

SIDE LETTER OF AGREEMENT

Between the City of Hayward and the
Hayward Police Officers' Association
April 5, 2026 – December 31, 2029

This Side Letter Agreement is based on a March 30, 2026, Tentative Agreement between the City of Hayward (City) and the Hayward Police Officers' Association (HPOA):

1. Officers assigned to the Traffic Bureau generally focus their traffic enforcement in high collision zones to reduce traffic collisions, improve driver behavior, and enhance traffic safety. To better serve this purpose, officers assigned to the Traffic Bureau have agreed to work on a 4/10 schedule, in lieu of the 3/12 schedule.
2. The Chief of Police, or their designee, retains the discretion to assign traffic officers to a 4/10, 3/12 or a combination of both based on the needs of the department. Traffic officers may work the following 4/10 schedule:
Monday – Thursday 0600 – 1600
Tuesday – Friday 0600 – 1600
3. As set forth in Section 4.04 of the HPOA MOU:
 - a. Traffic Bureau employees assigned to ten (10) hour days shall work four (4) consecutive days and shall not be required to attend make-up days.
 - b. Traffic Bureau employees assigned to ten (10) hour days shall not be subject to any of the portions of Section 4.04 which are by their nature only relevant to employees working the three (3) twelve and one-half (12.5)-hour workday schedule.
4. Based on a need for operational flexibility, Traffic Bureau officers may be required to adjust their work hours and/or workdays, on an as-needed basis, to support traffic safety initiatives, special enforcement operations, and meet grant-funded requirements.
5. During the term of this side letter agreement, traffic officers will be allowed to take home their assigned police motorcycles. Officers electing to take home their assigned motorcycles shall respond to callouts related to fatal traffic collisions, during non-work hours, barring prescheduled time off or other extenuating circumstances. Eligibility is limited to full-time, full-duty officers who are assigned to the Traffic Bureau.
6. This side letter will expire on December 31, 2029, unless extended, modified, or terminated by mutual agreement of the parties.

For the Union:

Signed by:

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Joseph Fiandor, HPOA President

7/6/2026

Date

For the City:

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Ian Tecson, Director of Human Resources

7/6/2026

Date