



**CITY OF HAYWARD
PERSONNEL COMMISSION
MINUTES
Special Meeting
Thursday, October 14, 2021
Zoom Meeting (Virtual)**

A special meeting of the City of Hayward Personnel Commission was called to order virtually at 5:30 p.m. on Thursday, October 14, 2021, via a Zoom conference call.

CITY STAFF:

Jana Sangy, Director of Human Resources
Janice Cahee, Human Resources Analyst I
Kakshi Master, Senior Human Resources Analyst
Lisette Del Pino, Human Resources Analyst II
Vadim Sidelnikov, Deputy City Attorney
Vanessa Lopez, Senior Human Resources Analyst
Candi Jackson, Human Resources Administrative Assistant

Attendance	REGULAR MEETINGS		SPECIAL MEETINGS		
	Present 10.14.2021 Special Meeting	Present to Date This Fiscal Yr.	Absent to Date This Fiscal Yr.	Present to Date This Fiscal Yr.	Absent to Date This Fiscal Yr.
Erika Cortez	X	-	-	3	0
*Nicolia Gooding	X	-	-	2	1
Zheefong He	X	-	-	3	0
Robert Gaumer	X	-	-	3	0
Denise Thompson	X	-	-	3	0
Randy Wright	X	-	-	2	1
Rachel Zargar	X	-	-	2	1

X = present O = absent

* Chair Person

PUBLIC COMMENTS

None.

REPORTS

City Council Liaison (Information)

Council Member Mark Salinas mentioned that he didn't have much to report, since we met last month, except for a couple of calendar items. He invited everyone to Heritage

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Plaza Park on Saturday, October 30th, as we introduce “Curbie,” the mobile library, similar to a bookmobile.

Council Member Salinas also added that tomorrow night is the annual Mariachi Festival at City Hall and invited the Personnel Commission to attend. It starts at 5:30pm.

Commissioner Wright asked if, with the elementary and middle schools closing in Hayward in the next couple of years, does City Council have any input with the Hayward Unified School District.

Council Member Salinas concurred with Commissioner Wright’s observation that a number of elementary and middle school closures in Hayward would occur over the next few years. He added that the Council was notified of these closures last week and that a decision would be made at a school board meeting in November. Lastly, he mentioned if anyone has concerns about these school closures, they can email the School Board and the Superintendent at osinput@husd.us.

Director of Human Resources (Information)

Director of Human Resources Jana Sangy stated that she doesn’t have much to report since the last meeting, except for a couple of things. She added that the City is still in labor negotiations with SEIU and HAME, while a tentative agreement has been reached with Local 21.

Lastly, Director Sangy reported that we continue to navigate returning employees to the worksite, with different health care orders and county mandates.

ACTION ITEMS

1. Review and Recommend to Council Adoption of the Revised Salary Plan for Fiscal Year 2022

Director Sangy introduced the revised salary plan for FY22, which reflects 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).

(M/S/P) (Wright/Zargar) Recommended to Council for Approval – Approved,
7 AYES.

Commissioner Wright asked if these adjustments are reflected in the FY22 budget.

Senior Human Resources Analyst Vanessa Lopez answered that these adjustments will be included in the mid-year budget process.

Commissioner Wright asked what percentage of the budget goes to salaries.

Director Sangy stated that she can find out and get back to Commissioner Wright.

Commissioner Wright mentioned he read that the City Council would like to maintain a reserve of 20% of the City's General Fund. He asked Council Member Salinas how the City would increase the reserve from 12%.

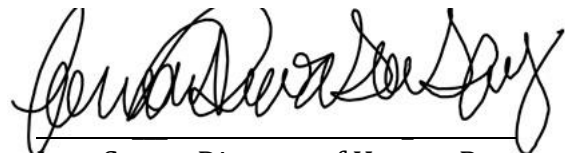
Council Member Salinas answered that we're hoping that the economy will bounce back and that we're looking where we can save in spending. However, our main revenue source is looking at our end-of-year revenue receipts. He added that the City does have a reserve policy for one-time use funds.

Lastly, Council Member Salinas added that 54.2% of the City's budget goes to employee services, to answer Commissioner Wright's question earlier regarding the budget.

COMMITTEE MEMBER/STAFF ANNOUNCEMENTS AND REFERRALS

ADJOURNMENT

Meeting was adjourned at 5:55 p.m.

A handwritten signature in black ink, appearing to read 'Jana Sangy', written over a horizontal line.

Jana Sangy, Director of Human Resources