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DATE: February 19, 2008
TO: Mayor and City Council
FROM: Human Resources Director
SUBJECT: Adoption of Salary and Benefits Resolution for City Clerk

RECOMMENDATION

It is recommended that the City Council adopt the attached resolution approving modifications to the employment agreement of the City Clerk.

BACKGROUND

On January 22 and January 29, 2008, a subcommittee of the City Council consisting of Mayor Sweeny, Council Member Rodriguez, and Council Member Ward met to review the City Clerk's employment agreement. Included as part of their discussion was a ten-city survey of City Clerk salaries and benefits utilizing the same ten cities used for all bargaining units in the City of Hayward. Pursuant to these meetings the subcommittee is recommending that the City Council approve a salary increase for the City Clerk that follows the same guidelines as established by the Council for salary increases for the City's bargaining units. These guidelines include an equity increase based on the survey and provided over a three year period and a cost of living increase (COLA) of 3% in the first two years and 4% in the third year.

Based on the City Clerk survey, it is recommended that the City Clerk receive an equity adjustment of 2.55% per year for three years, for a total equity increase of 7.65%. In addition, a COLA is recommended of 3% per year for the first two years and 4% in the third year.

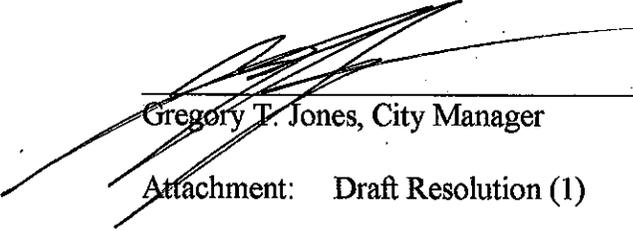
FISCAL IMPACT

The cost of the above recommendations is approximately \$20,000 over the three year period.

Recommended by:


Holly Brock-Cohn, Human Resources Director

Approved by:


Gregory T. Jones, City Manager

Attachment: Draft Resolution (1)

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward