

COUNCIL BUDGET AND FINANCE COMMITTEE

MEETING

WEDNESDAY, DECEMBER 17, 2025

DOCUMENTS RECEIVED AFTER

PUBLISHED AGENDA

PUBLIC COMMENT / AGENDA ITEM 1

From: [Carlos Saavedra](#)
To: [Crissy Mello](#)
Subject: Public Comment for Council Budget & Finance Committee Meeting - Dec 17, 2025 - Agenda Item #1 & General Comment
Date: Wednesday, December 17, 2025 7:28:54 AM
Attachments: [Hayward_Comp_Data_Backup.zip](#)
[Analysis of Hayward Compensation Trends & Pension Liability Risks.pdf](#)

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To: Crissy Mello, Council Budget and Finance Committee

From: Carlos Noe Saavedra

I am submitting this written comment for the December 17, 2025, Council Budget and Finance Committee meeting. I request that this comment for the record be read into the record during the Public Comment period. I also submit the attached PDF document, "Analysis of Hayward Compensation Trends & Pension Liability Risks," and supporting data file as supplementary material for the official record. This analysis provides the factual basis for my comments.

(Start reading)

My name is Carlos Noe Saavedra and I am a long-time resident of the South Hayward neighborhood. I am submitting this comment for the record, with supporting analysis attached.

This committee is managing a deficit the city attributed to 'new labor contracts.' The public payroll data reveals this is the primary driver causing **an unsustainable and inequitable cost structure.**

In 2024, well before this deficit was announced, the city authorized major raises for its most expensive workforce:

- Continuing police officers received a median 13% raise.
- Fire personnel received a median 11% raise.
- Many individuals saw increases of 20% to 50%.

This inflated an already high cost base. The data further reveals that **the highest-paid employees received the largest and fastest-growing raises.**

The attached analysis shows Employees already in the top 25% of earners in 2022 had a median pay of about \$351,000. From 2023 to 2024, their median raise was 13.2%. Meanwhile, the bottom 25% received a raise of about 9.4%. The system is accelerating inequality from within. *(The attached table shows the details.)*

This pattern is critical for pensions. For senior staff nearing retirement final-year spikes permanently inflate multi-million dollar liabilities. This mirrors the "final-

years inflation" the California Supreme Court sought to end in the 2020 *Alameda Case* (*County Deputy Sheriff's Assn. v. Alameda County Employees' Retirement Assn.*).

Therefore, I urge this committee to take three definitive governance steps as part of the Fiscal Sustainability Plan:

First, I strongly support the plan for an independent fiscal review. I ask that you explicitly expand that mandate to include a forensic audit of end-of-career compensation to protect the city from pension liability risks identified in the *Alameda* case.

Second, direct that a future agenda item be scheduled for this committee to publicly define the specific conditions that would trigger the city to declare a fiscal emergency to renegotiate all contracts.

Third, instruct the City Administrator to report back with a plan to align future compensation growth with the city's sustainable revenue growth, starting with the highest-cost positions.

Without these actions, any plan will only manage the symptoms of a cost structure you have the power and the duty to correct. Thank you.

(End reading)

Carlos Noe Saavedra, CFA

