

**Tentative Agreement**  
**Between City of Hayward and Hayward Association of Management Employees**  
**Regarding FY2026-27 Concessions**

- 1) **Deferral of Salary:** The Parties will amend Art. 7.17 of the Parties' contract as follows to reflect a deferral of the upcoming 3% COLA for all classifications that are not entirely funded through enterprise funds to the pay period including June 30, 2027:

**7.17 Cost of Living Adjustments**

Effective the pay period including July 1, 2024 (the date upon which the parties reach a total tentative agreement on a successor contract), base wages for employees represented by the Association shall be increased by approximately six percent (6.0%).

Effective the pay period including July 1, 2025, base wages for employees represented by the Association shall be increased by approximately four percent (4.0%).

Effective the pay period including July 1, 2026, base wages for employees represented by the Association **in classifications for which every position is funded entirely through enterprise funds** shall be increased by approximately three percent (3.0%). **For all other employees represented by the Association, base wages shall be increased by three percent (3%) effective the pay period including June 30, 2027. No employee shall receive more than a three percent (3%) base salary increase in FY2026-27 under this contract section.**

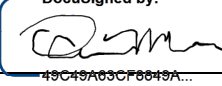
This Section shall not be subject to the dispute resolution procedure contained in the Bargaining Unit's Memorandum of Understanding, to procedures contained in the City's Personnel Rules, or to the jurisdiction of the City's Personnel Board for any reason whatsoever.

- 2) **Layoff Protections:** The City agrees not to exercise its right to layoff employees in this bargaining unit beginning upon ratification of this tentative agreement by HAME through and including June 30, 2027.

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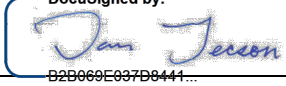
**3) Concession Parity:** Should another represented, non-safety unit agree to concession terms that (i) also include layoff protections and (ii) result in less savings for the City as a percentage of that other bargaining unit's total base wages, HAME may elect to accept the terms of that agreement rather than the terms reflected here.

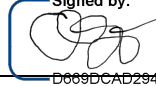
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By: \_\_\_\_\_  
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Jennifer Ott, City Manager  
For the City of Hayward

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Dan Magalhaes, President  
For HAME

Date: \_\_\_\_\_ 3/26/2026 \_\_\_\_\_

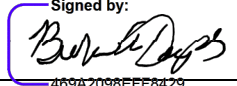
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Ian Tecson, Director of Human Resources  
For the City of Hayward

Signed by:  
  
By: \_\_\_\_\_  
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Alexandra Crivello, CEA/Representative  
For HAME

Date: \_\_\_\_\_ 3/26/2026 \_\_\_\_\_

Date: \_\_\_\_\_ 3/26/2026 \_\_\_\_\_

Signed by:  
  
By: \_\_\_\_\_  
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Burke Dunphy, Lead Negotiator  
For the City of Hayward

Date: \_\_\_\_\_ 3/26/2026 \_\_\_\_\_