



STAFF REPORT TO THE CITY COUNCIL

DATE: Regular Meeting October 22, 2024

TO: Members of the City Council

SUBMITTED BY: Dante Hall, City Manager
Edwin Gato, Director of Finance
Kristi Carter, Human Resources Manager

SUBJECT: Approve Memorandum of Understanding with the Hercules Police Officers Association (HPOA).

RECOMMENDED ACTION:

Adopt a Resolution Approving a Memorandum of Understanding with the Hercules Police Officers Association (HPOA).

DISCUSSION:

Existing Memorandums of Understanding (MOU) and agreements with HPOA employees have terms that ended June 30, 2024. The City has been engaged in the meet and confer process as required by law with the represented employees and in a consultation process with non-represented employees. The City Council has provided the City's labor negotiator with directions in closed sessions over the past few months. The City has agreed with the HPOA on a proposed one-year Memorandum of Understanding. A summary of the changes proposed by the HPOA employee groups is set forth below:

Employee Group	Summary of Terms
Hercules Police Officers Association (HPOA)	FY 2024-25
	3% Cost of Living Adjustments (COLA) effective the first full pay period following July 1, 2024.
MOU Term to June 30, 2025 (One-Year)	One-time 5% of the employees gross annual salary earned in FY 2023-24 non-recurring, non-pensionable retention payment.
	Adjust bereavement leave from 24 to 40 hours pursuant to AB 1949 and employees may use accrued unused vacation or sick leave to extend their bereavement leave up to a total of 56 hours.

FISCAL IMPACT:

Approval of new labor-related items will result in ongoing and one-time costs. The proposed MOU covers one year. The ongoing and one-time employee costs covered by these approvals are illustrated below.

FY 2024-25

Group	Annualized On-Going Costs	One-Time Costs
HPOA	\$126,000	\$165,000

The adopted FY 2024-25 Budget provides an amount for both ongoing and one-time costs of 3% Ongoing and 5% One-time Retention Payment. The long-term forecast projects a 3% increase in costs on an ongoing basis. Available ongoing and one-time monies are anticipated to be sufficient in FY 2024-25 to meet the obligations.

ATTACHMENTS:

1. Resolution
2. Memorandum of Understanding with Hercules POA (Redline Version)
3. Memorandum of Understanding with Hercules POA (Final Version)