

HAYWARD CITY COUNCIL

RESOLUTION NO. _____

Introduced by Council Member _____

Resolution Approving the Memorandum of Understanding
between the City of Hayward and the Hayward Police
Management Unit

WHEREAS, the previous Memorandum of Understanding between the City of Hayward and the Hayward Police Management Unit (collectively, “HPMU”) expired on June 30, 2015;

WHEREAS, the City and HPMU entered negotiations in May, 2015; and

WHEREAS, the City of Hayward continues to have fiscal challenges and costs related to employee salaries and benefits continue to increase; and

WHEREAS, HPMU recognizes the City’s fiscal challenges and continues 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 employers contribution rate; and

WHEREAS, the City and HPMU have reached a tentative agreement on the terms of an MOU that provides employees with market equity adjustments and recognizes that the members are executive level within the Police Department and future salary discussions will focus on performance and equity; and

WHEREAS, the membership of HPMU ratified the agreement as of November 16, 2015; and

WHEREAS, the proposed changes will cost the City approximately \$477,681 more than projected in the FY 2015 Ten Year Plan for FY 2016, FY 2017 and FY 2018;

NOW, THEREFORE, BE IT RESOLVED THAT THE City Council hereby approves the Memorandum of Understanding between it and HPMU for the period of November 16, 2015, 2015 through June 30, 2019, a copy of which is attached as Exhibit 1.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2015

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