



# CITY OF HAYWARD

Hayward City Hall  
777 B Street  
Hayward, CA 94541  
www.Hayward-CA.gov

## Cover Memo

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**File #:** CONS 20-248, **Version:** 1

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**DATE:** May 19, 2020

**TO:** Mayor and City Council

**FROM:** Assistant City Manager/Interim Director of Human Resources

### **SUBJECT**

Adopt a Resolution Approving the Side Letter of Agreement Amending the Current Memoranda of Understanding between the City of Hayward and Both the International Association of Firefighters, Local 1909 and the Hayward Fire Officers Association and Authorizing Staff to Execute the Agreement

### **RECOMMENDATION**

That Council adopts a Resolution (Attachment II) approving the Side Letter of Agreement amending Memoranda of Understanding between the City of Hayward and both the International Association of Firefighters, Local 1909 and Hayward Fire Officers Association (HFOA) and authorizing staff to execute the agreement.

### **SUMMARY**

The City of Hayward is suffering a sudden drop in revenue as a result of State and County Shelter in Place Orders due to the COVID-19 pandemic. As a result, the City has taken a number of cost-saving measures to limit the impact this crisis has on its employees and residents, such as reducing expenditures, laying off temporary staff, and seeking concessions from its bargaining groups. The City has met and conferred in good faith with Local 1909 and the HFOA, and members of the Union and Association have agreed to forego a previously agreed upon salary survey adjustment (capped at 2%) scheduled to take effect July 1, 2020, as provided in the groups' current Memoranda of Understanding in effect through December 31, 2023. In exchange, positions represented by the Union and Association shall be surveyed in the fourth and fifth years of their contract pursuant to the salary survey terms included in their Memoranda of Understanding.

### **ATTACHMENTS**

Attachment I	Staff Report
Attachment II	Resolution
Attachment III	DRAFT 1909 Side Letter