



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

Cover Memo

File #: CONS 22-641, **Version:** 1

DATE: November 15, 2022

TO: Mayor and City Council

FROM: Assistant City Manager/Interim Director of Human Resources

SUBJECT

Adopt a Resolution Approving a Side Letter of Agreement Amending the Memorandum of Understanding (MOU) Between the City of Hayward and the Hayward Police Officers' Association (HPOA) to Revise Scheduled Salary Increases

RECOMMENDATION

That Council adopts a Resolution (Attachment II) approving a Side Letter of Agreement amending the Memorandum of Understanding (MOU) between the City of Hayward and the Hayward Police Officers' Association (HPOA) to revise scheduled salary increases.

SUMMARY

The current MOU between the City of Hayward and HPOA expires on June 30, 2024. Under the terms of the current MOU, HPOA members are scheduled to receive a total of 7.5% in salary increases over the final two years of the contract term, with a 2.5% increase effective July 1, 2022, and an increase of up to 5% effective January 1, 2024, based on the established salary survey formula outlined in the MOU. In approximately July 2022, the City and HPOA engaged in discussions about how to address the current vacancy and recruitment challenges at the Police Department.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution