



DATE: October 8, 2024
TO: Mayor and Council
FROM: Director of Human Resources
SUBJECT: FY 2025 Salary Plan Amendment: Adopt a Resolution Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2025

RECOMMENDATION

That the Council adopts a resolution (Attachment II) approving an amendment to the City of Hayward Salary Plan for Fiscal Year 2025 which designates all classifications and corresponding salary ranges for employment with the City of Hayward effective September 23, 2024, superseding Resolution 24-188.

SUMMARY

As required by the Municipal Code, the FY 2025 Salary Plan has been updated to correct the salary ranges of two executive classifications.

BACKGROUND/DISCUSSION

Salary Corrections

On September 17, 2024, Council adopted a resolution approving an amendment to the City of Hayward Salary Plan for FY 2025. The amendment to the Salary Plan included a four percent (4.00%) cost-of-living adjustment to Fire Chief (F800) and Chief of Police (P500). Pursuant to Sections 11.07 (Fire Chief Position) and 11.08 (Police Chief Position) of the Salary and Benefits Resolution for Unrepresented Management Employees, COLA salary increases for Fire Chief and Chief of Police will be the same as those set forth in the Memorandums of Understandings (MOUs) for the Hayward Fire Chief Association and Hayward Police Officers' Association. The salary ranges are as follows:

FIRE CHIEF (F800): The salary range for Fire Chief is \$139.41 at Step A and \$169.45 at Step E.

CHIEF OF POLICE (P500): The salary range for Chief of Police is \$140.12 at Step A and \$170.30 at Step E.

FISCAL IMPACT

FIRE CHIEF (F800): There is no additional fiscal impact to the FY 2025 budget for the correction to Fire Chief.

CHIEF OF POLICE (P500): There is no additional fiscal impact to the FY 2025 budget for the correction to Chief of Police.

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 Department and Finance Department.

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Recommended by: Brittney Frye, Director of Human Resources

Approved by:



Dustin Claussen, Interim City Manager