



Office of the City Manager

CONSENT CALENDAR
June 24, 2025

To: Honorable Mayor and Members of the City Council

From: Paul Buddenhagen, City Manager

Submitted by: Janelle Rodrigues, Director of Human Resources
Chaka Young, Employee Relations Manager

Subject: Contract: Downtown Berkeley YMCA Fitness Center Memberships
for City Employees

RECOMMENDATION

Adopt a Resolution authorizing the City Manager to execute a contract and any amendments with the Downtown Berkeley YMCA in the amount of \$179,136 for fitness center memberships for City employees for the period July 1, 2025, through June 30, 2026.

FISCAL IMPACTS OF RECOMMENDATION

The previous contract for fiscal year 2025 was \$161,280, which represents 280 members at \$48 per member. For fiscal year 2026, the number of memberships has increased from 280 members to 311 members. The cost of the fiscal year 2026 contract is budgeted at \$179,136, which represents the City's monthly cost of membership (\$48) for 311 members for 12 months. The fiscal year 2026 contract represents an increase of \$17,856 from the fiscal year 2025 contract. Although the contract cost of \$179,136 for fiscal year 2026 is based on 311 memberships, this amount is a flat fee for the duration of the fiscal year regardless of whether memberships increase or decrease during the fiscal year. The fiscal year 2026 budget includes funding for this contract in fringe benefit accounts in department budgets that is collected and paid out from the Payroll Deduction Trust Fund (Fund 013). The General Fund will cover approximately \$102,107.52 of the contract cost and the remaining \$77,028.48 will be covered by other funds.

CURRENT SITUATION AND ITS EFFECTS

The current agreement began on July 1, 2024, and ends on June 30, 2025. A new contract is needed for fiscal year 2026, which will continue the memberships for City employees and Legislative Assistants at a low cost.

Contract: Downtown Berkeley YMCA for Fitness Center
Memberships for City Employees

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BACKGROUND

Since 1989, the City has had an agreement with the YMCA to provide low-cost fitness memberships for City employees and officials.

The City's labor contracts require the City to pay 75% of the total membership cost and employees pay the remaining 25%. Beginning on July 1, 2024, the full membership cost was \$64 per month (the City's share at \$48 per month and the employee's share at \$16 per month). For fiscal year 2026, the membership cost will remain \$64 per month.

This benefit is included in all the collective bargaining agreements and would terminate at the same time as the longest union contract containing the benefit. The City would need to undergo the meet and confer process with the represented employee groups if it wishes to eliminate this benefit.

The Downtown Berkeley YMCA contract is a Strategic Plan Priority, advancing our goal to attract and retain a talented and diverse City government workforce.

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

There are no identifiable environmental impacts or opportunities associated with the subject of this report.

RATIONALE FOR RECOMMENDATION

The City has had an agreement with the YMCA and represented employee groups to provide low-cost fitness memberships for City employees and officials. City contracts for personal services over \$50,000 require authorization from the City Council before the City Manager can execute the contract.

ALTERNATIVE ACTIONS CONSIDERED

None

CONTACT PERSON

Janelle Rodrigues, Human Resources Director
Chaka Young, Employee Relations Manager

Attachments:

1: Resolution

RESOLUTION NO. ##,###-N.S.

CONTRACT: DOWNTOWN BERKELEY YMCA FOR LOW-COST FITNESS CENTER
MEMBERSHIPS FOR CITY EMPLOYEES

WHEREAS, the City has had an agreement with the Downtown Berkeley YMCA to provide low-cost fitness memberships for City employees and legislative assistants; and

WHEREAS, the City's labor contracts require the City to pay 75 percent of the total membership cost; and

WHEREAS, the current agreement began on July 1, 2024, and ends on June 30, 2025, and a new contract is proposed for fiscal year 2026; and

WHEREAS, the fiscal year 2026 budget includes funding for this contract in fringe benefit accounts in department budgets that is collected and paid out from the Payroll Deduction Trust Fund (Fund 013).

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that that the City Manager is authorized to execute a contract and any amendments with the Downtown Berkeley YMCA for low-cost fitness center memberships for City of Berkeley employees and legislative assistants for the period July 1, 2025, to June 30, 2026, in the amount not to exceed \$179,136. A record signature copy of said contract and any amendments to be on file in the Office of the City Clerk.

