

HAYWARD CITY COUNCIL

RESOLUTION NO. 19-\_\_\_\_\_

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 July 1, 2019; and

WHEREAS, the City and HPMU entered negotiations for a successor memorandum of understanding in May of 2019; 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 three percent (3%) annually in fiscal years 2021 and 2022, forgoing any salary adjustment in fiscal year 2020, along with other adjustments, and language changes; and

WHEREAS, the membership of HPMU ratified the tentative agreement on October 1, 2019; and

WHEREAS, the proposed changes will save the City's general fund approximately \$1,300 more than projected in the City's budget model for the contract period of FY 2020 through FY 2023.

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, 2019 through June 30, 2023 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 \_\_\_\_\_, 2019

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