

HAYWARD CITY COUNCIL

RESOLUTION NO. 23-\_\_\_\_\_

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

RESOLUTION APPROVING THE MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CITY OF HAYWARD AND THE HAYWARD POLICE  
MANAGEMENT UNIT

WHEREAS, the current Memorandum of Understanding between the City of Hayward and the Hayward Police Management Unit (HPMU) expired on June 30, 2023; and

WHEREAS, the City and HPMU entered negotiations for a successor memorandum of understanding in April of 2023; and

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

WHEREAS, HPMU recognizes the City's fiscal challenges and will continue to contribute toward the cost of California Public Employees' Retirement System retirement and pay up to fifteen percent (15%) of which six percent (6%) is a cost share of the employer's contribution rate; and

WHEREAS, the City and HPMU have reached a tentative agreement for a successor memorandum of understanding that provides salary adjustments of eighteen and forty five hundredths percent (18.45%) annually in the first year of the contract, and an additional one-time lump sum payment of ten thousand dollars(\$10k) for each of the five (5) HPMU members, and a four percent (4% COLA) adjustment payable effective July 1, 2024, along with other adjustments, and language changes; and

WHEREAS, the membership of HPMU ratified the tentative agreement on November 27, 2023; and

WHEREAS, the proposed amendments allow for administrative and legal language updates and modest salary and benefit adjustments, resulting in additional General Fund expenditures of approximately \$1.18 million dollars for a two (2) year period (FY 2024-2025).

NOW, THEREFORE, BE IT RESOLVED THAT THE City Council hereby approves the memorandum of understanding between it and HPMU for the period of July 1, 2023, through June 30, 2025 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 \_\_\_\_\_, 2023

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