



# CITY OF HAYWARD

Hayward City Hall  
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## Cover Memo

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**File #:** LB 19-054, **Version:** 1

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**DATE:** December 17, 2019

**TO:** Mayor and City Council

**FROM:** Assistant City Manager

**SUBJECT**

Adopt a Resolution Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2020

**RECOMMENDATION**

That Council adopts a Resolution (Attachment II) approving an amendment to the City of Hayward Salary Plan for fiscal year 2020 (FY 2020), which designates all classifications and the corresponding salary range for employment in the City of Hayward as of December 23, 2019, superseding Resolution No. 19-184 and all amendments thereto.

**SUMMARY**

As required by the Municipal Code, the FY 2020 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 Equity Study Side Letter of Agreement between the City of Hayward and SEIU Local 1021 Clerical and Related Unit and SEIU Local 1021 Maintenance and Operations Unit as signed on December 4, 2018, including salary adjustments to the Mail Clerk, Management Fellow, and a salary correction to Associate Landscape Architect. The Salary Plan also includes adjustments based on the Council approved Memorandum of Understanding (MOU) between the City of Hayward and Hayward Association of Management Employees (HAME) as approved on June 19, 2018 and the revised terms of the Salary and Benefits Resolution for Unrepresented Executives, Management, City Manager's Office, Human Resources and City Attorney's Office Employees, as amended on June 26, 2018.

After the Personnel Commission held a public hearing on December 12, 2019 and considered public and Commissioner comments, they recommended Council consider adoption of an amended FY 2020 Salary Plan for the classifications in the City's classified service.

Additionally, this Salary Plan reflects salary adjustments for the Hayward City Manager, City Attorney, and City Clerk as outlined in the Council approved Employment Agreements.

## **ATTACHMENTS**

Attachment I	Staff Report
Attachment II	Resolution
Attachment III	FY 2020 Salary Plan