

**PROPOSED SIDE LETTER AGREEMENT BETWEEN
THE CITY OF HAYWARD
AND
INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS
LOCAL 21**

April 8, 2026

The City of Hayward ("City") and Local 21, International Federation of Professional and Technical Engineers ("Local 21") enter into the following side letter agreement in recognition of the City's stated fiscal challenges, to preserve the City's public services, while ensuring economic stability, fairness, and security for City employees. The City has met with Local 21 and received proposals to mitigate the impacts of the stated fiscal challenges. As a result of those discussions, the City and Local 21 agree as follows:

1. IFPTE Local 21 agrees to defer the wage increase of 3.0% for one (1) fiscal year, applicable to employees in classifications for which any position is funded by non-enterprise funds, subject to all conditions outlined in this proposal being met and maintained for the duration of the deferral. The wage deferral is temporary and non-precedential.
2. The following eight (8) enterprise-funded classifications will not defer wages and will receive a 3.0% cost-of-living increase on June 29, 2026:

Job Class	Position Title
T270	AIRPORT OPERATIONS SPECIALIST
T320	DEVELOPMENT REVIEW SPECIALIST
T805	LABORATORY TECHNICIAN
T807	CHEMIST
T810	WPSC INSPECTOR II
T815	SR WPSC INSPECTOR
T870	WATER RESOURCES PLANNER

3. For all remaining classifications, the 3.0% wage deferral shall take effect on June 29, 2026.
4. The City guarantees no layoffs for every regular full time and regular part time employee of the bargaining unit during FY 2026-2027 (i.e. from June 29, 2026 through June 30, 2027)
5. Wage increases of 3.0% described in section 1, shall be fully restored no later than June 28, 2027.
6. Should another represented, non-safety unit agree to concession terms that (i) include layoff protections and (ii) result in less savings for the City as a percentage of that other bargaining unit's total base wages, the City will notify Local 21 in writing of the terms of

that agreement and Local 21 may elect to accept the terms of that agreement rather than the terms reflected here.

<p>For IFPTE Local 21 Name: <u>MICHELE TORRES</u> Title: <u>LOCAL 21 VP</u> Date: <u>4/8/20</u></p>	<p>For City of Hayward Name: <u>Burke O'Dwyer</u> Title: <u>Outside Counsel</u> Date: <u>4/8/20</u></p>
<p>Bargaining Unit Representative Name: _____ Title: _____ Date: _____</p>	<p>Human Resources / Labor Relations Name: <u>Jim Jensen</u> Title: <u>DIRECTOR OF HR</u> Date: <u>04/08/2020</u></p>