

**CITY OF HAYWARD  
and  
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021**

**EQUITY STUDY SIDE LETTER OF AGREEMENT**

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The City and the Union agree to perform an equity study on total compensation that includes all SEIU Maintenance and Clerical classifications which did not receive an equity adjustment as a result of the 2016 equity study and all those classifications specifically listed below. The City and Union agree that the following jurisdictions will be included in the survey: City of Alameda, City of Berkeley, City of Daly City, City of Fremont, City of Palo Alto, City of Redwood City, City of Sunnyvale, City of San Leandro, City of Santa Clara, and City of San Mateo. In addition to the ten (10) agencies listed, the parties agree that Alameda County Water District, Dublin-San Ramon Services District, Oro Loma Sanitary District, and Union Sanitary District shall be included in the surveyed jurisdictions for the following classifications only:

Backflow/Cross Connection Tester	Utility Leader
Cross Connection Control Specialist	Utility Leader – Sewer
Senior Utility Customer Service Leader	Utility Worker
Senior Utility Leader	Utility Worker – Sewer
Senior Utility Leader – Sewer	Water Meter Mechanic
Senior Utility Service Representative	Water Meter Reader
Utilities Maintenance Mechanic	WPCF Lead Operator
Utilities Service Worker	WPCF Operator

The City agrees to complete a job audit by December 15, 2018, assuming employees are responsive and complete the required documentation accurately and timely, of the Electrician I and Electrician II positions in Utilities to determine if these positions should be reclassified to Instrumentation Technicians. If reclassified, the City will include the reclassified Instrumentation Technician classification in the above referenced equity study using the fourteen (14) comparator agencies listed above. Electrician I and Electrician II positions outside of Utilities will not be included in the job audit.

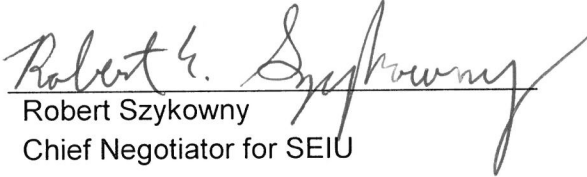
If the Utility Worker classification receives an equity adjustment as a result of the survey, the City agrees to ensure that the salary range for the classification of Equipment Operator shall be at least one and one-half percent (1.5%) above the salary range for Utility Worker.


The Union and the City shall begin the bidding and selection process for a survey provider no later than January 1, 2019.

All classifications determined to be four percent (4%) or more below the median for the jurisdictions surveyed after the application of any negotiated cost of living adjustments, so far as can be determined with certainty for both the City and the comparison jurisdictions, shall receive an equity adjustment not to exceed six percent (6%) in fiscal year 2020, and an equity adjustment not to exceed six percent (6%) in fiscal year 2021. No classification shall receive an increase of more than twelve percent (12%) over the course of this agreement as a result of the survey. Equity adjustments shall go into effect the pay period including January 1, 2020 and January 1, 2021, respectively.

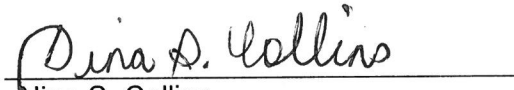
For SEIU 1021,  
Clerical and Related Unit

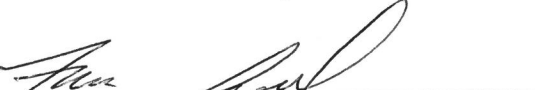
For City of Hayward


  
Robert Szykowny  
Chief Negotiator for SEIU

  
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SEIU 1021 Field Representative

  
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Director of Human Resources

  
Felicia Sandoval  
Acting SEIU Clerical Chapter  
President

  
Gilbert Hesia  
SEIU Maintenance Chapter President

Dated December 4, 2018

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