



**CITY OF HAYWARD**  
**AGENDA REPORT**

AGENDA DATE 4/20/99

AGENDA ITEM 6

WORK SESSION ITEM \_\_\_\_\_

**TO:** City Council

**FROM:** Mayor

**SUBJECT:** Resolution Pertaining to Wages and Benefits for City Manager, City Attorney and City Clerk

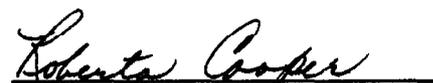
**Recommendation:**

It is recommended that the City Council adopt the attached resolution pertaining to wages and benefits for the noted employees effective January 1, 1999.

**Background:**

At the direction of the City Council, Councilmember Matt Jimenez and I served as your representatives for the purpose of developing recommended adjustments in wages and benefits for the employees appointed by the Council. Pursuant to your direction, the proposed adjustments are in keeping with adjustments granted other bargaining units.

For each position, this includes a general increase of 3% effective January 1, 1999, and 1 ½% effective January 1, 2000. Additional adjustments are proposed for the City Manager and the City Attorney. In the case of the City Manager, to bring his compensation to the average of the group of cities surveyed by the City to aid in determining compensation levels, also recommended are adjustments of 3% on January 1, 1999 and 3% on January 1, 2000. In the case of the City Attorney, it is recommended that he be advanced to the fifth step (from the fourth step) in the salary schedule, that he be provided a cellular telephone allowance of \$75 per month, and that the termination clause of his contract be revised to reflect six months from the current period of three months.

  
\_\_\_\_\_  
Roberta Cooper, Mayor

# DRAFT

HAYWARD CITY COUNCIL

RESOLUTION NO. \_\_\_\_\_

Introduced by Council Member \_\_\_\_\_

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF  
HAYWARD RELATING TO THE SALARIES AND BENEFITS  
OF THE CITY MANAGER, CITY ATTORNEY AND CITY CLERK

WHEREAS, the City Council is required to review the salaries and benefits of the City Attorney, City Clerk and City Manager; and

WHEREAS, Mayor Cooper and Councilman Jimenez met with its appointed employees to discuss salaries and benefits; and

WHEREAS, the Council has determined that the City Attorney should be moved to the fifth step of the City Attorney range to reflect his five years of service with the City, receive an additional 90 days security in the event of his involuntary separation from the City service, and be required to pay his business related cellular telephone costs in exchange for a \$75 per month allowance; and

WHEREAS, the Council has determined that the City Manager's salary should be adjusted to bring it into parity with the average of the group of the cities surveyed to determine compensation levels; and

WHEREAS, the Council has determined that its appointed employees should receive the same cost of living adjustments as other management employees in the City.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Hayward does hereby authorize the following adjustments to be made to the employment contracts and agreements of the City Attorney, City Manager, and City Clerk:

1. Effective January 1, 1999, the City Attorney, City Clerk and City Manager shall receive the same cost of living increases as other City of Hayward Management Employees.
2. CITY ATTORNEY:
  - a. The City Attorney shall be moved to fifth step of the City Attorney Salary Range effective January 1, 1999.
  - b. The words "three months" shall be modified to read "six months" on Page 2, paragraph 2, line 14 of the City Attorney Employment Agreement.

c. The City Attorney shall be responsible for paying all business related cellular telephone costs in exchange for a \$75 per month allowance.

3. CITY MANAGER:

In addition the provisions of paragraph 1 of this Resolution, the City Manager shall receive 3% adjustments to his salary on January 1, 1999 and on January 1, 2000.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 1999.

ADOPTED BY THE FOLLOWING VOTE:

AYES:

NOES:

ABSTAIN:

ABSENT:

ATTEST: \_\_\_\_\_  
City Clerk of the City of Hayward

APPROVED AS TO FORM:

\_\_\_\_\_  
City Attorney of the City of Hayward