

**CITY OF HAYWARD
and
THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 1909

TENTATIVE SIDE LETTER OF AGREEMENT**

This side letter of agreement is entered into by and between the City of Hayward (“City”) and the International Association of Firefighters, Local 1909 (“Union”), collectively referred to as the Parties, regarding the following:

The City continues to experience staffing shortages related to a decreasing number of licensed paramedics available in the job market. COVID-19 exacerbated the issue, as paramedic schools were forced to cease instruction for several years while the California State of Emergency remained in effect. In response to these challenges, the City and the Union agree to the following temporary exceptions to existing recruitment and probation requirements. The parties agree that the exceptions will apply exclusively to the upcoming recruitment academy for Firefighter and Firefighter Trainee classifications to begin on or before December 31, 2023.

Section 2.01, Appointments Subject to Probationary Period of the MOU provides a probationary period for Firefighter and Firefighter Trainee of twelve (12) months.

Section 13.08, Emergency Medical Technician Paramedic Certification (E.M.T.P.), subsection b., requires sworn employees in the classification of firefighter hired after April 1, 1996, to secure an E.M.T.P., certification as a condition of employment with the Fire Department.

The City and the Union have met and discussed in good faith and agree that during the upcoming scheduled recruitment academy for Firefighter Trainee, the City shall waive the requirement of a Firefighter Trainee to possess an E.M.T.P upon hire. Rather, a Firefighter Trainee must possess at least an E.M.T. certification and obtain an E.M.T.P. certification within the extended probationary period as outlined below.

The Parties further agree to temporarily modify Section 2.01, Appointments Subject to Probationary Period, to extend the probationary period for Firefighter and Firefighter Trainee from twelve (12) months to twenty-four (24) months from the first day following the successful completion of the respective assigned academy program. Under this temporary exception, if extenuating circumstances exist and subject to approval by the Fire Chief or City Manager, this twenty-four (24) month probationary period may be extended by a period of six (6) months. The probationary period shall not exceed a combined total duration of thirty (30) months. After successful completion of the probationary period, the maintenance of a paramedic license shall be a condition of employment.

The probationary period shall commence on the first day following successful completion of the respective assigned academy program.


The probationary period for Firefighter and Firefighter Trainees who possess an E.M.T.P certification upon hire may be ended sooner than the twenty-four (24) month period, if the probationary employee has obtained the required E.M.T.P certification, but will not under any circumstance be ended sooner than twelve (12) months from the first day following successful

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completion of the respective assigned academy program. All other terms and conditions of the MOU shall remain in full force and effect.

This agreement shall be effective immediately upon City Council approval and shall remain in effect until the expiration of the current MOU contract dates (January 1, 2010, through December 31, 2023), between the parties. The parties further agree that this side letter agreement shall not be used in any current or future negotiations by either party.

For the Union:

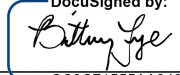
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Andrew Ghali, President IAFF, Local 1909– AFL-CIO

Dated 6/29/2023

For the City:

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Kelly McAdoo, City Manager

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Brittney Frye, Human Resources Director

Dated 6/29/2023