

CITY COUNCIL MEETING

JUNE 25, 2024

**DOCUMENTS RECEIVED
AFTER PUBLISHED
AGENDA**

Public Comment

From: [Chelsea Dinis](#)
To: [List-Mayor-Council](#)
Subject: COLA/Wage Increase
Date: Tuesday, June 25, 2024 9:50:39 AM

Dear Hayward City Council Member,

I hope this letter finds you in good health and high spirits. As a dedicated employee of the City of Hayward for the past 9 years (10 if you count my volunteer experience), I have had the privilege of calling this city my home away from home. It is with a sense of utmost respect and concern that I write to you today to address an issue that has been weighing heavily on my mind.

In recent years, the high cost of living has become an increasingly challenging hurdle for families like mine. Despite our unwavering commitment to our work and our community, the continued rise in prices for our monthly expenses has put a significant strain on our financial well-being. The burden of maintaining a household has become overwhelming, as we find ourselves faced with difficult choices in order to make ends meet.

The basic necessities of life such as food, gasoline, and rent have become increasingly unaffordable, leaving us with limited options and little room for financial stability. It is disheartening to witness the constant struggle to balance our financial responsibilities while striving to provide a comfortable life for our loved ones. As hardworking individuals who contribute to the success and prosperity of this great city, we believe that we deserve better pay to alleviate the financial burden that weighs heavily upon us.

I kindly request your attention and consideration towards this matter. The collective voice of employees like myself echoes the sentiment that fair and equitable compensation is not only a matter of financial stability for our families but also a reflection of the value and appreciation we receive from our beloved city. A more competitive salary would not only alleviate the strain on our personal finances but would also serve as a testament to the city's commitment to the well-being of its employees.

I understand that the decisions made by the City Council are complex and multifaceted, taking into account various factors and priorities. However, I humbly urge you to empathize with the challenges faced by hardworking individuals and their families as they navigate the ever-increasing cost of living. By addressing this issue, the City Council would not only be supporting its employees but also fostering a stronger and more resilient community.

I extend my deepest gratitude for your time and consideration in reviewing this matter. Your

dedication and commitment to the betterment of our city and its employees are truly appreciated. I trust that you will carefully weigh the impact of fair and equitable compensation on the lives of those who work tirelessly to make Hayward the remarkable place it is.

With utmost respect and gratitude,

Chelsea Dinis

A Devoted Employee of the City of Hayward

From: [Dan Magalhaes](#)
To: [List-Mayor-Council](#)
Subject: Contract Negotiations
Date: Monday, June 24, 2024 10:47:43 AM

Dear Mayor Salinas and City Councilmembers:

Competitive wages, recruitment, and retention of staff continues to be a challenge for all of us. Many City Staff are unable to reside in the City of Hayward. It is advantageous on many fronts to have staff reside in the city for which they work, yet the gap between the cost-of-living in and around Hayward and the compensation City Workers receive for the work continues to widen.

As you know, I work for the city of Hayward as the WRRF (WPCF) Maintenance Manager. I am also the HAME President.

I take great pride in the work that I do for the City of Hayward, the rate payers, and our membership..

I hope to continue this valuable work in Hayward for years to come, but it concerns me when I see my co-workers leaving for other agencies and when I see vacant positions unfilled or filled temporarily while recruitments fail to yield qualified candidates. Hayward needs to retain the skillset and institutional knowledge that has made Hayward so successful and will be necessary for our continued success.

You are aware that HAME, IFPTE Local 21, and SEIU 1021, are currently negotiating with the City for our next MOUs. We urge you to consider the importance of retaining Hayward workers whose skills, experience, demonstrated dedication, and institutional knowledge are intrinsically tied to Hayward's success, both present and future..

Negotiations are progressing, but there are some challenges that will have to be met by the city to bring a fair and equitable agreement.

I take great pride in the work I do for the City of Hayward and its residents. I know my coworkers do as well. I hope I can continue to serve this city and its residents for a long time, pass my institutional knowledge to those who follow, and to continue to make Hayward the best it can be. With the need to meet changing regulatory requirements requiring a major improvement at our plant, staff consistency will be critical. I know this is true with other departments and their projects that continue to take the City of Hayward to new heights.

We are asking the City and its leaders to prioritize closing this cost-of-living gap. We appreciate your commitment to our City and to its dedicated workers and hope you will carry our message into your next session.

Thank you,

Dan Magalhaes

HAME President

"I have decided to stick with love. Hate is too great a burden to bear"
Martin Luther King, Jr.

NOTE: My office hours are Monday thru Thursday, 6:00 a.m. – 4:30 p.m.

From: [Jennie Comstock](#)
To: [List-Mayor-Council](#)
Subject: Cost of living - close the gap
Date: Tuesday, June 25, 2024 2:16:11 AM

Dear Mayor Salinas and City Councilmembers:

As you read this email, the gap between the cost of living in and around Hayward and the compensation City Workers receive for the work they do to keep Hayward working continues to widen.

I work for the City of Hayward as the Animal Services Administrator and have worked for the City of Hayward for nearly 24 years. I am also a City of Hayward resident.

I take great pride in the work that I do for the City of Hayward and its residents.

I hope to continue this valuable work in Hayward for years to come. So, it concerns me when I see our hard working employees living paycheck to paycheck and leaving for other agencies. It is disheartening that we are unable to fill vacant positions with qualified candidates due to salaries that are not competitive. Hayward needs to retain and be able to attract the skill and knowledge that has made Hayward so successful and will be necessary for our continued success.

You are aware that IFPTE Local 21, SEIU 1021, and HAME are currently negotiating with the City for our next contracts. We urge you to consider the importance of retaining Hayward workers whose skills, experience, demonstrated dedication, and institutional knowledge are intrinsically tied to Hayward's success.

This means respecting City workers and prioritizing them. It means recognizing that a successful Hayward understands that it has a duty to compensate its workers so that they can afford to work for Hayward and not worry about whether they can pay their rent; to work for Hayward and be confident in buying groceries for their families; to work for Hayward and be able to save to be able to retire with dignity. In a thriving city like Hayward, City workers who are the heartbeat of the city should not be living paycheck to paycheck.

I am proud of the work I do for the City of Hayward and its residents. I know my coworkers and employees are as well. I hope I can continue to serve this city and its residents for a long time and continue to make Hayward the best it can be. But we need the City and its leaders to prioritize closing the cost of living gap. We appreciate your commitment to our City and to its dedicated workers and hope you will carry our message into your session today.

Thank you,

Jennie Comstock
HAME Member

Jennie Comstock, CAWA
Animal Services Administrator
Hayward Police Department
Animal Services Bureau

[REDACTED]

[REDACTED]

[REDACTED]

From: [Ayush Patel](#)
To: [List-Mayor-Council](#)
Subject: Fair Compensation
Date: Monday, June 24, 2024 10:29:41 AM

Dear Mayor Salinas and City Councilmembers:

As you read this letter, the gap between the cost of living in and around Hayward and the compensation City Workers receive for the work they do to keep Hayward working continues to widen.

I work for the city of Hayward as a Management Analyst I for the Housing Division.

I take great pride in the work that I do for the City of Hayward and its residents, especially renters.

I hope to continue this valuable work in Hayward for years to come. It concerns me when I see my co-workers leaving for other agencies and vacant positions unfilled or filled temporarily with outside contractors. Hayward needs to retain the skill and institutional knowledge that has made Hayward so successful and will be necessary for our continued success.

You are aware that IFPTE Local 21, SEIU 1021, and HAME are currently negotiating with the City for our next contracts. We urge you to consider the importance of retaining Hayward workers whose skills, experience, demonstrated dedication, and institutional knowledge are intrinsically tied to Hayward's success.

This means respecting City workers and prioritizing them. It means recognizing that a successful Hayward understands that it has a duty to compensate its workers so that they can afford to work for Hayward and not worry about whether they can pay their rent; to work for Hayward and be confident in buying groceries for their families; to work for Hayward and be able to save to be able to retire with dignity. In a thriving city like Hayward, City workers who are the heartbeat of the City should not be living month-to-month.

I am proud of the work I do for the City of Hayward and its residents. I know my coworkers are as well. I hope I can continue to serve this city and its residents for a long time and continue to make Hayward the best it can be. But we need the City and its leaders to prioritize closing the cost of living gap. We appreciate your commitment to our City and to its dedicated workers and hope you will carry our message into your session today.

Thank you,

Ayush Patel
HAME Member

From: [Sharon Hu](#)
To: [List-Mayor-Council](#)
Subject: HAME Letter
Date: Tuesday, June 25, 2024 8:59:06 AM
Attachments: [Letter template for Hayward City Council before 7-25 meeting_SH.docx](#)

Hi there,

Please see attached for my letter of support to increase the COLA adjustment for HAME, Local 21, and SEIU 1021 members.

Thank you,
Sharon Hu

Sharon Hu (she/her)
Management Analyst
Public Works and Utilities Department
City of Hayward [REDACTED] [REDACTED]
[REDACTED]

Dear Mayor Salinas and City Councilmembers:

As you read this letter, the gap between the cost of living in and around Hayward and the compensation City Workers receive for the work they do to keep Hayward working continues to widen.

I work for the city of Hayward as a Management Analyst.

I take great pride in the work that I do for the City of Hayward and its community members.

I hope to continue this valuable work in Hayward for years to come. So it concerns me when I see my co-workers leaving for other agencies and vacant positions unfilled or filled temporarily with outside contractors. Hayward needs to retain the skill and institutional knowledge that has made Hayward so successful and will be necessary for our continued success.

You are aware that IFPTE Local 21, SEIU 1021, and HAME are currently negotiating with the City for our next contracts. We urge you to consider the importance of retaining Hayward workers whose skills, experience, demonstrated dedication, and institutional knowledge are intrinsically tied to Hayward's success.

This means respecting City workers and prioritizing them. It means recognizing that a successful Hayward understands that it has a duty to compensate its workers so that they can afford to work for Hayward and not worry about whether they can pay their rent; to work for Hayward and be confident in buying groceries for their families; to work for Hayward and be able to save to be able to retire with dignity. In a thriving city like Hayward, City workers who are the heartbeat of the City should not be living month-to-month.

I am proud of the work I do for the City of Hayward and its residents. I know my coworkers are as well. I hope I can continue to serve this city and its residents for a long time and continue to make Hayward the best it can be. But we need the City and its leaders to prioritize closing the cost of living gap. We appreciate your commitment to our City and to its dedicated workers and hope you will carry our message into your session today.

Thank you,

Sharon Hu

HAME Member

From: [Jacky Arechiga](#)
To: [List-Mayor-Council](#)
Subject: Hayward City Council Meeting June 25, 2024 Agenda Item #1
Date: Monday, June 24, 2024 11:20:36 AM

Dear Mayor Salinas and City Councilmembers:

As you read this letter, the gap between the cost of living in and around Hayward and the compensation City Workers receive for the work they do to keep Hayward working continues to widen.

I work for the city of Hayward as a Laboratory Technician and I take great pride in the work that I do for the City of Hayward and its residents.

I hope to continue this valuable work in Hayward for years to come. So it concerns me when I see my co-workers leaving for other agencies and vacant positions unfilled or filled temporarily with outside contractors. Hayward needs to retain the skill and institutional knowledge that has made Hayward so successful and will be necessary for our continued success.

You are aware that IFPTE Local 21, SEIU 1021, and HAME are currently negotiating with the City for our next contracts. We urge you to consider the importance of retaining Hayward workers whose skills, experience, demonstrated dedication, and institutional knowledge are intrinsically tied to Hayward's success.

This means respecting City workers and prioritizing them. It means recognizing that a successful Hayward understands that it has a duty to compensate its workers so that they can afford to work for Hayward and not worry about whether they can pay their rent; to work for Hayward and be confident in buying groceries for their families; to work for Hayward and be able to save to be able to retire with dignity. In a thriving city like Hayward, City workers who are the heartbeat of the City should not be living month-to-month.

I am proud of the work I do for the City of Hayward and its residents. I know my coworkers are as well. I hope I can continue to serve this city and its residents for a long time and continue to make Hayward the best it can be. But we need the City and its leaders to prioritize closing the cost of living gap. We appreciate your commitment to our City and to its dedicated workers and hope you will carry our message into your session.

Thank you,

Jacky Arechiga

IFPTE Local 21 Member

From: [Harnam Vij](#)
To: [List-Mayor-Council](#)
Subject: Hayward City Council Meeting June 25, 2024 Agenda Item #1
Date: Monday, June 24, 2024 12:46:41 PM

CAUTION: This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Salinas and City Councilmembers:

As you read this letter, the gap between the cost of living in and around Hayward and the compensation City Workers receive for the work they do to keep Hayward working continues to widen.

I work for the city of Hayward as a Systems Analyst II.

I take great pride in the work that I do for the City of Hayward and its residents.

I hope to continue this valuable work in Hayward for years to come. So it concerns me when I see my co-workers leaving for other agencies and vacant positions unfilled or filled temporarily with outside contractors. Hayward needs to retain the skill and institutional knowledge that has made Hayward so successful and will be necessary for our continued success.

You are aware that IFPTE Local 21, SEIU 1021, and HAME are currently negotiating with the City for our next contracts. We urge you to consider the importance of retaining Hayward workers whose skills, experience, demonstrated dedication, and institutional knowledge are intrinsically tied to Hayward's success.

This means respecting City workers and prioritizing them. It means recognizing that a successful Hayward understands that it has a duty to compensate its workers so that they can afford to work for Hayward and not worry about whether they can pay their rent; to work for Hayward and be confident in buying groceries for their families; to work for Hayward and be able to save to be able to retire with dignity. In a thriving city like Hayward, City workers who are the heartbeat of the City should not be living month-to-month.

I am proud of the work I do for the City of Hayward and its residents. I know my coworkers are as well. I hope I can continue to serve this city and its residents for a long time and continue to make Hayward the best it can be. But we need the City and its leaders to prioritize closing the cost of living gap. We appreciate your commitment to our City and to its dedicated workers and hope you will carry our message into your session today.

Thank you,

Minnie Vij

IFPTE Local 21 Member

From: [John Varga](#)
To: [List-Mayor-Council](#)
Subject: Hayward City Council Meeting June 25, 2024 Agenda Item #1
Date: Monday, June 24, 2024 2:01:57 PM

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Dear Mayor Salinas and City Councilmembers:

As you read this letter, the gap between the cost of living in and around Hayward and the compensation City Workers receive for the work they do to keep Hayward working continues to widen.

I am proud to represent the hardworking members of IFPTE Local 21.3

Every day I see great pride Local 21 members take in the work that I do for the City of Hayward and its Residents and Business Community.

Hayward City workers want to continue this valuable work in Hayward for years to come. So it concerns them when they see their co-workers leaving for other agencies and vacant positions unfilled or filled temporarily with outside contractors. Hayward needs to retain the skill and institutional knowledge that has made Hayward so successful and will be necessary for our continued success.

You are aware that IFPTE Local 21, SEIU 1021, and HAME are currently negotiating with the City for our next contracts. We urge you to consider the importance of retaining Hayward workers whose skills, experience, demonstrated dedication, and institutional knowledge are intrinsically tied to Hayward's success.

This means respecting City workers and prioritizing them. It means recognizing that a successful Hayward understands that it has a duty to compensate its workers so that they can afford to work for Hayward and not worry about whether they can pay their rent; to work for Hayward and be confident in buying groceries for their families; to work for Hayward and be able to save to be able to retire with dignity. In a thriving city like Hayward, City workers who are the heartbeat of the City should not be living month-to-month.

Local 21 members are proud of the work they do for the City of Hayward and its residents. They hope to continue to serve this city and its residents for a long time and continue to make Hayward the best it can be. But we need the City and its leaders to prioritize closing the cost of living gap. We appreciate your commitment to our City and to its dedicated workers and hope you will carry our message into your session today.

Thank you,

John Varga

IFPTE Local 21

Union Representative / Organizer

Dear Mayor Salinas and City Councilmembers:

As you read this letter, the gap between the cost of living in and around Hayward and the compensation City Workers receive for the work they do to keep Hayward working continues to widen.

I work for the city of Hayward as an Associate Civil Engineer.

I take great pride in the work that I do for the City of Hayward and its residents and businesses.

I hope to continue this valuable work in Hayward for years to come. So it concerns me when I see my co-workers leaving for other agencies and vacant positions unfilled or filled temporarily with outside contractors. Hayward needs to retain the skill and institutional knowledge that has made Hayward so successful and will be necessary for our continued success.

You are aware that IFPTE Local 21, SEIU 1021, and HAME are currently negotiating with the City for our next contracts. We urge you to consider the importance of retaining Hayward workers whose skills, experience, demonstrated dedication, and institutional knowledge are intrinsically tied to Hayward's success.

This means respecting City workers and prioritizing them. It means recognizing that a successful Hayward understands that it has a duty to compensate its workers so that they can afford to work for Hayward and not worry about whether they can pay their rent; to work for Hayward and be confident in buying groceries for their families; to work for Hayward and be able to save to be able to retire with dignity. In a thriving city like Hayward, City workers who are the heartbeat of the City should not be living month-to-month.

I am proud of the work I do for the City of Hayward and its residents. I know my coworkers are as well. I hope I can continue to serve this city and its residents for a long time and continue to make Hayward the best it can be. But we need the City and its leaders to prioritize closing the cost of living gap. We appreciate your commitment to our City and to its dedicated workers and hope you will carry our message into your session today.

Thank you,

Yama Farouqi

IFPTE Local 21 Member

From: [andrea.garcia](#)
To: [List-Mayor-Council](#)
Subject: Hayward City Council Meeting June 25, 2024 Agenda Item #1
Date: Monday, June 24, 2024 2:13:45 PM

CAUTION: This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Salinas and City Councilmembers:

As you read this letter, the gap between the cost of living in and around Hayward and the compensation City Workers receive for the work they do to keep Hayward working continues to widen.

I work for the city of Hayward as a family counselor at Youth and Family Services Bureau.

I take great pride in the work that I do for the City of Hayward and its community.

I hope to continue this valuable work in Hayward for years to come. It concerns me when I see my co-workers leaving for other agencies and vacant positions unfilled or filled temporarily with outside contractors. Hayward needs to retain the skill and institutional knowledge that has made Hayward so successful and will be necessary for our continued success.

You are aware that IFPTE Local 21, SEIU 1021, and HAME are currently negotiating with the City for our next contracts. We urge you to consider the importance of retaining Hayward workers whose skills, experience, demonstrated dedication, and institutional knowledge are intrinsically tied to Hayward's success.

This means respecting City workers and prioritizing them. It means recognizing that a successful Hayward understands that it has a duty to compensate its workers so that they can afford to work for Hayward and not worry about whether they can pay their rent; to work for Hayward and be confident in buying groceries for their families; to work for Hayward and be able to save to be able to retire with dignity. In a thriving city like Hayward, City workers who are the heartbeat of the City should not be living month-to-month.

I am proud of the work I do for the City of Hayward and its residents. I know my coworkers are as well. I hope I can continue to serve this city and its residents for a long time and continue to make Hayward the best it can be. But we need the City and its leaders to prioritize closing the cost of living gap. We appreciate your commitment to our City and to its dedicated workers and hope you will carry our message into your session today.

Thank you,

Andrea Garcia

IFPTE Local 21 Member

From: [Amber Lowery](#)
To: [List-Mayor-Council](#)
Subject: Hayward City Council Meeting June 25, 2024 Agenda Item #1
Date: Monday, June 24, 2024 4:15:32 PM

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Dear Mayor Salinas and City Councilmembers:

As you read this letter, the gap between the cost of living in and around Hayward and the compensation City Workers receive for the work they do to keep Hayward working continues to widen.

I work for the city of Hayward as an Economic Development Specialist within the City Manager's Office.

I take great pride in the work that I do for the City of Hayward and its Business Community. The work I do directly impacts Hayward's economic livelihood. Whether it is bringing new businesses into the city or helping established businesses thrive. My position allows me to create new programs to keep our local economy thriving and that cannot be done if I am not compensated appropriately.

I hope to continue this valuable work in Hayward for years to come. So it concerns me when I see my co-workers leaving for other agencies and vacant positions unfilled or filled temporarily with outside contractors. Hayward needs to retain the skill and institutional knowledge that has made Hayward so successful and will be necessary for our continued success.

You are aware that IFPTE Local 21, SEIU 1021, and HAME are currently negotiating with the City for our next contracts. We urge you to consider the importance of retaining Hayward workers whose skills, experience, demonstrated dedication, and institutional knowledge are intrinsically tied to Hayward's success.

This means respecting City workers and prioritizing them. It means recognizing that a successful Hayward understands that it has a duty to compensate its workers so that they can afford to work for Hayward and not worry about whether they can pay their rent; to work for Hayward and be confident in buying groceries for their families; to work for Hayward and be able to save to be able to retire with dignity. In a thriving city like Hayward, City workers who are the heartbeat of the City should not be living month-to-month.

I am proud of the work I do for the City of Hayward and its residents. I know my coworkers are as well. I hope I can continue to serve this city and its residents for a long time and continue to make Hayward the best it can be. But we need the City and its leaders to prioritize closing the cost of living gap. We appreciate your commitment to our City and to its dedicated workers and hope you will carry our message into your session today.

Thank you,

Dr. Amber Green

IFPTE Local 21 Member

From: [Erendira Garcia](#)
To: [List-Mayor-Council](#)
Subject: Hayward City Council Meeting June 25, 2024 Agenda Item #1
Date: Monday, June 24, 2024 4:46:03 PM

CAUTION: This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Salinas and City Councilmembers:

As you read this letter, the gap between the cost of living in and around Hayward and the compensation City Workers receive for the work they do to keep Hayward working continues to widen.

I work for the city of Hayward as a graphic designer and social media manager.

My colleagues and I take a lot of pride in serving Hayward, many of us were born and/or raised here. This is more than just a job for a lot of us. I hope to continue this valuable work in Hayward for years to come but it concerns me when a lot of recent discussions and actions don't seem to prioritize Hayward workers.

As IFPTE Local 21, SEIU 1021, and HAME negotiate with the City for our next contracts, I urge you to consider the importance of retaining Hayward workers whose skills, experience, demonstrated dedication, and institutional knowledge are intrinsically tied to Hayward's success.

This means respecting City workers and prioritizing them. It means recognizing that a successful Hayward understands that it has a duty to compensate its workers so that they can *afford* to work for Hayward and not worry about whether they can pay their rent; to work for Hayward and be confident in buying groceries for their families; to work for Hayward and be able to save to retire with dignity. In a thriving city like Hayward, City workers who are the heartbeat of the City should not be living month-to-month.

I am proud of the work I do for the City of Hayward and its residents. I know my coworkers are as well. I hope I can continue to serve this city and its residents for a long time and continue to make Hayward the best it can be. But we need the City and its leaders to prioritize closing the cost of living gap. We appreciate your commitment to our City and to its dedicated workers and hope you will carry our message into your session today.

Thank you,
Erendira Garcia
IFPTE Local 21 Member

From: [jayeong3625](#)
To: [List-Mayor-Council](#)
Subject: Hayward City Council Meeting June 25, 2024 Agenda Item #1
Date: Monday, June 24, 2024 9:51:48 PM

CAUTION: This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Salinas and City Councilmembers:

As you read this letter, the gap between the cost of living in and around Hayward and the compensation City Workers receive for the work they do to keep Hayward working continues to widen.

I work for the city of Hayward as an Assistant Transportation Engineer.

I take great pride in the work that I do for the City of Hayward and its residents, businesses, and community organizations.

I hope to continue this valuable work in Hayward for years to come. So it concerns me when I see my co-workers leaving for other agencies and vacant positions unfilled or filled temporarily with outside contractors. Hayward needs to retain the skill and institutional knowledge that has made Hayward so successful and will be necessary for our continued success.

You are aware that IFPTE Local 21, SEIU 1021, and HAME are currently negotiating with the City for our next contracts. We urge you to consider the importance of retaining Hayward workers whose skills, experience, demonstrated dedication, and institutional knowledge are intrinsically tied to Hayward's success.

This means respecting City workers and prioritizing them. It means recognizing that a successful Hayward understands that it has a duty to compensate its workers so that they can afford to work for Hayward and not worry about whether they can pay their rent; to work for Hayward and be confident in buying groceries for their families; to work for Hayward and be able to save to be able to retire with dignity. In a thriving city like Hayward, City workers who are the heartbeat of the City should not be living month-to-month.

I am proud of the work I do for the City of Hayward and its residents. I know my coworkers are as well. I hope I can continue to serve this city and its residents for a long time and continue to make Hayward the best it can be. But we need the City and its leaders to prioritize closing the cost of living gap. We appreciate your commitment to our City and to

its dedicated workers and hope you will carry our message into your session today.

Thank you,

Jade Kim

IFPTE Local 21 Member

From: [Randy Zhao](#)
To: [List-Mayor-Council](#)
Subject: Hayward City Council Meeting June 25, 2024 Agenda Item #1
Date: Friday, June 21, 2024 4:32:35 PM

Dear Mayor Salinas and City Council Members,

As you read this letter, the gap between the cost of living in and around Hayward and the compensation City Workers receive for the work they do to keep Hayward working continues to grow wider.

I proudly serve as an IT Technician II for the city of Hayward. I find great satisfaction in the work I do for the City of Hayward, its community and residents.

I'm excited about the opportunity to keep contributing to Hayward's progress for years to come. However, I'm concerned about the turnover among my colleagues and the challenges posed by unfilled positions or temporary hires from outside contractors. Hayward's success depends on retaining the skills and knowledge that have made us successful.

As you know, IFPTE Local 21, SEIU 1021, and HAME are currently negotiating our next contracts with the City. It's crucial to recognize the value of retaining experienced Hayward workers whose dedication and know-how are integral to our city's achievements.

We believe it's essential to respect and prioritize our city workers. A thriving Hayward ensures that its workers can afford to live here without financial stress, provide for their families, and plan for the future. City employees, who are the heart of Hayward, should feel secure and valued.

I take great pride in serving the City of Hayward and its residents, as do my colleagues. I hope to continue this meaningful work and help Hayward thrive. However, addressing the cost of living gap is crucial for us to remain dedicated and effective in our roles. We appreciate your support for our city and its hardworking employees and hope you'll advocate for our concerns in your upcoming session.

Thank you,

Randy Zhao

IFPTE Local 21 Member

From: [mdeorian](#)
To: [List-Mayor-Council](#)
Subject: HPD Administrators - HAME negotiations - request for consideration
Date: Monday, June 24, 2024 10:28:53 AM

CAUTION: This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor and City Council,

I am Mike DeOran, the manager (administrator) of the city's 9-1-1 Communications Center. I am writing this letter in my **personal capacity as a HAME member and not as a representative of HPD**. This e-mail is not a cookie cutter template the union sent out for us to use, and I would greatly appreciate you reading the entirety of my email. I also respectfully request this not be shared with my chain of command for fear of retaliation.

Negotiations are a complex matter, and I understand you must be judicious and responsible in utilizing taxpayer dollars to run the city. I respectfully request that you read my message and consider my perspective. This pertains to the current negotiations with my union, HAME, but also to the broader issue of the direction of the Hayward Communications Center, which I believe is closely tied to union negotiations.

I am speaking from my perspective as a civilian manager working in the Police Department. As you may know, the Police Department eliminated the Support Services Division Manager role, which was a civilian equivalent to a sworn Captain where a civilian had a seat at the table and was seen as an equal with Command Staff. That is no more. As Communications Administrator, I am at the top of my pay scale with no opportunities for growth or income supplementation within the city. The Support Services Manager role was the position I aspired to advance to. It is frustrating that we continue to dismantle opportunities for civilian staff while bolstering the sworn management structure. I manage a team allocated with 39 staff members, one of the largest FTE units in the city. Our center dispatches for both police and fire services and is a workhorse. I report directly to a Police Captain who makes \$65.48 an hour more than I do, which is 87.92% more.

Managing arguably the most important unit in the entire city is a stressful and complex job. I have no assistant or support staff, and we have been operating on a critical basis for the past few years. The structure of the Communications Center has not changed, except for Measure C added positions. However, the workload of the HCC has increased, and consequently, my workload has increased without any additional compensation, support staff, or recognition. My request for outside employment has been denied by my Captain on the grounds of the critical state the HCC has been in. It has been this way for years. The city has paid for and undergone numerous consultation processes over the last decade, which have made recommendations, and we are now going through another one, but the changes have not been adopted or implemented. This feels like gaslighting to staff, creating a constant tug of war between PD, FD, and City Hall where no visible positive

changes are made. It is always a light at the end of the tunnel that is diffused by staff resignations and abrupt retirements creating additional vacancies.

I only speak from my perspective as the administrator of the HCC and a civilian manager at the PD, but other units are experiencing similar challenges. The city seeks to be innovative, forward-thinking, and attract top talent, but this will be very challenging if we do not recognize and pay the hardworking civilian managers who devote themselves to operating the important support functions of the Police and Fire departments.

I am asking that you respectfully consider agreeing to the cost-of-living adjustment our union is requesting. We administrators at PD are regularly told we are supposed to be the civilian equivalent of lieutenants, but we are salaried and have no means to supplement our income. There is a significant disparity there.

I also respectfully ask and encourage that you all be more involved and engaged in the current state and future of the Hayward Communications Center. I was very excited about the Public Safety Innovation Project and its focus on the HCC, but it truly feels like we are now on the back burner.

Thank you for your consideration of this information in your discussions and decisions regarding negotiations with HAME for fair, equitable pay, and for continuing to make Hayward a place where employees feel valued and recognized.

Respectfully,

Michael DeOrian

From: [Lesley Hayes](#)
To: [List-Mayor-Council](#)
Subject: Letter from HAME member for City Council Meeting 7/25/24
Date: Monday, June 24, 2024 1:08:01 PM
Attachments: [HAYES Letter Hayward City Council before 7-25 meeting.docx](#)

Mayor and Council,

Please find attached my letter in support of a higher COLA for HAME in the current contract negotiations.

Lesley Hayes

Sr. Crime and Intelligence Analyst
Hayward Police Department
Vice/Intelligence Unit
Desk: [REDACTED]
Cell: [REDACTED]

Dear Mayor Salinas and City Councilmembers:

As you read this letter, the gap between the cost of living in and around Hayward and the compensation City Workers receive for the work they do to keep Hayward working continues to widen.

I work for the city of Hayward as a Sr. Crime and Intelligence Analyst

I take great pride in the work that I do for the City of Hayward and its Residents and Business Community, and I intend to remain here to serve them in the years to come, but you are not making it easy for me.

You are aware that IFPTE Local 21, SEIU 1021, and HAME are currently negotiating with the City for our next contracts. We urge you to consider the importance of retaining Hayward workers whose skills, experience, demonstrated dedication, and institutional knowledge are intrinsically tied to Hayward's success.

I understand the importance of our sworn personnel and making sure they have a contract that will attract and retain them is of the utmost importance. I would like to just point out that a lot of the very good work done here, at the police department, is done by professional staff like me. Having positive effects on the level of crime in our community is something we all take very seriously here, not just our sworn coworkers. I would never presume to be deserving of or request a contract at the level of my sworn coworkers. I do, however, believe that creating such a difference in our contracts can be demoralizing for the professional staff. It sends a clear message that although we are all working toward the same end goal, in the end their badge and gun means more than the work I do in the background to support them.

The City has a duty to compensate its workers so that they can afford to work for Hayward and not worry about whether they can pay their rent; to work for Hayward and be confident in buying groceries for their families; to work for Hayward and be able to save to be able to retire with dignity. In a thriving city like Hayward, City workers who are the heartbeat of the City should not be living month-to-month.

I am proud of the work I do for the City of Hayward and its residents. I know my coworkers are as well. I hope I can continue to serve this city and its residents for a long time and continue to make Hayward the best it can be. But we need the City and its leaders to prioritize closing the cost of living gap. We appreciate your commitment to our City and to its dedicated workers and hope you will carry our message into your session today.

Thank you,

Lesley Hayes
HAME Member

From: [Jesse Prins](#)
To: [List-Mayor-Council](#)
Subject: Letter of Concern
Date: Monday, June 24, 2024 2:02:44 PM

CAUTION: This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Salinas and City Councilmembers:

As you read this letter, the gap between the cost of living in and around Hayward and the compensation City Workers receive for the work they do to keep Hayward working continues to widen.

I work for the city of Hayward as a Code Enforcement Inspector. I take great pride in the work that I do for the City of Hayward and its residents.

I hope to continue this valuable work in Hayward for years to come. So it concerns me when I see my co-workers leaving for other agencies and vacant positions unfilled or filled temporarily with outside contractors. Hayward needs to retain the skill and institutional knowledge that has made Hayward so successful and will be necessary for our continued success.

You are aware that IFPTE Local 21, SEIU 1021, and HAME are currently negotiating with the City for our next contracts. We urge you to consider the importance of retaining Hayward workers whose skills, experience, demonstrated dedication, and institutional knowledge are intrinsically tied to Hayward's success.

This means respecting City workers and prioritizing them. It means recognizing that a successful Hayward understands that it has a duty to compensate its workers so that they can afford to work for Hayward and not worry about whether they can pay their rent; to work for Hayward and be confident in buying groceries for their families; to work for Hayward and be able to save to be able to retire with dignity. In a thriving city like Hayward, City workers who are the heartbeat of the City should not be living month-to-month.

I am proud of the work I do for the City of Hayward and its residents. I know my coworkers are as well. I hope I can continue to serve this city and its residents for a long time and continue to make Hayward the best it can be. But we need the City and its leaders to prioritize closing the cost of living gap. We appreciate your commitment to our City and to its dedicated workers and hope you will carry our message into your session today.

Thank you,

Jesse Prins

IFPTE Local 21 Member

From: [Trang Nguyen](#)
To: [List-Mayor-Council](#)
Subject: Letter to Council for consideration
Date: Tuesday, June 25, 2024 8:55:21 AM
Attachments: [Letter for Hayward City Council.docx](#)
[image001.png](#)

Good morning,

As a HAME member and a Hayward resident, I have attached a letter for your review and consideration regarding the cost-of-living adjustment.

Thank you,

Trang Nguyen
Management Analyst
Public Works & Utilities Department
City of Hayward | [REDACTED]
[REDACTED] [REDACTED]



Dear Mayor Salinas and City Councilmembers:

As you read this letter, the gap between the cost of living in and around Hayward and the compensation City Workers receive for the work they do to keep Hayward working continues to widen.

I work for the city of Hayward as a Management Analyst.

I take great pride in the work that I do for the City of Hayward and its community. I am also a Hayward resident and recognize all the hard work that City employees do to improve and maintain the City.

I hope to continue this valuable work in Hayward for years to come. So, it is concerning when my co-workers leave for other agencies and positions are vacant or filled temporarily with outside contractors. Hayward needs to retain the skill and institutional knowledge that has made Hayward successful and will be necessary for our continued success.

You are aware that IFPTE Local 21, SEIU 1021, and HAME are currently negotiating with the City for our next contracts. We urge you to consider the importance of retaining Hayward workers whose skills, experience, demonstrated dedication, and institutional knowledge are intrinsically tied to Hayward's success.

This means respecting City workers and prioritizing them. It means recognizing that a successful Hayward understands that it has a duty to compensate its workers so that they can afford to work for Hayward and not worry about whether they can pay their rent; to work for Hayward and be confident in buying groceries for their families; to work for Hayward and be able to save to be able to retire with dignity. In a thriving city like Hayward, City workers who are the heartbeat of the City should not be living month-to-month.

I am proud of the work I do for the City of Hayward and its residents. I know my coworkers are as well. I hope I can continue to serve this city and its residents for a long time and continue to make Hayward the best it can be. But we need the City and its leaders to prioritize closing the cost-of-living gap. We appreciate your commitment to our City and to its dedicated workers and hope you will carry our message into your session today.

Thank you,

Trang Nguyen
HAME Member

From: [Danny Ebarvia](#)
To: [List-Mayor-Council](#)
Subject: Letter To The Hayward City Council Before 07/24/24 Meeting
Date: Monday, June 24, 2024 12:54:22 PM
Attachments: [Letter To The Hayward City Council before 7-25 meeting.docx](#)

CAUTION: This is an external email. Do not click on links or open attachments unless you know the content is safe.

Hello Mayor and City Councilmembers,

I hope this email finds you in good health and spirits. I'm a city employee and asked that you read my attached letter addressed to you and your co-community leaders. I must say I appreciate the hard work and dedication you've all put into helping our city.

Thank you,

Dan Ebarvia

Dear Mayor Salinas and City Councilmembers:

As you read this letter, the gap between the cost of living in and around Hayward and the compensation City Workers receive for the work they do to keep Hayward working continues to widen.

I work as a Crime and Intelligence Analyst for the Hayward Police Department and grew up living here in many of our neighborhoods. I lived on Manon, Gading, Havana, Amador Village, Tehama, Eastori, and Zeile Creek Drive.

I take great pride in serving the city of Hayward and its wonderful residents and local businesses. Many of the residents are my family members and lifelong friends. We do a lot of shopping and dining here in Hayward, which makes it easy for me to say that my money really does get circulated back into our community. Lately, it's been harder because of inflation.

I'm hoping to continue to be a valuable servant of Hayward for years to come. It does concern me when I see my co-workers leaving for other agencies for better MOU contracts. Hayward needs to retain the skill and institutional knowledge that has made Hayward so successful and will be necessary for our continued success.

You are aware that IFPTE Local 21, SEIU 1021, and HAME are currently negotiating with the City for our next contracts. We urge you to consider the importance of retaining Hayward workers whose skills, experience, demonstrated dedication, and institutional knowledge are intrinsically tied to Hayward's success.

please recognizing that a successful Hayward understands that it has a duty to compensate its workers so that they can afford to work for Hayward and not worry about whether they can pay their rent; to work for Hayward and be confident in buying groceries for their families; to work for Hayward and be able to save to be able to retire with dignity. In a thriving city like Hayward, City workers who are the heartbeat of the City should not be living month-to-month. No one here is asking to get rich off Hayward, we just want to be compensated correctly and continue to be a viable part of our community.

So once again I say, I am proud of the work I do for the City of Hayward and its residents. I know my coworkers are as well. I hope I can continue to serve this city and its residents for a long time and continue to make Hayward the best it can be. But we need the City and its leaders to prioritize closing the cost-of-living gap. We appreciate your commitment to our City and to its dedicated workers and hope you will carry our message into your session today.

Thank you,

Danny J. Ebarvia

HAME Member

From: [Manny Grewal](#)
To: [List-Mayor-Council](#)
Subject: Public Comment for Labor Negotiations
Date: Tuesday, June 25, 2024 8:40:15 AM

Dear Mayor and City Council Members,

We hope this message finds you well. On behalf of the HAME Board, I am writing to express our sincere appreciation for the progress we have collectively made in recent contract negotiation discussions. It is heartening to see the dedication and commitment shown by all parties involved.

Throughout our meetings, it is evident that we share a common goal: to ensure the well-being of our employees and colleagues. The strides we have taken so far reflect our shared commitment to retain employees, to compensate fairly, and to proudly retire after many dedicated years of service to the Hayward community. The groundwork we have laid paves the way for a fruitful relationship that will benefit all stakeholders involved for years to come.

As we look forward, we are hopeful that we can build upon our progress and bring these negotiations to a respectful conclusion. Together, we are confident that we can reach an agreement that not only meets the needs of our employees but also sets a positive example for collaborative decision-making.

Thank you once again for your consideration, openness to dialogue, and hard work and dedication to our city.

Warm regards,

Manny Grewal, Treasurer

On behalf of HAME:

Dan Magalhaes, President

David Donovan, Vice President

Liz Sanchez, Secretary

Michael Barnes, Member-at-Large

Ben Foreman, Member-at-Large

Adam Perez, Member-at-Large

Thanks,

Manny Grewal

Management Analyst | Maintenance Services Department
City of Hayward | [REDACTED]

From: [Mark Orlandi](#)
To: [List-Mayor-Council](#)
Subject: Wage Gap to Cost of Living
Date: Tuesday, June 25, 2024 8:24:35 AM
Attachments: [image001.png](#)

Dear Mayor Salinas and City Councilmembers:

As you read this letter, the gap between the cost of living in and around Hayward and the compensation City Workers receive for the work they do to keep Hayward working continues to widen.

I work for the city of Hayward as the Operations Manager of the Water Resource Recovery Facility.

I take great pride in the work that I do for the City of Hayward's Residents and Community.

I hope to continue this valuable work in Hayward for years to come. So, it concerns me when I see my co-workers leaving for other agencies and vacant positions unfilled or filled temporarily with outside contractors. Hayward needs to retain the skill and institutional knowledge that has made Hayward so successful and will be necessary for our continued success.

You are aware that IFPTE Local 21, SEIU 1021, and HAME are currently negotiating with the City for our next contracts. We urge you to consider the importance of retaining Hayward workers whose skills, experience, demonstrated dedication, and institutional knowledge are intrinsically tied to Hayward's success.

This means respecting City workers and prioritizing them. It means recognizing that a successful Hayward understands that it has a duty to compensate its workers so that they can afford to work for Hayward and not worry about whether they can pay their rent; to work for Hayward and be confident in buying groceries for their families; to work for Hayward and be able to save to be able to retire with dignity. In a thriving city like Hayward, City workers who are the heartbeat of the City should not be living month-to-month.

I am proud of the work I do for the City of Hayward, protecting the San Francisco Bay and capturing clean energy that is exported to the grid. I know my coworkers are as well. I hope I can continue to serve this city and its residents for a long time and continue to make Hayward the best it can be. But we need the City and its leaders to prioritize closing the cost of living gap. We appreciate your commitment to our City and to its dedicated workers and hope you will carry our message into your session today.

Thank you,

Mark Orlandi,

HAME Member

Mark Orlandi | Operations Manager

Water Resource Recovery Facility | [REDACTED]

[REDACTED] | [REDACTED]



From: [Evelyn Olivera](#)
To: [List-Mayor-Council](#)
Cc: [CityClerk](#)
Subject: City Council Meeting - June 25, 2024, Public Comment Submission
Date: Tuesday, June 25, 2024 10:23:48 AM
Importance: High

Dear Mayor Salinas and Esteemed City Councilmembers,

I hope this letter finds you in good health and high spirits. My name is Evelyn R. Olivera, and I have had the honor of serving as a Senior Secretary for both Housing and Community Services in the Office of the City Manager for the City of Hayward for the past six years. I take immense pride in the work I do and the services I provide to the Hayward community. It is my sincere hope to continue serving the City of Hayward until the day of my retirement.

I write to you today to address a pressing concern that affects not only me but also my fellow city workers. The cost of living in Hayward and the surrounding communities has far exceeded the compensation that city workers receive for their unwavering dedication and excellent service to our community members.

Allow me to provide you with a couple of personal experiences that highlight the impact of rising expenses. As part of my personal practice, I purchase breakfast and lunch groceries for my use in the office. I have always been mindful of my budget and made sensible choices. However, in the wake of the pandemic, the average cost of these groceries has skyrocketed. What used to cost me around \$35 for two weeks' worth of groceries now amounts to \$89—a staggering 39% increase, even for simple breakfasts and frozen meal lunches.

Furthermore, as a renter in San Leandro, I face an annual rent increase of 10%. This substantial hike adds an additional financial burden on me and my family, especially considering that 49% of my income is allocated solely to rent, not including utilities. As the sole income earner in my household, these mounting expenses are becoming increasingly unsustainable.

I implore you to consider the long-term implications of such steep increases in living costs. As the Heart of the Bay, Hayward has earned a reputation for its commitment to its community members, staff, and council. I earnestly request that you prioritize closing the cost-of-living gap, ensuring that my colleagues and I can continue our vital roles in supporting the City of Hayward and its residents.

I would like to express my deepest gratitude for your time and unwavering commitment to our beloved city. Your dedication and leadership are truly commendable. I remain hopeful that you will take these concerns into serious consideration, as the well-being of city workers directly affects the overall prosperity and success of the City of Hayward.

Thank you once again for your invaluable time and continued dedication to our great city.

Sincerely,

Evelyn R. Olivera

Senior Secretary
Community Services
Office of the City Manager



From: [Rosy Torres](#)
To: [List-Mayor-Council](#)
Cc: [Angel Picor](#) [REDACTED]
Subject: City Council Meeting - June 25, 2024, Public Comment
Date: Tuesday, June 25, 2024 11:49:50 AM
Attachments: [image001.png](#)

Dear Hayward City Council Member,

I hope this letter finds you in good health and high spirits. As a dedicated employee of the City of Hayward for the past 4+ years, it is with a sense of utmost respect and concern that I write to you today to address an issue that has been weighing heavily on my mind.

In recent years, the high cost of living has become an increasingly challenging hurdle for families like mine, a family of one parent and 3 children. Despite our unwavering commitment to our work and our community, the continued rise in prices for our monthly expenses has put a significant strain on our financial well-being. The burden of maintaining a household has become overwhelming, as we find ourselves faced with difficult choices to make ends meet.

The necessities of life such as medical expenses, food, gasoline, childcare and mortgage have become increasingly unaffordable, leaving us with limited options and little room for financial stability.

In my case, my family requires specialized insurance for my special needs child. My mortgage payment is 40% of my monthly wages and I am constantly filling out Financial Aid applications for my children's extracurricular activities, college needs and school tuition. All of this in addition to writing and calling medical insurance to wave exceptions to coverage due to my child's special needs.

It is disheartening to witness the constant struggle to balance our financial responsibilities while striving to provide a comfortable life for our loved ones. As hardworking individuals who contribute to the success and prosperity of

this great city, we believe that we deserve better pay to alleviate the financial burden that weighs heavily upon us.

I kindly request your attention and consideration towards this matter. The collective voice of employees like me echoes the sentiment that fair and equitable compensation is not only a matter of financial stability for our families but also a reflection of the value and appreciation we receive from our city. A more competitive salary would not only alleviate the strain on our personal finances but would also serve as a testament to the city's commitment to the well-being of its employees.

I understand that the decisions made by the City Council are complex and multifaceted, considering various factors and priorities. However, I humbly urge you to empathize with the challenges faced by hardworking individuals and their families (as stated above, a solo parent of 3) as we navigate the ever-increasing cost of living. By addressing this issue, the City Council would not only be supporting its employees but also fostering a stronger and more resilient community.

I extend my deepest gratitude for your time and consideration in reviewing this matter. Your dedication and commitment to the betterment of our city and its employees are truly appreciated. I trust that you will carefully weigh the impact of fair and equitable compensation on the lives of those who work tirelessly to make Hayward the remarkable place it is.

With utmost respect and gratitude,

Rosydalia Torres

Senior Secretary

Facilities Management Division |

Maintenance Services Department



A Devoted Employee of the City of Hayward

From: [David Donovan](#)
To: [Adam Kostrzak](#); [Angela Andrews](#); [Chuck Finnie](#); [Daniel Goldstein](#); [Dustin Claussen](#); [Francisco Zermeno](#); [George Syrop](#); [Irene Perez](#); [Julie Roche](#); [Kelly McAdoo](#); [Kristoffer Bondoc](#); [Mark Salinas](#); [Mary Thomas](#); [Michael Lawson](#); [Miriam Lens](#); [Ray Bonilla](#); [Regina Youngblood](#); [Tia Van De Vooren](#); [Zach Ebadi](#)
Subject: Contract Negotiations
Date: Tuesday, June 25, 2024 10:31:03 AM
Attachments: [image001.png](#)

Dear Mayor Salinas and City Councilmembers:

Thank you for making time in your busy schedules to read my email. I also hope this message finds you and your families well.

I am writing all of you on behalf of the HAME Board and as an employee of the City of Hayward for more than 9 years. As many of you know, I work for the City of Hayward as the Water Resource Recovery Facility(WRRF) Manager, but I am also the HAME Vice President.

Recruitment and retention of staff continues to be a challenge for us. During exit interviews, employees state that they like working for the City, but the number one reason why employees are leaving are because our wages and benefits are not as competitive as other agencies. Unfortunately, I manage a group of employees who require licenses and unique skillsets within the City. Recruitment is not easy and usually takes a more than a year to fill. These unfilled positions put a lot of undue strain and stress on everyone else who has fill in and cover for all the vacancies. Competitive wages are essential for recruitment and retention of good employees. In order to meet new regulations, the City of Hayward's WRRF is in the process of designing the largest project the City has ever undertaken. Hayward needs to retain the institutional knowledge and skillset to help make this project successful.

You are aware that IFPTE Local 21, SEIU 1021, and HAME are currently negotiating with the City for our next contracts. We urge you to consider the importance of retaining Hayward workers whose skills, experience, demonstrated dedication, and institutional knowledge are intrinsically tied to Hayward's success.

I am proud of the work I do for the City of Hayward and its residents. I know my coworkers are as well. I hope I can continue to serve this city and its residents for a long time and continue to make Hayward the best it can be. But we need the City and its leaders to prioritize closing the cost-of-living gap. We appreciate your commitment to our City and to its dedicated workers and hope you will carry our message into your session today.

Respectfully,

David Donovan
HAME Vice President

David Donovan | WRRF Manager
Department of Public Works & Utilities



From: [Adam Perez](#)
To: [List-Mayor-Council](#)
Subject: HAME contract negotiations
Date: Tuesday, June 25, 2024 11:26:23 AM
Attachments: [image001.gif](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)

Dear Mayor Salinas and City Councilmembers:

As you read this letter, the gap between the cost of living in and around Hayward and the compensation City Workers receive for the work they do to keep Hayward working continues to widen.

I work for the city of Hayward as a Property Evidence & Records Administrator.

I take great pride in the work that I do for the City of Hayward and its Residents and Business Community. Hayward is where I work, live, and raise my children.

I hope to continue this valuable work in Hayward for years to come. So, it concerns me when I see my co-workers leaving for other agencies and vacant positions unfilled or filled temporarily with outside contractors or employees from other bargaining groups in an emergency capacity. Hayward needs to retain the skill and institutional knowledge that has made Hayward so successful and will be necessary for our continued success.

You are aware that IFPTE Local 21, SEIU 1021, and HAME are currently negotiating with the City for our next contracts. We urge you to consider the importance of retaining Hayward workers whose skills, experience, demonstrated dedication, and institutional knowledge are intrinsically tied to Hayward's success.

This means respecting City workers and prioritizing them. It means recognizing that a successful Hayward understands that it has a duty to compensate its workers so that they can afford to work for Hayward and not worry about whether they can pay their rent; to work for Hayward and be confident in buying groceries for their families; to work for Hayward and be able to save to be able to retire with dignity. In a thriving city like Hayward, City workers who are the heartbeat of the City should not be living month-to-month.

I am proud of the work I do for the City of Hayward and its residents. I know my coworkers are as well. I hope I can continue to serve this city and its residents for a long time and continue to make Hayward the best it can be. But we need the City and its leaders to prioritize closing the cost-of-living gap. We appreciate your commitment to our City and to its dedicated workers and hope you will carry our message into your session today.

Thank you,

Adam D Perez

H.A.M.E. Member-at-Large

Records/Property & Evidence
Administrator/ACC



Adam D. Perez



www.haywardpd.net



From: [VIANEY MUÑOZ](#)
To: [List-Mayor-Council](#)
Subject: Hayward City Council Meeting June 25, 2024 Agenda Item #1
Date: Tuesday, June 25, 2024 11:22:40 AM

CAUTION: This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Salinas and City Councilmembers:

As a dedicated employee of the City of Hayward, I am reaching out to express my concerns about the escalating cost of living in our city. Over the past few years, housing prices have skyrocketed, with rents and home purchase costs climbing well beyond the reach of many city employees. Additionally, the prices of essential goods and services, including groceries, healthcare, and transportation, have increased significantly, further straining household budgets.

This rising cost of living is not just a financial burden; it also impacts our overall quality of life. Many employees are forced to live farther from their workplace, enduring long commutes that reduce time spent with family and increase transportation expenses. This situation results in stress and fatigue, which can negatively affect job performance and personal health.

As a System Analyst II for the City of Hayward, I take great pride in my work and hope to continue contributing to our community for many years to come.

With IFPTE Local 21, SEIU 1021, and HAME currently negotiating with the City for our next contracts, I urge you to prioritize reviewing and adjusting salaries to keep pace with the rising cost of living. Ensuring that wages reflect current economic conditions will help employees maintain their purchasing power.

Addressing these issues is essential to creating a more supportive and sustainable environment for City of Hayward employees, allowing us not only to meet our basic needs but also to thrive in our roles. Employees are the backbone of our city's services, and our well-being is crucial to the continued growth and prosperity of our community.

Thank you for your attention to this matter. I am confident that with your leadership and commitment, we can make meaningful progress in the contract negotiations.

Sincerely,

Vianey Angsten

IFPTE Local 21 Member

From: [Mir Ali](#)
To: [List-Mayor-Council](#)
Subject: Hayward City Council Meeting June 25, 2024 Agenda Item #1
Date: Tuesday, June 25, 2024 11:25:17 AM

Dear Mayor Salinas and City Councilmembers:

As you read this letter, the gap between the cost of living in and around Hayward and the compensation City Workers receive for the work they do to keep Hayward working continues to widen.

I work for the city of Hayward as an Assistant Civil Engineer.

I take great pride in the work that I do for the City of Hayward and its residents and businesses.

I hope to continue this valuable work in Hayward for years to come. So it concerns me when I see my co-workers leaving for other agencies and vacant positions unfilled or filled temporarily with outside contractors. Hayward needs to retain the skill and institutional knowledge that has made Hayward so successful and will be necessary for our continued success.

You are aware that IFPTE Local 21, SEIU 1021, and HAME are currently negotiating with the City for our next contracts. We urge you to consider the importance of retaining Hayward workers whose skills, experience, demonstrated dedication, and institutional knowledge are intrinsically tied to Hayward's success.

This means respecting City workers and prioritizing them. It means recognizing that a successful Hayward understands that it has a duty to compensate its workers so that they can afford to work for Hayward and not worry about whether they can pay their rent; to work for Hayward and be confident in buying groceries for their families; to work for Hayward and be able to save to be able to retire with dignity. In a thriving city like Hayward, City workers who are the heartbeat of the City should not be living month-to-month.

I am proud of the work I do for the City of Hayward and its residents. I know my coworkers are as well. I hope I can continue to serve this city and its residents for a long time and continue to make Hayward the best it can be. But we need the City and its leaders to prioritize closing the cost of living gap. We appreciate your commitment to our City and to its dedicated workers and hope you will carry our message into your session today.

Thank you,
Mir Ali
IFPTE Local 21 Member

From: [Natasha Gonzalez](#)
To: [List-Mayor-Council](#)
Cc: [Angel Picon](#)
Subject: City Council Meeting - June 25, 2024, Public Comment
Date: Tuesday, June 25, 2024 12:42:51 PM
Attachments: [image001.png](#)

Dear Mayor Salinas and the City of Hayward Council Members,

I hope this letter finds you in good health and high spirits. As a dedicated employee of the City of Hayward for the past 3 years, I have had the privilege of calling this city my home. It is with a sense of utmost respect and concern that I write to you today to address an issue that has been weighing heavily on my mind.

In recent years, the high cost of living has become an increasingly challenging hurdle for families like mine. Despite our unwavering commitment to our work and our community, the continued rise in prices for our monthly expenses has put a significant strain on our financial well-being. The burden of maintaining a household has become overwhelming, as we find ourselves faced with difficult choices in order to make ends meet.

The basic necessities of life such as food, gasoline, and rent have become increasingly unaffordable, leaving us with limited options and little room for financial stability. It is disheartening to witness the constant struggle to balance our financial responsibilities while striving to provide a comfortable life for our loved ones. As hardworking individuals who contribute to the success and prosperity of this great city, we believe that we deserve better pay to alleviate the financial burden that weighs heavily upon us.

I kindly request your attention and consideration towards this matter. The collective voice of employees like myself echoes the sentiment that fair and equitable compensation is not only a matter of financial stability for our families but also a reflection of the value and appreciation we receive from our beloved city. A more competitive salary would not only alleviate the strain on our personal finances but would also serve as a testament to the city's commitment to the well-being of its employees.


I understand that the decisions made by the City Council are complex and multifaceted, taking into account various factors and priorities. However, I humbly urge you to empathize with the challenges faced by hardworking individuals and their families as they navigate the ever-increasing cost of living. By addressing this issue, the City Council would not only be supporting its employees but also fostering a stronger and more resilient community.

I extend my deepest gratitude for your time and consideration in reviewing this matter. Your dedication and commitment to the betterment of our city and its employees are truly appreciated. I trust that you will carefully weigh the impact of fair and equitable compensation on the lives of those who work tirelessly to make Hayward the remarkable place it is.

With my utmost respect and gratitude,

NATASHA GONZALEZ

*Senior Secretary / Housing Division/ City of
Hayward*

	<i>phone</i>	[REDACTED]
	<i>email</i>	[REDACTED]
	<i>website</i>	Hayward-ca.gov
	<i>address</i>	[REDACTED]

From: [Jamie Martin](#)
To: [List-Mayor-Council](#)
Cc: [Angel Picon](#)
Subject: City Council Meeting - June 25, 2024, Public Comment
Date: Tuesday, June 25, 2024 1:03:19 PM

Dear Hayward City Council Member,

I have worked as a 911 Dispatcher for the City of Hayward for the past 9 years. Having the opportunity to represent and serve the City I have lived in for my entire life is an honor and a privilege.

We have all been affected by the increased cost of living in the Bay Area. As a proud Hayward resident, I am finding it more and more difficult to remain a resident in the city. The continued rise in everyday necessities and household expenses has become overwhelming and put a significant strain on my financial well-being. Additionally, the increased rate of property and violent crime have caused me to feel unsafe in a place that is my home.

Very few members of the Hayward Communications Center reside in Hayward, and even fewer reside within 30 minutes. As the cost of living increases, employee commutes increase as well, forcing families to move out to areas like Brentwood, Tracy, Manteca, and as far as Stockton. As hard working individuals, we contribute to the success and daily operations of this amazing City, and believe we deserve better pay to alleviate the financial burden.

Our priority in Dispatch is to increase our hiring and focus on retaining current employees. Within the past two weeks we have had two employees retire, and one relocated to another unit. We are already short staffed, and inundated with dangerous amounts of overtime. While we are some of the best in the Bay Area at what we do, short staffing and lack of retention poses a threat to the safety of our citizens, fellow responders, and ourselves.

Over the past several months we have lost quality candidates, both entry level and laterals, to agencies who offer higher wages, lifetime medical, and other incentives that make them more competitive than Hayward. There is a push to have us be the benchmark agency of Alameda County. If we want to be the true benchmark, we have to be competitive with other agencies in our county. We are currently on the lower end pay wise along side Oakland and Berkley. Smaller agencies that do much less are out pacing us by \$4-\$8 per hour. We are the second busiest City behind Oakland in Alameda County.

We understand that as our Council, you have a financial obligation to the City and

Residents to be thoughtful responsible. I humbly request that you consider making members of our unit, SEIU Clerical and Maintenance whole, and make Hayward more competitive with our local agencies. Over the past year we have observed you make significant wage increases to several other departments that were well deserved and necessary. Please consider doing the same for us. Without the members of Dispatch, the city would not be able to function, as seen during last year's cyber attack. Members of SEIU make it possible for all employees to do their jobs, and residents to live their lives with clean water, clean streets, etc. We cannot afford to lose out to other local agencies.

By addressing this issue, the City Council would not only be supporting its employees, but also reminding all of us why we came to Hayward in the first place. Hayward has always been at the forefront of making positive changes. We are loyal and dedicated employees and want Hayward to remain our home for the extent of our careers.

As a resident, thank you for everything you do. Thank you for the sacrifices you make to your families and personal life to care for the residents of this community. I appreciate you taking the time to read my email.

Sincerely,

Jamie Martin

From: [Paul Rojas](#)
To: [List-Mayor-Council](#)
Subject: City Council Meeting - June 25, 2024, Public Comment
Date: Tuesday, June 25, 2024 2:35:22 PM

CAUTION: This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Hayward City Council Member,

I hope this email finds you well. I am a dedicated employee of the City of Hayward for the past 20 years and a life long Hayward resident. It is with a sense of utmost respect and concern that I write to you today to address an issue that has been weighing heavily on my mind and that of my fellow co-workers.

In Hayward the high cost of living is always an increasingly challenging hurdle for families like mine but especially the last few years with the rise of inflation. The continued rise in prices for our monthly expenses has put a significant strain on our financial well-being. The burden of maintaining a household has become overwhelming, as we find ourselves faced with difficult choices in order to make ends meet. The basic necessities of life such as food, gasoline, insurance and mortgage payments have become increasingly unaffordable, leaving us with limited options and little room for financial stability. Personally I have been dealing with the fallout of buying a house in which previous owners lied about many of its conditions and have been scrapping money together to fix it so that it is safe for my wife and children. It is disheartening to witness the constant struggle to balance our financial responsibilities while striving to provide a comfortable life for our loved ones.

As hardworking individuals who contribute to the success and prosperity of this great city, we believe that we deserve better pay to alleviate the financial burden that weighs heavily upon us. Being part of local 1021 we are often some of the lowest paid workers but yet put in so much work above and beyond what are job specifications call for. We are deeply committed to our work and helping our community. I kindly request your attention and consideration towards this matter. The collective voice of employees like myself echoes the sentiment that fair and equitable compensation is not only a matter of financial stability for our families but also a reflection of the value and appreciation we receive from our beloved city. A more competitive salary would not only alleviate the strain on our personal finances but would also serve as a testament to the city's commitment to the well-being of its employees.

I understand that the decisions made by the City Council are complex and multifaceted, taking into account various factors and priorities. However, I humbly urge you to empathize with the challenges faced by hardworking individuals and their families as they navigate the ever-increasing cost of living. By addressing this issue, the City Council would not only be supporting its employees but also fostering a stronger and more resilient community.

I extend my deepest gratitude for taking the time and consideration in reviewing this message. Your dedication and commitment to the betterment of our city and its employees is truly appreciated. I trust that you will carefully weigh the impact of a fair and equitable compensation on the lives of those who work tirelessly to make Hayward the remarkable place it is.

With utmost respect and gratitude,

Paul Rojas

A devoted Employee of the City of Hayward

<!--[if !supportLineBreakNewLine]-->

<!--[endif]-->

From: [Michelle Richardson](#)
To: [List-Mayor-Council](#)
Cc: [Angel Picon](#); [Michelle](#)
Subject: City Council Meeting - June 25, 2024, Public Comment
Date: Tuesday, June 25, 2024 2:35:56 PM
Attachments: [image001.jpg](#)

Dear Hayward Mayor/Hayward City Council Member/Hayward Management,

Thank you for taking time to read my correspondence and giving your attention to my (and fellow co-workers) concerns. I don't intend to take much of your time, so please bear with me. I've been an employee with the COH since 2008. I set out as a 25 yr. old single female seeking a career that would allow me to pursue my passion of helping others while helping me to reach my personal ambitions and goals of saving for my future (owning a home, starting a family, and saving for retirement etc.) I'm proud to say the COH has allowed me to do just that – and it's been an honor serving the citizens of Hayward for the last 16yrs! Much has changed since 2008...I'm now married, had to relocate to Concord to afford a home, and have two children ages 4 and 7.

As you already know, the last several years have been tough on everyone. The pandemic/post pandemic and it's effect has certainly taken a toll on many families. Unfortunately for my family, my husband who was in the Tech field was laid off one year ago and has struggled finding work due to being either over or under qualified and competing with so many others who are out work. So, while I am appreciative to be working and have the stability and security that my job has afforded me, it doesn't change the fact that the cost of living has sky-rocketed and the challenge to make ends meet has gotten out of our reach.

The cost for just groceries alone to feed a family of 4 has more than doubled. My 70-mile round trip commute to fill up the gas tank several days a week has become extremely costly. Not to add that maintaining a mortgage, utilities and all the other costs associated with living has become more than difficult, stressful, and downright frightening if I'm being honest. I don't believe my co-workers and I have a goal to live above our means. Most of us have simple desires to live comfortably and be able to provide for our families and not be under so much pressure to keep up with the rising costs around us. We desire wage increases that reflect the time(s) that we're living (or barely surviving) through.

As hardworking individuals who contribute to the success and prosperity of this great city, we believe that we deserve better pay to alleviate the financial burden that weighs heavily upon us. We kindly request your attention and consideration towards this matter. The collective voice of employees like myself echoes the sentiment that fair and equitable

compensation is not only a matter of financial stability for our families but also a reflection of the value and appreciation we receive from our beloved city. A more competitive salary would not only alleviate the strain on our personal finances but would also serve as a testament to the city's commitment to the well-being of its employees. By addressing this issue, you would not only be supporting your employees but also fostering a stronger and more resilient community.

I trust that you will carefully weigh the impact of fair and equitable compensation on the lives of those who work tirelessly to make Hayward the remarkable place it is.

With utmost respect and gratitude,

Michelle Richardson

From: [Amber Parras](#)
To: [List-Mayor-Council](#)
Cc: [Angel Picon](#); [Amber Parras](#)
Subject: City Council Meeting - June 25, 2024, Public Comment
Date: Tuesday, June 25, 2024 2:50:27 PM

Dear Hayward City Council Member,

I hope this letter finds you in good health and high spirits. As a dedicated employee of the City of Hayward for the past 6 years, I have had the privilege of calling this city my home away from home. It is with a sense of utmost respect and concern that I write to you today to address an issue that has been weighing heavily on my mind.

In recent years, the high cost of living has become an increasingly challenging hurdle for families like mine. Despite our unwavering commitment to our work and our community, the continued rise in prices for our monthly expenses has put a significant strain on our financial well-being. The burden of maintaining a household has become overwhelming, as we find ourselves faced with difficult choices in order to make ends meet.

The basic necessities of life such as food, gasoline, and rent have become increasingly unaffordable, leaving us with limited options and little room for financial stability. It is disheartening to witness the constant struggle to balance our financial responsibilities while striving to provide a comfortable life for our loved ones. As hardworking individuals who contribute to the success and prosperity of this great city, we believe that we deserve better pay to alleviate the financial burden that weighs heavily upon us.

I kindly request your attention and consideration towards this matter. The collective voice of employees like myself echoes the sentiment that fair and equitable compensation is not only a matter of financial stability for our families but also a reflection of the value and appreciation we receive from our beloved city. A more competitive salary would not only alleviate the strain on our personal finances but would also serve as a testament to the city's commitment to the well-being of its employees.

I understand that the decisions made by the City Council are complex and multifaceted, considering various factors and priorities. However, I humbly urge you to empathize with the challenges faced by hardworking individuals and their families as they navigate the ever-increasing cost of living. By addressing this issue, the City Council would not only be supporting its employees but also fostering a stronger and more resilient community.

I extend my deepest gratitude for your time and consideration in reviewing this matter. Your dedication and commitment to the betterment of our city and its employees are truly appreciated. I trust that you will carefully weigh the impact of fair and equitable

compensation on the lives of those who work tirelessly to make Hayward the remarkable place it is.

With utmost respect and gratitude,

Amber Parras

A Devoted Employee of the City of Hayward

From: [Monica Supebedia](#)
To: [List-Mayor-Council](#)
Cc: [Angelina Parra](#)
Subject: June 25, 2024 Public Comment
Date: Tuesday, June 25, 2024 1:06:11 PM

Good evening Ladies and Gentlemen,

I am a Senior Dispatcher in Hayward's Communications Center. I have devoted 23 years of my life to the City of Hayward. In these 23 years, I have seen in dispatch, really good qualified dispatchers come and go. One of the main reasons for them leaving, is our salary-or lack thereof. Another main reason is the continual staffing shortage, and the overtime we have to cover to keep our center operational. Now, missing children's games, school events, family functions are all part of the job. No one said we had to miss so much of their lives. Taking vacation, just to see family is absolutely absurd. It has been steadily getting worse, and drastic to critical staffing in the past 3 to 4 years.

Not everyone who is hired makes it. The norm has been 1 or 2 out of 5. We could attract laterals with experience if we had competitive wages. Without this, we not only lose them, but we may lose more qualified candidates to other more desirable agencies. I am not sure why we are always thought of last, WHEN WE ARE THE FIRST CONTACT. Some of my co-workers, who so far have stuck it out, may be forced to leave if we don't get a substantial increase. Cost of living has way surpassed what our current income is.

The harsh reality could be, that Alameda County SO will have to take our calls at night.; Not only will the citizens of Hayward lose out, but so will the cities budget when you have to pay them. We are the 2nd busiest agency in Alameda County, after Oakland. As for our salary, we are 3rd from the bottom of the cities last survey. Slower agencies surpass us by a huge amount.

We will only be able to keep up the level of service with a substantial raise increase. Please don't leave us behind, it may reach a point that the city cannot recover from.

Respectfully yours,

Monica Jordanj-Supebedia

From: [Patricia Goff](#)
To: [List-Mayor-Council](#)
Cc: [Angel Picon](#) [REDACTED]
Subject: Letter to Council
Date: Tuesday, June 25, 2024 1:55:19 PM

Hello,

My name is Patricia Goff and I have been with The City of Hayward for 22 years. I am currently an Acting Senior Jailer. With my time with the City I have been through concessions, imposed on, threat of layoffs and I did not have the luxury of staying home during the pandemic putting myself and family at risk on a daily basis. I have been yelled at, spit on, and kicked. I have had people throw feces and urine at me. I have been exposed to people with lice, scabies, uncapped needles, hepatitis and now fentanyl. But I come to work everyday because I love my job and working for The City of Hayward.

Five years ago I witnessed my husband put a gun to his head and pull the trigger, and watched him kill himself in our home. I will forever be thankful for the kindness The City showed me, while I was grieving. Then I soon realized that I have gone from a two family income to one. I could no longer afford to stay in my family home and had to further away. With that it made my days to 14+ hours on a good commute day.

We have all made sacrifices, but we work hard and it is now our time to be rewarded. It is time that The City realizes the importance of its non-sworn personnel.

Thank you,
Patricia Goff

Thank You,
CSO Trish Goff

[REDACTED]

From: [Isabel Purificacion](#)
To: [List-Mayor-Council](#)
Subject: City Council Meeting - June 25, 2024, Public Comment
Date: Tuesday, June 25, 2024 7:51:58 PM

Hello,

I hope this message finds you well. Over the three years I have been with the City of Hayward, I can truly say that I am dedicated to this organization, and I am proud to be part of this community. I've gained personal growth and have endured professional changes throughout my experience. Although I am grateful for these opportunities, I am writing to you today to address a concern that is very important to me.

I joined the City of Hayward's during the middle of COVID and the cost of essentials like food, rent, energy and gas have continued to rise over the last few years. As a mother of three young children under the age of 10, maintaining a household has become a constant struggle due to the rise in prices to our monthly expenses and put a financial strain on families like mine.

As hard-working individuals who contribute to the success of this great city, we believe that we deserve better pay that reflects the amount of work and dedication we provide as City employees to serve our community. The City of Hayward's executive team received raises even as the highest earners, and during the recent employee engagement survey, the executive team scored the lowest.

I kindly request your attention to this matter to alleviate the financial burden that weighs upon us. Fair compensation not only assists our families with financial stability but also reflects the appreciation we receive from our city, demonstrates the level of commitment to the well-being of its employees, and that Hayward values our workforce to keep our city going. Thank you again for your time and consideration in reviewing this matter. Your dedication and commitment to the betterment of our city and its employees are truly appreciated.

Sincerely,
Isabel Purificacion

Dear Hayward City Council Member Ray Bonilla, Jr.,

I hope this letter finds you well. As a dedicated employee of the City of Hayward for the past 24 years, I was born and raised here and have had the privilege of calling this agency my home away from home. I have some concerns and issues that have been weighing heavily on my mind.

In recent years, the cost of living has become increasingly high and a challenging hurdle for families like mine. Despite our unwavering commitment to our work and our community, the continued inflation of our monthly expenses has put a significant strain on our financial well-being. Maintaining a household has become overwhelming and depressing, as we find ourselves faced with difficult choices in order to make ends meet. I am a single mother raising a teenager with special needs.

The basic necessities of life such as food, gasoline, and water have now become unaffordable, leaving us with limited options and little room for financial stability. My child has a special diet and so regular food is not acceptable to her immune system. It is disheartening to witness the constant struggle to balance our financial responsibilities while striving to provide a comfortable life for our loved ones. As hardworking individuals who contribute to the success and prosperity of this great city, we believe that we deserve better pay to alleviate the financial burden that weighs heavily upon us.

I kindly request your attention and consideration towards this matter. SEIU 1021 is considered the foundation group of the City. And like anything else, a strong foundation is required in order to build upon and support the entire establishment. Our voices echo the sentiment that fair and equitable compensation is not only a matter of financial stability for our families but also a reflection of the value and appreciation we receive from our beloved city. A more competitive salary would not only alleviate the strain on our personal finances but would also serve as a testament to the city's commitment to the well-being of its employees.

I understand that the decisions made by the City Council are complex and multifaceted, with various factors and priorities. However, I humbly urge you to empathize with the challenges we hardworking individuals, with families, are facing ever-increasing cost of living. City Council would not only be supporting its employees but also fostering a stronger and more resilient community creating a better environment.

I thank you for your time and consideration in reviewing this matter. Your dedication and commitment to the betterment of our city and its employees are truly appreciated. Please carefully weigh the impact of fair and equitable compensation on the lives of those who work tirelessly to make Hayward the remarkable place it is.

Thank you,

Diane Vargas

A Loyal Employee of the City of Hayward

From: [Stephanie Toong](#)
To: [List-Mayor-Council](#); [List-Mayor-Council](#)
Cc: [REDACTED]
Subject: City Council Meeting - June 25, 2024, Public Comment
Date: Tuesday, June 25, 2024 6:30:08 PM

Dear Hayward City Council Member,

I hope you are doing well. I am writing to you as a concerned employee of our city about an issue that I'm sure many face today. As someone who has personally experienced the challenges of making ends meet on a low income, I feel compelled to share my story and emphasize the critical importance of this issue.

Living in our city, I and many others have faced numerous difficulties due to the increasing prices of basic necessities. For people to keep up, many had to turn to taking on multiple jobs and sacrificing time with family and personal well-being to keep up with rent, bills, and other essential expenses. Unfortunately, the reality for us is that our wages have not kept pace with the rising cost of living, leaving us in a constant struggle.

For many, the struggle of keeping up with all the rising costs and the increasing feeling of hopelessness is constant – one learns to accept increasingly terrible circumstances and stop expecting that they'll ever be able to have certain things that other people take for granted.

This situation is not sustainable and is detrimental not only to individuals and families but also to our community as a whole. When people are forced to work multiple jobs or long hours just to survive, it impacts their health, productivity, and overall quality of life.

I urge you to please keep in consideration a fair and equitable compensation for employees. It will enable hardworking individuals to provide for themselves and their families. Not only will it improve the lives of the employees, but it will also ensure a brighter future for our city as a whole.

Thank you for taking your time to read this. I look forward to your positive response on this difficult and continuing issue.

Stephanie Toong

From: [Angelica Ventura](#)
To: [List-Mayor-Council](#)
Subject: City Council Meeting - June 25, 2024, Public Comment
Date: Tuesday, June 25, 2024 5:11:20 PM

Hello-

I hope this message finds you all well. Over the past decade, I have ardently served the City of Hayward and throughout my tenure, I've experienced both personal and professional changes, but one challenge stands out: the relentless rise in the cost of living.

Despite my unwavering commitment to our community, my wages have struggled to keep pace. The dream of homeownership remains elusive due to exorbitant prices and mortgage rates. Yet, alongside my colleagues, I've continued to serve Hayward diligently, even as our responsibilities multiply.

In this post-COVID world, the cost of essentials—food, energy, insurance, gas, rent—continue to rise. These aren't abstract numbers; they impact our daily lives. And as we shoulder more, transparency matters. Our executive team receive raises despite already being the the highest earners and scoring lowest in the recent employee survey. It's time to level the playing field.

Fairness isn't just a buzzword; it's the bedrock of a resilient community. So, decision-makers, please, acknowledge our dedication, address the financial strain, and demonstrate that Hayward truly values its incredible workforce.

Thank you for your serious consideration.

Sincerely,

Angelica Ventura

From: [Kevin Frazier](#)
To: [List-Mayor-Council](#)
Cc: [REDACTED]
Subject: City Council Meeting - June 25, 2024, Public Comment
Date: Tuesday, June 25, 2024 4:44:32 PM
Attachments: [Outlook-dhc0beeu.png](#)

Dear Hayward Mayor and City Council Members,

I pray that this letter finds you all in good spirits and good health. As a dedicated employee of the City of Hayward for the past 3.5 years, I have had the privilege of adopting this city as my second home. It is with the utmost respect and concern that I am writing to you today to address an issue that have been weighing heavily on my heart.

Over the past four years, the high cost of living has become an ever increasingly challenging hurdle for my family and many families like mine. Despite our commitment to working for the City of Hayward and the community, the continued rise in prices for our monthly expenses has put a significant strain on our financial wellbeing. The encumbrance of maintaining a household has become overwhelming, as we find ourselves faced with difficult choices to make ends meet.

For example, let's look at the average cost of a family of five, renting a 3-bedroom 1 bath house in Hayward. The rent ranges from between \$3000 - \$4800 per month. In some cases that is someone whole monthly check after taxes. This price does not include utilities, car notes, insurance, gasoline and groceries. This is leaving many of us with limited options and little room for financial stability, or us being able to enjoy the fruits of our labor.

This gets even worse if we look at trying to purchase a home in the City of Hayward. The average 3-bedroom 1-bath house in Hayward sales for \$913,000 with a 20% down payment, and an interest rate of 7.062 you're looking at mortgage of approximately \$5000 - \$6000 per month. Now let's face it, the average city employee doesn't have 20% as down payment for a home. So, the numbers for that same home with a 4% down payment at the same interest rate is approximately \$6000 - \$7000 per month. One might say "opt in for the down payment assistance program offered through CalFHA". That program adds 2% onto the already high 7.062 interest rate, which means your interest rate now becomes 9.062%, and your monthly mortgage is now approximately \$8400 - \$9000 per month. With these numbers how are we able to live in the city that we work in, or even in the neighboring city, because the price for renting or home ownership don't change much.

The necessities of life such as food, gasoline, and housing have become increasingly unaffordable. It is disheartening to witness the constant struggle to balance our financial responsibilities while striving to provide a comfortable life for our loved ones. As hardworking individuals who contribute to the success and prosperity of this great city, we believe that we deserve better pay to alleviate the financial burden that weighs heavily upon us.

I kindly request your attention and consideration regarding this matter. The collective voice of employees like me echoes the sentiment that fair and equitable compensation is not only a matter of financial stability for our families but also a reflection of the value and appreciation we receive from our beloved city. A more competitive salary would not only alleviate the strain on our personal finances but would also serve as a testament to the city's commitment to the well-being of its employees.

I understand that the decisions made by the City Council are complex, considering various factors and priorities. However, I humbly urge you to empathize with the challenges faced by hardworking individuals and their families as they navigate the ever-increasing cost of living. By addressing this issue, the City Council would not only be supporting its employees but also fostering a stronger and more resilient community.

I thank you for your time and consideration in reviewing this matter. Your dedication and commitment to the betterment of our city and its employees are truly appreciated. I trust that you will carefully weigh the impact of fair and equitable compensation on the lives of those who work tirelessly to make Hayward the remarkable place it is.

With utmost respect and gratitude,

Kevin R Frazier II

A Devoted Employee of the City of Hayward

 [letter to council.docx](#)



Kevin Frazier | Community Service Officer #649

Hayward Police Department

District Operations – Abandoned Vehicle Abatement

Office [REDACTED] | Cell [REDACTED]
[REDACTED]

Item #14

CONS 24-371

**Measure C
Funds**

From: [HAYWARD CONCERNED CITIZENS](#)
To: [List-Mayor-Council](#)
Subject: 6/25/24 Hayward City Council agenda item CONS 24-371 - Conceptual Facility and Site Design Plan for the Proposed New Public Safety Center
Date: Monday, June 24, 2024 7:14:57 AM

CAUTION: This is an external email. Do not click on links or open attachments unless you know the content is safe.

Mayor Salinas and Council:

We appreciated the opportunity for further discussion around the plans and priorities for the proposed Measure C extension at last week's 6/18 council meeting.

We also wanted to acknowledge that you heard our concerns around this issue. Ensuring public safety and the needs and resources of all of our first responders is high among our priorities as a community. We appreciate your good faith initial offering to give our police force their due, and we will remain proactively involved to maintain the momentum to make those intentions a reality.

In solidarity,
HAYWARD CONCERNED CITIZENS