

CITY COUNCIL MEETING

JUNE 22, 2021

PRESENTATIONS

WORK SESSION

ITEM #10

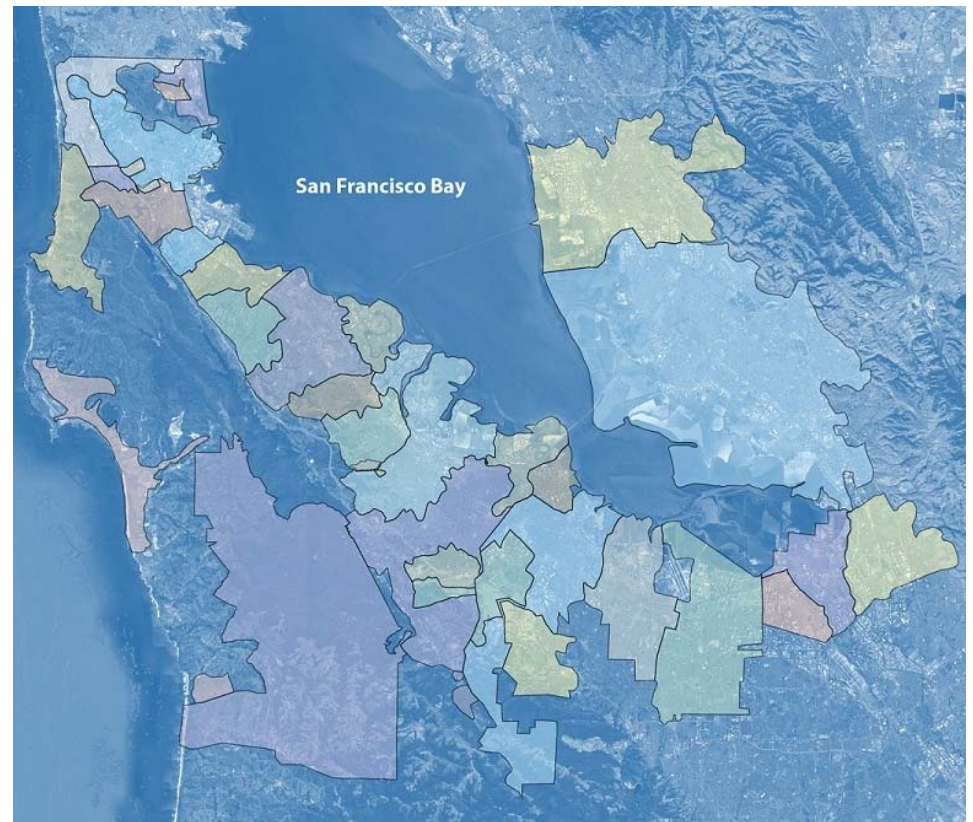
WS 21-032

**TUOLUMNE RIVER
VOLUNTARY AGREEMENT
(TRVA)**

What is BAWSCA? (Bay Area Water Supply and Conservation Agency)

A Special District representing the interests of:

- 26 water suppliers in San Mateo, Santa Clara, and Alameda Counties
- 1.8 million residents and over 40,000 businesses and community organizations
- All rely on the San Francisco (Hetch Hetchy) Regional Water System



BAWSCA's 26 Member Agencies

Alameda County

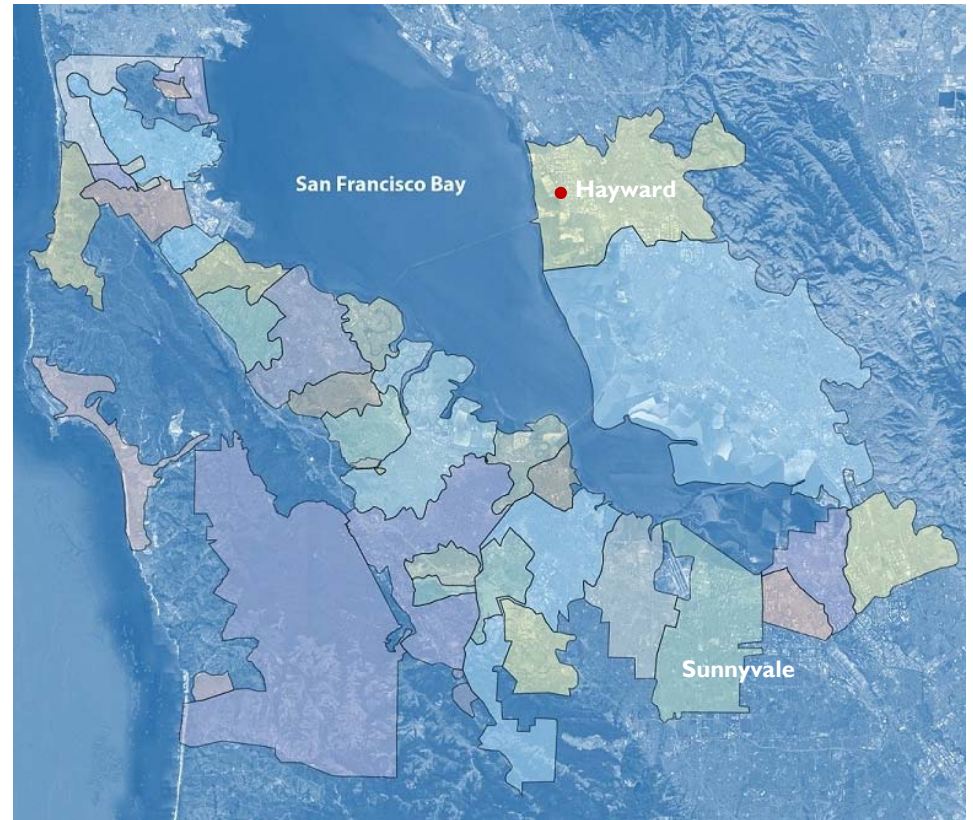
- Hayward, Alameda County WD

Santa Clara County

- Milpitas, San Jose, Santa Clara, Sunnyvale, Mountain View, Palo Alto, Purissima Hills WD, Stanford University

San Mateo County

- East Palo Alto, Menlo Park, Redwood City, Cal Water Service Company, Mid-Peninsula WD, Coastside County WD, Foster City (Estero), Burlingame, Hillsborough, Millbrae, San Bruno, Brisbane, Guadalupe Valley MID, North Coast County WD, Westborough County WD, Daly City



San Francisco Regional Water System



New State Regulations Result in Significant Water Supply Impacts to Regional Water System

- State Water Resources Control Board (State Board) establishes water quality objectives to protect beneficial uses of water in Bay-Delta
 - Water Quality Control Plan for the SF Bay/Sacramento-San Joaquin Delta Estuary (Bay-Delta Plan)
- In 2009, the State Board initiated the Bay Delta Plan Phase I Update impacting the Tuolumne River
- State Board adopted Bay Delta Plan Phase I Update in Dec. 2018
- Adopted Bay Delta Plan requires significantly increased Tuolumne River instream flows
- Adopted Bay Delta Plan results in significant water supply impacts to customers that rely on Regional Water System
 - SF Retail Customers and BAWSCA member agencies' customers

Adopted Bay Delta Plan Requires Dramatically Increased Tuolumne River Instream Flows



Adopted Bay Delta Plan Significantly Increases Flow in Lower Tuolumne River

- Phase I Plan requires 40% of unimpaired flow be released **every year, whether it is wet or dry**, into Lower Tuolumne River from Feb-June
- Since 1971, Feb-June releases averaged 32% of unimpaired flow
 - Wet years it has been 60%+
 - Dry years it has been 10% or less
- SFPUC has expressed serious doubts about the Tuolumne River ecosystem benefits of the State Board's plan
 - Over 200 studies have been performed on the Tuolumne River since the early 1990s that the State Board did not utilize in their analysis
 - Does not reflect existing actual river conditions or the specific issues for the river that need to be addressed to provide desired ecosystem benefits

Potential Impacts of Adopted Bay-Delta Plan on San Francisco Regional Water System

- 20-30% rationing even at recent “drought” water demand
 - At 175 MGD (FY 2016 deliveries under State-mandated rationing), further rationing of 20-32% would be necessary
- 40-50% rationing at normal or contract level water demands
 - Rationing in multiple dry years would be as high as 50% at demands from 223 MGD to 265 MGD
- The number of dry year shortages would double or triple
 - Existing system projected to have shortages 1 in 10 years
 - Occurrences of dry year shortages would double in the 175 and 223 MGD scenarios and triple in the 265 MGD scenario

Voluntary Agreement Proposal for Tuolumne River Supported by Science

- Over 200 studies have been performed on the Tuolumne River since the early 1990s that the State Board did not utilize in their analysis
- The SFPUC (and Wholesale Customers) and the Districts have spent \$25 million on studies on the Tuolumne River fishery in the last 5 years
- These studies provide significant information about the fishery on the Tuolumne River and what should be done to improve the fishery
- The proposal has significant technical support from the Tuolumne River studies
- The proposal includes a portfolio of measures to improve river ecosystems and increase natural salmon populations in the Tuolumne River including:
 - Functional flows
 - Restoring habitat
 - Reducing predation and managing aquatic weeds
 - Better managing hatcheries

Voluntary Agreements Provide Best Path Forward

- The adopted State Board Plan includes a framework for voluntary agreements that meet or exceed the proposed objectives to protect fish and wildlife
- Governor Newsom providing critical leadership in negotiations
- CA Secretary of Natural Resources and Secretary of CA EPA leading negotiations
- We are working hard to move forward on voluntary, statewide agreements
 - No progress in the last year due to State/Federal litigation
 - Talks have been recently reinitiated
- BAWSCA continues its direct efforts in support of having the Tuolumne River Voluntary Agreement analyzed by the State Board as an alternative to adopted Bay-Delta Plan
- In the absence of settlements, unproductive litigation will prolong the situation and that won't help the environment or impacted communities

Bay Delta Water Quality Control Plan Phase I (Plan) and Voluntary Agreement (VA) Timeline

2009	Current Bay Delta Water Quality Control Plan Phase I (Plan) Update Begins
2013	Release & Review of Draft Phase I Plan and CEQA Document <ul style="list-style-type: none">• BAWSCA comment letter identifies water supply impacts to BAWSCA agencies• SFPUC comment letter identifies significant impact & inadequate CEQA compliance
2016	Revised Draft Phase I Plan & CEQA Released (Sept.) <ul style="list-style-type: none">• Governor Brown urges State Board to be open to VA to resolve Bay Delta issues• Governor Brown appoints Secretary Babbitt to lead VA negotiations
2017	Review & Comment on Revised Draft Phase I Plan <ul style="list-style-type: none">• State convenes monthly VA “Babbitt” negotiations; BAWSCA not allowed to participate• BAWSCA engaged directly with Secretary Babbitt and others on behalf of agencies• BAWSCA comment letter identifies significant impacts to BAWSCA agencies• All BAWSCA agencies submit comment letters detailing specific water supply impacts• SFPUC comment letter identifies significant impacts & inadequate CEQA compliance
2018	Final Phase I Plan Adopted (Dec.)
2019	Lawsuits Filed on Adopted Phase I Plan <ul style="list-style-type: none">• Governor Newsom reinitiates VA discussions• SF joins lawsuit against State Board on adoption of Phase I Plan (Jan.)• BAWSCA intervenes in lawsuit against State Board (March)• State Agencies (CNRA/CEPA) provide a VA progress report to State Board (July)
2020	State Agencies (CNRA/CEPA) announce a Framework for VAs (Feb.)

Bay Delta Plan Reflected in BAWSCA Agencies' Urban Water Management Plans (UWMP)

- State law requires urban water suppliers to prepare an UWMP every five years
 - UWMPs support a water supplier's long-term resource planning to ensure that adequate water supplies are available to meet existing and future water needs.
- SFPUC provided SF Regional Water System supply reliability information necessary for UWMP preparation
- Bay Delta Plan implementation is included in that reliability analysis
 - Appropriate given Bay Delta Plan's adoption by State
- Resulted in SFPUC and BAWSCA Member Agencies UWMPs showing significant water supply reductions
 - Rationing up to 50% during multi-year droughts

BAWSCA Actively Engaged in Securing Water Supply Reliability Given Identified Bay Delta Plan Impacts

BAWSCA Actions

- Regular reports to BAWSCA Board and member agencies
- Public comment to State Board and others
- Formal comments during environmental review processes
- Intervened in Bay Delta litigation
- Intervened in Don Pedro FERC proceeding

BAWSCA Advocacy Efforts with SFPUC

- Regularly reminding SFPUC of its contractual & legal water supply obligations to member agencies
- BAWSCA successfully urged SFPUC to initiate a new Alternative Water Supply Planning Program to develop new sources of water to meet its obligations
- BAWSCA supported \$288 M allocation in SFPUC's 10-year CIP for Alternative Water Supply Planning Program and regular reporting

BAWSCA Advocacy Efforts with Others

- Engagement with State and local elected officials
- Engagement with State officials and staff
- Engagement with water customers (residents, businesses, others)

PUBLIC HEARING

ITEM #11

PH #21-045

**STRATFORD VILLAGE
PROP. 218 HEARING**



MAINTENANCE SERVICES DEPARTMENT

Three Public Hearing Reports – Assessment Districts

June 22, 2021

Director: Todd Rullman
Management Analyst: Denise Blohm



Maintenance District No. 1 Stratford Village Storm Water Lift Station

Proposition 218

“The Results”



PROPOSITION 218 – MD NO. 1

- Proposition 218 election held to increase annual assessment to fund capital infrastructure improvements.
- Conducted many community outreach efforts to inform and receive input from property owners.
- Mailed notice and ballots to property owners over 45 days ago, as required by law.
- Tonight's election results will determine next steps.



OPEN AND TABULATE THE BALLOTS

This item will be paused to allow the City Clerk time to open and tabulate the received Proposition 218 ballots.

A 50% majority of received ballots plus one will determine the outcome.

- **YES VOTE** : Approve annual assessment of \$498 in FY 2022 to pay for needed capital improvements by accepting a \$379,000 temporary transfer of funds from the City's Storm Water Fund, repaying the funds over 12 years.
- **NO VOTE** : Keep original \$244 assessment in FY 2022. Do not fund capital improvements.



PUBLIC COMMENTS



OPENING OF BALLOTS



CONTINUE
PROPOSITION 218 ITEM



“THE RESULTS”

REPORTED BY CITY CLERK LENS



PROPOSITION 218 NEXT STEPS

YES : Approve increased FY 2022 annual assessment of \$498, with annual CPI adjustment thereafter. Funds will pay for capital improvements by accepting a \$379,000 temporary transfer of funds from the City's Storm Water fund and making annual repayments over 12 years.

Approve two resolutions tonight:

1. Form MDI-2021
2. Approve Engineer's Report
3. Approve Budget
4. Levy Assessment

NO : Keep current assessment of \$244, do not pay for capital improvements.

Return to Council:

July 6, 2021: Consent Item, preliminarily approve existing MD No. 1 Engineer's Report and Resolution of Intention

July 20, 2021: Public Hearing, approve and order the levy and collection of original MD No. 1 assessment at \$244 per year, with no annual CPI adjustment

PUBLIC HEARING

ITEM #12

PH #21-051

FY 2022

LANDSCAPE AND LIGHTING

ASSESSMENT

DISTRICT 96-1

ZONES 1 THROUGH 18



FY 2022
Landscape and Lighting Assessment
District (LLAD), Zones 1-18

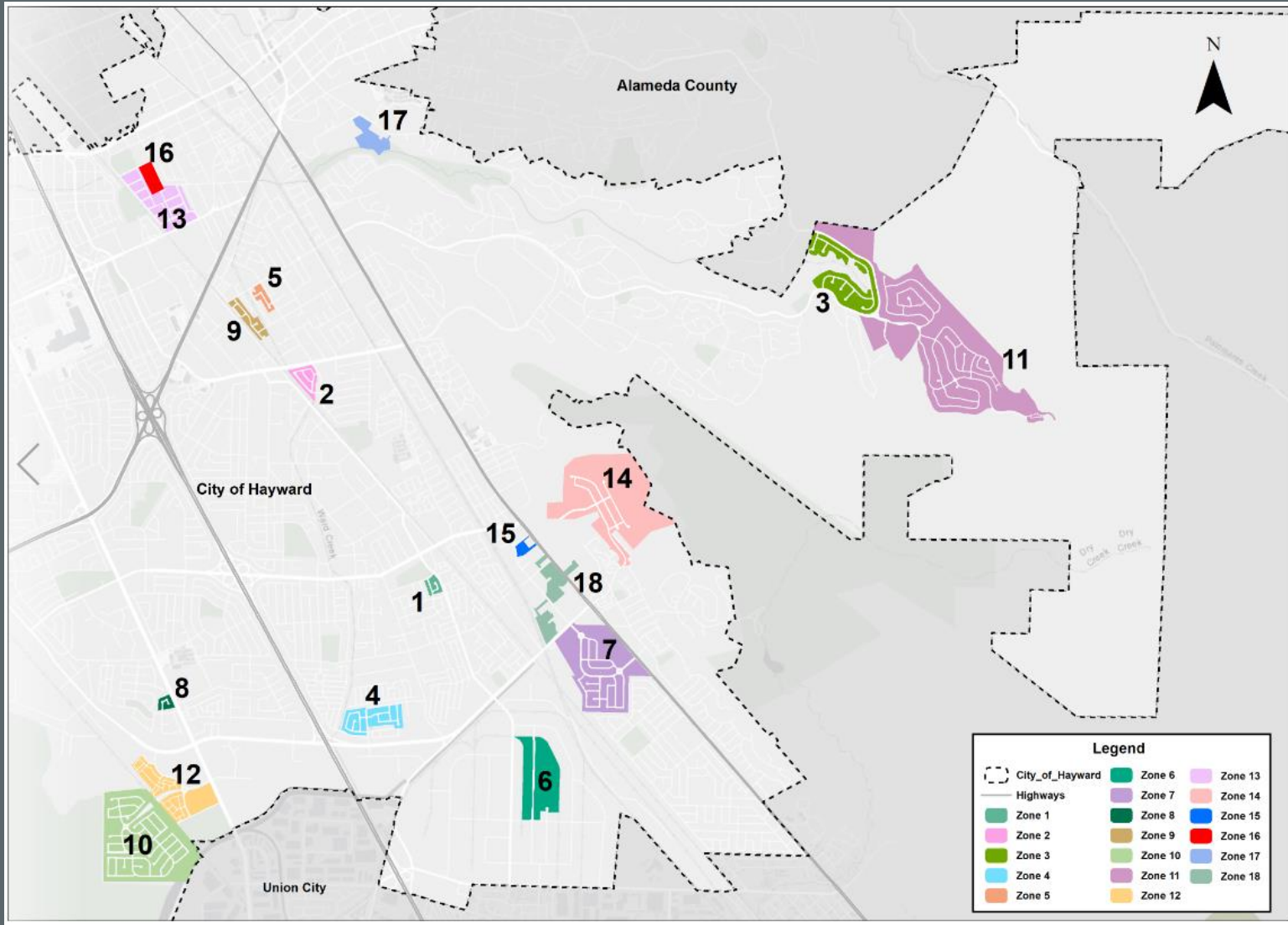


Benefited Improvements

Landscaping, parks, and streetlights



18 zones located throughout the City



**TABLE 1: DESCRIPTION OF BENEFIT ZONES**

<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>
Zone	Name/Location	Year Formed	Type of Development	Number of Assessed Parcels/SFE
1	Huntwood Ave. and Panjon St.	1990	Residential	30
2	Harder Rd. and Mocine Ave.	1991	Residential	85
3	Prominence	1992	Residential	155
4	Stratford Village	1995	Residential	174
5	Soto Rd. and Plum Tree St.	1995	Residential	38
6	Pepper Tree Park	1982	Industrial	11
7	Twin Bridges	1998	Residential	348
8	Capitola St.	1999	Residential	24
9	Orchard Ave.	2000	Residential	74
10	Eden Shores	2003	Residential	534
11	Stonebrae	2006, 2018, 2020	Residential	644
12	Eden Shores East (Spindrift)	2007, 2016	Residential	379
13	Cannery Place	2008	Residential	599
14	La Vista	2016	Residential	179
15	Cadence	2017	Residential	206
16	Blackstone	2016	Residential	157
17	Parkside Heights	2019	Residential	97
18	SoHay	2019	Residential	433
Total Assessed Parcels:				4,167



TABLE 2: ASSESSMENT AMOUNTS BY BENEFIT ZONE

A	B	C	D	E	F	G	H	I	J
Zone	Name/Location	# Parcels	CPI Adj ⁽⁵⁾	FY 2022 Max Base Assessment	FY 2022 Rate	FY 2021 Assessment	Change from last year ⁽⁷⁾		
1 ⁽¹⁾	Huntwood Ave. and Panjon St.	30	No	295.83	208.66	202.58	Incr	6.08	3%
2 ^{(1), (7)}	Harder Rd. and Mocine Ave.	85	No	193.39	122.86	122.86	None	-	0%
3	Prominence	155	Yes	1,009.72	923.95	909.69	Incr	14.26	2%
4 ^{(1), (7)}	Stratford Village	174	No	180.00	116.16	116.16	None	-	0%
5 ^{(1), (7)}	Soto Rd. and Plum Tree St.	38	No	258.67	255.17	255.17	None	-	0%
6 ^(1, 2, 3, 7)	Pepper Tree Park	11	No	2.61	2.61	2.61	None	-	0%
7 ⁽⁷⁾	Twin Bridges	348	Yes	1,056.12	591.70	591.70	None	-	0%
8	Capitola St.	24	Yes	755.34	186.56	181.13	Incr	5.43	3%
9 ⁽⁷⁾	Orchard Ave.	74	Yes	201.68	34.19	34.19	None	-	0%
10	Eden Shores	534	Yes	1,202.63	278.94	265.66	Incr	13.28	5%
11a	Stonebrae (Developed)	617	Yes	1,705.76	330.52	314.78	Incr	15.74	5%
11b ⁽⁶⁾	Stonebrae (Underdeveloped)	27	Yes	511.73	175.18	166.83	Incr	8.34	5%
12a ⁽⁷⁾	Eden Shores - East	261	Yes	226.02	90.00	90.00	None	-	0%
12b ⁽⁷⁾	Eden Shores East (Spindrift)	118	Yes	226.03	90.00	90.00	None	-	0%
13 ⁽⁷⁾	Cannery Place	599	Yes	1,282.66	361.00	361.00	None	-	0%
14 ⁽²⁾	La Vista	179	Yes	683.65	683.65	663.74	Incr	19.91	3%
15 ⁽⁴⁾	Cadence	206	Yes	662.97	N/A	N/A	N/A	N/A	N/A
16a	Blackstone (Zone A)	133	Yes	472.82	467.96	445.68	Incr	22.28	5%
16b	Blackstone (Zone B)	24	Yes	496.46	491.34	467.94	Incr	23.40	5%
17 ⁽⁷⁾	Parkside Heights	97	Yes	536.99	528.69	528.69	None	-	0%
18a	SoHay Zone A (Developed)	192	Yes	409.57	50.00	403.24	Decr	(353.24)	-88%
18b ⁽⁶⁾	SoHay Zone A (Underdeveloped)	69	Yes	122.87	15.00	120.97	Decr	(105.97)	-88%
18c	SoHay Zone B (Developed)	79	Yes	389.09	47.50	383.08	Decr	(335.58)	-88%
18d ⁽⁶⁾	SoHay Zone B (Underdeveloped)	93	Yes	116.73	14.25	114.92	Decr	(100.67)	-88%

- Notes:
- ⁽¹⁾ No inflation factor was included in the Maximum Base Assessment (MBA) calculation.
 - ⁽²⁾ Fiscal Year 2022 assessment is levied at MBA.
 - ⁽³⁾ Industrial district assessed based on street frontage.
 - ⁽⁴⁾ Self-maintained. Property owner maintains the public benefits for this zone.
 - ⁽⁵⁾ Annual CPI is calculated using the SF/OAK/HAY CPI-U. Zones 3, 7-11, 13, 17, 18 use the FEB date, while zones 12, 14, 16, use the DEC date.
 - ⁽⁶⁾ Under development.
 - ⁽⁷⁾ Rate unchanged from FY 2021.



Next Step for LLAD, Zones 1-18

1. Hold Public Hearing

Staff recommends that Council then adopts two resolutions:

1. Approving FY 2022 Engineer's Report
2. Appropriating FY 2022 Budget
3. Levying FY 2022 Assessments

PUBLIC HEARING

ITEM #13

PH #21-030

FY 2022

EDEN SHORES

STORM WATER

BUFFER AND FACILITIES

MAINTENANCE DISTRICT

NO. 2

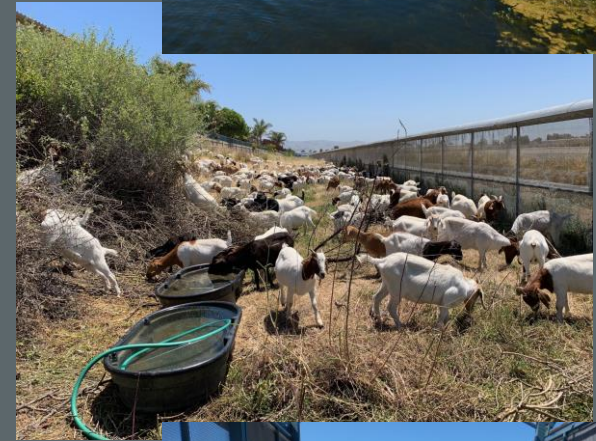


FY 2022
Maintenance District (MD) No. 2
Eden Shores Water Buffer



MD No. 2

Eden Shores



City of Hayward
 Maintenance District No. 2 - Eden Shores - Water Buffer
 Fund 271, Project 3718
 Established 2003, 534 Parcels



	FY 2019	FY 2020	FY 2021	FY 2022
	Actual	Actual	Estimated	Projected
Assessment				
a. Maximum Base Assessment Amount	939.00	967.00	1,000.68	1,016.39
b. Annual Per Parcel Assessment	198.95	198.95	198.95	228.79
c. # of Parcels	534	534	534	534
d. Total Amount Assessed for the District:	106,239.30	106,239.30	106,239.30	122,175.20
Income				
a. Annual Assessment Revenue	106,239	106,239	106,239	122,175
b. Minus County Tax Collection Fee (1.7%)	(1,806)	(1,806)	(1,806)	(2,077)
c. Adjustment for Delinquencies	37	(683)	-	-
d. Other	9,297	8,756	3,000	3,200
e. Total Revenue:	113,767	112,507	107,433	123,298
Services				
a. Utilities: Water	48,581	65,030	55,000	60,000
b. Utilities: PGE	8,662	8,209	8,455	9,500
c. Maintenance - Landscaping - New Image	3,744	5,400	7,000	8,000
d. Maintenance - Pond - Solitude	28,392	24,024	30,000	32,000
e. Maintenance - Sediment Removal	13,400	-	-	-
f. Maintenance - One-Time Project/Maintenance	719	4,584	1,000	10,000
g. Maintenance Pre-Treatment Pond - ACPCD	995	-	3,811	4,000
h. Fence Repair	11,614	-	-	50,000
i. Pump Repair	3,945	-	2,000	20,000
j. Fire Hazard Mitigation (Goats)	5,600	6,000	6,180	7,000
k. Weather Based Irrigation Controllers	22,896	-	-	-
m. Property Owner Noticing	209	223	230	260
n. Annual Reporting	411	2,167	1,002	1,100
o. City Administration	3,846	2,575	4,080	4,202
p. Total Expenditures:	153,014	118,210	118,758	206,062
Account Balance				
a. Beginning Account Balance	416,476	377,230	371,526	360,201
b. Net Change (Revenue - Expenditures)	(39,246)	(5,704)	(11,325)	(82,764)
c. Ending Account Balance:	377,230	371,526	360,201	277,437



Next Step for MD No. 2

I. Hold Public Hearing

Staff recommends that Council then adopts two resolutions:

1. Approving FY 2022 Engineer's Report
2. Appropriating FY 2022 Budget
3. Levying FY 2022 Assessments

LEGISLATIVE BUSINESS

ITEM #14

LB #21-024

**TEMPORARY EVICTION
MORATORIUM
ON
RESIDENTIAL EVICTIONS**



Temporary Moratoria on Residential and Commercial Evictions Related to COVID-19 through September 30, 2021

Jennifer Ott, Assistant City Manager and Christina Morales, Housing Division Manager
Tuesday, June 22, 2021

777 B STREET

Current Eviction Protections

- Statewide moratorium on residential evictions and City moratorium on commercial evictions conclude on June 30, 2021
- City of Hayward could not extend the residential eviction moratorium when it concluded on September 30, 2020 due to State preemption set forth in AB 3088
- It is anticipated that the State will extend the protections under SB 91 by the end of the month
 - If the State does not extend eviction protections, Hayward tenants who cannot pay rent on July 1, 2021 may be left without protection
 - If the State extends SB 91, the extension will likely preempt local action
- Disbursement of rental assistance by Alameda County has been slow

Rental Assistance

- Alameda County administers Federal COVID-19 Rental Assistance Program which will provide a minimum of \$48 million in assistance.
- The program was aligned to be implemented with the State's program to ensure tenants and landlords know how to access the funds
- The program was implemented in phases due to the short implementation schedule established by the state
- The County has received 3900 applications with only a small staff to process applications
- Processing applications is labor intensive
- The County's program has only disbursed about \$5 million in grants
- They are in the process of procuring additional staff to process applications

Evictions Moratoria Recommendations

Factors to Consider

- State Moratorium on Evictions and Hayward's Temporary Moratorium on Commercial evictions will sunset on June 30, 2021
- The State has only recently reopened and financial instability is still an issue
- Disbursement of rental assistance by the County has been slow
- Extending the commercial moratorium will unlikely change outcomes for commercial tenants and may hinder the attraction of new businesses and recovery

Recommendations

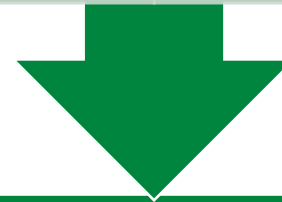
- Adopt a Temporary Moratorium on Residential Eviction from July 1, 2021 through September 30, 2021 in case there is no extension of State moratorium
- Staff does not recommend extending the commercial moratorium

Emergency Ordinance Adoptions

Emergency Ordinance

5 affirmative votes

Adopted and effective immediately



Non-Emergency Ordinance

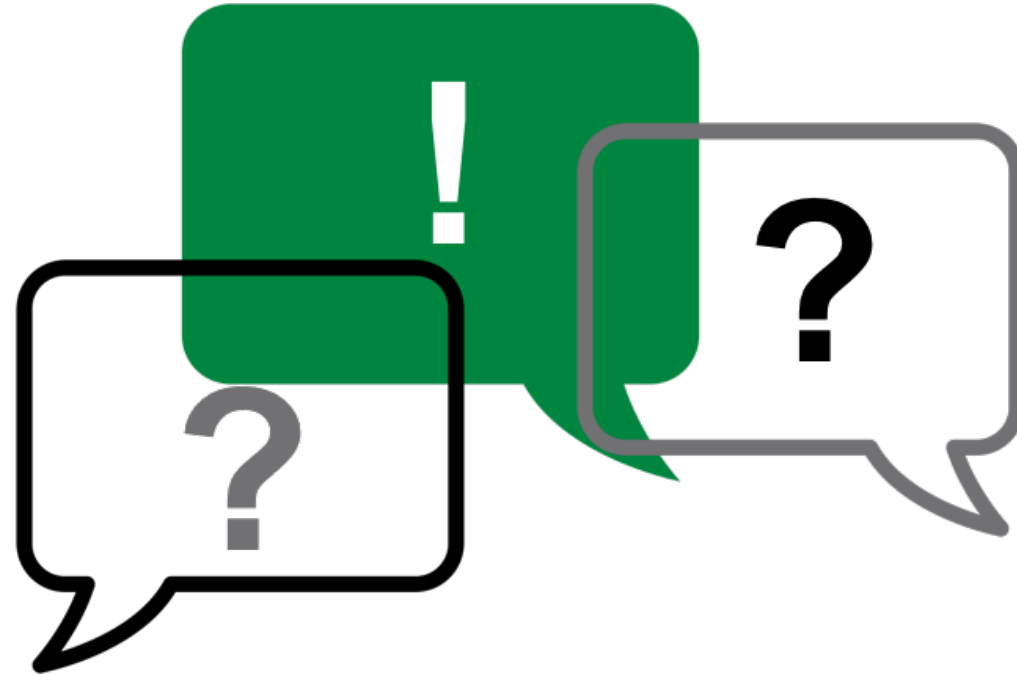
4 affirmative votes

Adopted at next Council Meeting and effective 30 days later

Next Steps

If approved, continue to inform tenants and landlords of their rights and responsibilities under the Ordinance and approved State legislation.

Questions



The following slides are extra. If we need more detail, they can be added back.

Background

	Action	Start	End
State of Emergency	Declaration of State of Emergency related to COVID-19	Mar 4, 2020 (CA) Mar 11, 2020 (Hayward)	Ongoing
Executive Order	Authorizes local authority to limit evictions	Mar 16, 2020	Sept 23, 2020 (residential) Sept 30, 2021 (commercial)
Shelter-In-Place	Imposes measures to control the spread of COVID-19	Mar 17, 2020 (Alameda County) Mar 20, 2020 (CA)	Valid until lifted
Hayward Moratoria on Evictions	Prohibits residential and commercial eviction for non-payment of rent related to COVID-19 and no-fault evictions	Mar 24, 2020	Sept 30, 2020 (residential) June 30, 2021 (commercial)

Background

	Action	Start	End
Countywide Eviction Moratorium	Prohibits most evictions	Apr 21, 2020	60 days after local health emergency is lifted
California Courts	Limitations on Evictions filed with the Court	Apr 6, 2020 (CA) Apr 10, 2020 (Alameda County)	Aug 31, 2020 (CA) June 30, 2021 (Alameda County)
State Legislation	Tenant, Homeowner and Small Landlord Relief and Stabilization Act of 2020 enacted (Assembly Bill 3088) COVID-19 Relief: Tenancy: Federal Rental Assistance (Senate Bill 91)	Aug 31, 2020 January 29, 2021	Jan 31, 2021 (Eviction Protections for non-payment of rent) June 30, 2021 (Eviction Protections for non-payment of rent)

Moratoria on Evictions

Applicability: All residential units, including owner-occupied residences with mortgages

Term: (Recommended): July 1, 2021 through September 30, 2021

Prohibitions:

- Evictions for non-payment of rent or mortgage payments related to COVID-19 and associated late fees
- No Fault evictions (except related to health and safety 'red tag' of units)
- Retaliation against tenants and homeowners

Moratoria on Evictions

Requirements:

- Good faith effort to notify landlord
- Able to provide documentation to support claim

Payment of Past Due Rent:

- Tenant liable for unpaid rent
- City expanded mediation services to negotiate repayment for residential tenants

Terms upon expiration:

- No eviction for non-payment of rent during moratorium period within 180 days after expiration.
- Requires meet and confer prior to initiating any action

LEGISLATIVE BUSINESS

ITEM #15

LB #21-025

**FY 2022
SALARY PLAN**

FY 2022 Salary Plan and Restoration of Furlough Time and Forgone Adjustments

Concessions Payback

Furlough

- Employees shall receive a one-time payment based on the number of furlough hours the employee actually took off
- Payback will be at the payrate effective at the time the leave was taken

Foregone/Delayed COLA (effective July 1, 2020)

- Employees shall receive a 2% COLA effective the pay period including July 1, 2021
- Employees shall receive a one-time payment equal to 2% annual base pay to make whole

Concessions Summary for Non-Executive Employee Groups

EMPLOYEE GROUP	CONCESSION	PAYBACK
Fire/ Local 1909	Foregone 2% COLA	Per Side Letter
Unrepresented, Non-Executive	80-hour furlough	Per Resolution
HAME	80-hour furlough	Concession payback conversations are ongoing
Police Management	80-hour furlough	
SEIU	35-hour furlough	
Local 21	35-hour furlough	

Executive Team Concessions Summary

80-Hour Furlough

Classification	Employee
Director of Library Services	Jayanti Addleman
Director of Public Works	Alex Ameri
Chief of Police	Toney Chaplin
Communications & Marketing Officer/ Public Information Officer	Chuck Finnie
Director of Information Technology/ Chief Information Officer	Adam Kostrzak
Assistant City Manager	Jennifer Ott
Director of Maintenance Services	Todd Rullman

Foregone COLA (2%)

Classification	Employee
Director of Finance	Dustin Claussen
Fire Chief	Garrett Contreras

FY 2022 Cost-of-Living Adjustments

EMPLOYEE GROUP	PERCENTAGE INCREASE
Hayward Police Officer Association	Increase 2.5%
Police Management	Increase 3%
Local 1909	Increase 4%*
Fire Officers	Increase 4%*
Fire Chiefs	Increase 4%*
Unrepresented Executives	Increase 2%**

* Includes 2% COLA pursuant to concession payback

** 4% for Fire Chief and Director of Finance, who had foregone a 2% COLA, pursuant to concession payback

Proposed Equity Adjustments

Increase salary range for Directors of Development Services, Finance, and Maintenance Services to the match Director of Library Services.

Classification	Top Step (Hourly Rate)	Equity Adjustment
DIRECTOR OF LIBRARY SERVICES	\$102.92	N/A
DIRECTOR OF DEVELOPMENT SERVICES	\$102.19	0.71%
DIRECTOR OF FINANCE	\$100.11	2.81%
DIRECTOR OF MAINTENANCE SERVICES	\$98.74	4.23%

FY 2022 Fiscal Impact- \$21,333

Questions and Action

- **Council Questions**
- **Recommended Action:** Adopt a resolution approving the amended Fiscal Year 2022 Salary Plan designating positions of employment in the City of Hayward and salary ranges

LEGISLATIVE BUSINESS

ITEM # 16

LB# 21-026

**CITY MANAGER
EMPLOYMENT
AGREEMENT**

City Manager Employment Agreement

Concessions Payback

Foregone COLA (effective July 1, 2020)

- Employees shall receive a 2% COLA effective the pay period including July 1, 2021
- Employees shall receive a one-time payment equal to 2%

City Manager Employment Agreement Amendment

- 2% lump-sum payment effective the pay period including July 1, 2021
- 2% lump-sum payment effective the pay period including January 1, 2022
- Increase leave cash-out option to match Unrepresented Management, City Clerk, and City Attorney

LEGISLATIVE BUSINESS

ITEMS # 17 & 18

LB 21-027

LB 21-028

**CITY ATTORNEY
& CITY CLERK**

CONCESSIONS REPAYMENT

FY 2022 Salary Plan and Restoration of Furlough Time and Forgone Adjustments

Appointed Classifications Concessions

- 2% COLA effective the pay period including July 1, 2020 was foregone
- Concession Payback
 - 2% COLA effective the pay period including July 1, 2021
 - One-time lump sum cash payment equivalent to 2% of base salary

Classification	Fiscal Impact
City Attorney	\$4,741.57
City Clerk	\$2,992.70