

HAYWARD CITY COUNCIL

RESOLUTION NO. 26-___

Introduced by Council Member _____

RESOLUTION APPROVING A SIDE LETTER OF AGREEMENT WITH THE BARGAINING UNITS REPRESENTED BY THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 1909: THE HAYWARD FIREFIGHTERS ASSOCIATION AND THE HAYWARD FIRE OFFICERS ASSOCIATION; TO AMEND THE CURRENT MEMORANDA OF UNDERSTANDING

WHEREAS, the City of Hayward is facing a budget deficit and is taking measures to reduce costs; and

WHEREAS, the City of Hayward must realize cost saving measures for the upcoming fiscal year 2026-27; and

WHEREAS, the City has met and conferred in good faith with the International Association of Firefighters, Local 1909 (Local 1909) as representatives of both the Hayward Firefighters Association and the Hayward Fire Officers Association; and

WHEREAS, the parties agree to continue temporary changes to the respective Memoranda of Understanding (MOU) through the end of fiscal year 2026-27; including a temporary reduction in minimum staffing and deferring cost-of-living adjustment (COLA) increases from January 1, 2026 through and including the last full pay period prior to July 1, 2027; and the parties also agree to increase sick leave accrual and the number of employees that can take vacation simultaneously.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that the City Manager is hereby authorized and directed to execute, on behalf of the City of Hayward, amendments to the Memoranda of Understanding through the related side letter of agreement as soon as administratively possible, 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 _____, 2026

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