



DATE: June 3, 2025

TO: Mayor and City Council

FROM: Assistant City Manager

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 June 30, 2025, superseding Resolution 25-067.

SUMMARY

As required by the Municipal Code, the Fiscal Year 2026 Salary Plan (Attachment III) has been revised to reflect cost-of-living adjustments (COLAs) to classifications in the City's classified service as a result of the Council-approved Memorandum of Understandings (MOUs) between the City of Hayward and the Hayward Police Officers' Association (HPOA), Hayward Association of Management Employees (HAME), International Federation of Professional and Technical Engineers, Local 21 (Local 21), and Service Employees International Unit, Local 1021 (SEIU), and Unrepresented classifications. The salary plan has also been updated to reflect COLA increases to City Attorney (A100), City Clerk (A110) and a salary adjustment to one (1) additional HPOA represented classification.

On May 21, 2025, the Personnel Commission held a public hearing and recommended that the City Council reject the Fiscal Year 2026 Salary Plan. The Commission cited two reasons: the use of the term "COLA" to describe negotiated increases that are not tied to the Consumer Price Index (CPI), and the City's current reliance on reserves. The Commission acknowledged that the salary increases had already been negotiated and approved and would proceed to the City Council for consideration.

BACKGROUND/DISCUSSION

Cost-of-Living-Adjustments (COLAs):

Pursuant to the negotiated terms of each respective MOU between the City of Hayward and HPOA, SEIU, Local 21, and HAME, COLA salary increases will be applied to classifications

represented in the aforementioned bargaining units effective June 30, 2025. Additionally, City Attorney, City Clerk and Unrepresented classifications will also receive COLA salary increases effective June 30, 2025. Table 1 below shows all increases by employee group.

EMPLOYEE GROUP	COLA	EFFECTIVE DATE
HPOA	5.50%	June 30, 2025
SEIU Clerical	4.00%	June 30, 2025
SEIU Maintenance	4.00%	June 30, 2025
Local 21	4.00%	June 30, 2025
HAME	4.00%	June 30, 2025
Unrepresented	4.00%	June 30, 2025
City Attorney (A100)	4.00%	June 30, 2025
City Clerk (A110)	4.00%	June 30, 2025

Salary Adjustments

POLICE LIEUTENANT (P215): Pursuant to section 8.00 of the HPOA MOU (Salaries), the salaries for Police Lieutenant shall be increased by one and one quarter percent (1.25%) effective the pay period including June 30, 2025, for a total increase of 6.75%. The salary range for Police Lieutenant is \$108.69 at Step D and \$113.99 at Step E.

FISCAL IMPACT

COLAs: The COLAs to HPOA, SEIU, Local 21, HAME, Unrepresented, City Attorney and City Clerk classifications are included in the Fiscal Year 2026 Proposed Operating Budget, therefore there is no additional fiscal impact for Fiscal Year 2026.

POLICE LIEUTENANT (P215): The 1.25% salary adjustment to Police Lieutenant is included in the Fiscal Year 2026 Proposed Operating Budget therefore there is no additional fiscal impact for Fiscal Year 2026.

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 July 18, 2025.

Prepared by: Valeria Cazares, Human Resources Analyst I

Recommended by: Regina Youngblood, Assistant City Manager

Approved by:

A handwritten signature in blue ink, appearing to read 'M. Lawson', is written over a light blue rectangular background.

Michael Lawson, J.D., Acting City Manager