



**DATE:** October 14, 2021

**TO:** Personnel Commission

**FROM:** Director of Human Resources

**SUBJECT:** Review and Recommend to Council Adoption of the Revised Salary Plan for Fiscal Year 2022

### **RECOMMENDATION**

That the Personnel Commission holds a Public Hearing, and reviews and recommends to Council adoption of the revised Salary Plan for each position in the City's classified service for Fiscal Year 2022, effective October 25, 2021.

### **SUMMARY**

As required by the Municipal Code, the FY 2022 Salary Plan has been updated to reflect salary adjustments to the classifications in the City's classified service as a result of the negotiated and mutually agreed upon successor Memorandum of Understanding between the City of Hayward and the Hayward Fire Chiefs' Association (HFCA).

### **BACKGROUND AND DISCUSSION**

Pursuant to Section 6.13 of the Memorandum of Understanding (MOU) between the City of Hayward and HFCA, effective July 1, 2007 through December 31, 2018, the base rate for the classification of Deputy Fire Chief must be ten percent (10%) above the base rate for the classification of Fire Marshal. Pursuant to the successor MOU between the City and HFCA, effective September 16, 2021 through June 30, 2024, the base rate for the classification of Deputy Fire Chief shall now be fifteen percent (15%) greater than the base rate for Fire Marshal. As a result of this negotiated increase in the required pay differential between the classification of Deputy Fire Chief and Fire Marshal, the classification of Deputy Fire Chief shall receive a salary adjustment of 4.555%. The salary range for Deputy Fire Chief is \$95.36 per hour at Step A and \$115.91 per hour at Step E.

### **FISCAL IMPACT**

The additional annual fiscal impact for the Deputy Fire Chief is an increase of approximately \$27,722.39 to the General Fund. Budget adjustments will be included in the FY 2022 midyear budget process.

## **STRATEGIC ROADMAP**

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

## **NEXT STEPS**

This Salary Plan will be scheduled for the October 26, 2021 Council meeting, and the salary adjustments will be implemented with coordination between the Human Resources and Finance Departments.

*Prepared by:* Kakshi Master, Senior Human Resources Analyst

*Recommended by:* Jana Sangy, Director of Human Resources

*Approved by:*

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

Kelly McAdoo, City Manager