

**CITY OF HAYWARD
AND
INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL
ENGINEERS, LOCAL 21
AMENDED VEBA SIDE LETTER OF AGREEMENT**

Regarding VEBA Amendment

This Side Letter of Agreement is made between the City of Hayward (City) and the International Federation of Professional and Technical Engineers, Local 21 ("Local 21") to amend the provision of the VEBA Side Letter signed on April 30, 2012 between parties regarding pre-retirement contribution.

The City and Local 21 agree that the terms of this amended Side Letter of Agreement shall become effective with the pay period starting on November 28, 2016 and shall remain in effect, unless the parties decide to amend the Side Letter of Agreement in the future through the meet and confer process.

The table in Section 2 (Employee Contributions) of the Side Letter of Agreement signed on April 30, 2012 is deleted and replaced by the following table:

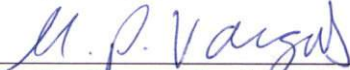
Employee Category	Per Pay Period Contributions
Less than 1 Year of Service	\$30
1 - 4 Years of Service	\$50
5 - 9 Years of Service	\$30
10 - 14 Years of Service	\$60
15 - 19 Years of Service	\$60
20 + Years of Service	\$50

All other terms of the Side Letter of Agreement shall remain in effect.

For IFPTE, Local 21:



Cheryl Penick, President



Maritza Vargas, Vice President



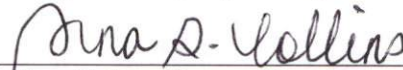
Katherine General, Representative

Dated: 11/10/16

For City of Hayward:



Kelly McAdoo, City Manager



Nina Collins, Human Resources
Director

Dated: 11/15/16