

HAYWARD CITY COUNCIL

RESOLUTION NO. 25-\_\_\_\_

Introduced by Council Member \_\_\_\_\_

RESOLUTION APPROVING THE AMENDED FISCAL YEAR 2026 SALARY PLAN  
DESIGNATING POSITIONS OF EMPLOYMENT IN THE CITY OF HAYWARD AND  
SALARY RANGE; AND SUPERSEDING RESOLUTION NO. 25-100 AND ALL  
AMENDMENTS THERETO

WHEREAS, the salaries for classifications represented by the Hayward Police Management Unit are being adjusted to reflect a 11.82% equity adjustment effective June 30, 2025; and

WHEREAS, the salary for one (1) executive classification is being adjusted an additional 5.68% to maintain internal equity effective June 30, 2025; and

WHEREAS, to lead the City in addressing the current financial state of the organization, the salaries for two (2) elected classifications are forgoing the 1.50% Living Wage Ordinance increase effective June 30, 2025, and will additionally be receiving a 5% reduction in salary effective September 22, 2025; and

WHEREAS, three (3) intern classifications are being adjusted an additional 1.50% effective June 30, 2025 pursuant to the Living Wage Ordinance; and

WHEREAS, the Salary Plan is being revised to reflect the addition of two (2) new classifications effective September 22, 2025;

WHEREAS, the Salary Plan is being revised to reflect a salary adjustment to one (1) supervisory classification effective September 22, 2025;

WHEREAS, the California Public Employees Retirement System (CalPERS) requires the City of Hayward amend and publish Council adopted pay schedules; and

WHEREAS, the Fiscal Year 2026 Salary Plan requires amendments to reflect these revisions effective June 30, 2025 and September 22, 2025.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward, as follows:

Section 1. That a revised Positions and Salaries Schedule relating to the positions of employment in the City of Hayward, and the hourly rates of pay for those positions, is hereby set forth in Attachment "III," attached hereto and made a part hereof. The positions

enumerated under the columns headed "Classification Title" are hereby designated as the positions of employment in the City of Hayward, and the hourly, bi-weekly, monthly, and annual rates of pay shown in the adjacent rows under the headings "Step A" through "Step E" are the salary rates or the minimum and maximum rates of pay for such positions.

Section 2. Salaries paid to occupants of said positions shall be administered in accordance with the Personnel Rules and Memoranda of Understanding and Side Letter Agreements approved by the City Council and currently in effect.

Section 3. All class titles used herein refer to the specifications of the position classification plan as reviewed by the Personnel Commission of the City of Hayward, or as set forth in the City Charter.

Section 4. The City Manager may approve in advance of an established effective date, payment to certain classifications in the Management Unit of all or a portion of a general salary increase previously approved by the City Council. Such advance payments shall be made only for those management classifications where the salary range is less than ten percent above an immediately subordinate classification. The amount of advance payment approved by the City Manager shall not exceed the amount required to establish a ten percent salary differential between the affected classifications. The City Manager shall advise the City Council and each bargaining unit in advance of any payments made pursuant to the provisions of this section.

Section 5. The salary ranges set forth in Attachment "III" shall be revised to reflect salary changes provided in any Memorandum of Understanding, Side Letters of Agreement, or resolution setting forth the wages, hours, and other terms and conditions of employment for a bargaining unit or group of unrepresented employees of the City. Any revisions made pursuant to the provisions of this section shall be incorporated into a document prepared by the Human Resources Director and distributed to affected employees or their representatives that reflects the date of the revision and cites both the authority provided by this section and the provision of the memorandum or resolution being effectuated by the revision.

Section 6. This resolution supersedes Resolution No. 25-100 and all amendments thereto.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2025

ADOPTED BY THE FOLLOWING VOTE:

AYES:           COUNCIL MEMBERS:  
                    MAYOR:

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