



DATE: June 23, 2020

TO: Mayor and City Council

FROM: Assistant City Manager/Interim Director of Human Resources

SUBJECT: Adopt a Resolution Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2020

RECOMMENDATION

That Council adopts a Resolution (Attachment II) approving an amendment to the City of Hayward Salary Plan for Fiscal Year 2020 (FY 2020), which designates all classifications and the corresponding salary range for employment in the City of Hayward as of December 23, 2019, superseding Resolution No. 20-040 and all amendments thereto.

SUMMARY

As required by the Municipal Code, the FY 2020 Salary Plan has been updated to reflect salary adjustments to the classifications in the City's classified service including salary adjustments to Senior Airport Maintenance Worker, and equity adjustments to Local 21 classifications.

The Personnel Commission held a public hearing on May 21, 2020 and after receiving public and Commissioner comments, the Commission recommended Council consider adoption of an amended FY 2020 Salary Plan for the classifications in the City's classified service.

BACKGROUND

SEIU Local 1021 Maintenance and Operations Unit (SEIU)

Salary Adjustments:

Senior Airport Maintenance Worker: The salary plan has been revised to correct the salary range for Senior Airport Maintenance Worker; this salary range should have been updated as a result of the SEIU Local 1021 Clerical and Related and SEIU Local 1021 Maintenance and Operations Units' salary survey. Based on internal salary settings to maintain the consistency of a lead classification maintaining 10% above the highest base wage rate of a linked classification, the Senior Airport Maintenance Worker will be increased by 2.7% to maintain the 10% differential above Airport Maintenance Worker. The salary plan has been updated to reflect the correct salary range which is \$36.64 per hour at Step A and \$42.77 per hour at Step E.

International Federation of Professional & Technical Engineers (Local 21)

Equity Adjustments:

Pursuant to the negotiated terms of the Memorandum of Understanding (MOU) between the City of Hayward and the International Federation of Professional & Technical Engineers (Local 21), a salary survey identified 35 classifications that met the criteria to receive salary equity adjustments in the amount of 5%, which shall be retroactive to the pay period including January 1, 2020. Qualifying classifications will receive a second salary equity adjustment of no more than 5% effective the pay period including January 1, 2021.

Table 1 below lists the Local 21 classifications receiving the first installment of the 5% equity salary adjustment retroactive to the pay period including January 1, 2020.

Table 1: Local 21 Equity Adjustments Retroactive to January 1, 2020

CLASSIFICATION	
Associate Civil Engineer	Certified Latent Print Examiner
Assistant Civil Engineer	Environmental Specialist
Associate Transportation Engineer	Information Technology Analyst II
Assistant Transportation Engineer	Information Technology Analyst I
Building Inspector	Digital Applications Developer
Senior Building Inspector/Electrical	Plan Checker
Senior Building Inspector/Plumbing-Mechanical	Senior Plan Checker
Senior Building Inspector/Structural	Programmer Analyst
Code Enforcement Inspector II	Geographic Info Systems Coordinator
Code Enforcement Inspector I	Tech Solutions Analyst I
Senior Code Enforcement Inspector	Tech Solutions Analyst II
Construction Inspector	Sustainability Technician
Senior Construction Inspector	Sustainability Specialist
Surveyor	Graphics and Media Relations Technician
Engineering Technician	Traffic Signal Technician
Development Review Specialist	Water Pollution Source Control Inspector
Airport Operations Specialist	Senior Water Pollution Source Control Inspector
Hazardous Materials Investigator	

FISCAL IMPACT

Senior Airport Maintenance Worker: The internal salary adjustment of the 2.7% increase to this classification will result in an increased cost of \$2,698 to the Enterprise Fund. As a result, an adjustment will be included in the Salary Plan Resolution, which will be included in the FY 2021 Proposed Budget.

Local 21 Equity Adjustments: The internal equity adjustments for the classifications in the Local 21 Unit results in a citywide net fiscal increase of approximately \$175,161. Of this amount, the impact to the General Fund will result in an increase of \$121,539. Budget adjustments will be included in the Salary Plan Resolution, which will be included in the City's FY 2021 Proposed Operating Budget.

STRATEGIC ROADMAP

This agenda item is a routine operational item and does not relate to the Council's Strategic Roadmap.

NEXT STEPS

If approved, the salary adjustments will be implemented by the Human Resources and Finance departments retroactive to the pay period including January 1, 2020 and are scheduled to appear on employees' August 7, 2020 paychecks.

Prepared by: Anthony Phillip, Human Resources Analyst II

Recommended by: Robin Young, Deputy Director of Human Resources
Maria A. Hurtado, Assistant City Manager/Interim Director of Human Resources

Approved by:



Kelly McAdoo, City Manager