

CITY COUNCIL MEETING

JUNE 28, 2022

PRESENTATIONS

**COMMUNITY
AGENCY FUNDING
PROCESS REVIEW**

ITEM #14

WS 22-025

Community Agency Funding Process Review

City Council Work Session, June 28, 2022

Monica Davis, Community Services Manager
Carol Lee, Management Analyst

Presentation Outline

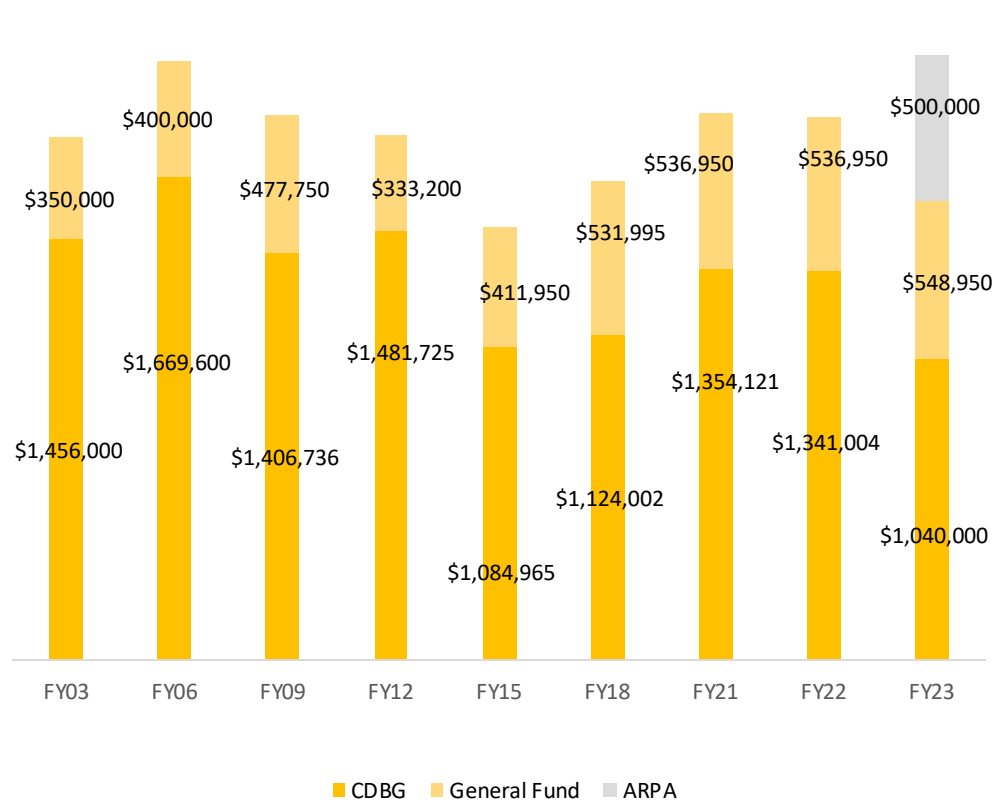
- Background
- Commission and Council Feedback
- Subcommittee and CSC Recommendations
 - Services Funding Caps
 - Funding Allocation for New and Innovative Programs
 - Funding for Safety Net Programs
 - Arts and Music Funding Guidelines
 - Audit Requirements

Background

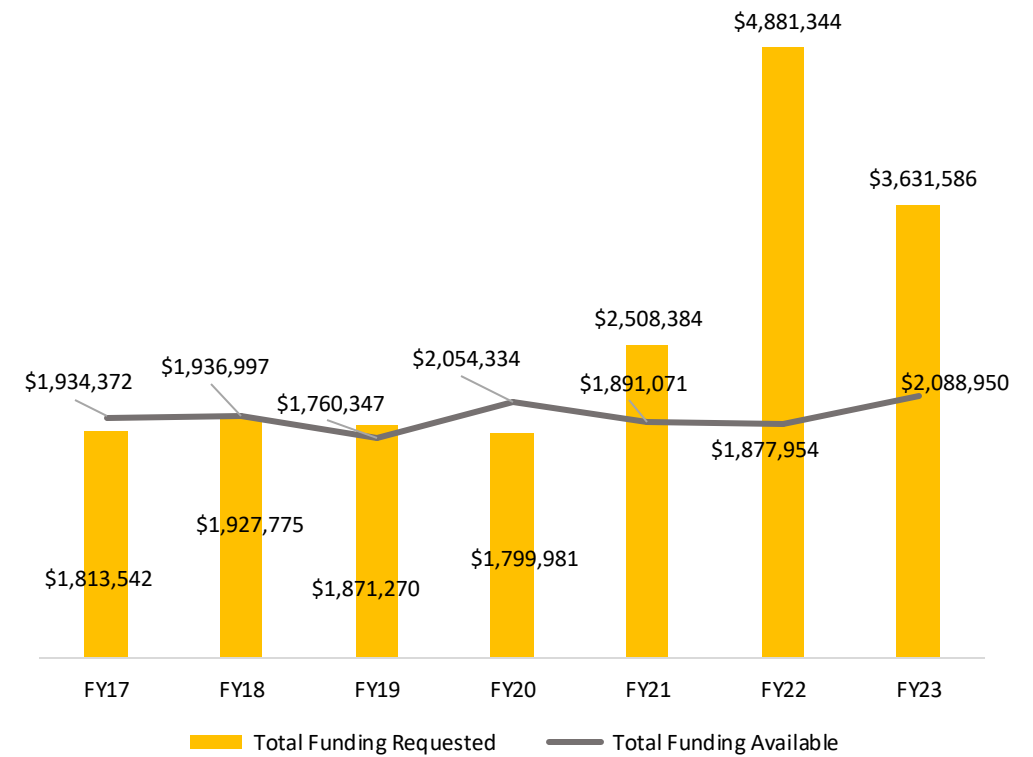
- The CSC serves as an advisory body to the City Council
- Community Agency Funding Process
- Review the applications
- Interview applicants
- Make recommendations to the Council for how a portion of the City's General Fund and the City's CDBG entitlement award should be allocated

Challenge

Availability of Community Agency Funding Over Time



Funding Requests and Availability since FY 2017



Overview of Subcommittee

On October 26, 2021, Council adopted a resolution authorizing the Mayor to select and appoint three (3) members of Council to form a sub-group to work with a committee of the Community Services Commission (CSC) to review and discuss the Community Agency Funding process and provide recommendations to the CSC and Council for further consideration.

Joint Subcommittee

- Consisted of 3 Councilmembers and 4 Community Services Commissioners
 - Councilmember Lamnin
 - Councilmember Márquez
 - Councilmember Salinas
 - Commissioner Arrizon
 - Commissioner Bruckner
 - Commissioner Garg
 - Commissioner Moore
 - Commissioner Berry as ex officio
- Met on three occasions to discuss the CAF process and provide recommendations to the CSC for further consideration

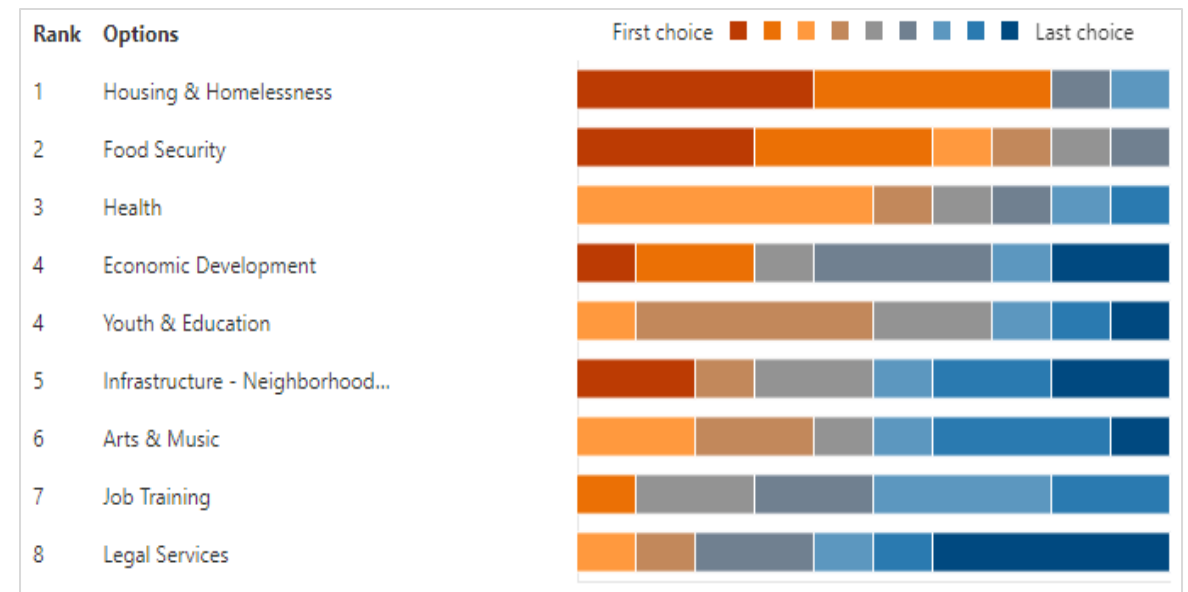
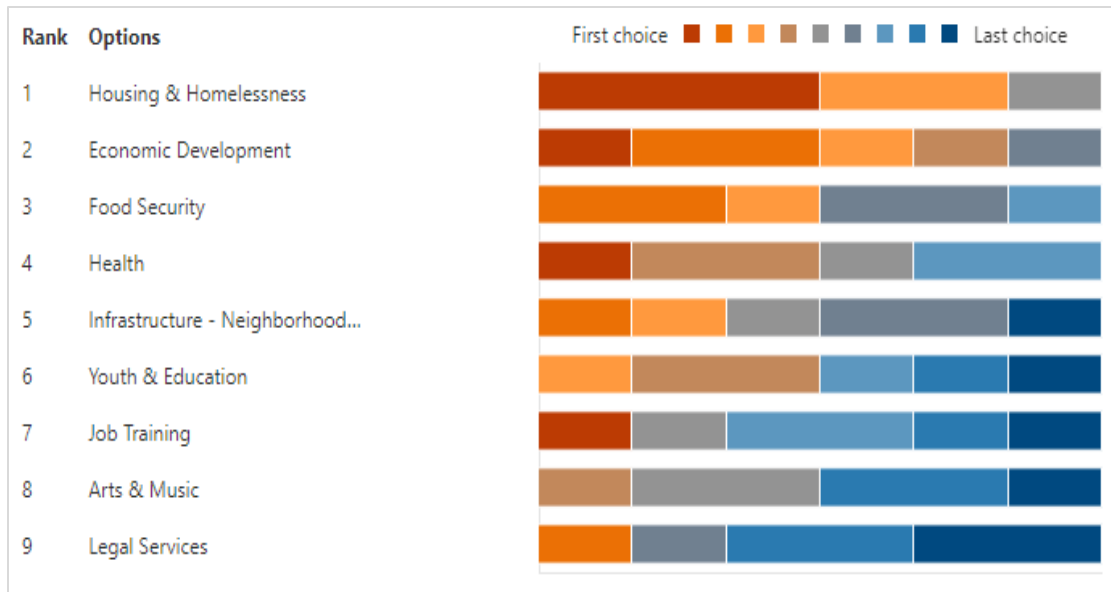
Questions

- **City Goals:** Is the CAF process through the CSC a piece of the broader City Goals (such as Let's House Hayward and the City's Strategic Roadmap)?
- **CSC's Role:** What impact does the CSC's deliberative funding process and recommendations have on Council's decision on funding allocations?
- **Prioritization Frequency:** Does Council desire to review the CAF priorities with the CSC annually?
- **Priority Categories:** Are there priority categories that Council would like to see funding allocated toward as part of the CAF process? For example, are food insecurity and homelessness still key areas of focus?
- **Hayward Based:** Do Hayward-based organizations have priority over organizations from other areas that may provide a unique service?
- **Sustainable vs. Seed Funding:** Should CAF be a sustainable funding source for agencies, or should CAF provide funding for new programs in the community?
- **Large vs. Small:** Are programs that serve a large number of Hayward residents, but are able to secure funding from other sources, a priority over programs that have fewer funders, but meet a specific need not met by other providers?
- **Mandatory Funding:** Are there services that must be part of every funding allocation due to Council priority, political will, historical success, etc.?

Survey Question Responses: Priority Categories

City Council

Community Services Commission



Priority Alignment

Strategic Road Map

Six core priorities required to achieve the vision

- **Preserve, Protect & Produce Housing For All**
- **Enhance Community Safety & Quality of Life**
- **Grow the Economy**
- Invest in Infrastructure
- Confront Climate Crisis
- Strengthen Organizational Health

Council Survey

1. **Housing & Homelessness**
2. **Economic Development**
3. **Food Security**
4. **Health**
5. Youth & Education
6. Job Training
7. Arts & Music
8. Legal Services

CSC Survey

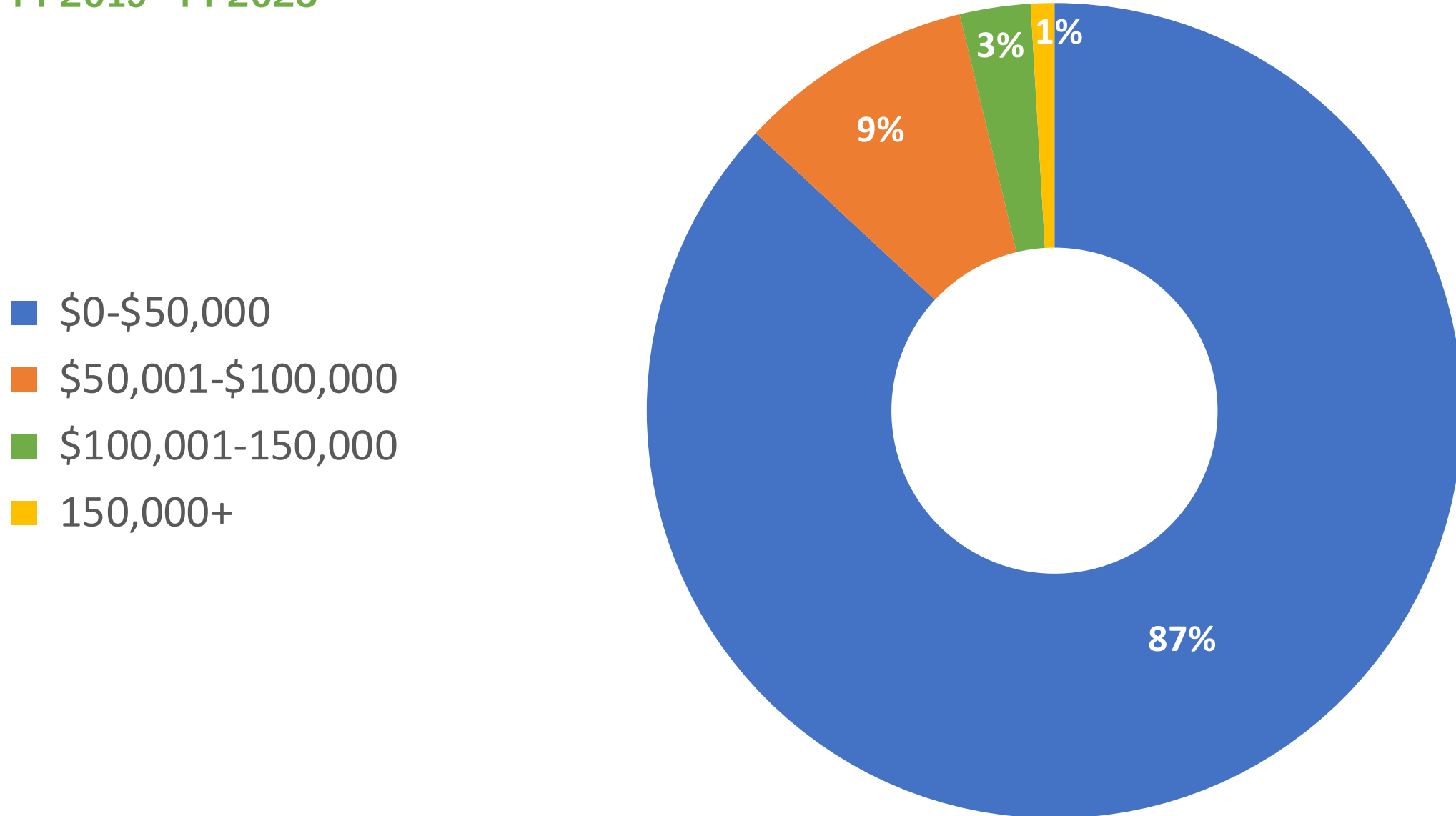
1. **Housing & Homelessness**
2. **Food Security**
3. **Health**
4. **Economic Development**
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6. Arts & Music
7. Job Training
8. Legal Services



Recommendations

Services Grant Awards by Amount

FY 2019 - FY 2023



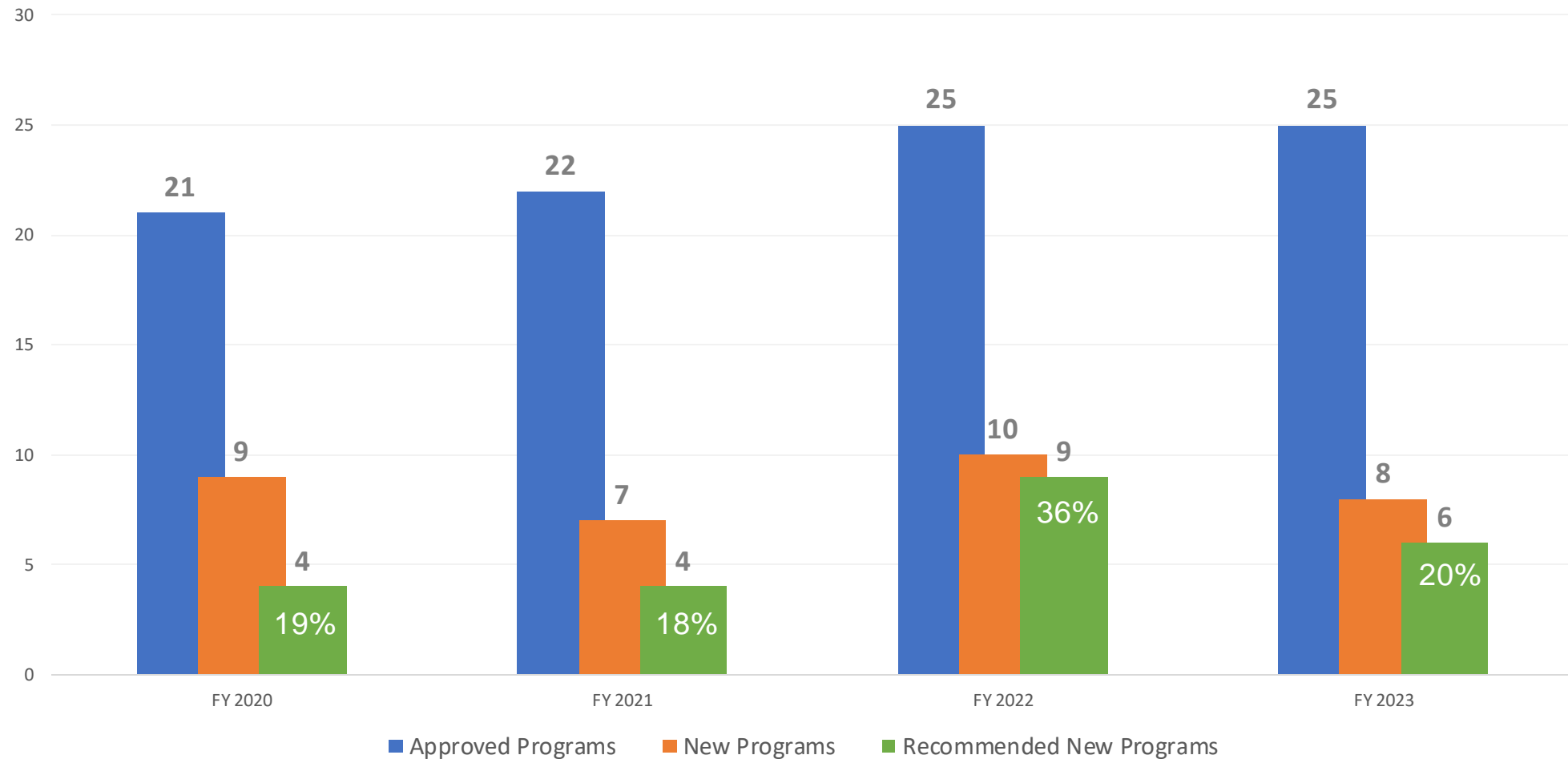
Proposed Modification #1

Grant Award Cap

- a) \$100,000 maximum grant for homelessness and housing; and
- b) \$50,000 maximum grant for all other services

Services Programs Recommended for Funding

FY 2020 - FY 2023



Proposed Modification #2

Set Aside Priority for New and Innovative Programs
20-30% of applications for new and innovative programs

Proposed Modification #3

- Interest in supporting safety net programming, though no single agency should receive guaranteed funding
- Staff will identify programs that support safety net services during the CAF process

Revised ARC: Arts, Music, and Cultural Events

- Staff is working to streamline our engagement with the Arts, Music and Cultural Events providers
- For the FY 2024 funding process, it is planned that the Community Services Commission's Application Review Committee (ARC) for Arts and Music will also review Cultural Events applications
- The available funding for the Arts and Music (~ \$132k) **will not be competing** for funding for Cultural Events
 - Simply using the same ARC to interview both sets of applications

Cultural Events Program

Established by Council

- On December 17, 2019, Council Adopted a resolution approving a new Special Event Support and Grant Program.
- To encourage special events in the City that provide cultural enrichment, promote economic vitality, and enhance community identity
 - Parades, gatherings, arts and crafts shows/fairs, festivals, and athletic events, car shows, musical or cultural events.
- Special events may also provide funding opportunities for service organizations
- Program Guidelines outlines eligibility criteria, funding guidelines, and other requirements

Arts, Music, and Cultural Events

Arts & Music Funding

- Hayward Area Historical Society-Discovery Kits
- Hayward Arts Council / Band & Orchestra Festival
- Love Never Fails-Healing Arts
- Pacific Chamber Orchestra-Discover Music Educational Assemblies/HUSD Elementary Schools
- Sun Gallery Programs
- Youth Orchestra of Southern Alameda County (EBYO)-Hayward Scholarships/Stipends

Cultural Events Program

- Parades, gatherings, arts and crafts shows/fairs, festivals, and athletic events, car shows, musical or cultural events
- Including
 - Hayward Municipal Band
 - West Coast Blues Society

Modification #4

Arts, Music, and Cultural Events

Cultural Events Program

- **New Events**
 - Up to \$10,000 in financial support for one year
- **Signature Events (1-5 years)**
 - Up to \$5,000
- **Classic Events (+5 years)**
 - Up to \$7,500
- Money granted to either a new or existing event cannot be more than 20% of the total estimated budget for the event

Arts & Music Funding

- **New Agencies**
 - Up to \$30,000 in financial support for one year
- **Signature Agencies (1-5 years)**
 - Up to \$25,000
- **Classic Agencies (+5 years)**
 - Up to \$20,000
- Money granted to Classic Agencies cannot be more than 60% of total estimated budget for the program

Current Audit Requirements

- Current funding policies require each agency awarded over \$15,000 in funding to provide a completed independent fiscal audit
- Agencies that do not have a current audit who wish to apply for more than \$15,000 are eligible to apply for City funding only in partnership with a fiscal administrator
 - Fiscal administrator is able to charge up to 10% of grant for services

Modification #5

Proposed Audit Requirements

- Increase audit requirement threshold to \$20,000
- Require agencies requesting less than \$20,000 to provide a financial letter of good standing in place of partnering with a fiscal administrator
 - The cost for this type of letter is \$500 - \$1,000
 - Provides financial assurances to City at limited cost to agency
- Staff to continue to explore viable options and alternatives.

Upcoming CSC Subcommittee Discussion

- CSC subcommittee to continue discussions in the summer
 - Refine the NOFA process, application review and interview process
 - To more thoroughly evaluate programs and to improve applicant and commissioner experience
 - Discuss the implementation of a scoring rubric that factors in historic funding weighing criteria and more recently identified priorities such as an increased integration of an equity lens and preference for Hayward based organizations

Proposed Modifications

1. Services Funding Caps

- \$100,000 for housing and homelessness, and
- \$50,000 for other services

2. Funding Allocation for New and Innovative Programs

- Include a priority for funding 20-30% of applications for new and innovative programs

3. Funding for Safety Net Programs

- No single agency should receive guaranteed funding
- Staff will identify programs that support safety net services during the CAF process

4. Arts and Music Funding Guidelines

- New Agencies may receive up to \$30,000 in financial support for one year
- Signature Agencies, up to \$25,000 for programs that have been funded 1-5 year(s).
- Classic Agencies, (+5 years) up to \$20,000 in grant funding, not to exceed 60% of the total estimated program budget

5. Audit Requirements

- Increase audit requirement threshold to \$20,000
- Require agencies requesting less than \$20,000 to provide a financial letter of good standing in place of partnering with a fiscal administrator

Recommendations

- Provide Comments
- Affirm the Community Services Commission's Community Agency Funding Modification Recommendations

NEXT STEPS

Summer 2022

Commission Subcommittee to meet to discuss refinement of NOFA process, application review, and interview process

Fall 2022

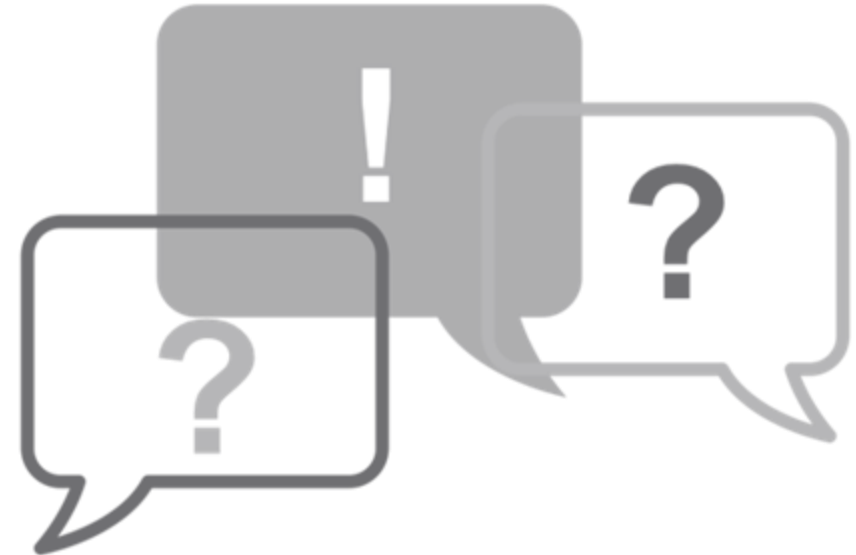
Implement the changes for the FY 2024 CAF cycle

September 2022

Publish Notice of Funding Availability

Work Session Format

1. **Public Comments**
2. **Council Questions and Discussion**



**SALE OF PARCEL GROUP
8 FOR DEVELOPMENT OF
AFFORDABLE HOUSING**

PUBLIC HEARING

ITEM #15

PH 22-037

Sale of Parcel Group 8 for Development of Affordable Housing

June 28, 2022

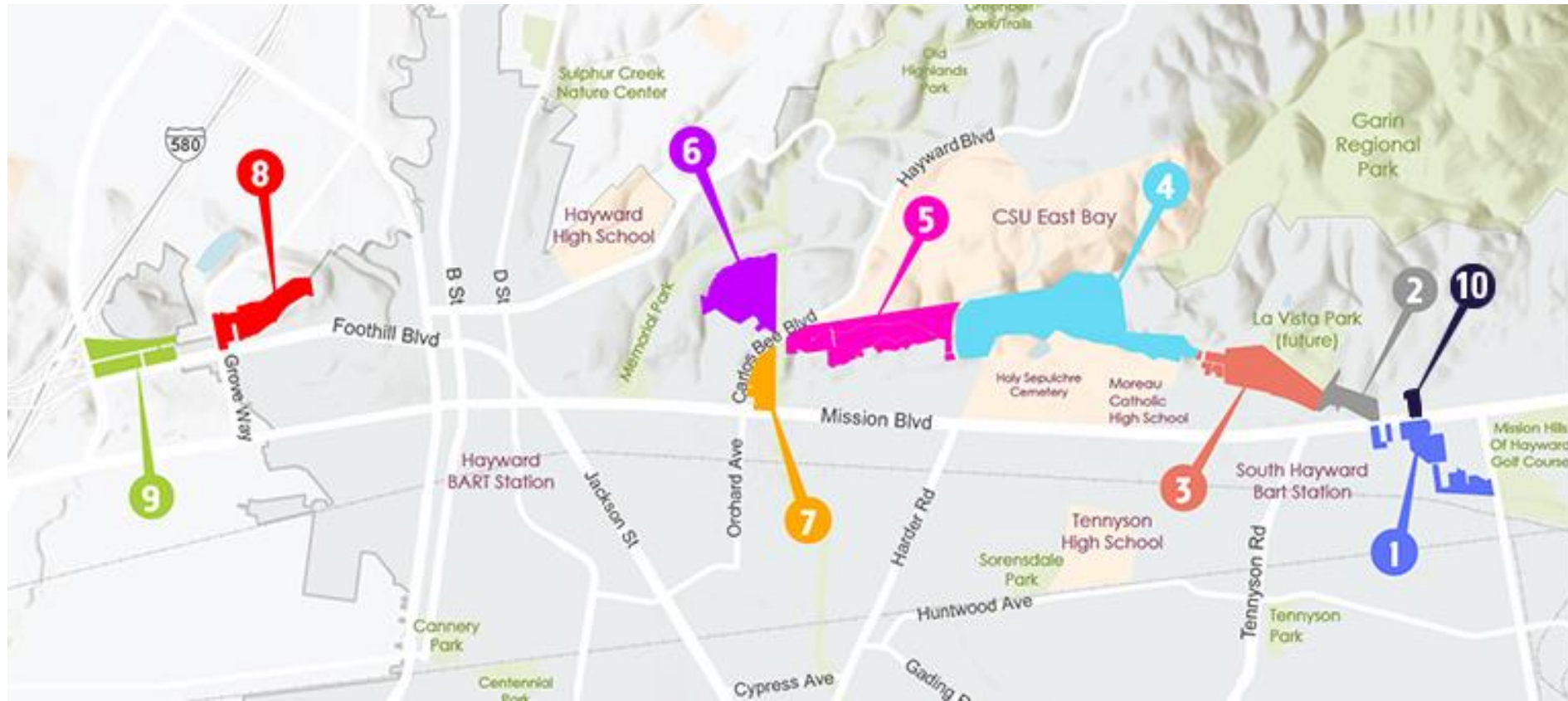
Dustin Claussen, Acting Assistant City Manager

Monica Davis, Community Services Manager

Christina Morales, Housing Manager



Parcel Group 8



Background

1960's

- Caltrans purchase land for Route 238 Bypass Project

2016

- City & Caltrans Purchase and Sale Agreement

2027

- End of Agreement with Caltrans

2009

- Project Abandoned
- Joint City/County Land Use Study

2017

- Begin Master Development Planning Process

Project Goals



Facilitate the cohesive, productive use of land driven by community vision



Eliminate neighborhood blight

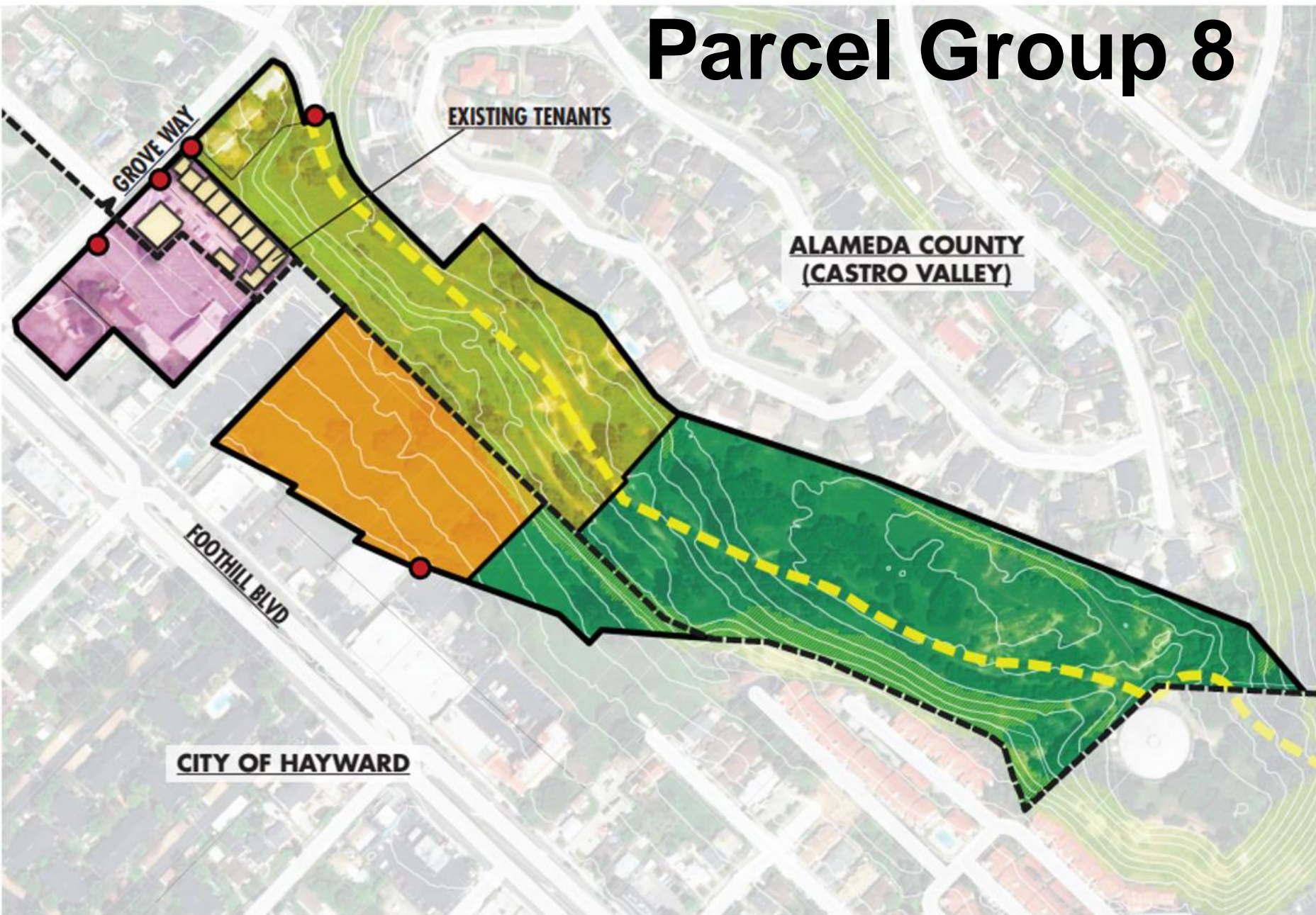


Negotiate real estate transactions at no net cost to the city

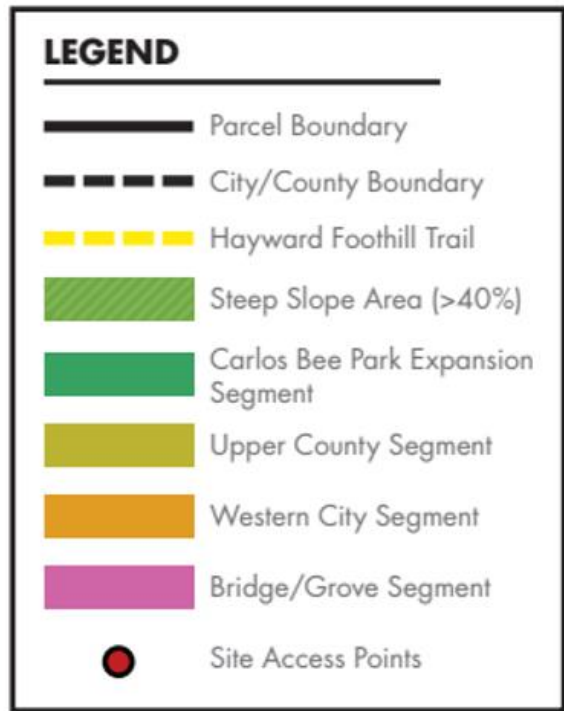


Fund new community benefits

Parcel Group 8



Total Acreage = 19.79 ac
Carlos Bee Park Expansion = 9.17 ac
Upper County Segment = 5.16 ac
Western City Segment = 3.10 ac
Bridge/Grove Segment = 2.36 ac





On September 15, 2020, Council adopted a resolution to memorialize that the provision of affordable housing and expansion of Carlos Bee Park will satisfy the affordable housing and park dedications for Parcel Group 8



Caltrans allowed City to subdivide Parcel Group 8 to move forward with segments prior to paying full purchase price

Agreement with Caltrans

Resources for Community Development

- Mission: To create and preserve affordable housing for people with the fewest options, build community, and enrich lives
- For almost 40 years, RCD has grown from a small Berkeley-based special needs housing developer to owning and operating 64 developments through the Bay Area that provide housing to over 5,000 people



Project Description

- Multi-Family 100% Affordable Project
- **City:** 96 deed restricted rental units
 - 42 very low-income units
 - 53 low-income units
- **County:** At least 11 naturally occurring affordable housing units rehabilitated and offered as low-income units
- 3900 sq ft ground floor community/commercial space

Approval of Entitlements on City Segment

- Entitlement of project submittal under Senate Bill 330/Senate Bill 35 and Density Bonus was approved on May 24, 2022
- The proposed project was consistent with the objective standards for the Commercial/High Density Residential General Plan land use designation and related General Commercial and Neighborhood Commercial/Residential

DDA Key Terms



Purchase Price: \$0



Developer signed voluntary covenant to restrict affordable units in perpetuity



City commits up to \$2M of Inclusionary Housing Fees as a loan



Minimize impact on existing tenants



Developer formed an LLC Company and Limited Partnership to support financing efforts



Developer to pay to extend City water line

Tenant Relocation Plan

- Most tenants already received relocation assistance required by state / federal law
- Tenants will be screened for eligibility six months prior to construction
- Eligible tenants can choose relocation options:

Option A: Temporary relocation:

- RCD will provide temporary housing, pay moving costs and pay rent differential
- Tenant continues to pay current rent to RCD

Option B: Permanent relocation

- RCD provide advisory assistance (referrals) to replacement housing
- RCD pays \$20,000 for moving/rental/home purchase assistance

- Ineligible tenants will be permanently relocated under Option B to comply with tax credit requirements.

Supports RHNA Numbers & Housing Element Goals

- The project will add a total of 96 affordable housing units to the City's housing stock, helping the City meet:
 - Over 7.5% of the RHNA goal for low-income households and
 - 7% of the RHNA goal for very low-income households
- This project helps meet the following goals of the Housing Element:
 - Assist in the development of housing affordable to low- and moderate-income households and
 - Promote equal housing opportunities for all persons

Creation of Economic Opportunity

- During the construction of the project, it is anticipated approximately 136 full-time equivalent temporary construction jobs will be generated
- Upon completion and full implementation of the project, it is anticipated approximately 33 permanent full-time equivalent jobs will be generated

California Environmental Quality Act

- The proposed project is exempt from CEQA because it meets the requirements for streamlining under Government Code Section 65913.4.

Recommendation

- That the City Council holds a public hearing and adopts:
 - Resolution (Attachment III) approving the Government Code Section 52201 Summary Report for the project; and
 - Resolution (Attachment IV) authorizing the City Manager to negotiate and execute a Disposition Development and Loan Agreement and related documents, with Resources for Community Development for the transfer of specified properties and for the development of new affordable housing and rehabilitation of units for affordable housing, finding the project is exempt from CEQA

Public Hearing Format

1. Council Questions
2. Public Comments
3. Council Discussion and Action



**NEW SOLID WASTE AND
RECYCLING FRANCHISE
AGREEMENT**

PUBLIC HEARING

ITEM #16

PH 22-036



City Council

New Solid Waste and Recycling Franchise Agreement

June 28, 2022





Waste Management Franchise Agreement

- Current agreement started in March 2015
- Franchise Agreement Extended to March 2023
- Can Extend by Two More 12-month Periods to March 2025

Negotiations Background

- **June 23, 2020:** Council approved exclusive negotiating period through October 31, 2020
- **October 27, 2020:** Council extended exclusive negotiating to June 30, 2021
- **November 9, 2020:** Sustainability Committee received update on negotiations
- **March 8, 2021:** Sustainability Committee heard report from WMAC and Tri-CED on recycling markets
- **May 10, 2021:** Sustainability Committee received update on negotiations
- **June 15, 2021:** Council extended exclusive negotiating until December 31, 2021
- **October 26, 2021:** Council received update on negotiations
- **January 10, 2022:** Sustainability Committee received update on negotiations
- **January 18, 2022:** Council extended exclusive negotiating until June 30, 2022, and Council extended the current franchise agreement to March 2023
- **April 5, 2022:** Council received update on negotiations

Key Terms of Tentative Agreement

Basic Elements of New Contract:

- Effective date: March 1, 2023
- 10-year term
- Cost-Based Rate Review in Year 5
- CPI Adjustment Process Annually

Elements Tentatively Agreed Upon

- **SB1383 Requirements**
 - Cart Colors
 - Reporting
 - Monitoring Contamination
 - Education/Outreach
 - Procuring Compost/Mulch



Elements Tentatively Agreed Upon

- **Public Litter Cans and Service**

- Increase by 100 @ 25 per year
- Liquidated Damages

- **Illegal Dumping Collections**

- Doubling to 12 per week

- **Overage and Contamination Surcharges**



Elements Tentatively Agreed Upon

Contamination Warnings Surcharges

Carts

Incidents 1 & 2 = Warning

Incidents 3 + = \$25

Bins

Incidents 1 & 2 = Warning

Incidents 3 + = \$75

Overage Warnings Surcharges

Carts

Incidents 1 & 2 = Warning

Incidents 3 + = \$10

Bins

Incidents 1 & 2 = Warning

Incidents 3 + = \$75

Elements Tentatively Agreed Upon

- **Vehicles**

- WMAC – Two Light-Duty EV Trucks
- Tri-CED – Two Light-Duty EV Trucks

- **Public Education and Outreach**

- **New Diversion Goals**

- **Multi-Family Recycling Surcharge Removal**



Elements Under Discussion

Main Street Office



Rate Impact = 0.39%

Optional Elements Under Discussion

- **Biosolids Management** (.39%)
 - **Additional Big Belly Cans** (.19%)
 - **EV Support Vehicles or WMAC** (.10%)
 - **Additional Compost for City Landscaping and Bags of Compost** (.20%)
- (.88%) Total**



Initial Rate Adjustment Tentatively Negotiated

Initial Rate Adjustment	
3.72%	WMAC incremental cost increases
3.67%	Tri-CED incremental cost increases
7.39%	Total
0.88%	Options recommended by staff
8.27%	Total with Options
6.00%	Maximum CPI possible (Minimum 3%, Maximum 6%)
14.27%	Maximum Total Possible Rate Increase
-0.39%	Savings from closing Main Street office permanently
13.88%	Maximum Possible if Main Street Office Closed

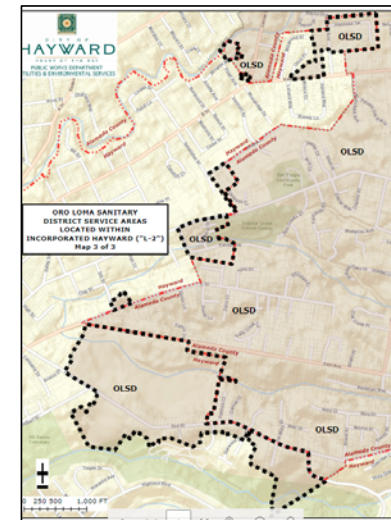
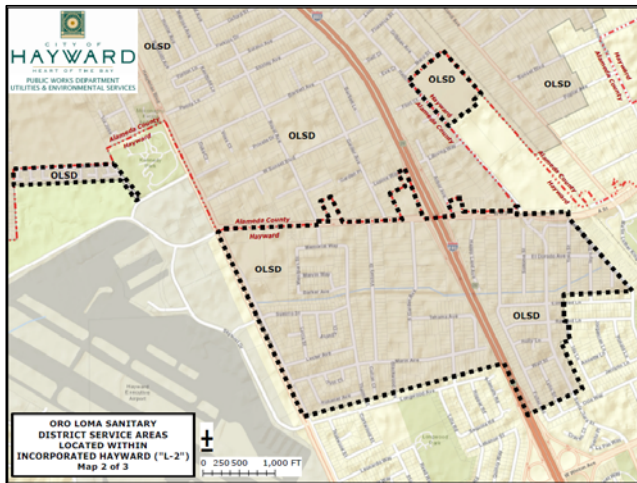
Rate Comparison - Single Family

Municipality	Garbage (20 gallon)	Garbage (30-35 gallon)*	Garbage (60-64 gallon)
Hayward (current)	\$25.77	\$37.67	\$67.18
Livermore	\$29.94	\$39.63	\$59.36
Fremont	\$41.39	\$42.23	\$46.02
Hayward (proposed 14.27%)	\$29.22	\$43.05	\$76.77
City of Alameda (ACI)	\$35.99	\$45.43	\$74.64
Castro Valley (ACI)	\$32.42	\$50.26	\$87.29
Oakland (WMAC)	\$46.13	\$52.36	\$92.29
Union City (Republic)	\$46.37	\$54.37	\$94.38

Oro Loma Sanitary District



Memorandum of Understanding for Residential Recycling Service



Next Steps

If approved by Council:

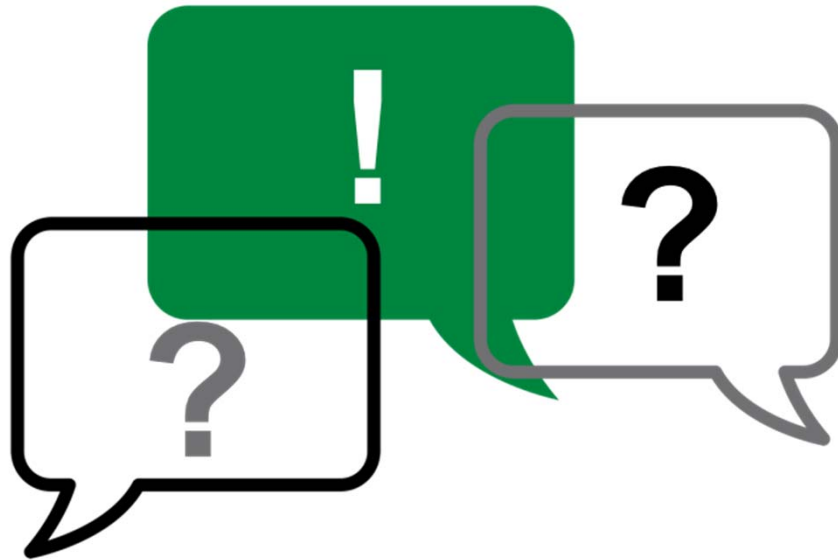
- Execute the new franchise agreement with WMAC.
- Execute the new MOU with OLSD.
- Conduct Outreach to Businesses and Residential Customers.
- WMAC will order new carts and two new light duty EV trucks.
- Tri-CED will order new carts, new collection trucks, and two new light duty EV trucks.

Recommendation

That Council:

1. Determines whether the Main Street Office should close or remain open.
2. Introduces the attached ordinance (Attachment II) granting an exclusive franchise to Waste Management of Alameda County (WMAC) incorporating the proposed Franchise Agreement; and
3. Approves the attached resolution (Attachment III) authorizing the City Manager to execute an extension to the current Memorandum of Understanding (MOU) with the Oro Loma Sanitary District (OLSD) and WMAC.

Questions



**CITY OF HAYWARD
HOMELESSNESS UPDATE**

LEGISLATIVE BUSINESS

ITEM #17

LB 22-018



City of Hayward Homelessness Update

City Council Legislative Business, June 28, 2022

Jessica Lobedan, Management Analyst

Carol Lee, Management Analyst

Monica Davis, Community Services Manager



HAYWARD

Presentation Outline



2022 Homeless Point in Time Count results

Let's House Hayward! update

Winter Warming Shelter update

Hayward Navigation Center and Hotel Annex update

Adopt Resolutions for FY2023 Homelessness Related Professional Services Agreements

**2022
Point in
Time Count
Countywide
Data**

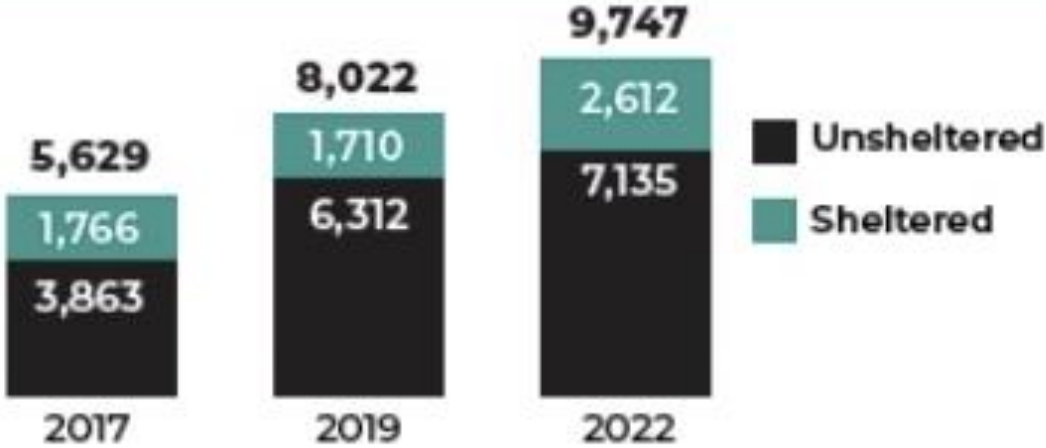


EveryOne Counts!
2022

Alameda County

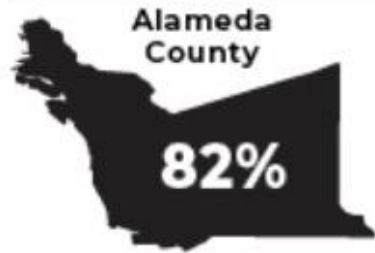
- 22% increase in overall homelessness since 2019
- Unsheltered homelessness slightly decreased from 79% to 73%

CENSUS POPULATION: TREND



Residency and Prevention (Alameda County)

RESIDENCE AT TIME OF HOMELESSNESS



LENGTH OF TIME IN ALAMEDA COUNTY



PRIMARY CAUSES OF HOMELESSNESS

TOP 6 RESPONSES*



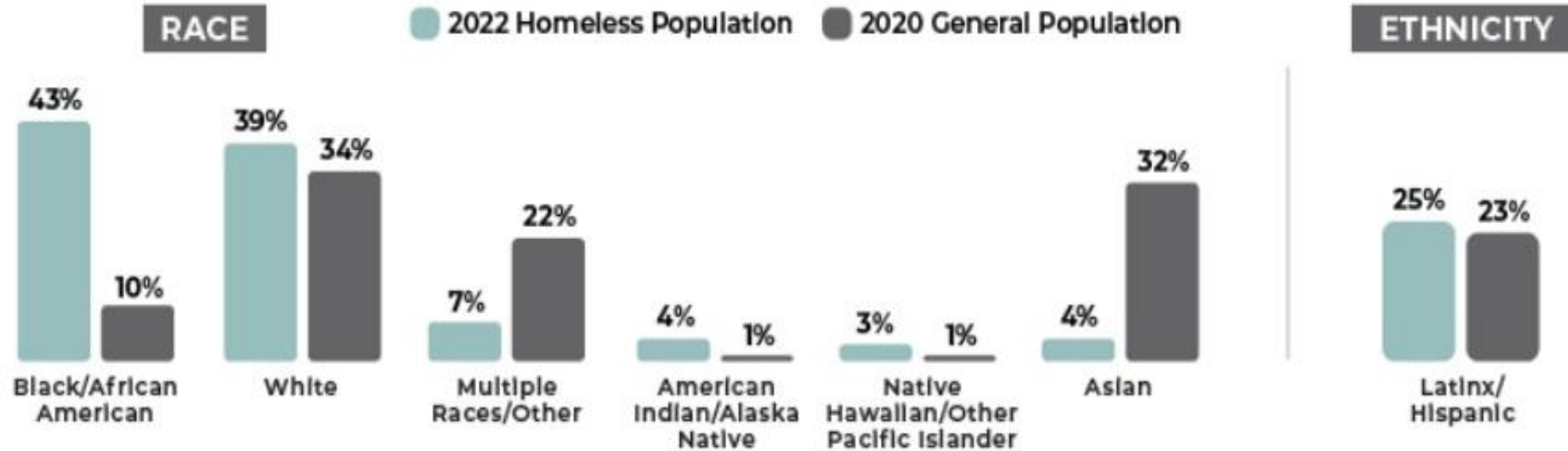
WHAT MIGHT OF PREVENTED HOMELESSNESS

TOP 4 RESPONSES*



Race and Ethnicity (Alameda County)

RACE AND ETHNICITY COMPARED TO GENERAL POPULATION

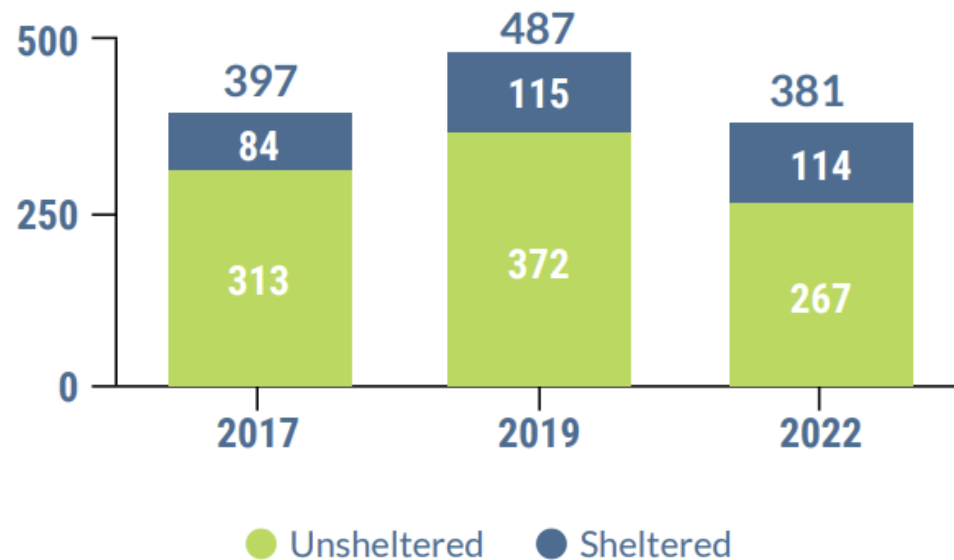


2022 Point in Time Count Hayward Data

Hayward

- 22% **decrease** in overall homelessness since 2019

Count of Unsheltered/Sheltered Individuals for Hayward



	Tent
Hayward 2022	108 (40%)
Hayward 2019	60 (16%)

Countywide Trends

	2019	2022	Change from 2019- 2022
Alameda County	8022	9747	+22%
Albany	35	23	-34%
Berkeley	1108	1057	-5%
Emeryville	178	91	-49%
Piedmont	0	42	+100%
Oakland	4071	5055	+24%
Alameda City	231	264	+14%
San Leandro	418	409	-2%
Hayward	487	381	-22%
Unincorporated	349	510	+46%
Fremont	608	1026	+69%
Newark	89	58	-35%
Union City	106	489	+361%
Dublin	8	29	+263%
Livermore	264	242	-8%
Pleasanton	70	72	+3%

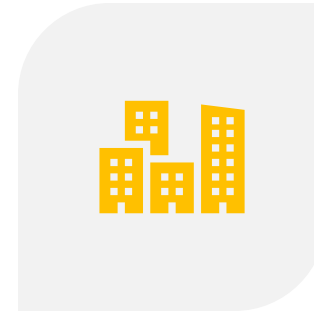
Prior Residency (Hayward) and Prevention



90% of Hayward survey respondents resided in Alameda County at the time they most recently became homeless



75% of Hayward survey respondents have lived in Alameda County for 10+ years

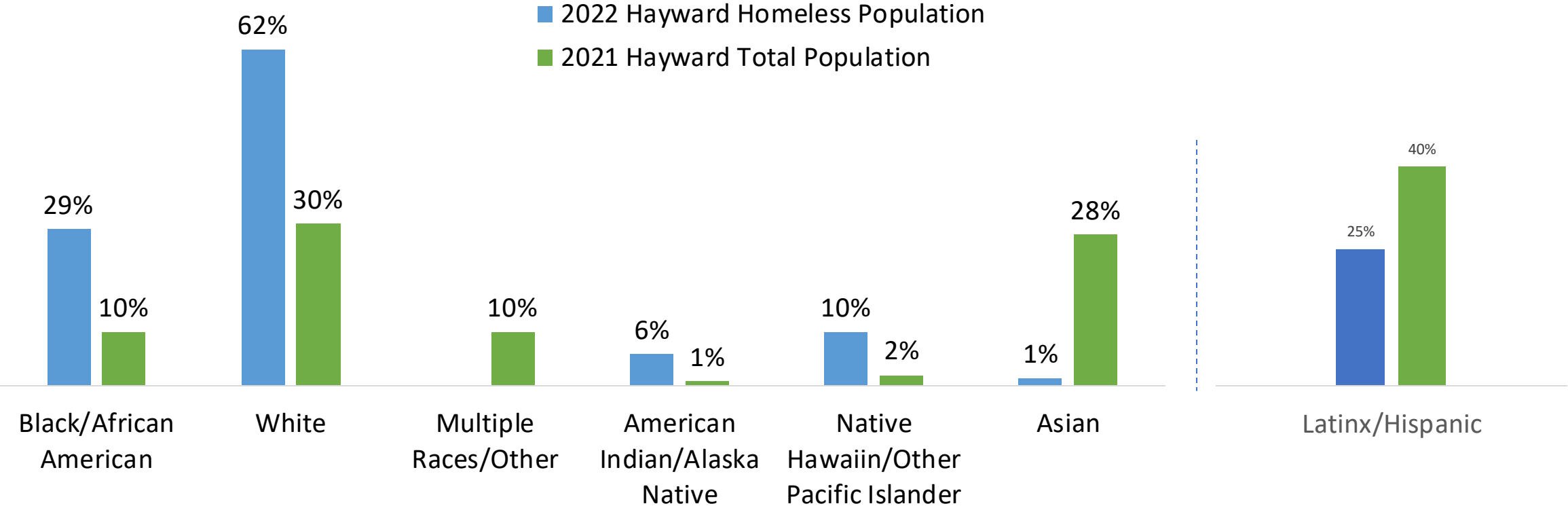


63% of Hayward survey respondents consider Hayward their home, followed by 11% Oakland and 10% Alameda City



52% of Hayward survey respondents listed that rental assistance could prevented their homelessness

Hayward Homeless Population (2022) vs. Hayward Total Population (2021)



Let's House Hayward!

Overview

- Adopted July 13, 2021
- Three goals:
 - Formalize a Coordinated and Compassionate Citywide Response to Homelessness and Develop Wider Community Understanding and Engagement
 - Increase Availability of and Reduce Barriers to Homeless Crisis Response Services
 - Ensure Access to and Retention of Affordable Permanent Housing

ARPA-Funded Projects

- Council authorized ARPA funding for key LHH activities
 - Additional funding to HNC and Annex
 - Expansion of shelter to year-round and day hours
 - Development of a shallow subsidy prevention program
 - Development of a program to support acquisition of tax-defaulted or foreclosed properties

Successes and Challenges

- Implementation highlights:
 - Enhanced interdepartmental and County collaboration efforts
 - Winter warming shelter expansion
 - Homekey submission
 - HEART program
 - City-funded emergency rental assistance
 - Shallow Rental Subsidy program
- Challenges
 - Three activities behind schedule

**Winter Warming Shelter
Expansion and Day
Resource Center**

South Hayward Parish Winter Warming Shelter Update

- **October 2021:** nightly shelter opened and will operate through winter 2023
- Shelter is open 7pm – 7am, provides dinner and breakfast
- Since opening 229 individuals have received nightly shelter services
- **March 2022:** Day Resource Center opened and provides warm meals, shower services, case management, COVID-19 testing, dental and medical vans, and more
- Staff recommends Council amend and extend FY23 agreement for services

A photograph of a long, single-story modular building with a tan metal exterior and blue trim. The building features a series of windows and a ramped entrance on the left side. A sign on the upper right corner of the building reads "PACIFIC" and "800-225-8539". In the background, several people are standing near other similar buildings under a clear sky. The overall scene is brightly lit, suggesting a sunny day.

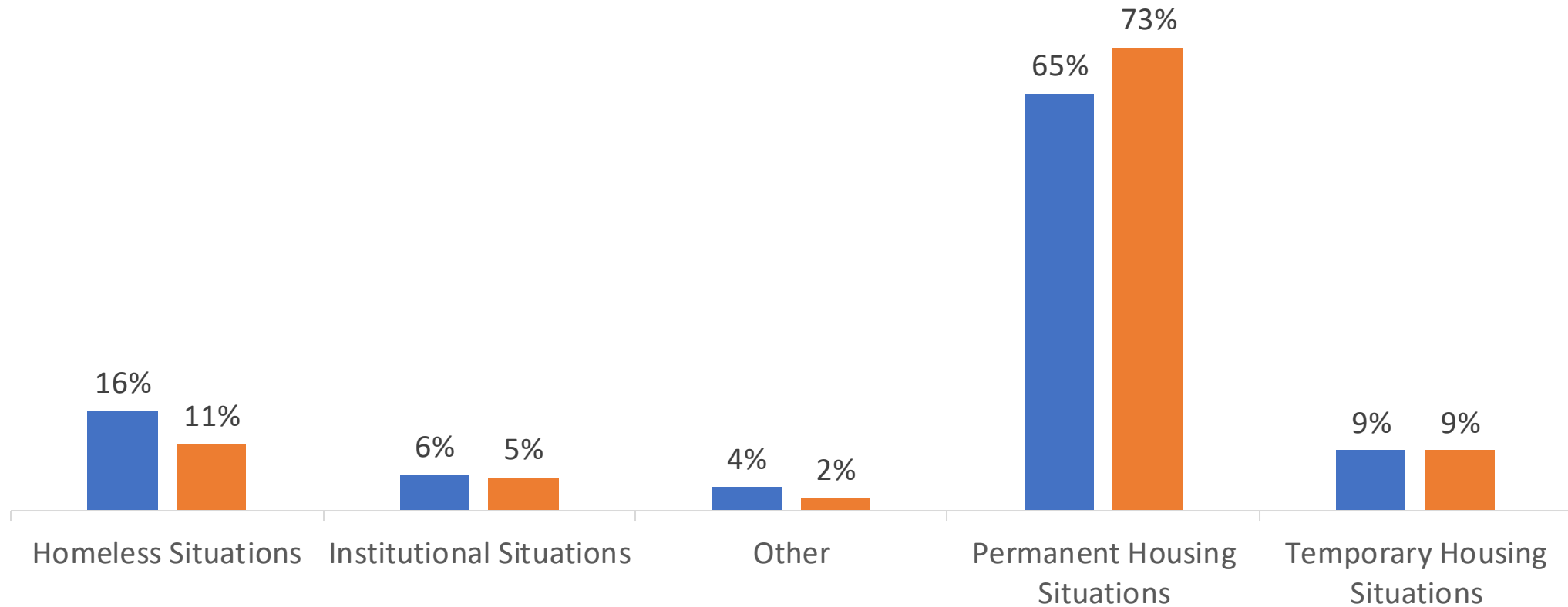
Hayward Navigation Center and Hotel Annex

COVID-19 Impacts on City Service Provision

- **January 2019:** Hayward City Council approved HNC
- **November 2019:** HNC opened
- **March 2020:** COVID-19 local emergency declared
 - Capacity reduced to 22 beds
- **February 2021:** HNC Annex opened
- **June 2021:** Third dormitory trailer installed
- **April 2022:** Social distancing requirements loosened
 - By July 1, 2022, capacity up to 60 beds

HNC and Annex Exits

■ HNC (n=211) ■ Annex (n=95)



Recommendations:

That the City Council:

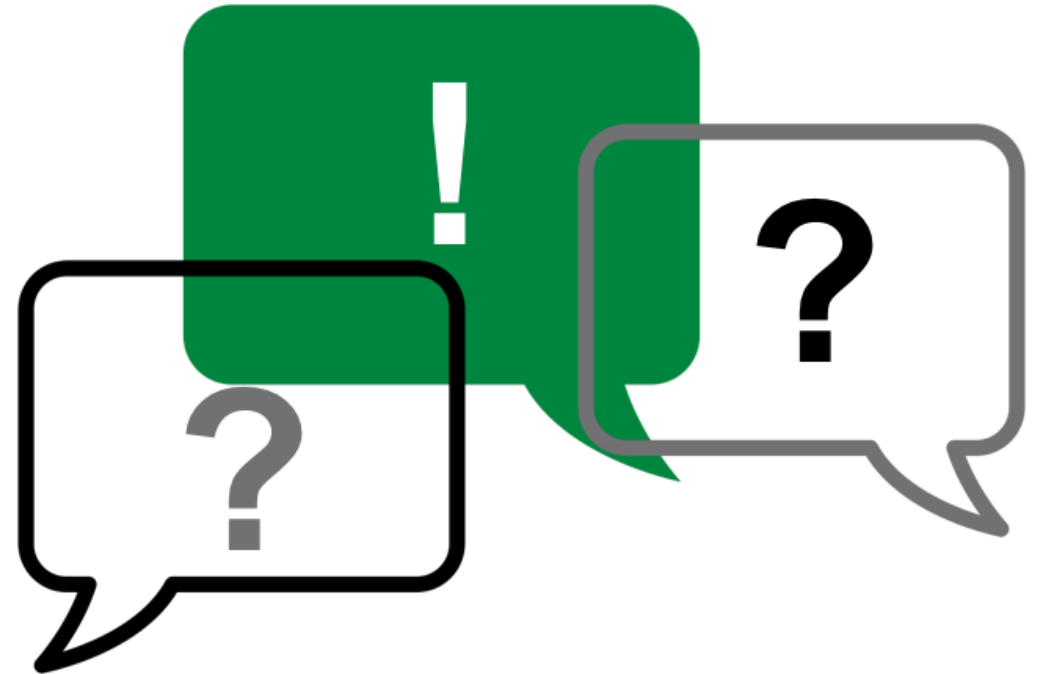
- Provides comment on the 2022 Point-in-Time Count and Let's House Hayward! Plan; and

That the City Council adopts:

- 1) Resolution (Attachment V) to amend the agreement with First Presbyterian Church of Hayward to Increase the Winter Warming Shelter Contract by \$405,868 in an amount Not-to-Exceed \$2,050,000 and extend services through winter 2023.
- 2) Resolution (Attachment VII) Authorizing the City Manager to Negotiate and Execute an Agreement with Bay Area Community Services (BACS) for Hayward Navigation Center FY 2023 Operations in an Amount Not-to-Exceed \$2,465,604
- 3) Resolution (Attachment VIII) authorizing the City Manager to amend the agreement with BACS to increase the Hayward Navigation Center Hotel Annex Contract by \$338,365 in an amount Not-to-Exceed \$1,838,365 and extend services through January 2023 through January 2023.

Questions & Discussion

- Council Questions
- Public Comments
- Council Comments and Action



Additional content slides

Recommendation

That the City Council adopts a resolution (Attachment V) authorizing the City Manager to amend the agreement with First Presbyterian Church of Hayward to Increase the Winter Warming Shelter Contract by \$405,868 in an amount Not-to-Exceed \$2,050,000 and extend services through winter 2023.

Original Agreement	Amount
FY 2022 General Fund Allocation	\$25,000
FY 2022 ARPA Year 1 Allocation	\$1,619,314
Subtotal	\$1,644,314
Recommended Amendment	
FY 2023 General Fund Allocation	\$25,000
FY 2023 ARPA Year 2 Allocation	\$380,686
Subtotal	\$405,686
Revised Total	\$2,050,000

Recommendation

That the City Council adopt a resolution (Attachment VIII) authorizing the City Manager to amend the agreement with BACS to increase the Hayward Navigation Center Hotel Annex Contract by \$338,365 in an amount Not-to-Exceed \$1,838,365 and extend services through January 2023.

Original Agreement	Amount
ARPA	\$1,209,380
<i>Subtotal</i>	<i>\$1,209,380</i>
Recommended Amendment	
Available and Allocated ARPA Funds	\$324,170
Contract Savings (General Funds)	\$304,815
<i>Subtotal</i>	<i>\$628,985</i>
Recommended Amendment	
Revised Total	\$1,838,365

**SALARY PLAN
AMENDMENT**

**LEGISLATIVE
BUSINESS**

ITEM #18

LB 22-017

Adopt a Resolution Approving an Amendment to the City of Hayward Salary Plan for FY 2023

1 Presenter: Regina Youngblood, Asst. City Manager/Interim Director of HR

Amendments to the City of Hayward Salary Plan for FY23

Cost-of-Living-Adjustments

BARGAINING GROUP	PERCENTAGE INCREASE	FISCAL IMPACT
HPOA	Increase 2.50%	Total: \$1,211,953 \$1,184,070 to the General Fund and \$27,883 to Other Funds
Police Management	Increase 5.00%	\$35,686 to the General Fund
Local 1909 and Hayward Fire Officers	Increase 9.68%*	\$1,940,586 to the General Fund
HAME	Increase 4.00%	Total: \$742,878 \$446,470 to the General Fund and \$296,408 to Other Funds

BARGAINING GROUP	PERCENTAGE INCREASE	FISCAL IMPACT
IFPTE, Local 21	Increase 2.00%	Total: \$334,442 \$229,457 to the General Fund and \$104,985 to Other Funds
SEIU, Local 1021	Increase 3.00%	Total: \$1,490,701 \$804,979 to the General Fund and \$658,722 to Other Funds
Unrepresented, Non-Executive	Increase 3.00%	Total: \$166,573 \$99,220 to the General Fund and \$67,353 to Other Funds
Unrepresented, Executive	Increase 3.00%	\$47,802 to the General Fund

*6% was assumed in the FY 2023 budget. The remaining adjustment will be made at midyear.

All adjustments are associated with previously ratified labor agreements/resolutions.

Amendments to the City of Hayward Salary Plan for FY23

New Classification

CLASSIFICATION	SALARY SETTING	FISCAL IMPACT
Lead Sweeper Equipment Operator	10% above Sweeper Equipment Operator	Total: \$23,745 Approximately \$11,872 to the General Fund and \$11,872 to the Stormwater Fund

Amendments to the City of Hayward Salary Plan for FY23

Salary Adjustments

CLASSIFICATION	SALARY ADJUSTMENT	FISCAL IMPACT
Deputy Fire Chief	Increase of 9.68%	Additional increase of \$51,383 to the General Fund
Firefighter Trainee	Increase 4.48%	No additional fiscal impact
Facilities and Building Manager	Increase 5.26%	\$10,875 to the Facilities Management Fund
Landscape Maintenance Manager	Increase 5.26%	Total: \$10,875 \$9,244 to the General Fund and \$1,631 to the Water Enterprise Fund
Streets Maintenance Manager	Increase 5.26%	Total: \$10,875 \$5,437 to the General Fund and \$5,437 to the Stormwater Enterprise Fund
Fleet Maintenance Manager	Increase 5.26%	\$11,640 to the Fleet Management Fund
Police Officer Trainee	Increase 2%	No additional fiscal impact
Senior Civil Engineer	Increase 2%	\$30,240 to the General Fund

Amendments to the City of Hayward Salary Plan for FY23

Salary Adjustments (cont.)

CLASSIFICATION	SALARY ADJUSTMENT	FISCAL IMPACT
Senior Utilities Engineer	Increase of 2%	\$32,738 to the Enterprise Fund
Streets Maintenance Supervisor	Increase 5.79%	\$10,245 to General Fund
Police Chief	Increase 6.50%	\$31,927 to the General Fund
Fire Chief	Increase 16.88%	\$77,739 to the General Fund

Recommendation

- That Council adopts a resolution approving the revised salary plan for FY 2023.