

HAYWARD CITY COUNCIL

RESOLUTION NO. 24-_____

Introduced by Council Member _____

Resolution Approving the Memoranda of Understanding (MOU) between the City of Hayward ("City") and Hayward Fire Chiefs' Association ("HFCA") and Authorizing Staff to Execute the Agreements

WHEREAS, the current MOU between the City and the HFCA will expire on June 30, 2024; and

WHEREAS, the City, and HFCA entered negotiations on March 6, 2024; and

WHEREAS, the City has experienced some positive economic improvement and costs related to employee salaries and benefits, primarily retirement and healthcare continue to increase substantially; and

WHEREAS, HFCA recognize the City's fiscal challenges and continue to contribute toward the cost of CalPERS retirement and currently pay fifteen percent (15%) of which six percent (6%) is a cost share of the employer's contribution rate, 1% contribution to OPEB; and language changes; and

WHEREAS, members will participate in a retiree medical trust benefit, Medical Expense Reimbursement Plan (MERP); and

WHEREAS, HFCA shall receive longevity pay, consistent with International Association of Firefighters, Local 1909; and

WHEREAS, the membership of HFCA ratified the agreement as of May 2, 2024; and

WHEREAS, the proposed changes will result in an estimated additional expenditure in the General Fund of approximately \$240,093 for the contract period of FY 2025 through FY 2029;

NOW, THEREFORE, BE IT RESOLVED THAT THE City Council hereby approves the MOU between the City of Hayward and HFCA for the period of July 1, 2024, through June 30, 2029, and authorizes staff to execute said agreements, a copy of which will be on file in the Office of the City Clerk.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2024

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