

HAYWARD CITY COUNCIL

RESOLUTION NO. 26-\_\_\_

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

RESOLUTION APPROVING A SIDE LETTER OF AGREEMENT WITH THE HAYWARD POLICE MANAGEMENT UNIT FOR IMPLEMENTATION OF A COLA REDUCTION IN FISCAL YEARS 2027-28; 2028-29; AND 2029-30

WHEREAS, the City of Hayward is facing a budget deficit and is taking measures to reduce costs; and

WHEREAS, the City of Hayward must realize cost saving measures for the upcoming fiscal year 2026-27; and

WHEREAS, the City has met and conferred in good faith with representatives of the Hayward Police Management Unit (HPMU); and

WHEREAS, HPMU has agreed to modify the cost of living adjustment (COLA) increases, for all HPMU represented classifications from a minimum of five percent (5%) and maximum of seven percent (7%) to a flat four and one-half percent (4.5%) for contract increases due the pay periods including July 1, 2027, and July 1, 2028; and to limit the COLA increase to a minimum of two percent (2%) and maximum of three percent (3%) in the pay period containing July 1, 2029.

NOW, THEREFORE, BE IT RESOLVED that 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, amendments to the Memoranda of Understanding through the related side letter of agreement as soon as administratively possible, and authorizes staff to execute said agreements, a copy of which will be on file in the Office of the City Clerk.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2026

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