



**CITY OF HAYWARD**  
**PERSONNEL COMMISSION**  
**MINUTES**  
**Special Meeting**  
**Wednesday, May 21, 2025**

A regular meeting of the City of Hayward Personnel Commission was called to order at 5:03 p.m. on Wednesday, May 21, 2025, in Conference Room 2A.

**CITY STAFF:**

Regina Youngblood, Assistant City Manager  
Ian Tecson, Deputy Director of Human Resources  
Vadim Sidelnikov, Assistant City Attorney  
Valeria Cazares, Human Resources Analyst  
Candi Jackson, Human Resources Administrative Assistant

Chair Wright stated that the AB 2561 Presentation item has been pulled from this agenda and will be presented at the City Council meeting on June 3<sup>rd</sup>.

<b>Attendance</b>	<b>REGULAR MEETINGS</b>			<b>SPECIAL MEETINGS</b>		
	<b>Present</b> <b>05.21.25</b>	<b>Present</b> <b>to Date</b>	<b>Absent</b> <b>to Date</b>	<b>Present</b> <b>to Date</b>	<b>Absent</b> <b>to Date</b>	
	<b>Special</b> <b>Meeting</b>	<b>This</b> <b>Fiscal Yr.</b>				
Erika Cortez	X	0	2	1	1	
*Randy Wright	X	2	-	2	-	
Lucy Woo	O	1	-	-	2	
Linda Gruel-Neff	X	1	-	2	-	
Rebecca Parr	X	1	-	2	-	

X = present O = absent

\* Chair Person

**AB 2449 TELECONFERENCE NOTIFICATIONS AND CONSIDERATION**

Commissioner Cortez participated via the Zoom platform under AB 2449 Brown Act teleconferencing “just cause” situation as defined in Government Code section 54953(f)(2)(A)(i) and 54953(j)(2)(A).

**PUBLIC COMMENTS**

No public comments were received.

**ELECTION OF OFFICERS**

Commissioner Parr motioned to nominate Commissioner Wright for Chair and Commissioner

Gruel-Neff seconded. Commissioner Wright accepted the nomination. Chair Wright nominated Commissioner Gruel-Neff as Vice Chair.

(M/S/P) Parr/Gruel-Neff – Elect Commissioner Wright as Chair and Commissioner Gruel-Neff as Vice Chair – Approved, 4 AYES.

### **ACTION ITEMS**

1. Review and Recommend to Council the Adoption of the Revised Salary Plan for Fiscal Year 2026

Human Resources Analyst Valeria Cazares presented this item and answered questions along with Assistant City Manager Regina Youngblood and Deputy Director of Human Resources Ian Tecson.

Chair Wright asked if it could be presented what is paid to city contractors for contract negotiations at a future meeting. Assistant City Manager Youngblood answered that this information can be provided to the Personnel Commission via email instead.

(M/S/P) Gruel-Neff/Cortez - Recommend to Council the Adoption of the Revised Salary Plan – Failed, 2 AYES, 1 NO, 1 ABSTENTION.

After Assistant City Attorney Vadim Sidelnikov's advisement during staff announcements, a second motion was made to reject the recommendation of the current salary plan.

(M/S/P) Gruel-Neff/Parr – Reject the Recommendation to Council the Adoption of the Revised Salary Plan – Passed, 4 AYES.

### **AB 2561 PRESENTATION: STATUS OF CITY OF HAYWARD VACANCIES AND RETENTION EFFORTS**

Chair Wright stated again that this item has been pulled and will be presented at the City Council meeting on June 3<sup>rd</sup>.

### **COMMITTEE MEMBER/STAFF ANNOUNCEMENTS AND REFERRALS**

City Council Liaison (Informational)

Council Member Syrop was unable to attend the meeting.

Director of Human Resources (Informational)

Assistant City Manager Regina Youngblood announced that Brittney Frye has resigned from the City of Hayward and will start the next chapter of her career at the City of Newark. She thanked her for all of her contributions and wished her the best in her new role as the Human Resources Director at Newark. Assistant City Manager Youngblood continued that in the meantime she has been placed as the Interim Director of Human Resources.

She also reported that City Attorney Michael Lawson has been placed as the Interim City Manager. She added that last night, the City Council unanimously voted to place City Manager Dr. Ana Alvarez on administrative leave.

Assistant City Manager Youngblood also stated that we are still looking for participation in the Personnel Commission subcommittees and invited commissioners to sign up.

Lastly, she reported that Assistant City Manager Dustin Claussen has submitted his resignation and will be moving on to a new opportunity with the City of San Leandro.

Assistant City Attorney Vadim Sidelnikov mentioned that the Personnel Commission needs to take action on the salary plan report, as stated in the municipal code. Since the previous motion to recommend to Council adoption of the revised salary plan for FY 2026 failed, he stated that a different motion needs to be made to either modify/update or reject the current salary plan; or a motion made again to recommend adoption to see if Commissioners change their minds. He reminded the Commission that he doesn't make the motion for the Commission, but that he's able to help them word the motion. The Commission proceeded to make another motion on the salary plan item and voted.

Chair Wright announced that Carmen's 99th birthday celebration will take place tomorrow from 2:00 to 4:00 p.m. at Carmen's BBQ, located at the corner of West A Street and Royal Avenue, and extended an invitation to everyone to attend.

## **ADJOURNMENT**

Meeting was adjourned at 5:45 p.m.

*Regina Youngblood*  
\_\_\_\_\_  
Regina Youngblood  
Assistant City Manager