

CITY COUNCIL MEETING

JUNE 3, 2025

PRESENTATIONS

Item #11

PH 25-024

**AT-C District
Drive-Through
Zoning Text
Amendments**



Zoning Text Amendment, Conditional Use Permit & Site Plan Review Application No. MTA-24-0002

City Council Meeting
June 3, 2025
Steve Kowalski, Senior Planner



Background

- **January 5, 2019:** Applicant obtains Site Plan Review (SPR) approval to construct new Home2Suites hotel and adjacent multi-tenant commercial building at site
- **Early 2022:** Applicant approaches staff with new concept to replace multi-tenant commercial building with a drive-through coffee shop; says multi-tenant building is no longer economically viable
- **April 28, 2022:** Council Economic Development Committee (CEDC) reviews new concept and expresses support, with caveat that it be part of a mixed-use project
- **March 19, 2024:** Applicant submits Zoning Text Amendment, Conditional Use Permit and SPR application for two-story mixed-use project with drive-through coffee shop on ground floor & office space on second floor



Site Details

- 1.76-acre parcel w/ dual frontages along Hesperian Blvd. & Skywest Dr.
- Already developed with parking, utilities & landscaping as part of recent Home2Suites hotel project
- Shares parking & access with hotel and office park directly to north
- Zoning: Air Terminal – Commercial (AT-C)
- General Plan Land Use Designation: Retail & Office Commercial

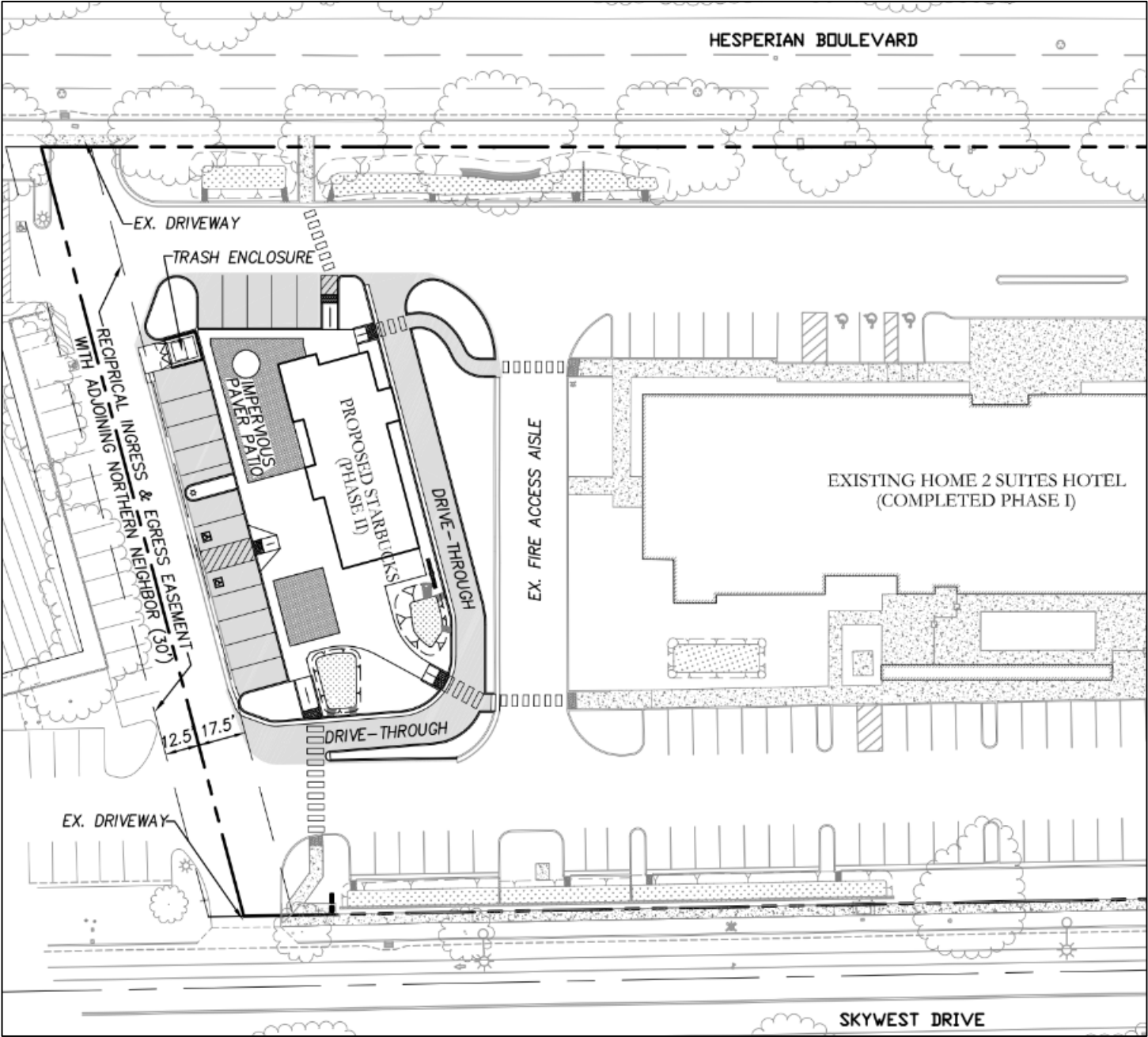
Project Site

Mixed-Use Development Proposal



- Two-story mixed-use building w/ 2,345 sq. ft. coffee shop on ground floor and 4 office suites totaling 1,912 sq. ft. on 2nd floor
- 16 parking spaces directly outside building, several more available in adjacent hotel & business park parking lots
- Two outdoor seating areas with café tables, chairs and sunshades for customers, employees and office tenants
- Street access via driveways along both Hesperian Boulevard and Skywest Drive
- Drive-through lane designed to accommodate at least 8 full-sized vehicles

Proposed Site Plan



Proposed Zoning Text Amendments

- **HMC Section 10-1.1952 – AT-C Permitted Uses:** Amend to clearly differentiate drive-through restaurants & coffee shops from standard sit-down establishments
- **HMC Section 10-1.1953 – AT-C Conditionally Permitted Uses:** Amend to add drive-through restaurants & coffee/espresso shops to list of uses allowed with a CUP
- **HMC Section 10-1.845(j)(5)(a)(1):** Amend to allow drive-through restaurants within ½ mile of each other if on property zoned AT-C
- **HMC Section 10-1.845(j)(6)(a)(1):** Amend to allow drive-through coffee/espresso shops within ½ mile of each other if on property zoned AT-C
- **HMC Section 10-1.845(j)(6)(b):** Amend to allow drive-through coffee/espresso shops to be up 2,500 square feet instead of only 500 square feet

General Plan Conformance



- ✓ **Land Use Goal LU-4:** Create attractive commercial & mixed-use corridors that serve people traveling through the city, while also creating more pedestrian-oriented developments that foster commercial and social activity for nearby residents & businesses.
- ✓ **Land Use Policy LU-4.1: Mixed-Use Corridors.** The City shall encourage a variety of development types and uses along corridors to balance the needs of residents & employees living and working in surrounding areas with the needs of motorists driving through the community.
- ✓ **Economic Development Goal ED-6:** Achieve recognition as the most desirable and business-friendly place to locate and conduct business in the East Bay.
- ✓ **Economic Development Policy ED-6.2: Land Use Certainty.** The City shall strive to enhance land use certainty for businesses by identifying & removing unnecessary regulatory barriers that discourage private sector investment.

Planning Commission Action

- **Split 3-3 on Recommendation to Council (One Commissioner was absent)**
- **Opinions of Commissioners Opposed to Project:**
 - Already too many big-chain coffee shops in the immediate vicinity of proposal
 - Too many big-chain coffee shops with & without drive-throughs in City overall
 - Uninteresting architecture
- **Opinions of Commissioners in Favor of Project:**
 - Proposed use would provide a convenient option for nearby residents, commuters, hotel guests and airport users
 - None of other nearby coffee shops offer drive-through option for customers
 - Could help hotel's business and provide synergy with other nearby businesses

A nighttime aerial photograph of a city, likely Hayward, California. The image shows a large bridge spanning a body of water, with city lights and hills in the foreground and background. The sky is dark blue, and the city lights are bright yellow and orange.

STAFF RECOMMENDATION:

That the City Council introduce Ordinance codifying the Zoning Text Amendments and adopt two separate resolutions: one approving the proposed Zoning Text Amendments; and another approving the Conditional Use Permit and Site Plan Review for the proposed mixed-use development.

Item #12

PH 25-027

**City of Hayward
Vacancies; and
Recruitment and
Retention Efforts**



AB 2561 Presentation:
*Status of City of Hayward
Vacancies and Recruitment &
Retention Efforts*

Public Hearing



Brief Overview of AB 2561 Report Summary

Assembly Bill 2561 (AB 2561), codified in Government Code Section 3502.3, was signed into law on September 22, 2024, and went into effect on January 1, 2025. This bill requires public agencies to hold a public hearing to address the status of job vacancies prior to the adoption of the upcoming final budget. During this public hearing, the City must present information on the status of vacancies and the City’s recruitment and retention efforts. If necessary, the City will identify necessary changes to policies, procedures, or recruitment activities that may lead to obstacles in the hiring process. This public hearing will ensure compliance with the new law. If vacancies within a single bargaining unit meet or exceed 20% of authorized full-time positions in that bargaining unit, upon request of the recognized employee organization for that bargaining unit, the City must provide additional information during the public hearing.

Key requirements under AB 2561:	
<div>Public agencies must report on:<ul style="list-style-type: none">▪ Staffing vacancies▪ Recruitment efforts▪ Retention strategies▪ Identify hiring challenges▪ Outline strategies and offer recommendations▪ If a bargaining unit has a vacancy rate over 20%:<ul style="list-style-type: none">▪ The agency must provide additional recruitment-related data</div>	<div>Bargaining groups are:<ul style="list-style-type: none">▪ Allowed to attend public hearings▪ Given the opportunity to present their input</div>

Citywide Vacancy Data FY 2024 - 2025

FY 2024 – 2025 (July 1, 2024 - April 30, 2025)	# of Count
# of Vacancies as of April 30, 2025	90
# of New Hires	99
# of Promotions	110
# of Separations	63
# of Budgeted FTE	956.3
% of Vacancies	9.4 %

Citywide Bargaining Group Vacancy Information

Vacancy Data as of April 30, 2025			
Employee Group	# of Vacant Count	Total Budgeted Position Count	Percentage
IAFF Local 1909	3	130	2%
IAFF Local 1909 Fire Officer's	0	8	0%
Fire Chief's Association	1	2	50%
Hayward Police Officers' Association	24	191	13%
Hayward Police Management	0	4	0%
SEIU 1021 Clerical	24	210	11%
SEIU 1021 Maintenance	17	139	12%
IFPTE Local 21	7	119	6%
Hayward Association of Management	11	112	10%

Vacancy Data as of April 30, 2025			
Employee Group	# of Vacant Count	Total Budgeted Position Count	Percentage
City Appointed	0	3	0%
Mayor and Council	0	7	0%
Unrepresented Employees (Exempt)	2	30	7%
Unrepresented Employees (Non-Exempt)	0	9	0%
Unrepresented Employees (Executives)	1	12	8%

Fire Chief's Association – Vacancy Rate 50%

The Fire Chief's Association contains a total of 2 budgeted position at the City of Hayward.

Within the 2 budgeted positions:

- 1 Deputy Fire Chief position is currently filled
- 1 Deputy Fire Chief is vacant (currently being filled by a “Fire Battalion Chief” in an acting capacity)

Recruitment Activities Related to this Vacancy:

- Currently 2 eligible applicants – hiring deferral
- Average number of days to fill this vacancy internally would be 4 weeks.

Opportunities to Improve Compensation & Other Work Conditions

- This is a unique position with an internal employee currently occupying the Deputy Fire Chief acting assignment. Opportunities to improve are not due to compensation or other work conditions.



Recruitment Statistics for July 1 , 2024 – April 30, 2025:

Vacancies Filled:

- Total # of Vacancies Filled: 199
- # of Job Postings: 100
- # of Applications Received: 9,280
- Existing Eligibility List: 44
- New Recruitment Opened: 85
- Promotional Only Recruitment: 22

Recruitment Strategies

Hiring
Incentives

Advance
Recruitment
Diversity

Streamline
Recruitment
Efficiencies

Employer
Branding

Elevate
Candidate
Experience

Career
Development
Opportunities

Community
Partnership

Classification/
Compensation
Reviews

Item #13

LB 25-015

Fiscal Year 2026

**Salary Plan
Amendment**

Adopt a Resolution Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2026

1 Presenter: Regina Youngblood, ACM/Interim Director of Human Resources

Amendments to the City of Hayward Salary Plan for Fiscal Year 2026

Cost-of-Living- Adjustments

CLASSIFICATION	INCREASE	FISCAL IMPACT
Hayward Police Officers' Association ("HPOA")	5.50% effective 6/30/2025	Included in the Fiscal Year 2026 Proposed Operating Budget
Service Employees International Union, Local 1021 Clerical and Maintenance ("SEIU")	4.00% effective 6/30/2025	Included in the Fiscal Year 2026 Proposed Operating Budget
International Federation of Professional and Technical Engineers, Local 21 ("Local 21")	4.00% effective 6/30/2025	Included in the Fiscal Year 2026 Proposed Operating Budget
Hayward Association of Management Employees ("HAME")	4.00% effective 6/30/2025	Included in the Fiscal Year 2026 Proposed Operating Budget
Unrepresented	4.00% effective 6/30/2025	Included in the Fiscal Year 2026 Proposed Operating Budget
City Attorney (A100)	4.00% effective 6/30/2025	Included in the Fiscal Year 2026 Proposed Operating Budget
City Clerk (A110)	4.00% effective 6/30/2025	Included in the Fiscal Year 2026 Proposed Operating Budget

Amendments to the City of Hayward Salary Plan for Fiscal Year 2026

Salary Adjustments

CLASSIFICATION	INCREASE	FISCAL IMPACT
Police Lieutenant (P215)	1.25% effective 6/30/2025	Included in the Fiscal Year 2026 Proposed Operating Budget