

**SPECIAL CITY COUNCIL MEETING
TUESDAY, MAY 26, 2020**

PRESENTATIONS

ITEM 6 – WS 20-022

**RACIAL EQUITY ACTION PLAN:
REPORT ON THE CITY OF HAYWARD'S
DIVERSITY, EQUITY, AND INCLUSION
WORK AND RACIAL EQUITY ACTION
PLAN**

PRESENTATION

Hayward's Racial Equity Action Plan

Report on the City of Hayward's Diversity, Equity, and Inclusion
Work and Racial Equity Action Plan



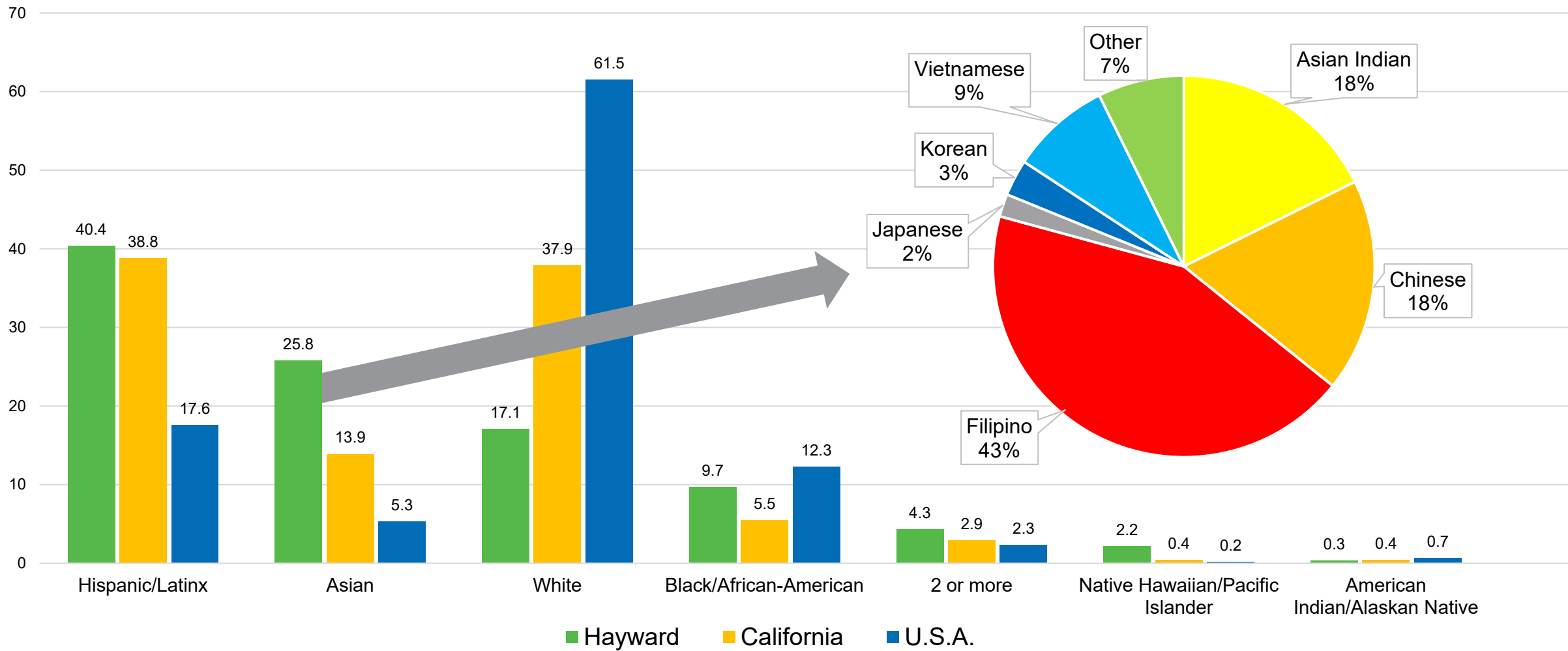


Where We've Been

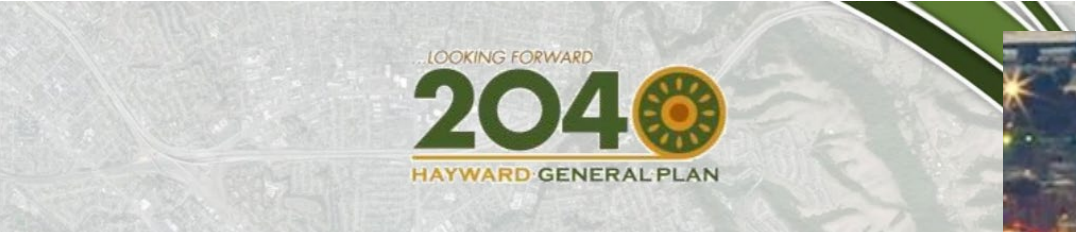
Laurel James

Management Analyst, Office of City Manager

Hayward continues to be one of the most diverse cities in the United States.



Hayward's Commitment to Diversity



The Commitment (CIECC)

Attachment III

Commitment for an Inclusive, Equitable, and Compassionate Community



Strategic Roadmap

City of Hayward
Years 2021/22 to 2023/24

Equality



Equity



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Diversity, Inclusion, and Equity

Diversity centers the "who" and "how many."

Inclusion centers ensuring that all are heard

Equity centers changing the conditions and systems that for some, maintain, and for others, prevent access, participation, and safety.

Starting with Racial Equity



Racial inequities across all indicators for quality of life are deep and pervasive



Government's historical and continuing role in the creation and perpetuation of racial inequity



Targeted universalism – creating policies, programs, and practices for the most impacted – benefits everyone



Our community told us this is important!

What We're Doing Already

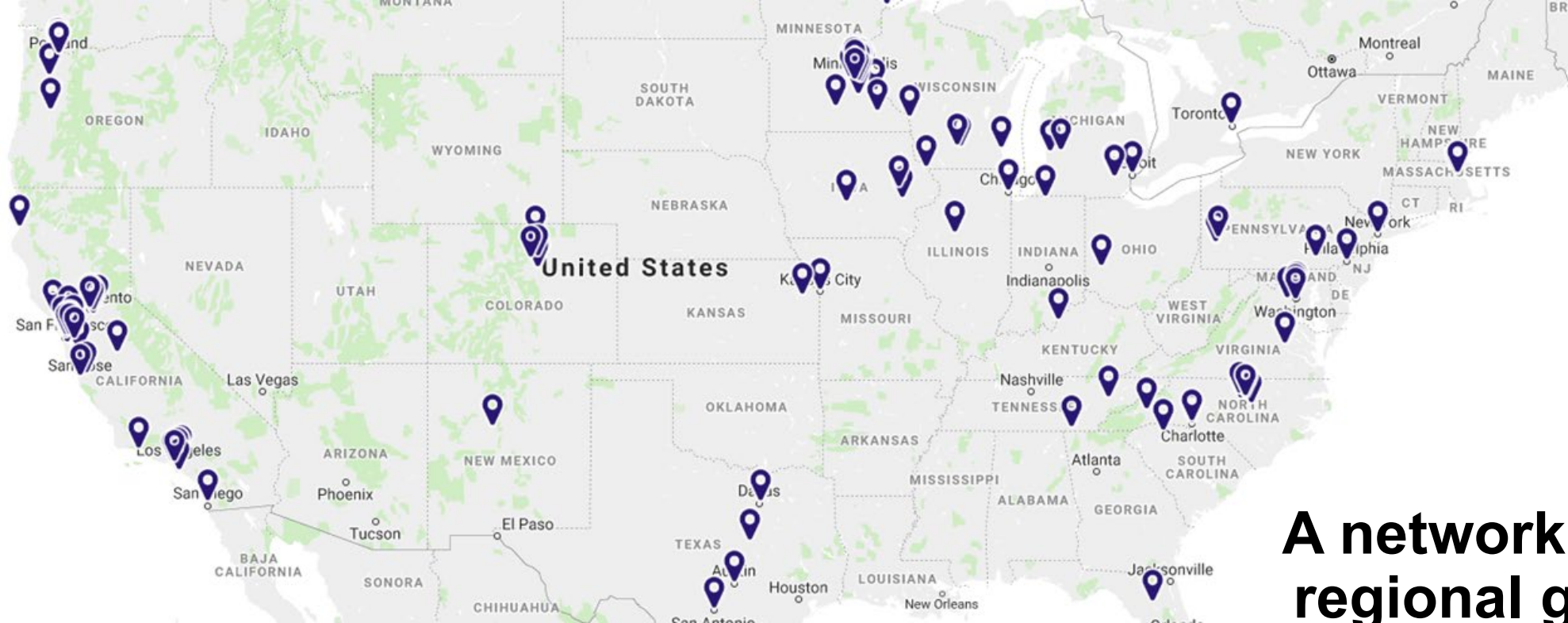
- Community Advisory Panel
- Names removed from HPD applications
- Revised classification specs
- Social Services Funding Process
- Navigation Center Referral Policy
- GARE participation
- Pandemic Response



Where We Are Now

Marcus Martinez

Associate Planner, Development Services



A network of local and regional governments working to achieve racial opportunities for all

The Government Alliance on Race and Equity

The Hayward GARE Cohort:

- Completed racial equity training curriculum;
- Learned how to develop racial equity tools for use in...
 - Policy
 - Practice
 - Program, and
 - Budget Decisions
- Draft Racial Equity Action Plan
- Working with E-Team





**Hayward
GARE Team**

Race and Equity Trainings



- GARE Cohort Trainings
- Joint GARE Cohort and Executive Team Retreats on Race and Equity

Goal: Create capacity within the City organization to best serve our diverse community.

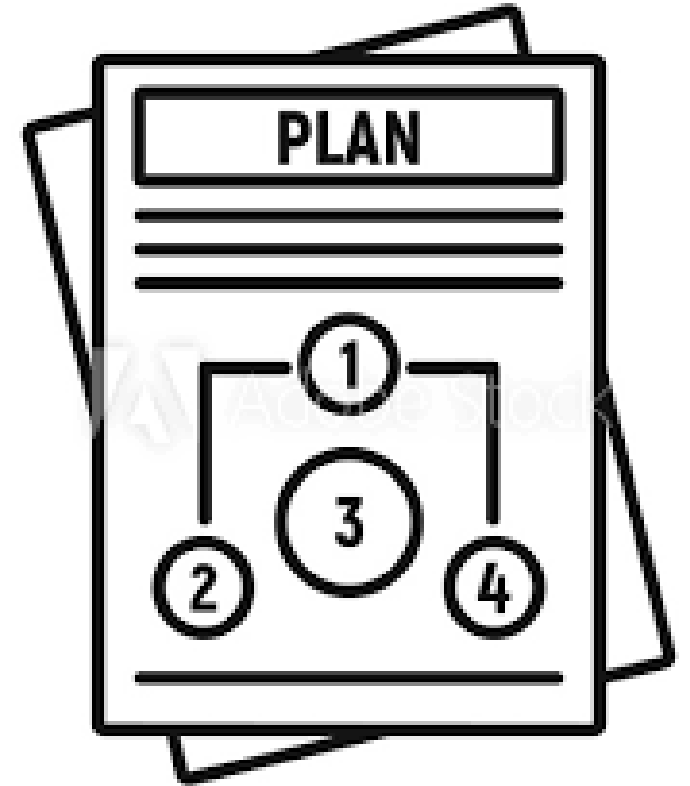
The Racial Equity Action Plan

Guiding Vision:

"All people in Hayward are happy, healthy, and safe. Race is not a factor in determining the course of one's life"

Three Main Components:

- Organizational Change;
- Hiring, Retention, and Promotion;
- Service Provision



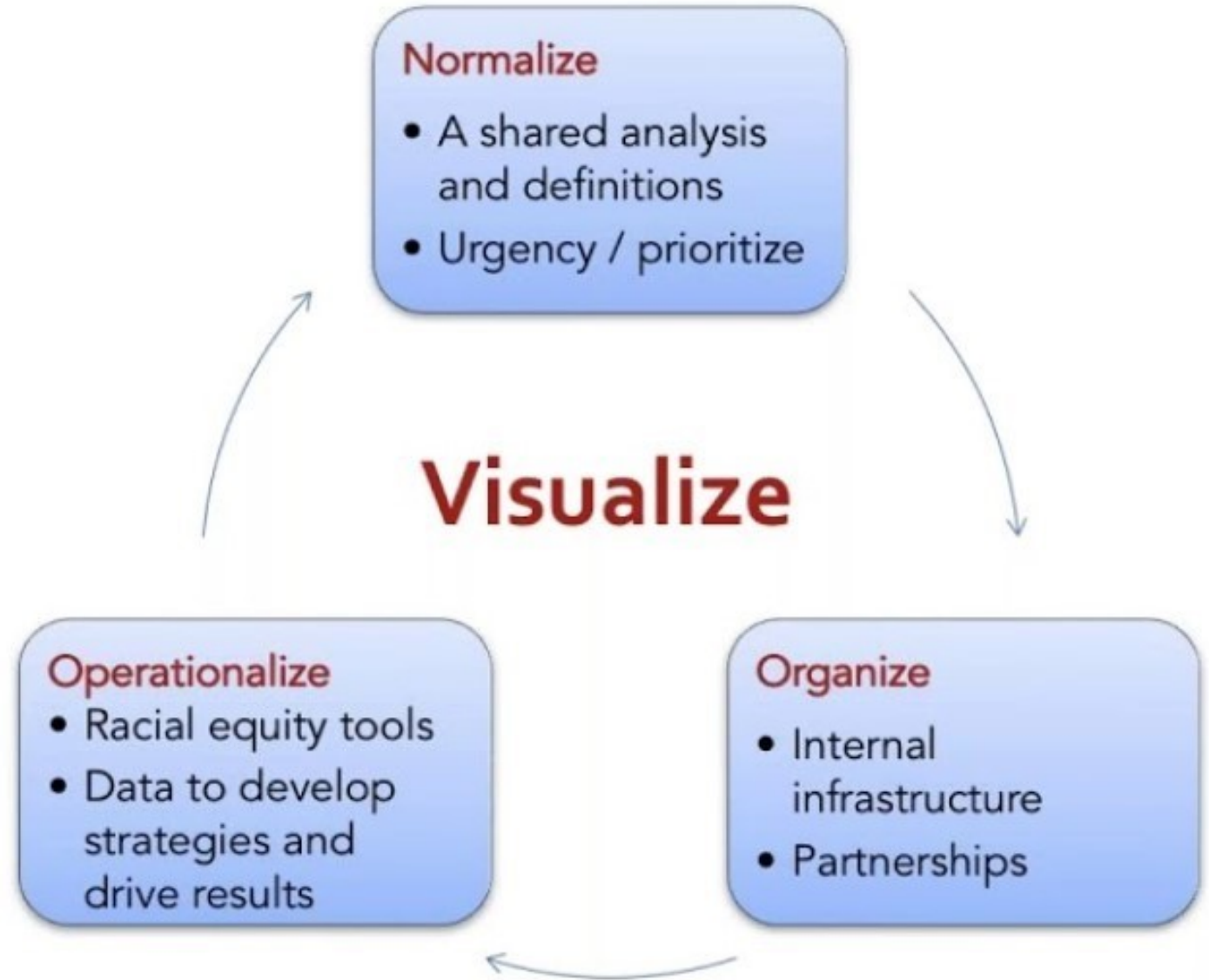


Where We're Going

Lisette Del Pino

HR Analyst II, Human Resources

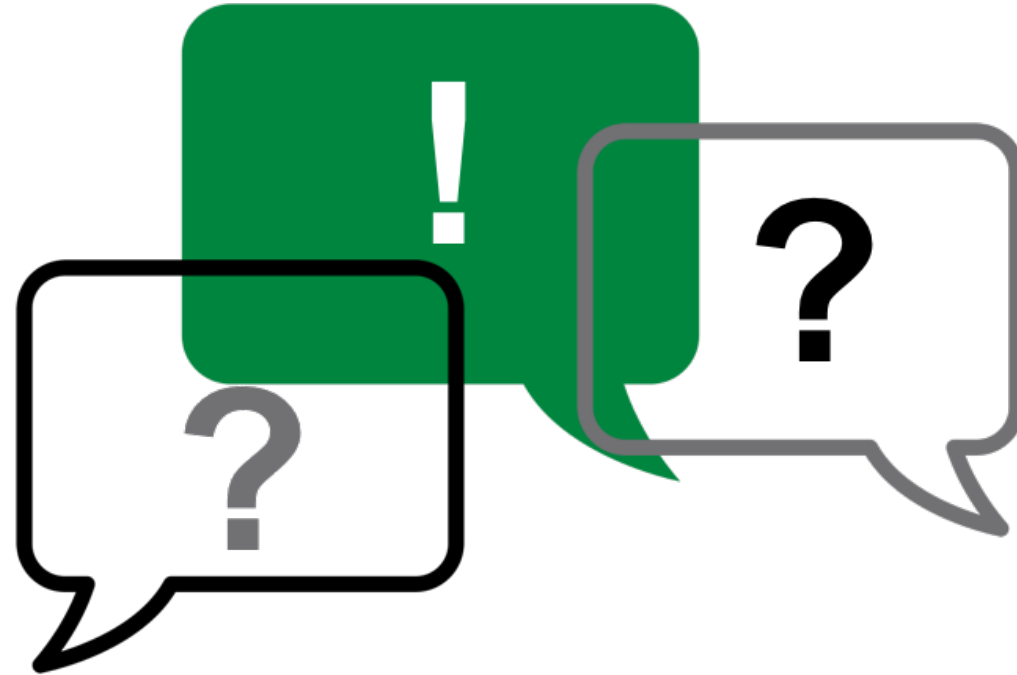
Rolling out the Action Plan



Next Steps

- New 2020 Introductory Cohort and continuation of Implementation Cohort
- Create spaces for continued dialogue and learning
- Develop metrics
- Work to implement the Action Plan in a time of uncertainty

Questions & Discussion



ITEM 7 – LB 20-023

**SALARY AND BENEFITS:
ADOPT A RESOLUTION AMENDING THE
SALARY AND BENEFITS RESOLUTION
FOR UNREPRESENTED EXECUTIVES,
MANAGEMENT, CITY MANAGER'S
OFFICE, HUMAN RESOURCES, AND
CITY ATTORNEY EMPLOYEES**

PRESENTATION

Amendment to the Salary and Benefits Resolution for Unrepresented Executives, Management, City Manager's Office, Human Resources, and City Attorney Employees

Maria A. Hurtado, Assistant City Manager/Interim HR Director
May 26, 2020



Background

- **Shelter In Place (SIP) Orders**

- March 16th: 6 Counties announced SIP Order
 - limits public's ability to leave their homes except to perform essential work and obtain essential services.
- March 19th: State announced SIP Order

- **Revenues Impacted**

- Use of \$12 million of General Fund Operating Reserve

City's Response to Declining Revenues

- 1. Temp Staff Released**
- 2. Limit Monthly Non-Personnel Expenses to \$250k**
- 3. The International Association of Fire Fighters Local 1909/Hayward Fire Officers Association agreed to forego a previously agreed upon salary survey adjustment (capped at 2%)**
- 4. City Manager volunteered to forgo 7/1/20, 2% COLA**
- 5. Mayor and City Council volunteered to reduce salary by 2% and reduce Travel/Misc. budget by 50% for FY2021**

Unrepresented Group

Consists of **34 Employees:**

- Executive Team
- Deputy Directors
- Human Resources Employees
- City Attorney's Office Employees
- Certain City Manager's Office Employees

Options Agreed To

80-Hour Furlough for FY21

Chosen by 30 Employees

**Maximum vacation accrual caps shall be lifted for the duration of CY21*

***Can elect to evenly spread the furlough hours throughout the fiscal year, resulting in less than a 4-hour deduction from each paycheck*

Forgo or Defer July COLA

Forgo COLA

- Director of Finance (3% COLA)
- Fire Chief (3% COLA)

Defer COLA (until indicators are met)

- HR Admin Assistant (2% COLA)
- Deputy Director of HR (2% COLA)

General Fund Savings = \$169,458

Savings Across All Funds = \$235,946

One-Time Lump Sum Payment

Criteria 1:

1. Sum Total Revenue generated under the *Four Tax Revenues* in FY21 or FY22 is *equal or greater* than the sum total revenue in FY18
2. GF reserves are restored to 17% of the budgeted Annual Operating Expense Budget

Criteria 2: *The City receives a federal stimulus package that...*

1. Exceeds \$3.5 million in FY21
2. Is specifically related to COVID-19 Relief
3. Is discretionary/can be used to offset revenue loss in the GF and/or for currently funded GF Positions & GF reserves are restored to 17%

Lump-Sum Payment is equal to 3% of base wage as of Jan 2, 2021

**Excludes Executive Members (Dept Heads)*

***Criteria must be met on or before June 30, 2022*

Recommendation

That Council Adopts the Resolution...

Amending the Salary and Benefits Resolution for Unrepresented Employees

- Implementation of an 80-Hour Furlough for FY21 *(30 Employees)*
- Elimination/Deferment of July COLA *(4 Employees)*
- Authorize the City Manager to Execute the Agreement