

HAYWARD CITY COUNCIL

RESOLUTION NO. 18-_____

Introduced by Council Member _____

RESOLUTION APPROVING THE EXTENSION AND AMENDMENT OF THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF HAYWARD AND HAYWARD POLICE OFFICERS ASSOCIATION AND AUTHORIZING STAFF TO EXECUTE THE AGREEMENT

WHEREAS, The current Memorandum of Understanding between the City of Hayward and Hayward Police Officers Association (“HPOA”) will expire on July 1, 2019; and

WHEREAS, The City and HPOA entered negotiations for successor memorandum of understanding in January of 2018; and

WHEREAS, The City of Hayward has experienced some positive economic improvement and costs related to employee salaries and benefits, primarily retirement and healthcare continue to increase substantially; and

WHEREAS, HPOA recognizes the City’s fiscal challenges and will continue to contribute toward the cost of CALPERS retirement and pay up to nine percent (9%) of which six percent (6%) is a cost share of the employer’s contribution rate; and

WHEREAS, HPOA also agreed to have employees contribute one percent (1%) toward the City’s other post-employment benefits (“OPEB”) liability; and

WHEREAS, The City and HPOA have reached a tentative agreement to successor memorandum of understanding that provides a cost of living adjustment of five percent (5%) in fiscal year 2019, forgoing a cost of living adjustment in fiscal year 2020, along with other adjustments, and language changes; and

WHEREAS, The membership of HPOA ratified the tentative agreement on June 30, 2018; and

WHEREAS, The proposed changes will save the City’s general fund approximately \$1,479,209 more than projected in the City’s budget model for the contract period of FY 2019 through FY 2024.

NOW, THEREFORE, BE IT RESOLVED THAT THE City Council hereby approves the memorandum of understanding between it and HPOA for the period of July 1, 2018 through June 30, 2024 and authorizes staff to execute said agreement, a copy of which will be on file in the Office of the City Clerk.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2018

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