



DATE: September 23, 2025

TO: Mayor and City Council

FROM: Interim Fire Chief

SUBJECT: Adopt a Resolution Authorizing the City Manager to Authorize and Execute an Agreement with University of California, Davis Continuing and Professional Education Program for Paramedic Licensing in a Not-To-Exceed Amount of \$300,000 Over Two Years

RECOMMENDATION

That Council adopts a resolution (Attachment II) to authorize and execute an agreement with University of California, Davis Continuing and Professional Education Program for Paramedic Licensing in an amount not-to-exceed \$300,000 over two years.

SUMMARY

In response to recruitment challenges, the Fire Department implemented a one-time side letter with the Local Firefighter's Union 1909 in 2023 that allowed the hiring and onboarding of Emergency Medical Technicians (EMTs) with the agreement that the EMTs would earn their paramedic accreditation within the first two years of their employment. After research into paramedic licensing options, the department has determined that the most cost-effective option is the UC Davis continuing education program. This report seeks Council authorization to execute an agreement with UC Davis in an amount not-to-exceed \$300,000 over two years.

BACKGROUND & DISCUSSION

The Hayward Fire Department ("Department" or "HFD") has consistently searched for ways to ensure that there are sufficient staffing levels to respond to all emergency needs for the residents of Hayward. Recently, the ability to onboard qualified paramedic firefighters, a prerequisite certification for hire, had slowed to a rate that threatened the ability of the department to adequately staff all stations and meet the minimum staffing requirements as agreed upon with the Local Firefighter's Union 1909.

In response to this pending hiring crisis, the Department implemented a one-time side letter with the Local Firefighter's Union 1909 that allowed the hiring and onboarding of Emergency Medical Technicians (EMTs) with the agreement that the EMTs would earn their paramedic

accreditation within the first two years of their employment. By ensuring that the department has adequate numbers for minimum staffing, there is a reduction in overtime cost, employee burnout, and administrative accommodations.

The decision to expand the hiring pool during the two most recent academies to briefly include EMT's created an influx of qualified applicants that will be an ongoing asset for the department. The two most recent academies graduated over 20 EMTs who are now pursuing their paramedic licenses while serving with Hayward. As an additional and unexpected outcome of this hiring pool expansion, the department has reported that the academies facilitated under this policy have been the most diverse group of new hires in department history.

The department has explored multiple avenues to provide a streamlined method to achieve the paramedic licensure for the new EMT graduates. After research, the department has determined the most cost-effective option that can handle this number of students is for the EMTs to enroll as students in the continuing education program at UC Davis. This program offers flexibility and remote options, which will keep the EMTs on track to be certified as paramedics prior to the completion of their probationary period.

Staff is seeking Council authorization to execute an agreement with UC Davis for this purpose, not to exceed \$300,000 over two years. The department has sufficient funding in its training academy and paramedic training CIP projects to cover the enrollment cost for all EMTs for the next two years. The department will continue to seek alternative funding sources over the course of the two-year period and will update Council if CIP funding is no longer needed.

STRATEGIC ROADMAP

This initiative will enhance community safety and quality of life, with a specific emphasis on "strengthening emergency preparedness" by ensuring that there is a qualified response for all emergency events.

FISCAL IMPACT

The adopted Capital Improvement Program budget includes a project for paramedic school, which is budgeted at \$27,000 in FY26 and \$75,000 in FY27. It also includes \$100,000 in both FY26 and FY27 for the Recruit Academy. Staff is proposing to combine the funds from these two projects to cover this cost. The funding for these CIP projects comes from a transfer from the General Fund. However, this funding was planned for and included in the adopted budget and will therefore not have a new impact on the operating budget.

Staff is reviewing all projects in the CIP budget that are funded through the General Fund or Measure C and will provide a report to Council this fall on projects that staff proposes delaying due to budget constraints. Based on Council feedback to that report, staff will make adjustments at the fall budget revise.

NEXT STEPS

If Council adopts the resolution to appropriate funds, staff will enroll the associated EMT firefighters into the University of California, Davis Paramedic Program that aligns with their probationary period timeline and will fulfill all related payments for tuition and related fees.

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Recommended by: Eric Vollmer, Interim Fire Chief

Approved by:



Jayanti Addleman, Interim City Manager