

# **FIREFIGHTER TRAINEE REPRESENTATION**

## **SIDE LETTER OF AGREEMENT**

### **BETWEEN**

### **CITY OF HAYWARD**

### **AND**

### **INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (IAFF)**

### **LOCAL 1909 & HAYWARD FIRE OFFICERS ASSOCIATION (HFOA)**

#### **1.01 Recognition**

The City recognizes Local 1909 of the International Association of Firefighters, AFL-CIO, as the exclusive representative of a bargaining unit consisting of the civilian classification of Firefighter Trainees and all public safety classifications in the Fire Department, excluding management and confidential employees. Public safety classifications are those in which the employees are safety members of the Public Employees Retirement System.

#### **16.13 Firefighter Trainees**

Applicants who are selected to participate in such Fire Academy classes may be granted and hold appointments to the classification of Firefighter Trainee while in attendance and training at the Fire Academy.

Employees holding appointments to this employment classification shall not be sworn employees of the City of Hayward Fire Department and shall not be eligible for benefits provided by Local 1909's memorandum of understanding, provided, however that employees holding appointments to this classification shall receive the pay and benefits as outlined by the City for Unrepresented Non-Exempt employees in the 2024 City of Hayward Benefits Summary and its subsequent revisions.. Unless otherwise required by law, employees holding appointments to this employment classification shall be considered as civilian employees rather than as firefighters or public safety employees for the purposes of qualifying for workers' compensation and/or disability retirement benefits,

Any salary savings resulting from this employment classification shall be placed into an educational fund to be used by Local 1909 members. The educational fund shall be maintained by the City and a quarterly statement shall be sent to Hayward Firefighters Local 1909. Disbursement of this fund shall be according to Section 13.02 of the current memorandum of understanding between the City of Hayward and IAFF Local 1909.

Upon successful graduation from the Fire Academy, Firefighter Trainees shall be promoted to the position of Firefighters in the City of Hayward Fire Department.

The City and Local 1909 further agree that the salary of employees in the employment classification of Firefighter Trainee shall be maintained at ten (10%) below the salary of a first step forty (40) hour firefighter.

**For International Association  
of Firefighters, Local 1909:**

**For the City of Hayward:**

DocuSigned by:  
  
E92FE902B5B341E...  
\_\_\_\_\_  
Andrew Ghali  
Union President

4/9/2024  
\_\_\_\_\_  
Date

DocuSigned by:  
  
38D6F24F5EFE4F8...  
\_\_\_\_\_  
Kelly McAdoo  
City Manager

4/9/2024  
\_\_\_\_\_  
Date

DocuSigned by:  
  
308A1828D322448...  
\_\_\_\_\_  
Brittney Frye  
Human Resources Director

4/9/2024  
\_\_\_\_\_  
Date