



# CITY OF HAYWARD

Hayward City Hall  
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[www.Hayward-CA.gov](http://www.Hayward-CA.gov)

## Cover Memo

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**File #:** LB 20-058, **Version:** 1

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**DATE:** December 1, 2020

**TO:** Mayor and City Council

**FROM:** Assistant City Manager

### **SUBJECT**

City Attorney Employment Agreement: Adopt a Resolution Approving the Amendment to the Employment Agreement Between the City of Hayward and the City Attorney and Authorizing the Mayor to Execute the Agreement

### **RECOMMENDATION**

That Council adopts a resolution (Attachment II) approving the amendment to the employment agreement between the City of Hayward and the City Attorney and authorizing the Mayor to execute the agreement.

### **SUMMARY**

On October 27, 2020, Council approved the current employment agreement between the City of Hayward and the City Attorney, which expires on June 30, 2021. Subsequently, the Council Appointed Officers (CAO) Committee reviewed a total compensation market study for the City Attorney position, which indicated the position was approximately seven percent (7%) below the market average when compared to similar positions. Therefore, the Committee recommends the Council amend the existing employment agreement with the City Attorney to provide a 7% equity adjustment phased in over two (2) years, 3.5% each year, to bring the City Attorney's total compensation to market average. The Committee also recommends extending the term of the employment agreement to five (5) years to align the terms of the three Council-appointed officers' agreements.

### **ATTACHMENTS**

Attachment I	Staff Report
Attachment II	Resolution