

HAYWARD CITY COUNCIL

RESOLUTION NO. 24-\_\_\_\_\_

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

RESOLUTION APPROVING AND AUTHORIZING THE CITY MANAGER TO EXECUTE THE SIDE LETTER AGREEMENT AMENDING THE MEMORANDUM OF UNDERSTANDING (MOU), SECTION 12.03 LONGEVITY PAY BETWEEN THE CITY OF HAYWARD AND THE HAYWARD FIRE CHIEFS' ASSOCIATION (HFCA), TO CORRECTLY REFLECT THE LONGEVITY PAY PROVISION FOR HFCA MEMBERS

WHEREAS, the current MOU, Section 12.03 Longevity Pay provision between the City of Hayward and the HFCA, was excluded unintentionally; and

WHEREAS, the proposed change will correctly reflect 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).

WHEREAS, 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%).

NOW, THEREFORE, BE IT RESOLVED THAT THE City Council hereby approves the correction to the MOU, Section 12.03 Longevity Pay provision for the period effective June 25, 2018, through June 30, 2029, and authorizes staff to execute said agreements, a copy of which will be on file in the Office of the City Clerk.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2024

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