

HAYWARD CITY COUNCIL

RESOLUTION NO. 24-\_\_\_\_\_

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

RESOLUTION APPROVING AND AUTHORIZING THE CITY MANAGER TO EXECUTE THE MEMORANDUM OF UNDERSTANDING (“MOU”) BETWEEN THE CITY OF HAYWARD AND THE HAYWARD POLICE OFFICERS ASSOCIATION (“HPOA”)

WHEREAS, the most recent MOU between the City of Hayward and the HPOA expires on June 30, 2024; and

WHEREAS, the City and HPOA reached a tentative agreement for a successor MOU on April 26, 2024 which provides members salary increases, restructured continuous service pay, restructured education incentive pay program, enhance the employee’s premium pay for assignments in specialized units, and increase City’s deferred compensation contribution benefits; and

WHEREAS, the increase of annual City deferred compensation contribution from twenty-four hundred dollars (\$2,400) to three thousand dollars (\$3,000).

WHEREAS, the agreement increases the continuous service pay from ten percent (10%) to fifteen percent (15%); and

WHEREAS, HPOA recognize the City’s fiscal challenges and continue to contribute toward the cost of CalPERS retirement and currently pay fifteen percent (15%) of which six percent (6%) is a cost share of the employer’s contribution rate; and

WHEREAS, the agreement enhances the education incentive program from 12.5% to 13.5%, increases maximum contribution combination of EIP/CSP from 20% to 26%; and

WHEREAS, the proposed changes will result in an estimated cost of approximately \$25.99 million over a five and one half (5.5) contract term to the General Fund

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that the City Manager is hereby authorized and directed to execute, on behalf of the City of Hayward, a MOU between the City and HPOA for the period of July 1, 2024, through December 31, 2029, a copy of which will be on file in the Office of the City Clerk.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2024

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