

LONGEVITY PAY ADDITION
SIDE LETTER OF AGREEMENT
BETWEEN
CITY OF HAYWARD
AND
HAYWARD FIRE CHIEF'S ASSOCIATION

This side letter of agreement is entered into by and between the City of Hayward ("City") and the Hayward Fire Chief's Association (HFCA) collectively referred to as the Parties, regarding the following:

The Continuing Service Pay provision was added to the Local 1909 Fire and Fire Officers agreement effective July 1, 2018, but it was not added for the Hayward Fire Chiefs Association at that time. The City and HFCA agree that the exclusion of this provision from the HFCA agreement in place at that time was unintentional. In the HFCA Memorandum of Understanding effective July 1, 2024, through June 30, 2029, Section 12.03 Longevity Pay (below) was added to correct it. This side-letter amends the section to be retroactive to the pay June 25, 2018 (the pay period which includes July 1, 2018.)

12.03 Longevity Pay

Effective June 25, 2018, members of the Association who complete twenty (20) years of service as an employee of the City shall receive a two percent (2%) longevity pay premium on the twentieth (20th) anniversary, and an additional one percent (1%) longevity pay premium on each succeeding anniversary up to and including the member's thirtieth (30th) anniversary for a total longevity pay not to exceed twelve percent (12%). Effective June 25, 2018 (the pay period which includes July 1, 2018).

Effective July 1, 2024, Members of the Association who complete fifteen (15) years of service as an employee of the City shall receive a two percent (2%) longevity pay premium on the fifteenth (15th) anniversary, and an additional one percent (1%) longevity pay premium on each succeeding anniversary up to and including the member's twenty-fifth (25th) anniversary for a total longevity pay not to exceed twelve percent (12%).

For Hayward Fire Chief's Association:

DocuSigned by:

 Scott Anderson, Deputy Fire Chief

For City of Hayward:

DocuSigned by:

 Dustin Claussen, City Manager

HAYWARD FIRE CHIEF'S ASSOCIATION

DocuSigned by:



Britney Frye, Human Resources
Director

Dated 11/4/2024

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