



# CITY OF HAYWARD

Hayward City Hall  
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## Cover Memo

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**File #:** CONS 21-506, **Version:** 1

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**DATE:** September 28, 2021

**TO:** Mayor and City Council

**FROM:** Director of Human Resources

### **SUBJECT**

Adopt a Resolution Approving and Authorizing the City Manager to Execute the Memorandum of Understanding between the City of Hayward and the Hayward Fire Chiefs' Association

### **RECOMMENDATION**

That the Council adopts the attached resolution (Attachment II) approving the Memorandum of Understanding between the City of Hayward and the Hayward Fire Chiefs' Association (HFCA) for the period of September 16, 2021 through June 30, 2024 and authorizing the City Manager to execute the Memorandum of Understanding.

### **SUMMARY**

The current Memorandum of Understanding ("MOU"), extended by side letter, between the City of Hayward and HFCA expired on December 31, 2018. The attached resolution will allow staff to execute a successor agreement with HFCA for the term of September 16, 2021 through June 30, 2024. The new agreement will grant members the ability to cash out management leave similar to other management units, increase the alternate benefit amounts to match the amounts provided to all other employee groups, increase the base rate differential between the classification of Deputy Fire Chief and the Fire Marshal classification, and allow members to receive deployment pay upon meeting specific criteria in emergency situations. The successor MOU has also been updated to reflect previously agreed upon modifications to the original MOU contained in side letter agreements extending the term of the original contract.

### **ATTACHMENTS**

Attachment I	Staff Report
Attachment II	Resolution