



DATE: November 19, 2024

TO: Mayor and Council

FROM: Director of Human Resources

SUBJECT: FY 2025 Salary Plan Amendment: Adopt a Resolution Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2025

RECOMMENDATION

That the Council adopts a resolution (Attachment II) approving an amendment to the City of Hayward Salary Plan for Fiscal Year 2025 which designates all classifications and corresponding salary ranges for employment with the City of Hayward effective July 1, 2024, July 29, 2024, and September 23, 2024, superseding Resolution 24-200.

SUMMARY

As required by the Municipal Code, the FY 2025 Salary Plan has been updated to correct the salary range of one executive classification.

BACKGROUND/DISCUSSION

Salary Correction

ASSISTANT CITY MANAGER (U735): Due to an administrative error the salary range for Assistant City Manager that was presented to Council on September 17, 2024, did not include a 9.16% compaction adjustment. To maintain a minimum pay differential of ten percent (10%) between this classification and its highest paid subordinate, Director of Information Technology, a 9.16% compaction adjustment shall be applied to Assistant City Manager effective July 1, 2024. The compaction adjustment shall be applied after the previously approved 6.89% equity adjustment effective July 1, 2024, and before the four (4%) cost-of-living adjustment (COLA) for Unrepresented Executives.

Effective July 1, 2024, the salary range for Assistant City Manager is \$128.24 at Step A and \$155.89 at Step E.

Effective September 23, 2024, the salary range for Assistant City Manager is \$133.37 at Step A and \$162.13 at Step E.

FISCAL IMPACT

ASSISTANT CITY MANAGER (U735): There is no additional fiscal impact to the FY 2025 budget for the correction to Assistant City Manager, as the compaction impact was previously included in the September 17, 2024 action.

STRATEGIC ROADMAP

This agenda item is a routine operational item and does not relate to one of the City Council's Strategic Roadmap initiatives.

NEXT STEPS

This salary plan will be implemented by the Human Resources Department and Finance Department.

Prepared by: Valeria Cazares, Human Resources Analyst I

Recommended by: Brittney Frye, Director of Human Resources

Approved by:



Dustin Claussen, Interim City Manager