



CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

Council Chambers

<https://hayward.zoom.us/j/86751412270?pwd=v8dJph1uYwFRkrErjbOhlbZjs6pgE7.1>

Tuesday, October 7, 2025, 7:00 p.m.

The City Council meeting was called to order by Mayor Salinas at 7:10 p.m. in the Council Chambers.

Pledge of Allegiance: Council Member Roche

ROLL CALL

Present: COUNCIL MEMBERS Andrews, Bonilla Jr., Goldstein, Roche, Syrop, Zermeño
MAYOR Salinas

Absent: NONE

CLOSED SESSION ANNOUNCEMENT

The City Council convened in closed session on September 27, 2025, at 9:00 a.m. with all members present and no public speakers regarding public employment pursuant to Government Code section 54957(b)(1) regarding the City Manager. Mayor Salinas reported that the City Council met but otherwise took no reportable action.

The City Council convened in closed session on October 7, 2025, at 5:30 p.m. with all members present and no public speakers regarding two items: 1) conference with legal counsel pursuant to Government Code section 54956.9(d)(1) Ghali et al v. City of Hayward US District Court – Northern District of California Case 3:25-CV-01116; and 2) conference with labor negotiators pursuant to Government Code section 54957.6 regarding all labor groups. City Attorney Lawson reported that the City Council discussed both items, gave direction to staff, but otherwise took no reportable action.

PRESENTATION

Mayor Salinas read a proclamation declaring the month of October 2025 as Filipino American History Month in the City of Hayward. The following community members accepted the Proclamation on behalf of their groups: California University East Bay Philipinx American Student Association (PASA) President Zenji Amihan Darisu; Hayward Unified School District Board President Peter Bufete; and Acting Library Services Director Lindsey Vien.

Hayward Migrant Education Program Speech and Debate Winners postponed.

PUBLIC COMMENT

Mayor Salinas acknowledged Hayward Area Recreation and Park District (HARD) and its General Manager Wheeler for his critical role in funding and supporting community events, including the highly attended Mariachi Festival at Southland Mall and downtown Hayward Street parties, especially during a time of limited resources.

CITY MANAGER'S COMMENTS

Interim City Manager Addleman made four announcements: 1) the Library hosted a successful Local Author Festival on October 4, 2025, featuring 26 local authors and drawing 130 attendees; 2) October 5-11, 2025 is Banned Books Week, recognizing the importance of free and open access to information and applauding the efforts of the Library Commission and City Council; 3) Public Works launched a Mission Boulevard on-street parking pilot project on September 26, 2025, converting the left lane to parallel parking between A and D streets and installing curb extensions to improve pedestrian safety and support local businesses; and 4) Hayward will celebrate International Walk and Roll to School Day on October 8, 2025, with 12 schools participating and encouraging students to use non-motorized transport.

CONSENT

1. Approve the City Council Minutes of the City Council Meeting on September 23, 2025, **MIN 25-103**

It was moved by Council Member Goldstein, seconded by Council Member Roche, and carried unanimously to adopt the City Council minutes of September 23, 2025.

2. Adopt a Resolution Accepting the Resignation of Commissioner Dominique Dozier from the Library Commission, Effective Immediately **CONS 25-433**

Staff report submitted by City Clerk Lens, dated October 7, 2025,
was filed.

It was moved by Council Member Goldstein, seconded by Council Member Roche, and carried unanimously, to adopt the resolution.

AYES: COUNCIL MEMBERS Andrews, Bonilla Jr., Goldstein, Roche,
Syrop, Zermeno
MAYOR Salinas

NOES: None

ABSENT: None

ABSTAIN: None

Resolution 25-171, "Resolution Accepting the Resignation of Ms.
Dominique Dozier from the Library Commission"

3. Adopt a Resolution Authorizing the City Manager to Execute Amendment No.2 to the Professional Services Agreement with NHA Advisors, LLC, to Extend the Agreement and Increase the Contract Amount by \$45,000, for a New Total Not-to-Exceed Amount of \$195,000, for Water Infrastructure Finance and Innovation Act (WIFIA) Loan Application and Financial Consulting Services Related to the Water Resource Recovery Facility (WRRF) Improvements – Phase II Project **CONS 25-437**



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Staff report submitted by Public Works Director Ameri, dated October 7, 2025, was filed.

It was moved by Council Member Goldstein, seconded by Council Member Roche, and carried unanimously, to adopt the resolution.

AYES: COUNCIL MEMBERS Andrews, Bonilla Jr., Goldstein, Roche,
Syrop, Zermeno
MAYOR Salinas
NOES: None
ABSENT: None
ABSTAIN: None

Resolution 25-172, "Resolution Authorizing the City Manager to Execute Amendment No. 2 to the Professional Services Agreement with NHA Advisors, LLC, to Extend the Agreement and Increase the Contract Amount by \$45,000 for a Total Not to Exceed \$195,000 for Water Infrastructure Finance and Innovation Act (WIFIA) Loan Application and Financial Consulting Services Related to the Water Resource Recovery Facility (WRRF) Improvements – Phase II Project"

4. Adopt a Resolution Awarding a Construction Contract to G&G Builders, Inc., for the Design and Construction of Shaded Structure within Prominence Landscape and Lighting Assessment District 3 in a Not-to-Exceed Amount of \$180,000 **CONS 25-438**

Staff report submitted by Maintenance Services Director Rullman, dated October 7, 2025, was filed.

It was moved by Council Member Goldstein, seconded by Council Member Roche, and carried unanimously, to adopt the resolution.

AYES: COUNCIL MEMBERS Andrews, Bonilla Jr., Goldstein, Roche,
Syrop, Zermeno
MAYOR Salinas
NOES: None
ABSENT: None
ABSTAIN: None

Resolution 25-173, “Resolution Authorizing the City Manager to Award a Construction Contract to G&G Builders, Inc., for the Design and Construction of the Shaded Structure for Prominence Landscape and Lighting Assessment District 3 in an Amount Not to Exceed \$180,000”

5. Adopt a Resolution Vacating the Former Whitesell Street Right-of-Way (with Reservation of Utility Easements), Declaring the City-Owned Portion and Adjacent Parcel Surplus Land, Authorizing Negotiation of Disposition, and Finding the Action Exempt from CEQA Review **CONS 25-440**

Staff report submitted by Public Works Director Ameri, dated October 7, 2025, was filed.

It was moved by Council Member Goldstein, seconded by Council Member Roche, and carried unanimously, to adopt the resolution.

AYES:	COUNCIL MEMBERS Andrews, Bonilla Jr., Goldstein, Roche, Syrop, Zermeño MAYOR Salinas
NOES:	None
ABSENT:	None
ABSTAIN:	None

Resolution 25-174, “Resolution Vacating the Former Whitesell Street Right-Of-Way (With Reservation of Utility Easements), Declaring the City-owned Portion of the Former Right-Of-Way and Adjacent City-owned Parcel Exempt Surplus Land Pursuant to Government Code Section 54221, Authorizing Negotiation of Disposition, and Finding the Action Exempt from CEQA Review”

6. Adopt a Resolution Authorizing the City Manager to Execute a Professional Services Agreement with Woodard & Curran for the Preparation of a Sewer Collection System Master Plan in a Not-to-Exceed Amount of \$601,872 **CONS 25-441**

Staff report submitted by Public Works Director Ameri, dated October 7, 2025, was filed.

It was moved by Council Member Goldstein, seconded by Council Member Roche, and carried unanimously, to adopt the resolution.

AYES:	COUNCIL MEMBERS Andrews, Bonilla Jr., Goldstein, Roche, Syrop, Zermeño MAYOR Salinas
NOES:	None
ABSENT:	None
ABSTAIN:	None



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Resolution 25-175, "Resolution Authorizing the City Manager to Execute a Professional Services Agreement with Woodard & Curran for the Preparation of a Sewer Collection System Master Plan in an Amount Not to Exceed \$601,872"

7. Adopt Resolutions to Execute the following Side Letter of Agreements between the City of Hayward and the Hayward Fire Chiefs' Association ("HFCA"): Voluntary Employee Beneficiary Association (VEBA) Plan Side Letter of Agreement; Memoranda of Understanding (MOU), Section 12.01 Fire Education Incentive Program Side Letter of Agreement; MOU, Sections 13.06 and 13.07 Emergency Medical Technician (EMT) Certification/Emergency Medical Technician Paramedic (E.M.T.P.) Side Letter of Agreement **CONS 25-447**

Staff report submitted by Human Resources Director Tecson, dated October 7, 2025, was filed.

It was moved by Council Member Goldstein, seconded by Council Member Roche, and carried unanimously, to adopt the resolution.

AYES: COUNCIL MEMBERS Andrews, Bonilla Jr., Goldstein, Roche,
Syrop, Zermeno
MAYOR Salinas

NOES: None

ABSENT: None

ABSTAIN: None

Resolution 25-176, "Resolution Approving and Authorizing the City Manager to Execute the Side Letter Agreement Amending the Memorandum of Understanding (MOU) Between the City of Hayward and the Hayward Fire Chiefs' Association (HFCA), to Reflect the Voluntary Employee Beneficiary Association (VEBA) Plan ("Plan")"

Resolution 25-177, "Resolution Approving and Authorizing the City Manager to Execute the Side Letter Agreement Amending the Memorandum of Understanding (MOU), Section 12.01 Fire Education Incentive Program Between the City of Hayward and the Hayward Fire Chiefs' Association (HFCA), to Correctly Reflect a Retroactive Period to Cover Previous MOU Contract Agreements, Beginning July 1, 2007, through June 30, 2024, and which Currently Covers the MOU Period Beginning July 1, 2024 through June 30, 2029"

Resolution 25-178, “Resolution Approving and Authorizing the City Manager to Execute the Side Letter Agreement Amending the Memorandum of Understanding (MOU), Section 13.06 Emergency Medical Technician (EMT) Certification, 13.07 Emergency Medical Technician Paramedic (E.M.T.P.) Certification Between the City of Hayward and the Hayward Fire Chiefs’ Association (HFCA), to Correctly Reflect Effective July 1, 2018, No Additional Special Pay for these Certifications is Provided”

WORK SESSION

8. City Budget Status Update: Oral Report by the City Manager as Information Becomes Available (Oral Report from Interim City Manager Addleman) WS 25-035

Interim City Manager Addleman introduced Assistant City Manager and Acting Finance Director Thomas, who provided an oral update on the City’s financial status, noting the evening marked the start of a new recurring budget item. The report indicated the City ended the fiscal year with a \$30 million General Fund structural deficit, with \$247 million in expenditures and \$217 million in revenues. Interim City Manager Addleman clarified that essential City services, such as sewer, water, garbage, remain fully funded and operational. It was noted that the City has implemented several cost-saving measures including holding vacancies, cutting overtime, increasing transfers in, reducing transfers out, pausing discretionary projects, seeking grant funding, and enacting a moratorium on non-essential travel, training, and use of consultants. The goal for October includes an outside fiscal review, outside audit, and discussion with labor partners; a fall budget revision will be presented on November 18, 2025; a fiscal review and FY 24-25 audit will be presented in January 2026; and an updated five-year financial model and options for moving to fiscal stability will be presented in February 2026.

Members of the City Council expressed appreciation for the budget update section noting its importance for transparency and accountability during the City’s financial challenges; praised the City’s creative approach to finding alternative funding, highlighting the recent grant for the Fire Department; and acknowledged the extra workload City staff have taken on to produce reports and manage day-to-day operations, while also addressing the deficit.

Discussion ensued among members of the City Council and City staff and the following clarifications were made: the City is being strategic by assessing each vacancy’s impact on core services, especially those funded by the General Fund, before deciding whether to recruit; staff is tracking overtime closely, particularly in public safety, to understand whether it is mandatory or discretionary; and while the paramedic program was already funded through the Capital Improvement Program, staff will return to the City Council to formally accept and apply the \$1 million+ grant, updating documentation to reflect this shift in funding source.

Members of the City Council offered the following recommendations: consider for future sessions to include a focused review of discretionary projects, specifically through the lens of the City’s Strategic Roadmap; consider a session dedicated to evaluate which non-essential projects can be paused or pursued through partnerships with outside agencies; consider a joint



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meeting of the Council Infrastructure Committee and HARD to discuss La Vista Park, suggesting a phased approach to open the park sooner with fewer features; explore co-sponsorships with HARD, Downtown Hayward Improvement Association (DHIA), and other community groups, emphasizing the importance of listing all City-sponsored events, such as Juneteenth; explore partnerships for other Community Improvement Program (CIP) projects to ease reliance on the General Fund and assess if discussions should occur at Council Infrastructure Committee or City Council meetings; identify operational efficiencies, without increasing staffing costs, to accelerate project approvals and support revenue generation; include in future budget updates a running total of cost savings from actions taken so far, such as the identified \$5.7 million; consider moving fiscal impact details to the top of staff reports for easier reference; consider extending the five-year financial model to a 10-year outlook in the future; ensure to continue core service delivery and maintain public safety improvements; maintain the City's tree planting efforts; note the importance of transparency in rebuilding community trust during this budget crisis; and recognize the importance of labor partnerships in developing collaborative solutions.

There being no public speakers, Mayor Salinas opened and closed public comment at 8:00 p.m.

9. Hayward Municipal Code Chapter 2, Article 13: Review of Campaign Finance Regulations, including campaign expenditures and contributions, as the City converts from At-large Council Elections to District Elections Starting in 2026 **(Report from Interim City Manager Addleman) WS 25-003**

Staff report submitted by Assistant City Manager Thomas, City Attorney Lawson, City Clerk Lens, and Deputy City Clerk Corral, dated October 7, 2025, was filed.

Interim City Manager Addleman announced the item and introduced Assistant City Manager Thomas, who provided a synopsis of the staff report.

There being no public speakers, Mayor Salinas opened and closed public comment at 8:16 p.m.

Council Member Syrop voiced support for responsibly transitioning to district-based elections while upholding the City's longstanding campaign finance reform principles; advocated for lowering the voluntary campaign spending limit from \$90,000 to \$50,000, noting that most current Council members raised less than \$60,000 even when campaigning citywide; argued the proposed adjustment is both practical and necessary given the significantly smaller voter populations in new districts; emphasized the importance of maintaining equity and accessibility in local elections; expressed interest in stronger oversight of independent expenditures and Political Action Committees (PACs); and expressed support of the proposed \$50,000 as a voluntary limit on expenditures and \$1,000 on voluntary contributions, sharing that he is personally following the proposed limits in his current campaign, positioning himself as a test case for the changes.

Council Member Goldstein expressed support for setting the voluntary campaign expenditure limit at \$50,000 and the individual contribution limit at \$1,000, noting these are reasonable based on his campaign experience but emphasized the need to revisit it after the upcoming election to assess actual costs; and suggested future adjustments to the spending limit be tied to automatic factors such as the Consumer Price Index (CPI).

Council Member Roche expressed support for adjusting the campaign expenditure limit to \$50,000 in alignment with the transition to district-based elections, acknowledging that while some campaign costs may not decrease significantly due to fixed expenses and inflation, the intent to right-size the limit is reasonable; appreciated staff's research and comparisons with other cities and supported implementing the change for the 2028 election cycle, given that some candidates started fundraising already; recommended setting the contribution cap limit at \$1,500, arguing that larger donations help candidates seed their campaigns, especially since most rely on a mix of small and modest contributions; and confirmed her understanding that the new \$50,000 cap would increase annually by CPI.

Council Member Bonilla Jr. supported revisiting campaign finance limits as the City transitions to district-based elections, emphasizing the need to maintain a level playing field and ensure community leaders are not excluded by high fundraising demands; endorsed a \$50,000 voluntary expenditure limit and a \$1,500 individual contribution cap, noting that lowering the contribution limit too drastically could unfairly impact candidates who have already begun fundraising; clarified that these changes should apply to district council races, not the at-large mayoral seat, which he believes should retain current citywide limits; and expressed support for moving forward with implementing the changes for the 2026 election cycle remaining mindful of overall City priorities.

Council Member Zermeño expressed support for campaign finance reforms and appreciated the detailed city comparisons in the staff report; however, while he agreed with the recommendations, he emphasized that the City's fiscal challenges are a higher priority, and therefore suggested delaying implementation of the changes until after the 2026 election.

Council Member Syrop indicated his willingness to compromise by supporting a \$1,500 contribution limit and starting implementation with the 2026 election cycle, given that staff confirmed it would require minimal time; agreed with other colleagues that the mayoral seat, being at-large, should remain under current citywide limits.

Mayor Salinas summarized the consensus of the City Council which included a \$50,000 voluntary campaign expenditure cap and a \$1,500 individual contribution limit, taking effect starting with the 2026 election cycle; and confirmed that the changes would not apply to the mayoral race, which would retain the current campaign contribution and expenditure limits.



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LEGISLATIVE BUSINESS

10. Proposed Amendments to the Maintenance and Repair of Sidewalks Ordinance: Introduce an Ordinance Amending Hayward Municipal Code Chapter 7, Article 2 (Streets) Clarifying the Duty to Maintain and Repair Sidewalks **(Report from City Attorney Lawson) LB 25-030**

Staff report submitted by City Attorney Lawson and Maintenance
Services Director Rullman, dated October 7, 2025, was filed.

Maintenance Services Director Rullman announced the item and introduced Assistant City Attorney Sidelnikov who provided a synopsis of the staff report.

Discussion ensued among members of the City Council and City staff and the following clarifications were made: the City Manager's Office could disseminate information about the proposed amendments through a Stack article, though the actual day-to-day impact on property owners would be minimal, as current ordinances already require the Maintenance Services Director to issue notices; Sidewalk Repair Financial Hardship programs in cities such as San Francisco, San Jose, and Oakland provide financial assistance through dedicated funds, typically ranging from \$50,000 to \$100,000, either as full or partial reimbursements for sidewalk repairs, often capped per applicant; a Sidewalk Repair Financial Hardship Program would require a new allocation from the General Fund, as no funds are currently set aside, and any decision on the structure or amount would need to be addressed by the City Council at a later date; the proposed amendment to the ordinance focuses on liability procedures, and the existing ordinance still places repair responsibility on property owners, regardless of the cause; the City's sidewalk shaving program is part of the Capital Improvement Program, which targets certain districts each year, but noted that full sidewalk reconstruction remains the homeowner's responsibility unless covered by the program; while most homeowners' insurance typically covers legal defense, liability depends on the specific case and whether the homeowner failed to make required repairs; and the City cannot fully transfer liability and typically remains a co-defendant in lawsuits, contributing to settlements when appropriate, especially in cases involving City-owned trees.

Members of the City Council offered the following recommendations: while a mass communication effort might not be necessary it is important to inform residents about a potential Sidewalk Repair Financial Hardship Program; revise the proposed amendment to the ordinance with clearer language and bring it back addressing the concern about shifting sidewalk liability to homeowners, particularly the financial risk if homeowners' insurance does not cover sidewalk-related injuries, which some policies exclude; revise wording that better reflects shared responsibility; consider, as an alternative, placing significant fines for failing to make required repairs; consider language to find a person liable when found to be responsible for the damage; analyze potential partnerships with the USDA Section 504 Home Repair

program and utilizing funds from the Safe Streets Capital Improvement Program for the potential hardship program; consider redirecting funds potentially saved from reduced legal settlements to support the hardship program; have proactive, transparent communication with residents, especially about sidewalk repair timing, to avoid inequities where some pay for sidewalk repairs while others later receive them for free under City programs; and engage in better outreach and identify a point of contact for residents needing guidance.

Mayor Salinas opened public comment at 8:54 p.m.

Colleen Gordon suggested that acronyms, such as CPI and CIP, should be defined when first introduced because it can be difficult for the public to follow along without definitions.

Interim City Manager Addleman clarified that CPI stands for Consumer Price Index and CIP refers to the Capital Improvement Program.

Mayor Salinas closed public comment at 8:56 p.m.

Mayor Salinas announced the ordinance amendment would come back with further analysis.

COUNCIL REPORTS AND ANNOUNCEMENTS

Council Member Andrews thanked everyone involved in organizing the Mariachi Festival at Southland Mall; commended the organizers of the first annual “Stack City Brick-On” on October 4-5, 2025, at Chabot College; commended the Downtown Hayward Improvement Association (DHIA) and Economic Development Division for installing new lighting at the movie theater; and commended the Council Economic Development Committee for participating in a driving tour of the Tennyson Road retail corridor, and suggested exploring similar partnerships to support businesses.

Council Member Roche congratulated Moreau Catholic High School on its recent 60th anniversary and the dedication of its new performing arts center.

Council Member Syrop announced the final South Hayward Market of the season was scheduled for October 9, 2025, and thanked Eden Youth for organizing it; highlighted the City's efforts to establish its libraries as official Clean Air Centers; and promoted the upcoming Hayward Night Market on October 18, 2025, at St. Rose Hospital.

COUNCIL REFERRALS

There were none.

ADJOURNMENT

Mayor Salinas adjourned the City Council meeting at 9:11 p.m. in memory of Mr. Edward “Ed” Martins.



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Mr. Edward “Ed” Martins was a longtime Hayward resident; respected attorney practicing law in Hayward since 1953; was a longtime Hayward Rotarian; established the Donna L. And Edward E. Martins Foundation in 1970 supporting many local institutions, including Hayward Public Library, Chabot College, and the UCSF Medical Center; helped launch the Library’s mobile outreach program with the bookmobile Curbie, and the more recent Mobile Tech, the technology outreach vehicle; was the founding trustee of the Chabot-Las Positas Community College District; and his foundation endowed the college with \$5 million that will be used to fund scholarship and services.

APPROVED

Mark Salinas
Mayor, City of Hayward

ATTEST:

Miriam Lens
City Clerk, City of Hayward