

HAYWARD CITY COUNCIL

RESOLUTION NO. 26-_____

Introduced by Council Member _____

RESOLUTION APPROVING THE FISCAL YEAR 2027 SALARY PLAN DESIGNATING POSITIONS OF EMPLOYMENT IN THE CITY OF HAYWARD AND SALARY RANGE INCLUDING RETROACTIVE ADJUSTMENTS FOR FISCAL 2025 AND FISCAL YEAR 2026; AND SUPERSEDING RESOLUTION NO. 26-040 AND ALL AMENDMENTS THERETO

WHEREAS, the salaries for one (1) classification represented by the Hayward Police Officer's Association are being adjusted to reflect an additional 1.25% effective June 29, 2026; and

WHEREAS, the salaries for one (1) classification represented by the Hayward Association of Management Employees (HAME) are being adjusted to reflect an additional 11.03% effective June 30, 2025; and

WHEREAS, the salaries for one (1) classification represented by Service Employees International Unit, Local 1021, Maintenance (SEIU Maintenance) are being adjusted an additional 5.00 % to maintain internal equity effective July 29, 2024; 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 3.8% Living Wage Ordinance increase effective June 29, 2026; and

WHEREAS, three (3) intern classifications are being adjusted an additional 3.8% effective June 29, 2026 pursuant to the Living Wage Ordinance; and

WHEREAS, the salaries for classifications where all positions fully funded by enterprise funds represented by HAME and the International Federation of Technical and Professional Engineers, Local 21 (Local 21) are being adjusted to reflect a 3% cost-of-living adjustment effective June 29, 2026; all classifications represented by SEIU Maintenance are being adjusted to reflect a 3% cost-of-living adjustment effective June 29, 2026; and

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 2027 Salary Plan requires amendments to reflect these revisions effective July 29, 2024; June 20, 2025; and June 29, 2026.

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," Attachment "IV," and Attachment "V," 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," Attachment "IV," and Attachment "V," 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. 26-040 and all amendments thereto.

IN COUNCIL, HAYWARD, CALIFORNIA, _____, 2026.

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