



# CITY OF HAYWARD

Hayward City Hall  
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## Cover Memo

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**File #:** LB 21-025, **Version:** 1

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**DATE:** June 22, 2021

**TO:** Mayor and City Council

**FROM:** Director of Finance

### **SUBJECT**

FY 2022 Salary Plan: Adopt Resolutions Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2022 and the Restoration of Furlough Time and Foregone Salary Adjustments for Fiscal Year 2021 for the International Association of Firefighters, Local 1909 and Unrepresented Executives, Management, City Manager's Office, Human Resources and City Attorney's Office Employees

### **RECOMMENDATION**

That Council adopts a resolution (Attachment II) approving an amendment to the City of Hayward Salary Plan for Fiscal Year 2022 (FY 2022), which designates all classifications and the corresponding salary ranges for employment in the City of Hayward as of June 21, 2021, superseding Resolution No. 21-038 and all amendments thereto. Further, that Council adopts a resolution (Attachment IV) approving the restoration of furlough time and foregone salary adjustments for Fiscal Year 2021 (FY 2021) for the International Association of Firefighters, Local 1909 (Local 1909) and Unrepresented Executives, Management, City Manager's Office, Human Resources and City Attorney's Office Employees (Unrepresented Employees).

### **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 and unclassified service as a result of the Council approved Memoranda of Understanding (MOU) between the City of Hayward and the Hayward Police Officers' Association (HPOA) and Police Management Unit (HPMU), the approved Side Letter of Agreement between the City of Hayward and the International Association of Firefighters and Hayward Fire Officers Association (Local 1909), and the revised terms of the Salary and Benefits Resolution for Unrepresented Employees. The salary plan has also been updated to reflect adjustments to the salary ranges for Tree Trimmer, Reserve Officer Coordinator, Personnel and Training Administrator, Youth and Family Services Bureau (YFSB) Administrator, Director of Development Services, Director of Finance, and Director of Maintenance Services, and the removal of Transportation Manager.

Additionally, in recognition of Local 1909's agreement to forego a previously agreed upon two percent

(2%) cost-of-living adjustment (COLA) due the pay period including July 1, 2020, and in recognition of the fact that Unrepresented Employees were required to either meet an eighty (80) hour unpaid furlough obligation or forego a two percent (2%) COLA due the pay period including July 1, 2020, said employees shall have their furlough hours or COLAs restored. In addition, those employees who forewent a COLA will also receive a one-time, lump sum cash payment in an amount equal to two percent (2%) of base salary effective the pay period including July 1, 2021 to repay the amount of the forgone COLA as a concession, consistent with Council's expressed intent with City employees.

After the Personnel Commission held a public hearing on June 17, 2021, and considered public and Commissioner comments, the Commission recommended Council consider adoption of an amended FY 2022 Salary Plan for the classifications in the City's classified service.

## **ATTACHMENTS**

Attachment I	Staff Report
Attachment II	Resolution
Attachment III	FY 2022 Salary Plan
Attachment IV	Salary and Benefits Resolution
Attachment V	Local 1909 Side Letter