



**DATE:** July 27, 2021

**TO:** Mayor and City Council

**FROM:** Director of Human Resources

**SUBJECT:** Adopt a Resolution Approving a Side Letter of Agreement between the City of Hayward and the Hayward Fire Chiefs' Association to Make Association Members Whole Following Fiscal Year 2021 Concessions and Authorizing the City Manager to Execute the Agreement

## **RECOMMENDATION**

That Council adopts a resolution (Attachment II) approving a Side Letter of Agreement between the City of Hayward and the Hayward Fire Chiefs' Association (HFCA) to make members whole following Fiscal Year 2021 (FY 21) concessions and authorizing the City Manager to execute the agreement.

## **SUMMARY**

In recognition of HFCA foregoing a two percent (2%) cost-of-living (COLA) adjustment in FY 21, and because actual revenues for the City of Hayward surpassed projected revenue shortfalls because of the COVID-19 pandemic, Council has expressed its desire to make members whole with respect to the concessions.

## **BACKGROUND AND DISCUSSION**

The International Association of Fire Firefighters, Local 1909 (Local 1909) agreed to forego a previously agreed upon two percent (2%) cost-of-living adjustment (COLA) in FY 21. On June 22, 2021, Council approved a Side Letter of Agreement (Attachment III) between the City and Local 1909 that would provide for a four percent (4%) COLA (2% due the pay period including July 1, 2021, and 2% originally due in FY 21). In addition, Local 1909 members were provided with a one-time, lump sum payment in an amount equal to two percent (2%) base annual salary the pay period including July 1, 2021.

HFCA has been out of contract with the City of Hayward since 2012. Although the City is currently in negotiations with HFCA for successor agreement, HFCA members have continued to receive salary increases along with Local 1909 to avoid compaction between the Firefighters/Fire Officers and the HFCA. As a result of the concessions agreement between the City and Local 1909, HFCA members also did not receive a salary increase in FY 21. Following Council's approval of the 1909 Side Letter, the City met and conferred with HFCA and agreed

that HFCA members shall receive a four percent (4%) COLA effective the pay period including July 1, 2021, and a one-time lump sum payment in an amount equal to two percent (2%) base annual salary the pay period including July 1, 2021, to make members whole.

### **FISCAL IMPACT**

The proposed agreement would result in an increase of approximately \$27,670.65.

### **STRATEGIC ROADMAP**

This agenda item is a routine operational item and does not relate to one of the Council's Strategic Roadmap initiatives.

### **NEXT STEPS**

The Human Resources and Finance Departments will work in conjunction to implement the COLA and issue the one-time, lump sum payment following Council approval.

*Prepared by:* Kakshi Master, Senior Human Resources Analyst

*Recommended by:* Jana Sangy, Director of Human Resources

*Approved by:*

A handwritten signature in black ink, appearing to read 'K. McAadoo', is written over a horizontal line.

Kelly McAadoo, City Manager