

HAYWARD CITY COUNCIL

RESOLUTION NO. 23-\_\_\_\_\_

Introduced by Council Member\_\_\_\_\_

RESOLUTION APPROVING THE MEMORANDA OF UNDERSTANDING BETWEEN THE CITY OF HAYWARD AND INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 1909, HAYWARD FIRE OFFICERS ASSOCIATION AND AUTHORIZING STAFF TO EXECUTE THE AGREEMENTS

WHEREAS, the current Memoranda of Understanding between the City of Hayward and the International Association of Firefighters, Local 1909, Hayward Fire Officers Association (“HFOA”) will expire on December 31, 2023;

WHEREAS, the City, Local 1909 entered negotiations in April 2023; and

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

WHEREAS, Local 1909 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; and

WHEREAS, the City, Local 1909 have reached a tentative agreement to amend the Memoranda of Understanding that provides continued cost sharing of an additional 6% of the employers contribution rate, 1% contribution to the Retiree Medical Trust, salary adjustments, and language changes; and

WHEREAS, the membership of Local 1909 ratified the agreement as of June 16, 2023; and

WHEREAS, the proposed changes will result in an estimated additional expenditure of approximately \$7.92 million to projections in the General Fund budget model for the contract period of FY 2024 through FY 2029. Noting that estimated additional expenditure is a combined amount was previously reported during the Local 1909 Firefighters negotiation agreement, as part of resolution number 23-197;

NOW, THEREFORE, BE IT RESOLVED THAT THE City Council hereby approves the Memoranda of Understanding between it and Local 1909 for the period of January 1, 2024 through December 31, 2029 and authorizes staff to execute said agreement, a copy of which will be on file in the Office of the City Clerk.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2023

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