

**EMERGENCY MEDICAL TECHNICIAN (EMT) CERTIFICATION /  
EMERGENCY MEDICAL TECHNICIAN PARAMEDIC (E.M.T.P.) CERTIFICATION  
SIDE LETTER OF AGREEMENT  
BETWEEN  
CITY OF HAYWARD  
AND  
HAYWARD FIRE CHIEFS' ASSOCIATION**

This side letter of agreement is entered into by and between the City of Hayward ("City") and the Hayward Fire Chiefs' Association ("HFCA"), to amend the Memorandum of Understanding ("MOU") for the period beginning on July 1, 2024, extended through June 30, 2029, and until otherwise agreed upon by the parties.

The purpose of this side letter of agreement is to correct an administrative error contained in the current MOU between the City and HFCA. In a recent close review of the MOU it was discovered that Section 13.06 Emergency Medical Technician (EMT) Certification and Section 13.07 Emergency Medical Technician Paramedic Certification (E.M.T.P.), do not reflect the agreement between the parties effective July 1, 2018, to roll the special pay for eligible employees who obtain an EMT and/or an E.M.T.P., certification into their base salary; thus, no additional special pay for this certification is provided.

As a result, the City and the HFCA have met and conferred on the matter and entered into this Side Letter Agreement to update the MOU language to reflect the parties' agreement that effective July 1, 2018, two percent (2%) was rolled into the base salary of eligible employees under Section 13.06 Emergency Medical Technician Certification and eight percent (8%) was rolled into the base salary of eligible employees under section 13.07 Emergency Medical Technician Paramedic Certification (E.M.T.P.). As a result, a combined total of ten percent (10%) was rolled into the base salary for employees eligible under these sections and as a result, the language shall be amended in the current MOU for the period beginning on July 1, 2024, extending through June 30, 2029, and until otherwise agreed upon the parties, as set forth below.

**13.06 Emergency Medical Technician (EMT) Certification**

- a. Emergency medical service is a core service of the Fire Department. As such, the training and development of the staff who delivers such services are also a priority. The City shall provide and maintain training that meets all current Alameda County standards.
- b. Participation in the EMT program shall be voluntary for all existing, sworn members of the Association. Sworn employees hired after December 1, 1991 shall be required to secure an EMT-IFS, EMT-D, and those enhancements described below as a condition of employment with the Fire Department. All costs associated with such certificate shall be borne by the City. Time allotted for such training shall be provided on duty unless alternative scheduling is agreed to by the employee and the Fire Chief.

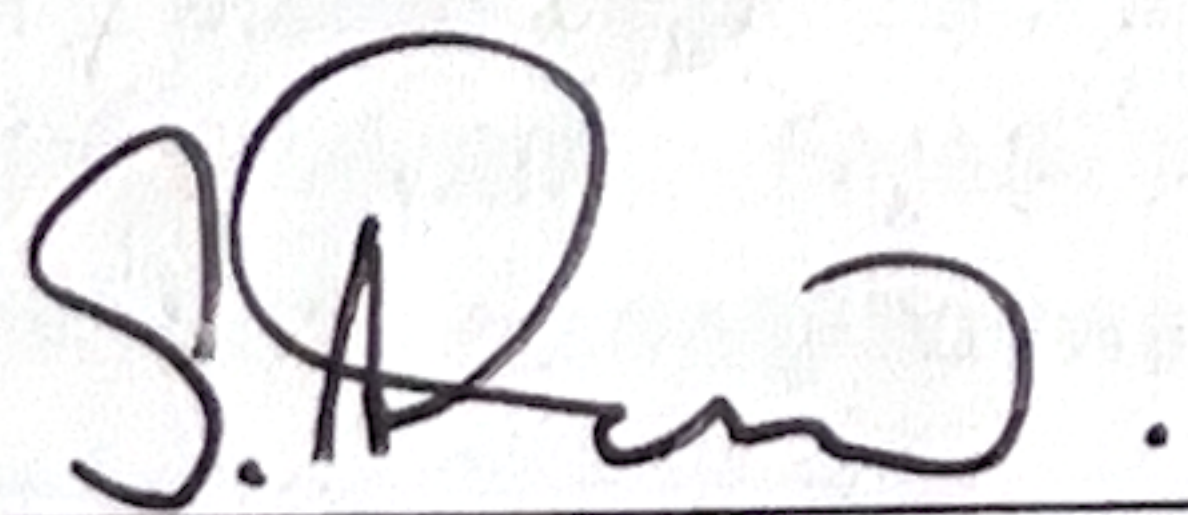


- c. If the EMT-IFS program adopts the enhancements of intubation, anti-shock trousers or EMT-D it shall be at the Department's discretion to implement such enhancements without the necessity to meet and confer over the addition of these services in regard to salaries, benefits or working conditions.
- d. Effective July 1, 2018, two percent (2%) was rolled into the base salary of all eligible employees. No additional special pay for this certification is provided.

13.07 Emergency Medical Technician Paramedic Certification (E.M.T.P.)

- a. Emergency medical service is a core service of the Fire Department. As such, the training and development of the staff who delivers such services are also a priority. The City shall provide and maintain training that meets all current Alameda County E.M.S. District standards.
- b. Participation in the E.M.T.P. program shall be voluntary for all existing, sworn members of the Association. Sworn employees in the classification of Firefighter hired after April 1, 1996 shall be required to secure E.M.T.P. certification as a condition of employment with the Fire Department. All costs associated with such certification shall be borne by the City. For certification training which cannot be accomplished on duty, the employee shall receive one and one half (1.5) their straight time hourly rate for all hours spent in training as well as for travel time to and from their duty station. Time allotted for such training shall be provided on duty unless alternative scheduling is agreed to by the employee and the Fire Chief.
- c. If at such time as the City becomes a transport provider, those employees hired after April 1, 1996 working in the classification of Firefighter, may be required to staff said ambulances. Staffing of Department ambulances by those employees can be implemented without the necessity to meet and confer over the addition of this service in regard to salaries and benefits.
- d. Effective July 1, 2018, ten percent (10%) (eight percent (8%) EMTP and two percent (2%) EMT) was rolled into the base salary for eligible employees. No additional special pay for this certification is provided.

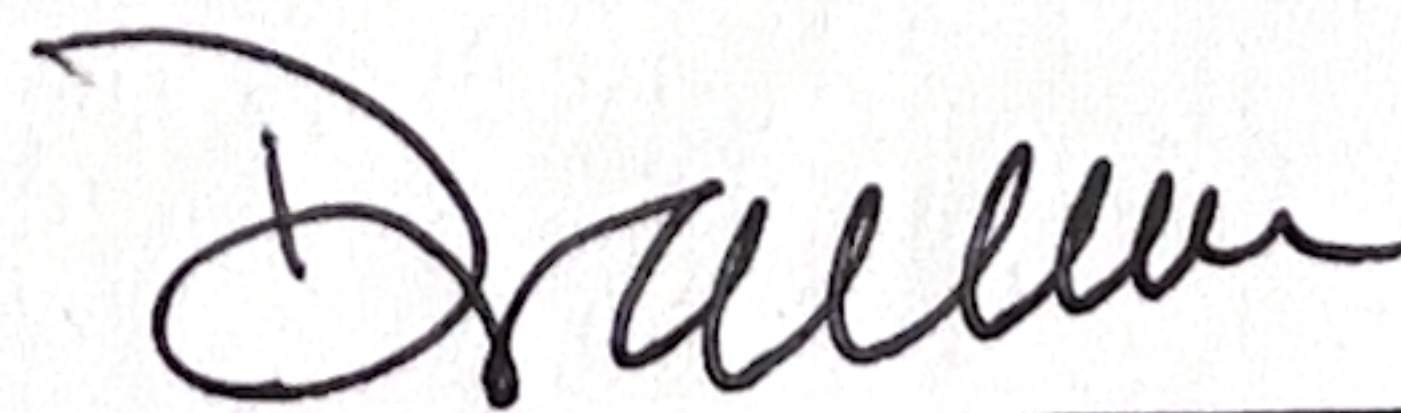
For Hayward Fire Chiefs' Association:



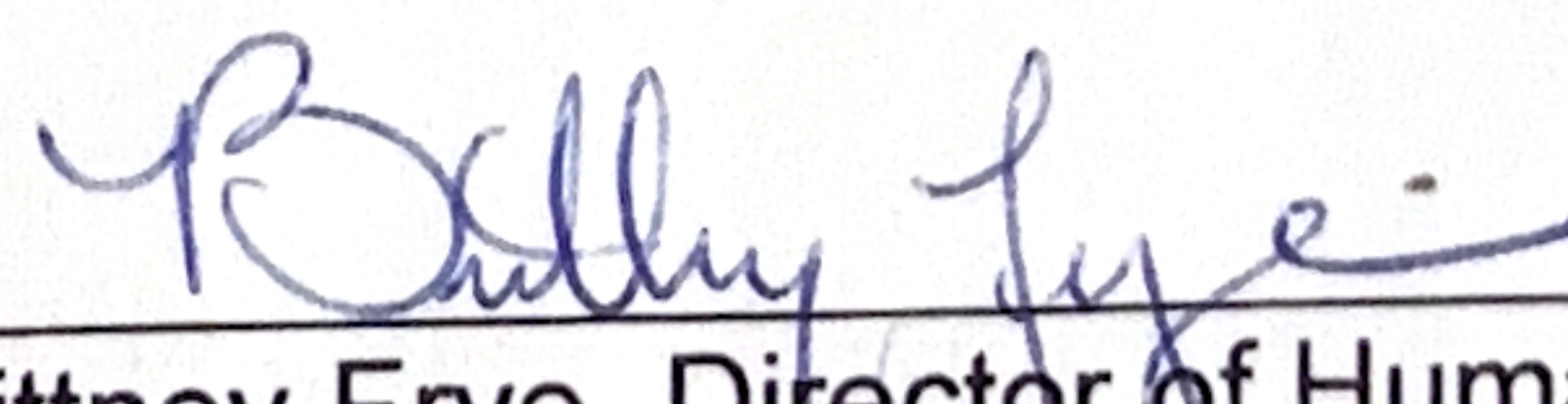
Scott Anderson, Deputy Fire Chief

Dated 3.17.25

For City of Hayward:



Ana Alvarez, City Manager



Brittney Frye, Director of Human Resources

Dated 3/19/25