



CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

Council Chambers

<https://hayward.zoom.us/j/84384780347?pwd=bbvn604q2gLxsHkaiiyyUtfFu1R14s.1>

Tuesday, June 3, 2025, 7:00 p.m.

The City Council meeting was called to order by Mayor Pro Tempore Roche at 7:05 p.m. in the Council Chambers.

Pledge of Allegiance: Council Member Bonilla Jr.

ROLL CALL

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

Absent: MAYOR Salinas

Mayor Pro Tempore Roche announced that Public Hearing Item 10 (Fiscal Year 2025-2026 Operating and Capital Improvement Program Budgets) was continued to June 17, 2025.

CLOSED SESSION ANNOUNCEMENT

The City Council convened in closed session on June 3, 2025, at 5:30 p.m., with all members present, Mayor Salinas appearing remotely pursuant to Government Code section 54953(f), just cause provision, based on official travel on behalf of the City, and no public speakers. At the beginning of the meeting, the City Council unanimously approved, with Council Member Goldstein moving and Council Member Andrews seconding, to add an item related to the Acting City Manager position, pursuant to Government Code section 54954.2(b), finding the need to discuss an item that arose after the publication of the agenda. The item was discussion of public employment of the Acting City Manager pursuant to Government Code section 54957(b). The items discussed were as follows: 1) conference with property negotiators pursuant to Government Code section 54956.8, regarding Caltrans Parcel Group 8, Grove Way - APNs: 415-0180-070-00, 415-0180-068-01, 415-0180-076-00, 415-0180-084-01, 415-0180-073-00, 415-0180-074-00, 415-0180-075-00, 415-0180-072-00, 415-0180-071-00, 415-0180-069-01, 415-0190-064-00, 415-0180-083-01, 415-0180-080-00, 415-0180-082-01, 415-0180-081-01; 2) conference with property negotiators pursuant to Government Code section 54956.8, regarding price and terms related to two parcels at Depot Road and Whitesell Street - APNs 439-0070-006-01, 439-0070-006-02; and 3) discussion of Acting City Manager public employment pursuant to Government Code section 54957(b).

Acting City Attorney Vigilia announced that the City Council discussed Items 1 and 2, provided direction to staff, but took no reportable action. Mayor Pro Tempore Roche indicated that the City Council took no reportable action related to Item 3.

PUBLIC COMMENTS

There were none.

CITY MANAGER'S COMMENTS

Assistant City Manager Youngblood made four announcements: 1) the City of Hayward's annual pavement improvement project will begin on June 23, 2025, bringing \$12.5 million in upgrades to 41 lane miles and 65 street segments; 2) second grade classes from Longwood Elementary School visited the Hayward Executive Airport in May for hands-on aviation education; 3) the Hayward Public Library will hold a ribbon-cutting ceremony on June 6, 2025, to launch the Community Hub; and 4) the Hayward Animal Shelter will participate in California Adopt-a-Pet Day on June 7, 2025.

Acting City Manager Lawson made three announcements: 1) the City's budget hearing has been rescheduled to June 17, 2025, with staff working diligently to close the \$9–10 million budget gap and minimize reliance on reserves; 2) departments including Police, Fire, and Maintenance Services are preparing a coordinated safety and community engagement plan for the Fourth of July weekend; and 3) the California Highway Patrol has deployed new, less-visible cruisers along highways 580, 238, and 880, and residents were advised to drive safely and be aware of increased enforcement.

CONSENT

There was a comment on Consent Item 6.

1. Approve the City Council Minutes of the Meeting on May 20, 2025 **MIN 25-070**

It was moved by Council Member Andrews, seconded by Council Member Goldstein, and carried unanimously with Mayor Salinas absent, to adopt the City Council meeting minutes of May 20, 2025.

2. Adopt a Resolution of Intention to Preliminarily Approve the Engineer's Report and Assessments for Fiscal Year 2026; and Set June 24, 2025, as the Public Hearing Date for Such Actions for Consolidated Landscaping and Lighting District No. 96-1, Zones 1 through 18 **CONS 25-254**

Staff report submitted by Maintenance Services Director Rullman, dated June 3, 2025, was filed.

It was moved by Council Member Andrews, seconded by Council Member Goldstein, and carried unanimously with Mayor Salinas absent, to adopt the resolution.

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



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Resolution 25-091, "Resolution of Intention to Preliminarily Approve the Engineer's Report, Declaring Intention to Levy Assessments for Fiscal Year 2026 for Consolidated Landscaping and Lighting District No. 96-1, Zones 1-18, and Setting June 24, 2025, as the Public Hearing Date"

3. Adopt a Resolution of Intention to Preliminarily Approve the Engineer's Report and Levy Assessments for Fiscal Year 2026 for Maintenance District No. 1 – Storm Drainage Pumping Station and Storm Drain Conduit Located at Pacheco Way, Stratford Road and Ruus Lane, and Set June 24, 2025, as the Public Hearing Date **CONS 25-255**

Staff report submitted by Maintenance Services Director Rullman, dated June 3, 2025, was filed.

It was moved by Council Member Andrews, seconded by Council Member Goldstein, and carried unanimously with Mayor Salinas absent, to adopt the resolution.

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

Resolution 25-092, "Resolution of Intention Preliminarily Approving the Engineer's Report; Declaring Intention to Levy Assessments for Fiscal Year 2026; and Setting June 24, 2025, as the Public Hearing Date Concerning Maintenance District No. 1 – Storm Drainage Pumping Station and Storm Drain Conduit – Pacheco Way, Stratford Road, and Ruus Lane"

4. Adopt a Resolution of Intention to Preliminarily Approve the Engineer's Report and Levy Assessments for Fiscal Year 2026 for Maintenance District No. 2 – Eden Shores Storm Water Facilities and Water Buffer, and Set June 24, 2025, as the Public Hearing Date **CONS 25-256**

Staff report submitted by Maintenance Services Director Rullman, dated June 3, 2025, was filed.

It was moved by Council Member Andrews, seconded by Council Member Goldstein, and carried unanimously with Mayor Salinas absent, to adopt the resolution.

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

Resolution 25-093, "Resolution of Intention Preliminarily Approving Engineer's Report, Declaring Intention to Levy Assessments for Fiscal Year 2026, and Setting June 24, 2025, as the Public Hearing Date Concerning Maintenance District No. 2 - Eden Shores Storm Water Facilities and Water Buffer"

5. Adopt a Resolution Authorizing the City Manager to Execute a Professional Services Agreement with Pavement Engineering, Inc, to Provide Engineering Services for the Fiscal Year 2026 Pavement Improvement Project No. 05347 in a Not-to-Exceed Amount of \$339,020 **CONS 25-265**

Staff report submitted by Public Works Director Ameri, dated June 3, 2025, was filed.

It was moved by Council Member Andrews, seconded by Council Member Goldstein, and carried unanimously with Mayor Salinas absent, to adopt the resolution.

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

Resolution 25-094, "Resolution Authorizing the City Manager to Execute a Professional Services Agreement with Pavement Engineering, Inc., to Provide Engineering Services for the FY26 Pavement Improvement Project No. 05347"

6. Adopt a Resolution Authorizing the City Manager to Execute a Professional Services Agreement Amendment for Investment Portfolio Management Services with PFM Asset Management LLC for a Period of One Year and Rescind Resolution No. 20-162 **CONS 25-266**

Staff report submitted by Interim Finance Director Etman, dated June 3, 2025, was filed.

In response to Council Member Syrop's request for clarification regarding whether Resolution 20-162, related to PFM Asset Management, is updated annually, Assistant City Manager Youngblood agreed to follow up. Council Member Syrop requested that any resolutions proposed for rescission be included in future agenda packets.



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It was moved by Council Member Andrews, seconded by Council Member Goldstein, and carried unanimously with Mayor Salinas absent, to adopt the resolution.

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

Resolution 25-095, "Resolution Authorizing the City Manager to Execute an Amendment to the Agreement with PFM Asset Management LLC for Investment Portfolio Management Services for a Period of Up to One Year and Rescinding Resolution No. 20-162"

7. Adopt a Resolution Approving Plans and Specifications and Calling for Bids for the Fiscal Year 2025 Sidewalk Rehabilitation and Wheelchair Ramp Project, Project No. 05340
CONS 25-267

Staff report submitted by Public Works Director Ameri, dated June 3, 2025, was filed.

It was moved by Council Member Andrews, seconded by Council Member Goldstein, and carried unanimously with Mayor Salinas absent, to adopt the resolution.

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

Resolution 25-096, "Resolution Approving Plans and Specifications for FY 2025 Sidewalk Rehabilitation and Wheelchair Ramps, Project No. 05340, and Call for Bids"

8. Adopt a Resolution 1) Appropriating \$664,000 for the Purchase of Trash Capture Devices for Cabot Boulevard, Project No. 07746, 2) Approving an Amendment to a Cooperative Implementation Agreement to Receive an Additional \$800,000 from California Transportation Commission (Caltrans), and 3) Finding the Project to be Categorically Exempt from CEQA Review **CONS 25-269**

Staff report submitted by Public Works Director Ameri, dated June 3, 2025, was filed.

It was moved by Council Member Andrews, seconded by Council Member Goldstein, and carried unanimously with Mayor Salinas absent, to adopt the resolution.

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

Resolution 25-097, "Resolution Appropriating \$664,000 for the Purchase of Trash Capture Devices for Cabot Blvd.; Project No. 07746, Authorizing the City Manager to Amend an Agreement with Caltrans to Receive an Additional \$800,000 in Funding, and Finding the Project to be Categorically Exempt from CEQA Review"

9. Adopt an Ordinance Amending the Hayward Municipal by Adding Article 16 to Chapter 3 of the Hayward Municipal Code Relating to Fire Hazard Severity Zones **CONS 25-273**

Staff report submitted by City Clerk Lens, dated June 3, 2025, was filed.

It was moved by Council Member Andrews, seconded by Council Member Goldstein, and carried unanimously with Mayor Salinas absent, to adopt the resolution.

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

Ordinance 25-006, "An Ordinance of the City of Hayward, California Adding Article 16 to Chapter 3 of the Hayward Municipal Code Relating to Fire Hazard Severity Zones"

PUBLIC HEARING

10. Fiscal Year 2025-26 Operating and Capital Improvement Program Budgets (Public Hearing continued to June 17, 2025) **PH 25-029**

Mayor Pro Tempore Roche announced the item was moving to June 17, 2025.



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11. AT-C District Drive-Through Zoning Text Amendments: Proposed Zoning Text Amendment, Conditional Use Permit and Site Plan Review to Allow Drive-Through Facilities in the Air-Terminal-Commercial District, and Construction of a Starbucks Coffee Shop with Drive-Through Facility as Part of a New Two-Story Mixed-Use Development on a Vacant Portion of the Property Located at 22101 Hesperian Boulevard Adjacent to the Home2Suites by Hilton Hotel (Assessor's Parcel Number 432-0108-008-00), and a Finding that the Proposed Zoning Text Amendment and Mixed-Use Development are Exempt from the California Environmental Quality Act (CEQA) Pursuant to CEQA Guidelines Sections 15061(b)(3) and 15332, Respectively. Applicant/Developer: Jayvant Shah, Ramesta Hospitality LLC; Property Owner: City of Hayward (Report from Development Services Director Buizer) **PH 25-024**

Staff report submitted by Development Services Director Buizer, dated June 3, 2025, was filed.

Development Services Director Buizer announced the item and introduced Senior Planner Kowalski, who provided a synopsis of the staff report and indicated that a revised set of Project Plans was distributed to the City Council which included tributes to the Tuskegee Airmen on the building's interior and exterior.

In response to Council Member Syrop's inquiry on whether the project might prompt the addition of a crosswalk or pedestrian signals, Senior Planner Kowalski indicated that a traffic study did not recommend a mid-block crosswalk due to the site's proximity to an existing signalized intersection. Council Member Syrop emphasized the need to improve pedestrian access to reduce vehicle reliance.

In response to Council Member Syrop's inquiry about the revenue impact of adding a new Starbucks, Chief Economic Development Officer Nguyen explained that such stores are not significant revenue generators.

Council Member Andrews inquired about the proposed four office spaces, what differentiates the proposed Starbucks from others, and if the owner would be interested in participating in an Adopt-a-Block program. Architect Tiedemann of MWT confirmed the proposed spaces were adaptable offices but not currently planned to serve as auxiliary hotel space; noted the proposed design is pedestrian friendly, including extensive landscaping and outdoor seating area; and added that maintenance provisions in the lease already require regular litter pickup.

In response to Council Member Roche's inquiry about the drive-through queuing, specifically whether it would spill onto Hesperian Boulevard, Architect Tiedemann noted that all queuing

and potential spillover would route through the back of the site, avoiding any impact on Hesperian Boulevard and ensuring no conflict with pedestrian access.

There being no speakers, Mayor Pro Tempore Roche opened and closed public comment at 7:31 p.m.

Council Member Zermeño expressed support for the project and made a motion to approve staff's recommendation, noting his agreement with the positive Planning Commission comments.

Council Member Goldstein seconded the motion.

Council Member Andrews offered a friendly amendment to add a condition of approval for the developer to participate in the Adopt-a-Block program.

Council Member Zermeño did not accept the friendly amendment, citing concerns about setting a precedent that might discourage future businesses.

Council Member Bonilla Jr. supported the zoning amendment to allow a Starbucks as proposed, recognizing its value to drive-through customers, was satisfied with existing conditions of approval around trash collection requirements, and thanked Planning Commission input on the item.

Council Member Syrop supported the proposal but urged Public Works and the Police Department to monitor pedestrian behavior in the area; and recommended staff consider future safety improvements such as a pedestrian crosswalk, if needed.

Council Member Goldstein supported the proposal and recommended, though not as a condition, that staff suggest the business owner participate in the Adopt-a-Block program as an effort to show community partnership.

Council Member Andrews encouraged the property owner to work with staff and participate in the Adopt-a-Block program, and reiterated the importance of helping manage litter, especially from larger chains.

Council Member Roche voiced support for the proposal and thanked the applicant for incorporating Tuskegee Airmen memorial elements, highlighting their importance to local history.

It was moved by Council Member Zermeño, seconded by Council Member Goldstein, and carried unanimously with Mayor Salinas absent, to adopt the resolutions and introduce the ordinance.



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

Resolution 25-098, "Resolution Adopting Amendments to Chapter 10, Article 1, Sections 10-1.845 (Minimum Design and Performance Standards), 10-1.1952 (At-C Uses Permitted) and 10-1.1953 (At-C Conditionally Permitted Uses) of the Hayward Municipal Code Updating the Regulations Governing Restaurants and Coffee Shops with Drive-Through Facilities on Properties Located within the Air Terminal – Commercial Zoning District"

Resolution 25-099. "Resolution Approving a Conditional Use Permit and Site Plan Review for a New Two-Story Mixed-Use Development Featuring a Starbucks Coffee Shop with Drive-Through Facility on the Ground Floor and Second-Floor Office Space on a Vacant Portion of the Property Located at 22101 Hesperian Boulevard"

Introduce Ordinance 25-_, "An Ordinance Amending Chapter 10, Article 1, Sections 10-1.845 (Minimum Design and Performance Standards), 10-1.1952 (At-C Uses Permitted) and 10-1.1953 (At-C Conditionally Permitted Uses) of the Hayward Municipal Code Updating the Regulations Governing Restaurants and Coffee Shops with Drive-Through Facilities on Properties Located within the (At-C) Air Terminal – Commercial Zoning District"

12. Public Hearing Pursuant to Government Code Section 3502.3 to Receive a Report on City of Hayward Vacancies; and Recruitment and Retention Efforts (Report from Development Services Director Buizer) **PH 25-027**

Staff report submitted by Deputy Director of Human Resources Tecson and Assistant City Manager Youngblood, dated June 3, 2025, was filed.

Assistant City Manager/Acting Human Resources Director Youngblood announced the item and introduced Human Resources Deputy Director Tecson and Human Resources Manager Flores who provided a synopsis of the staff report.

There being no speakers, Mayor Pro Tempore Roche opened and closed the public hearing at 7:57 p.m.

Council Member Syrop thanked staff for the report; emphasized the importance of receiving vacancy data with more detail, such as time a position has been vacant and hiring attempts, in advance of the budget discussion; and stressed the need to use vacancy data strategically, not just for compliance, but to inform resource allocation and hiring decisions.

In response to Council Member Bonilla Jr.'s inquiry related to recruitment hurdles and remote work eligibility, Human Resources Deputy Director Tecson indicated one of the main recruitment hurdles was the uncertainty around remote work and noted the parameters around remote work are under review.

Council Member Bonilla Jr. received confirmation that Hayward's vacancy rate compares to neighboring cities; emphasized the importance of growing leadership from within; supported further refinement of the remote work policy; and recommended future reports include time-to-fill metrics to help prioritize hiring incentives.

Acting City Manager Lawson provided context on how vacancy rates relate to budget planning; confirmed the City is budgeting conservatively for unfilled positions; noted that a post-budget analysis will address remote work equity; and committed to keeping City offices fully staffed while allowing some flexibility.

Council Member Zermeno echoed concerns about budget implications of vacancies and supported equity in remote work policies.

Council Member Goldstein raised a concern about fairness and equity, specifically questioning whether employees living out of state should receive local Silicon Valley-level pay; acknowledged that this issue is being addressed in policy updates; and called for the upcoming budget process to include analysis of how the current 9.4% vacancy rate affects overtime and overall City costs.

Mayor Pro Tempore Roche thanked City staff for the information presented in the staff report.

LEGISLATIVE BUSINESS

13. Fiscal Year 2026 Salary Plan Amendment: Adopt a Resolution Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2026 (Report from Assistant City Manager Youngblood) **LB 25-015**

Staff report submitted by Assistant City Manager Youngblood,
dated June 3, 2025, was filed.

Assistant City Manager Youngblood announced the item and introduced Human Resources Deputy Director Tecson who provided a synopsis of the staff report.



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Mayor Pro Tempore Roche confirmed that proposed salary adjustments were previously negotiated and already accounted for in the budget.

City Attorney Lawson and the City Clerk Lens recused themselves from participating in the item due to their positions being included in the staff's recommendation.

There being no public comment, Mayor Pro Tempore Roche opened and closed the public hearing at 8:03 p.m.

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

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

Resolution 25-100, "Resolution Approving the Amended Fiscal Year 2026 Salary Plan Designating Positions of Employment in the City of Hayward and Salary Range; and Superseding Resolution No. 25-067 and All Amendments Thereto"

City Attorney Lawson and the City Clerk returned to the Council Chambers.

COUNCIL REPORTS AND ANNOUNCEMENTS

Council Member Andrews made four announcements: 1) the Disposal Day on June 14, 2025, and encouraged residents to visit the Hayward website for event details; 2) a feature on NBC Bay Area about East Bay Dischargers Authority leading the First Mile Horizontal Levee Project; 3) congratulated 11-year-old Hayward resident Allena Darby for advancing to the Little League World Series, suggesting a future proclamation in her honor; and 4) the City's Juneteenth celebration will take place on June 21, 2025 at Heritage Plaza.

Council Member Syrop announced that the Hayward Night Market will return on June 28, 2025, at the St. Rose Hospital parking lot, featuring live music and community vendors.

Council Member Bonilla Jr. announced that Hayward's Pride flag had been raised on June 1, 2025, and proposed that the City consider hosting an official pride flag-raising ceremony in future years, regardless of the day of the week.

Council Member Goldstein announced that National Field Day will take place from June 28 to 29, 2025, during which radio volunteers will set up in public areas to educate the community about amateur radio operations.

Mayor Pro Tempore Roche announced the next City Council meeting would be on June 17, 2025.

COUNCIL REFERRALS

There were none.

ADJOURNMENT

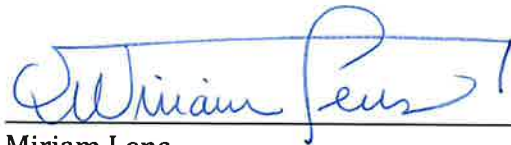
Mayor Pro Tempore Roche adjourned the City Council meeting at 8:18 p.m.

APPROVED



Julie Roche
Mayor Pro Tempore, City of Hayward

ATTEST:



Miriam Lens
City Clerk, City of Hayward