



DATE: May 21, 2025

TO: Personnel Commission

FROM: Interim Director of Human Resources

SUBJECT: Review and Recommend to Council Adoption of the Revised Salary Plan for Fiscal Year 2026

RECOMMENDATION

That the Personnel Commission holds a Public Hearing and reviews and recommends City Council adoption of the revised Salary Plan for each position in the City's classified service for Fiscal Year 2026, effective June 30, 2025.

SUMMARY

As required by the Municipal Code, the Fiscal Year 2026 Salary Plan (Attachment II) has been updated 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 (non-executive) classifications. The salary plan has also been updated to reflect a salary adjustment one (1) additional classification.

BACKGROUND/DISCUSSION

Cost-of-Living-Adjustments (COLAs):

Pursuant to the negotiated terms of the MOU between the City of Hayward and 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, Unrepresented (non-executive) classifications will also receive COLA salary increases effective June 30, 2025. Table 1 below shows all increases by employee group.

Table 1 – Fiscal Year 2026 Cost-of-Living Adjustments

EMPLOYEE GROUP	COLA	EFFECTIVE DATE
HPOA	5.50%	June 30, 2025
SEIU, Clerical & Maintenance	4.00%	June 30, 2025
Local 21	4.00%	June 30, 2025
HAME	4.00%	June 30, 2025
Unrepresented (non-executive)	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 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 and Unrepresented (non-executive) classifications is included in the Fiscal Year 2026 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 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.

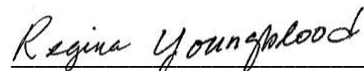
NEXT STEPS

This salary plan will be scheduled for the June 3, 2025 City Council meeting and the salary adjustments will be implemented with coordination between the Human Resources and Finance Departments.

Prepared by: Valeria Cazares, Human Resources Analyst I

Recommended by: Ian Tecson, Deputy Director of Human Resources

Approved by:



Regina Youngblood, Assistant City Manager