



CITY OF HAYWARD

Hayward City Hall
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Cover Memo

File #: LB 23-023, **Version:** 1

DATE: June 20, 2023

TO: Mayor and City Council

FROM: Director of Human Resources

SUBJECT

Salary Plan Amendment: Adopt a Resolution Approving the City of Hayward Salary Plan for Fiscal Year 2024

RECOMMENDATION

That Council adopts a resolution (Attachment II) approving an amendment to the City of Hayward Salary Plan for Fiscal Year 2024 (FY 2024), which designates all classifications and corresponding salary range for employment in the City of Hayward as of June 19, 2023, superseding Resolution No. 23-144 and all amendment thereto.

SUMMARY

As required by the Municipal Code, the FY 2024 Salary Plan (Attachment III) has been updated to reflect salary adjustments to the classifications in the City's classified service as a result of the Council-approved Memorandum of Understandings (MOUs) between the City of Hayward and the Hayward Police Officers' Association (HPOA), International Association of Firefighters (Local 1909), Hayward Fire Officers Association, Hayward Association of Management Employees (HAME), International Federation of Professional and Technical Engineers, Local 21 (Local 21), and Service Employees International Unit, Local 1021 (SEIU). The Salary Plan has also been updated to reflect equity adjustments to HAME and Unrepresented (Non-Executive) classifications as well as the addition of one new classification and salary adjustments to fourteen (14) additional classifications.

On June 12, 2023, the Personnel Commission held a public hearing in which they reviewed the revised FY 2024 Salary Plan. After the Personnel Commission considered public and Commissioner comments, a majority vote was not reached to recommend Council consider the adoption of the FY 2024 Salary Plan for the classifications in the City's classified service, with two yes votes, one no vote, and three Commissioners abstaining.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution

Attachment III FY 2024 Salary Plan