



DATE: December 2, 2025

TO: Mayor and City Council

FROM: Director of Human Resources

SUBJECT: Fiscal Year 2026 Salary Plan Amendment: Adopt a Resolution Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2026

RECOMMENDATION

That the City Council adopts a Resolution (Attachment II) approving an amendment to the City of Hayward Salary Plan for Fiscal Year 2026 which designates all classifications and corresponding salary ranges for employment with the City of Hayward effective December 1, 2025 and December 12, 2025, superseding Resolution 25-170.

SUMMARY

As required by the Municipal Code, the Fiscal Year 2026 Salary Plan has been revised to reflect a salary adjustment to one appointed classification effective December 1, 2025, and December 12, 2025.

BACKGROUND/DISCUSSION

Salary Adjustment

CITY MANAGER (A120): In accordance with the terms of the employment agreement between the City Manager and the City of Hayward, approved by Council on October 21, 2025, a 2.08% salary adjustment shall be applied to City Manager effective December 1, 2025. Effective December 1, 2025, the salary range for City Manager is \$185.10 at Step D and \$188.95 at Step E. Effective December 15, 2025, the salary for City Manager is \$188.95 at Step E.

FISCAL IMPACT

CITY MANAGER (A120): The additional fiscal impact to the FY 2025-26 budget for the increase to City Manager is \$4,671 to the General Fund. FY 2025-26 budget adjustments will be included in the mid-year review.

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 and Finance Departments and will be reflected in the employees' paychecks dated December 19, 2025.

Prepared by: Valeria Cazares, Human Resources Analyst II

Recommended by: Ian Tecson, Director of Human Resources

Approved by:



Jayanti Addleman, Interim City Manager