



**CITY OF HAYWARD  
PERSONNEL COMMISSION  
MINUTES  
Regular Meeting  
Thursday, December 11, 2025**

A regular meeting of the City of Hayward Personnel Commission was called to order at 5:37 p.m. on Thursday, December 11, 2025, in Conference Room 2A.

**CITY STAFF:**

Ian Tecson, Director of Human Resources  
 Salina Flores, Human Resources Manager  
 Candi Jackson, Human Resources Administrative Assistant  
 Sangeetha Waltz, Deputy Assistant City Attorney

<b>Attendance</b>	<b><u>REGULAR MEETINGS</u></b>		<b><u>SPECIAL MEETINGS</u></b>		
	<b>Present 12.11.25 Regular Meeting</b>	<b>Present to Date This Fiscal Yr.</b>	<b>Absent to Date This Fiscal Yr.</b>	<b>Present to Date This Fiscal Yr.</b>	<b>Absent to Date This Fiscal Yr.</b>
*Linda Gruel-Neff	X	2	-	1	-
Rebecca Parr	X	2	-	1	-
Sergey Melnikov	X	2	-	-	-
Edward Moore	X	2	-	-	-
Bonnie Tendencia	X	2	-	-	-
Tiega-Noel Varlack	X	2	-	-	-
Amarilis Diaz	X	1	-	-	-

X = present    O = absent

\* Chair

\*\* Vice Chair

**AB 2449 TELECONFERENCE NOTIFICATIONS AND CONSIDERATION**

None.

**PUBLIC COMMENTS**

None.

**REPORTS**

1. Review the Proposed 2025-2026 Fiscal Year Agenda Planning Calendar

The Personnel Commission received the report.

## **CONSENT**

2. Review and Approve the Minutes of the Regular Meeting on September 11, 2025.

(M/S/P) Tendencia/Melnikov – Approved, 6 AYES.

## **PRESENTATION – PERSONNEL COMMISSION REFORM AND SUBCOMMITTEE UPDATE**

Human Resources Director Ian Tecson presented this item along with Human Resources Manager Salina Flores and answered questions.

Director Tecson stated that he will send an email describing each subcommittee including a survey to gauge the Commission’s interest and will then share the results with Chair Gruel-Neff.

Commissioner Parr asked what the deadline will be.

Director Tecson answered that the deadline will be two weeks from the email.

Council Member Syrop asked if the new commission will be able to rank what they see as important within these committees.

Director Tecson answered that we will include it with the survey if possible. However, if it can’t be done, we’ll just share the information.

Commissioner Parr mentioned that she couldn’t find the report from the Personnel Commission Retreat on the City’s website and inquired if it can be made available.

Director Tecson answered that we can attach it to the agenda packet of the next meeting.

## **COMMITTEE MEMBER/STAFF ANNOUNCEMENTS AND REFERRALS**

City Council Liaison (Informational)

Council Member Syrop welcomed newly appointed Commissioner Amarilis Diaz and extended congratulations to Director Tecson and newly appointed Chairperson Linda Gruel-Neff. He also conveyed his holiday wishes to all in attendance.

Director of Human Resources (Informational)

Director of Human Resources Ian Tecson expressed his appreciation to former Chairperson Randy Wright for his service and welcomed Commissioner Diaz to the Personnel Commission.

Director Tecson announced the upcoming business closure and that City offices will

be closed for the full week of Christmas through the week of New Year's Day, with regular business hours resuming on January 5. He also reported that the City's new City Manager began service on December 8.

Director Tecson further reported that the City recently offered a Voluntary Separation Incentive Program to employees, which closed earlier today. He explained that the program was intended to provide an option for employees who were considering retirement or seeking other employment opportunities. The program is expected to assist in addressing the City's structural budget deficit by creating vacancy savings where possible. He added that the City is engaged in discussions with labor unions about possible concessions, noting that it will involve longer-term structural considerations. Additionally, with a new Finance Director onboard, the City is reviewing its processes to align with best practices as we help the City move forward.

Lastly, Director Tecson thanked the Commission for its continued work and emphasized the importance of their contributions to the City's overall operations.

Commissioner Parr stated that she didn't see the nepotism policy on the Planning Calendar and inquired about its status.

Director Tecson answered that he had discussed this with City Manager Ott and explained that, given current efforts to align the budget, this item will be deferred for further discussion in January to determine how it aligns with the City Manager's priorities.

Commissioner Parr requested that the item be added back to the Planning Calendar, even if as an ongoing item, to ensure it is not forgotten.

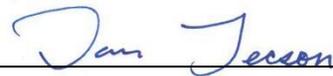
Director Tecson answered that the item can be added back to the Planning Calendar.

Chair Gruel-Neff suggested that Director Tecson consider preparing a presentation or draft to take a more proactive approach.

Director Tecson acknowledged the suggestion and stated that it would be taken under consideration. He added that he would need to discuss with the new City Manager to determine how the item aligns with current priorities.

## **ADJOURNMENT**

Commissioner Parr adjourned the meeting at 6:17 p.m.



Ian Tecson  
Director of Human Resources