 22, 2010

TO: Mayor and City Council

FROM: City Manager

SUBJECT: Implementation of Cost Saving Measures Proposed by Employee Bargaining Units, Unrepresented Management Employees, and the Council-Appointed City Manager, City Attorney, and City Clerk for FY 2011 and FY 2012

RECOMMENDATION

That Council approves the attached Resolutions authorizing the implementation of cost-saving measures offered by the Unrepresented Management Employees; Council-Appointed City Manager, City Attorney, and City Clerk; the Hayward Association of Management Employees (HAME); the International Federation of Professional and Technical Engineers – Local 21; Service Employees International Union - SEIU Local 1021 (Maintenance, Clerical and Related, Confidential Units); the Hayward Fire Chiefs Association; the Hayward Fire Officers - IAFF Local 1909; International Association of Firefighters – IAFF Local 1909; the Police Management Unit; and the Hayward Police Officers’ Association.

DISCUSSION

The City of Hayward is facing a projected \$9.8 million or 8.2% shortfall in General Fund Revenues for FY 2011. The City is also projecting an \$8.9 million deficit in FY 2012. Despite the very conservative estimates that have been projected, the national economic recession continues to negatively impact City revenues significantly. The City is experiencing shortfalls in sales tax, property tax, property transfer tax, development revenues, and vehicle license fees.

Given the fact that 80% of the General Fund budget pays for employee services, reduction of personnel expenditures is necessary to offset declining revenues, along with additional management and operations measures to reduce expenditures, and the use of City reserves to address the budget deficit in FY 2011 and FY 2012.

Cost Saving Measures for FY 2011

Employee services cost savings are being achieved in FY 2011 through the implementation of a variety of measures agreed to by the City’s employees. Police and Fire Units have agreed to cost saving proposals that include holiday leave banks in lieu of pay and deferral of salary increases,

respectively, that are equivalent to 5% employee services savings. The Mayor and Council have also agreed to help close the budget deficit by taking a straight five percent reduction in salary and benefits.

The three remaining bargaining groups (SEIU Local 1021, Local 21, and HAME); the Unrepresented Management Employees; and the Council-Appointed City Manager, City Attorney, and City Clerk have voluntarily agreed to the implementation of a 104-hour Furlough Program. The Furlough Program will be implemented so as to minimize impact on City operations. This will include closure of City Hall during the Thanksgiving holiday and a one-week closure between the Christmas and New Years Day holidays. While other City facilities will not be closed during this period, Department Directors will be encouraged to minimize staffing during this same generally-low production period. (Council should note that it is not planned to close the Library during this time.) This approach should provide for up to half of the furlough obligation being achieved during this period. In order to mitigate the financial impact of the furlough on employees, full-time employees participating in the furlough program will have four hours reduced from their pay for twenty-six pay periods during the fiscal year beginning in July 2010.

In the previous two years of furlough program administration, vacation accrual caps were lifted, and thus accrual of vacation was unlimited. However, the City has reached agreement to establish new caps in an effort to minimize long-term leave payout liability. The City has further established an agreement with the bargaining units to phase back in accrual limits provided for by contract by 2013.

The City Hall closure schedule is as shown below. A significant and timely communication campaign will be initiated to advise the public of the closure of City facilities.

| | | |
|-------------|---------------------|---|
| November 22 | 8 hours (Monday) | |
| November 23 | 8 hours (Tuesday) | |
| November 24 | 8 hours (Wednesday) | |
| December 27 | 8 hours (Monday) | |
| December 28 | 8 hours (Tuesday) | |
| December 29 | 8 hours (Wednesday) | |
| December 30 | 4 hours (Thursday) | Note: City Hall will be closed all day this date, but only four hours are attributable to furlough. |

Cost Saving Measures for FY 2012:

All bargaining units have made commitments for up to five percent employee services savings for FY 2012. The details of implementation of the savings will be determined during the next year.

In addition to the above commitment for FY 2012 and in exchange for a two-year contract extension, HAME, SEIU Local 1021, and Local 21 have all agreed to defer salary adjustments for FY 2012 and to limit salary adjustments in FY 2013 according to the Consumer Price Index. The

deferred salary adjustments will further be dependent on economic recovery indicators as outlined in the agreements.

Economic recovery is defined as: 1.) Economic Uncertainty and Liquidity reserves are funded at Council policy levels (10% and 5% of annual operating budget, respectively); 2.) Revenue recovery occurs and is the same or greater than sales tax revenue levels in FY 2008 and the same or greater than property tax revenue levels in FY 2009 as reported in the City of Hayward Comprehensive Annual Financial Report; and 3.) No economically forced lay-offs are required to balance the budget or meet the structural deficit.

FISCAL IMPACT

The employee concessions represent an approximate five percent savings of total employee services costs. It is anticipated that the savings will generate approximately \$4.5 million in General Fund savings for FY 2011 and \$4.7 million in General Fund savings in FY 2012. Additional salary savings of approximately \$950,000 in FY 2011 and \$960,000 in FY 2012 will be recognized by Non-General Fund, such as Water and Wastewater, and Redevelopment Agency (RDA). Other expenditure savings related to facilities closures include electricity, natural gas, fuel, and janitorial services.

Prepared by: Frances M. Robustelli, Human Resources Director

Approved by:



Fran David, City Manager

Attachments: **Attachment I:** Resolution Authorizing Amendment to the Salary and Benefits Resolution for the Unrepresented Management Employees and to the Employment Agreements for Council-Appointed City Manager, City Attorney, and City Clerk for Mandatory 104-Hour Furlough for FY 2011; May 24, 2010 Memorandum from City Manager, City Attorney, City Clerk to the Mayor and Council Re: Voluntary Furlough Participation for FY 2011 and FY 2012

Attachment II: Resolution Authorizing Amendment to the Memorandum of Understanding for Hayward Association of Management Employees Bargaining Unit

Attachment III: Resolution Authorizing Amendment to the Memorandum of Understanding for Local 21 International Federation of Professional and Technical Engineers Bargaining Unit

Attachment IV: Resolution Authorizing Amendment to the Memoranda of Understanding for SEIU Local 1021 Maintenance, Clerical and Related, and Confidential Bargaining Units

Attachment V: Resolution Authorizing Amendment to the Memorandum of Understanding for the Hayward Fire Chiefs Association Bargaining Unit

Attachment VI: Resolution Authorizing Amendment to the Memorandum of Understanding for the Hayward Fire Officers - IAFF Local 1909 Bargaining Unit

Attachment VII: Resolution Authorizing Amendment to the Memorandum of Understanding for the International Association of Firefighters – IAFF Local 1909 Bargaining Unit

Attachment VIII: Resolution Authorizing Amendment to the Memorandum of Understanding for the Police Management Unit

Attachment IX: Resolution Authorizing Amendment to the Memorandum of Understanding for the Hayward Police Officers' Association Bargaining Unit

Attachment I

HAYWARD CITY COUNCIL

RESOLUTION NO. _____

Introduced by Council Member _____

RESOLUTION AUTHORIZING AMENDMENT TO THE
SALARY AND BENEFITS RESOLUTION FOR THE
UNREPRESENTED MANAGEMENT EMPLOYEES AND TO
THE EMPLOYMENT AGREEMENTS FOR THE COUNCIL-
APPOINTED CITY MANAGER, CITY ATTORNEY, AND
CITY CLERK FOR MANDATORY 104-HOUR FURLOUGH
FOR FY 2011

WHEREAS, the City of Hayward's Unrepresented Management Employees consist primarily of the City's Department Directors and Deputy Department Directors, as well as Assistant and Deputy City Attorneys in the City Attorney's Office, the Operations Support Director in the Police Department and Human Resources Staff, all of whom are covered by the Salary and Benefits Resolution for the Unrepresented Management Employees (the "Resolution"); and

WHEREAS, the Council-Appointed City Manager, City Attorney, and City Clerk have separate employment agreements with the City; and

WHEREAS, the City of Hayward is facing a projected \$9.8 million shortfall in General Fund Revenues for FY 2011; and

WHEREAS, the members of the Unrepresented Management Employees and the Council-Appointed City Manager, City Attorney, and City Clerk recognize the fiscal challenges the City is facing and have agreed to contribute towards a five (5) percent employee services savings goal set by the City to achieve a balanced budget; and

WHEREAS, this is the third consecutive fiscal year the Unrepresented Management Employees, as well as the Council-Appointees, have helped achieve a balanced budget through their participation in employee services savings; and

WHEREAS, as part of the City's effort to balance its budget for FY 2011, staff is recommending that the City Council implement a mandatory 104-hour furlough for FY 2011.

NOW, THEREFORE, BE IT RESOLVED, as part of the City's effort to balance its budget for FY 2011, that the City Council hereby authorizes the adoption of a mandatory 104-hour furlough for the Unrepresented Management Employees and for the Council-Appointed

City Manager, City Attorney, and City Clerk for FY 2011, which may be implemented pursuant to a set schedule that requires the closure of nonessential City facilities.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2010

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

Attachment I



TO: Mayor and Council

FROM: City Manager
City Attorney
City Clerk

DATE: May 24, 2010

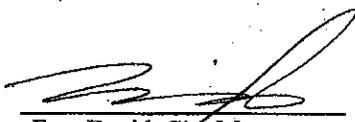
RE: Voluntary Furlough Participation for FY 2011 and FY 2012

This memorandum is to inform you that we are voluntarily participating in a 104-hour unpaid furlough for FY 2011, and that, if needed, we will continue the same 5% for FY 2012. We acknowledge that this will result in a decrease in our respective salary compensations of approximately 5% for each fiscal year. Pay reduction will be spread equally over the twenty-six pay periods associated with each fiscal year, consistent with the pay reduction process applied to the Unrepresented Employee Group.

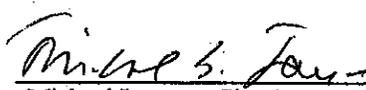
We also agree to take these voluntary hours in a manner consistent with a combination of floating hours and City Hall closures, which we understand to be for FY 2011 the week of Thanksgiving (November 22-24) and the week between Christmas and New Years (December 27 through 12:00 pm on December 30). The balance will be taken in floating hours as we each determine most consistent with our respective workloads. The specifics of FY 2012 City Hall closures, if any, are yet to be determined.

No other terms of our respective employment agreements with the City are being modified by this voluntary participation. The need for, and if needed, the specific terms of, our participation for FY 2012 will be respectively confirmed and determined during the FY 2012 budget adoption process.

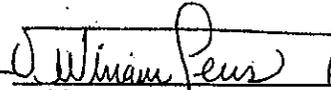
A copy of this memorandum, once acknowledged by the Mayor via his signature below, will be placed in our respective personnel files and serve as the authorizing document for payroll.



Fran David, City Manager

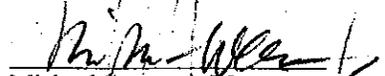


Michael Lawson, City Attorney



Miriam Lens, City Clerk

Receipt Acknowledged:



Michael Sweeney, Mayor

Attachment II

HAYWARD CITY COUNCIL

RESOLUTION NO. _____

Introduced by Council Member _____

RESOLUTION AUTHORIZING AMENDMENT TO THE
MEMORANDUM OF UNDERSTANDING FOR THE
HAYWARD ASSOCIATION OF MANAGEMENT
EMPLOYEES BARGAINING UNIT

WHEREAS, the members of the Hayward Association of Management Employees Bargaining Unit (HAME), are covered by a Memorandum of Understanding (MOU); and

WHEREAS, the City of Hayward is facing a projected \$9.8 million shortfall in General Fund Revenues for FY 2011; and

WHEREAS, the members of HAME recognize the fiscal challenges the City is facing and have agreed to contribute towards a five (5) percent employee services savings goal set by the City to achieve a balanced budget for both FY 2011 and FY 2012; and

WHEREAS, this is the third consecutive fiscal year HAME has participated in achieving a balanced budget through its participation in employee services savings; and

WHEREAS, as part of the City's effort to balance its budget for FY 2011, staff is recommending that the City Council implement a mandatory 104-hour furlough for FY 2011; and

WHEREAS, HAME has requested and staff recommends that in exchange for a two year cost savings commitment, the contract be extended through June 20, 2013; and

WHEREAS, as part of that contract extension, HAME will defer any salary adjustments for FY 2011 to FY 2012 and will use the CPI to determine any salary adjustment for FY 2012. Furthermore, deferral of FY 2011 adjustment shall be dependent on economic recovery.

NOW, THEREFORE, BE IT RESOLVED, as part of the City's effort to balance its budget for FY 2011, that the City Council hereby authorizes the adoption of a mandatory 104-hour furlough for the members of HAME for FY 2011, which may be implemented pursuant to a set schedule that requires the closure of nonessential City facilities.

BE IT FURTHER RESOLVED, that the City Council hereby approves the extension of the HAME's Memorandum of Understanding through June 30, 2013 in acknowledgement to HAME for deferring salary adjustments in FY 2011 and in making a commitment to contribute to any cost savings that are needed based on the economic status for FY 2012.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2010

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

Attachment III

HAYWARD CITY COUNCIL

RESOLUTION NO. _____

Introduced by Council Member _____

RESOLUTION AUTHORIZING AMENDMENT TO THE
MEMORANDUM OF UNDERSTANDING FOR LOCAL 21
INTERNATIONAL FEDERATION OF PROFESSIONAL AND
TECHNICAL ENGINEERS BARGAINING UNIT

WHEREAS, the members of Local 21 – International Federation of Professional and Technical Engineers Bargaining Unit (Local 21) are covered by a Memorandum of Understanding (MOU); and

WHEREAS, the City of Hayward is facing a projected \$9.8 million shortfall in General Fund Revenues for FY 2011; and

WHEREAS, the members of Local 21 recognize the fiscal challenges the City is facing and have agreed to contribute towards a five (5) percent employee services savings goal set by the City to achieve a balanced budget for both FY 2011 and FY 2012; and

WHEREAS, this is the third consecutive fiscal year Local 21 has participated in achieving a balanced budget through its participation in employee services savings; and

WHEREAS, as part of the City's effort to balance its budget for FY 2011, staff is recommending that the City Council implement a mandatory 104-hour furlough for FY 2011; and

WHEREAS, Local 21 has requested and staff recommends that in exchange for a two year cost savings commitment, the contract be extended through September 30, 2013; and

WHEREAS, as part of that contract extension, Local 21 will defer any salary adjustments for FY 2011 to FY 2012 and will use the CPI to determine any salary adjustment for FY 2012. Furthermore, deferral of FY 2011 adjustment shall be dependent on economic recovery.

NOW, THEREFORE, BE IT RESOLVED, as part of the City's effort to balance its budget for FY 2011, that the City Council hereby authorizes the adoption of a mandatory 104-hour furlough for the members of Local 21 for FY 2011, which may be implemented pursuant to a set schedule that requires the closure of nonessential City facilities.

BE IT FURTHER RESOLVED, that the City Council hereby approves the extension of Local 21's Memorandum of Understanding through September 30, 2013 in acknowledgement to Local 21 for deferring salary adjustments in FY 2011 and in making a commitment to contribute to any cost savings that are needed based on the economic status for FY 2012.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2010

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

Attachment IV

HAYWARD CITY COUNCIL

RESOLUTION NO. _____

Introduced by Council Member _____

RESOLUTION AUTHORIZING AMENDMENT TO THE
MEMORANDA OF UNDERSTANDING FOR SEIU LOCAL
1021 MAINTENANCE, CLERICAL AND RELATED, AND
CONFIDENTIAL BARGAINING UNITS

WHEREAS, the members of SEIU Local 1021 Maintenance, Clerical and Related, and Confidential Bargaining Units (collectively, Local 1021) are covered by Memoranda of Understanding (MOU); and

WHEREAS, the City of Hayward is facing a projected \$9.8 million shortfall in General Fund Revenues for FY 2011; and

WHEREAS, the members of Local 1021 recognize the fiscal challenges the City is facing and have agreed to contribute towards a five (5) percent employee services savings goal set by the City to achieve a balanced budget for both FY 2011 and FY 2012; and

WHEREAS, this is the third consecutive fiscal year Local 1021 has participated in achieving a balanced budget through its participation in employee services savings; and

WHEREAS, as part of the City's effort to balance its budget for FY 2011, staff is recommending that the City Council implement a mandatory 104-hour furlough for FY 2011; and

WHEREAS, Local 1021 has requested and staff recommends that in exchange for a two year cost savings commitment, the contract be extended through April 30, 2013; and

WHEREAS, as part of that contract extension, Local 1021 will defer any salary adjustments for FY 2011 to FY 2012 and will use the CPI to determine any salary adjustment for FY 2012. Furthermore, deferral of FY 2011 adjustment shall be dependent on economic recovery.

NOW, THEREFORE, BE IT RESOLVED, as part of the City's effort to balance its budget for FY 2011, that the City Council hereby authorizes the adoption of a mandatory 104-hour furlough for the members of Local 1021 for FY 2011, which may be implemented pursuant to a set schedule that requires the closure of nonessential City facilities.

BE IT FURTHER RESOLVED, that the City Council hereby approves the extension of Local 1021's Memoranda of Understanding through and including April 30, 2013 in acknowledgement to Local 1021 for deferring salary adjustments in FY 2011 and in making a commitment to contribute to any cost savings that are needed based on the economic status for FY 2012.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2010

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

Attachment V

HAYWARD CITY COUNCIL

RESOLUTION NO. _____

Introduced by Council Member _____

RESOLUTION AUTHORIZING AMENDMENT TO THE
MEMORANDUM OF UNDERSTANDING FOR THE
HAYWARD FIRE CHIEFS ASSOCIATION BARGAINING
UNIT

WHEREAS, the members of the Hayward Fire Chiefs Association Bargaining Unit (HFCA) are covered by a Memorandum of Understanding (MOU) which extends through December 31, 2012; and

WHEREAS, the City of Hayward is facing a projected \$9.8 million shortfall in General Fund Revenues for FY 2011; and

WHEREAS, the members of the HFCA recognize the fiscal challenges the City is facing and have agreed to contribute towards a five (5) percent employee services savings goal set by the City to achieve a balanced budget; and

WHEREAS, this is the third consecutive fiscal year the HFCA has participated in achieving a balanced budget through its participation in employee services savings; and

WHEREAS, as part of the City's effort to balance its budget for FY 2011, the HFCA has agreed to defer increases, as provided for pursuant to Section 6.13 of the HFCA MOU, until July 1, 2011.

NOW, THEREFORE, BE IT RESOLVED, as part of the City's effort to balance its budget for FY 2011, that the City Council hereby approves an amendment to the HFCA MOU, authorizing the deferral of salary increases, as provided in Section 6.13 of the HFCA MOU, until July 1, 2011; and

BE IT FURTHER RESOLVED, the City Council hereby approves an amendment to the HFCA MOU authorizing the extension of such MOU through and including December 31, 2013.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2010

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

Attachment VI

HAYWARD CITY COUNCIL

RESOLUTION NO. _____

Introduced by Council Member _____

RESOLUTION AUTHORIZING AMENDMENT TO THE
MEMORANDA OF UNDERSTANDING FOR THE HAYWARD
FIRE OFFICERS – IAFF LOCAL 1909 BARGAINING UNIT

WHEREAS, the members of the Hayward Fire Officers – IAFF Local 1909 Bargaining Unit (HFO-IAFF Local 1909) are covered by a Memorandum of Understanding (MOU) which extends through December 31, 2012; and

WHEREAS, the current Memorandum of Understanding for the Hayward Fire Chiefs Association still applies in full force and effect to the members of the HFO - IAFF Local 1909 through December 31, 2012; and

WHEREAS, the City of Hayward is facing a projected \$9.8 million shortfall in General Fund Revenues for FY 2011; and

WHEREAS, the members of the HFO – IAFF Local 1909 recognize the fiscal challenges the City is facing and have agreed to contribute towards a five (5) percent employee services savings goal set by the City to achieve a balanced budget; and

WHEREAS, this is the third consecutive fiscal year the HFO-IAFF Local 1909 members have participated in achieving a balanced budget through their participation in employee services savings; and

WHEREAS, as part of the City's effort to balance its budget for FY 2011, the HFO – IAFF Local 1909 has agreed to defer increases, as provided for pursuant to Section 6.13 of the Hayward Fire Chiefs Association MOU, until July 1, 2011.

NOW, THEREFORE, BE IT RESOLVED, as part of the City's effort to balance its budget for FY 2011, that the City Council hereby approves an amendment to the Hayward Fire Chiefs Association MOU, as applicable to HFO-IAFF Local 1909, authorizing the deferral of salary increases, as such increases are provided in Section 6.13 of the Hayward Fire Chiefs Association MOU, until July 1, 2011; and

BE IT FURTHER RESOLVED, the City Council hereby approves an amendment to the Hayward Fire Chiefs Association MOU, as applicable to HFO-IAFF Local 1909, authorizing the extension of such MOU through and including December 31, 2013 and all

provisions set forth therein shall remain in full force and effect for members of HFO – IAFF Local 1909 until said amended date.

IN COUNCIL, HAYWARD, CALIFORNIA: _____, 2010

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

Attachment VII

HAYWARD CITY COUNCIL

RESOLUTION NO. _____

Introduced by Council Member _____

RESOLUTION AUTHORIZING AMENDMENT TO THE
MEMORANDUM OF UNDERSTANDING FOR THE
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS – IAFF
LOCAL 1909 BARGAINING UNIT

WHEREAS, the members of the International Association of Firefighters – Local 1909 Bargaining Unit (IAFF Local 1909) are covered by a Memorandum of Understanding (MOU) which extends through December 31, 2014; and

WHEREAS, the City of Hayward is facing a projected \$9.8 million shortfall in General Fund Revenues for FY 2011; and

WHEREAS, the members of IAFF Local 1909 recognize the fiscal challenges the City is facing and have agreed to contribute towards a five (5) percent employee services savings goal set by the City to achieve a balanced budget in FY 2011; and

WHEREAS, this is the third consecutive fiscal year IAFF Local 1909 has participated in achieving a balanced budget through its participation in employee services savings; and

WHEREAS, as part of the City's effort to balance its budget for FY 2011, IAFF Local 1909 has agreed to defer salary increases until July 1, 2011, as such increases are provided for in Section 7.12 of the IAFF Local 1909 MOU and in an addendum made to said MOU entered into on May 13, 2008; and

WHEREAS, IAFF Local 1909 has requested, and staff recommends, an extension of the MOU through and including December 31, 2015.

NOW, THEREFORE, BE IT RESOLVED, as part of the City's effort to balance its budget for FY 2011, that the City Council hereby approves an amendment to the IAFF Local 1909 MOU, authorizing the deferral of salary increases until July 1, 2011, as provided for in Section 7.12 of the IAFF Local 1909 MOU and in an addendum made to said MOU entered into on May 13, 2008; and

BE IT FURTHER RESOLVED, the City Council hereby approves an amendment to the IAFF Local 1909 MOU authorizing the extension of such MOU through and including December 31, 2015.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2010

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

Attachment VIII

HAYWARD CITY COUNCIL

RESOLUTION NO. _____

Introduced by Council Member _____

RESOLUTION AUTHORIZING AMENDMENT TO THE
MEMORANDUM OF UNDERSTANDING FOR THE POLICE
MANAGEMENT UNIT

WHEREAS, the members of the Police Management Unit (PMU) are covered by a Memorandum of Understanding (MOU) which extends through June 30, 2015; and

WHEREAS, the City of Hayward is facing a projected \$9.8 million shortfall in General Fund Revenues for FY 2011; and

WHEREAS, the members of the PMU recognize the fiscal challenges the City is facing and have agreed to contribute towards a five (5) percent employee services savings goal set by the City to achieve a balanced budget; and

WHEREAS, this is the third consecutive fiscal year the PMU has participated in achieving a balanced budget through its participation in employee services savings; and

WHEREAS, as part of the City's effort to balance its budget for FY 2012, the PMU has agreed and staff recommends to establish a Holiday Leave Bank in lieu of normal compensation for City recognized holidays as provided for in Section 7.01 of the PMU MOU; and

WHEREAS, the PMU has requested that the vision benefit plan provided to all other city employees also be provided to members of the PMU as said plan amendment is of minimal fiscal impact and therefore achievable during the contract term.

NOW, THEREFORE, BE IT RESOLVED, as part of the City's effort to balance its budget for FY2011, that the City Council hereby approves an amendment to the PMU MOU, authorizing the suspension of holiday pay for FY 2011 and establishing a leave bank equivalent to unpaid holiday hours provided for in Section 7.01 of the PMU MOU; and

BE IT FURTHER RESOLVED, the City Council hereby approves an amendment to the PMU MOU, authorizing the same level of vision benefits provided for all other city employees, such amendment effective January 1, 2011.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2010

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

Attachment IX

HAYWARD CITY COUNCIL

RESOLUTION NO. _____

Introduced by Council Member _____

RESOLUTION AUTHORIZING AMENDMENT TO THE
MEMORANDUM OF UNDERSTANDING FOR THE
HAYWARD POLICE OFFICERS' ASSOCIATION
BARGAINING UNIT

WHEREAS, the members of the Hayward Police Officers' Association Bargaining Unit (HPOA) are covered by a Memorandum of Understanding (MOU) which extends through June 30, 2015; and

WHEREAS, the City of Hayward is facing a projected \$9.8 million shortfall in General Fund Revenues for FY 2011; and

WHEREAS, the members of the HPOA recognize the fiscal challenges the City is facing and have agreed to contribute towards a five (5) percent employee services savings goal set by the City to achieve a balanced budget; and

WHEREAS, this is the third consecutive fiscal year the HPOA has participated in achieving a balanced budget through its participation in employee services savings; and

WHEREAS, as part of the City's effort to balance its budget for FY 2012, the HPOA has agreed and staff recommends to establish a Holiday Leave Bank in lieu of normal compensation for City recognized holidays as provided for in Section 9.01 of the HPOA MOU; and

WHEREAS, the HPOA has requested that the vision benefit plan provided to all other city employees also be provided to members of the HPOA as said plan amendment is of minimal fiscal impact and therefore achievable during the contract term.

NOW, THEREFORE, BE IT RESOLVED, as part of the City's effort to balance its budget for FY2011, that the City Council hereby approves an amendment to the HPOA MOU, authorizing the suspension of holiday pay for FY 2011 and establishing a leave bank equivalent to unpaid holiday hours provided for in Section 9.01 of the HPOA MOU; and

BE IT FURTHER RESOLVED, the City Council hereby approves an amendment to the HPOA MOU, authorizing the same level of vision benefits provided for all other city employees, such amendment effective January 1, 2011.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2010

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