

HAYWARD CITY COUNCIL

RESOLUTION NO. 16-

Introduced by Council Member _____

RESOLUTION TO APPROVE A SIDE LETTER BETWEEN THE CITY OF HAYWARD AND THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 1909 AUTHORIZING BILINGUAL PAY

WHEREAS, the City of Hayward is uniquely diverse and there is a need for bilingual services to effectively communicate with members of the community

WHEREAS, the City of Hayward will make available to the International Association of Firefighters Local 1909 and its members including Fire Officers (collectively, "Local 1909") an examination process in the form of a verbal or written test for those employees who are required to communicate in writing in a language other than English; and

WHEREAS, the City has contracted with Alta Language Services, Inc. since 2010 to provide both oral and written examinations to City employees allowing them to demonstrate competency in a second language; and

WHEREAS, the City and Local 1909 have reached a tentative agreement which details the terms of participation in the bilingual testing process for members of Local 1909; and

WHEREAS, the tentative agreement provides that upon recommendation of the Fire Chief and approval by the City Manager or designee, members of Local 1909 who successfully complete the bilingual testing process and are required to use a language other than English during the performance of their duties shall be compensated thirty dollars (\$30) per pay period for providing oral bilingual services or one hundred dollars (\$100) per pay period for providing both oral and written bilingual services; and

WHEREAS, the membership of Local 1909 ratified the terms of the side letter of agreement as of December 20, 2015.

NOW, THEREFORE, BE IT RESOLVED that the City Council hereby approves the side letter of agreement between the City of Hayward and Local 1909 providing bilingual pay effective January 25, 2016, a copy of which is available on the City's web site or through the Human Resources Department.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2016

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