



**DATE:** September 27, 2016  
**TO:** Mayor and City Council  
**FROM:** Human Resources Director

**SUBJECT**

Adoption of Resolution Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2017

**RECOMMENDATION**

That the City Council adopts the attached Resolution approving an amendment to the City of Hayward Salary Plan for Fiscal Year 2017 (“FY 2017”), which designates all classifications and the corresponding salary range for employment in the City government of the City of Hayward as of September 15, 2016, superseding Resolution No. 16-098 and all amendments thereto.

**BACKGROUND/DISCUSSION**

After a public hearing on September 15, 2016, the Personnel Commission recommends that the City Council adopts an amended FY 2017 Salary Plan for the classified service. Changes to the Salary Plan for the classified service include a title change for one classification, and the addition of a new position as follows:

1. Changed the title of the Noise Abatement Analyst to Airport Operations Specialist with no change in salary.
2. Added the newly created Utilities Engineering Manager position. The salary for the position is \$64.07 at Step 1 and \$77.88 at Step 5.

In addition to the changes to the classified service salaries, the salary for the City Manager has been updated to reflect the recently approved contract. The current hourly salary is \$119.75.

**FISCAL IMPACT**

There is no recommended change to salary related to the title change of Noise Abatement Analyst to Airport Operations Specialist. The addition of the Utilities Engineering Manager classification results in a net fiscal increase of approximately \$243,000 annually. This classification will be funded entirely from the City’s Enterprise Funds with no impact to the General Fund.

The cost of the employment agreement with the City Manager is approved in the FY 2017 adopted budget. There will be an approximate annual savings to the General Fund of \$12,500.

*Prepared and Recommended by:* Nina S. Collins, Director of Human Resources

Approved by:

A handwritten signature in black ink, appearing to read 'K. McAdoo', written over a horizontal line.

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Kelly McAdoo, City Manager