

HAYWARD CITY COUNCIL

RESOLUTION NO. 25-____

Introduced by Council Member _____

RESOLUTION APPROVING TWO SIDE LETTERS OF AGREEMENT WITH THE HAYWARD FIREFIGHTERS AND THE HAYWARD FIRE OFFICERS ASSOCIATION REPRESENTED BY INTERNATIONAL ASSOCIATION OF FIREFIGHTERS – LOCAL 1909 TO AMEND THE CURRENT MEMORANDA OF UNDERSTANDING

WHEREAS, the City of Hayward is facing a budget deficit and is taking measures to reduce costs to rebuild the target reserve; and

WHEREAS, the City of Hayward must realize cost saving measures for the current fiscal year 2025-2026; and

WHEREAS, members of the Hayward Firefighters, Hayward Fire Officers Association represented by International Association of Firefighters – Local 1909 and have met and conferred with the City and have reached agreement; and

WHEREAS, the parties agree to temporary changes to the respective MOUs in calendar year 2026 that help the City address the current budget deficit, including a temporary reduction in minimum staffing, temporary increase in employee-paid contributions to CalPERS, and temporary salary deferrals; and

WHEREAS, the parties also agree to increase sick leave accrual and the number of employees that can take vacation simultaneously; and

WHEREAS, the agreed upon changes represent a projected savings of \$6 million to the general fund for calendar year 2026; and

WHEREAS, the parties agree to amend language related to special assignment pays to comply with CalPERS reportable pay; and

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that the City Manager is hereby authorized and directed to execute, on behalf of the City of Hayward, amendments to the Memoranda of Understanding through the related side letters of agreement as soon as administratively possible, and authorizes staff to execute said agreements, a copy of which will be on file in the Office of the City Clerk .

ATTACHMENT II

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2025

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