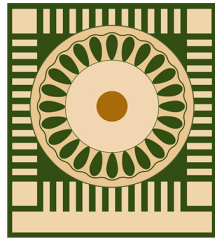


CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov



CITY OF
HAYWARD
HEART OF THE BAY

Agenda

Tuesday, April 7, 2026

7:00 PM

Council Chambers

City Council

CITY COUNCIL MEETING
777 B Street, Hayward, CA 94541
City Hall, Council Chambers

NOTICE: The City Council will hold a hybrid meeting in the Council Chambers and virtually via Zoom

PUBLIC PARTICIPATION

How to observe the Meeting:

1. Comcast TV Channel 15
2. Live stream <https://hayward.legistar.com/Calendar.aspx>
3. YouTube Live stream: <https://www.youtube.com/user/cityofhayward>

How to submit written Public Comment:

1. Use eComment on the City's Meeting & Agenda Center webpage at: <https://hayward.legistar.com/Calendar.aspx>. eComments are directly sent to the iLegislate application used by City Council and City staff. Comments received before 3:00 p.m. the day of the meeting will be exported into a report, distributed to the City Council and staff, and published on the City's Meeting & Agenda Center under Documents Received After Published Agenda.

2. Send an email to List-Mayor-Council@hayward-ca.gov by 3:00 p.m. the day of the meeting. Please identify the Agenda Item Number in the subject line of your email. Emails will be compiled into one file, distributed to the City Council and staff, and published on the City's Meeting & Agenda Center under Documents Received After Published Agenda. Documents received after 3:00 p.m. through the adjournment of the meeting will be included as part of the meeting record and published the following day.

How to provide live Public Comment during the City Council Meeting:

Participate in the Council Chambers or click link below to join the meeting:
<https://hayward.zoom.us/j/83759623789?pwd=JazoNoUnaguaki0nC50QxfAfM533AZ.1>

Meeting ID: 837 5962 3789

Password: CCm4/7@7pm

or

Dial: +1 669 900 6833 or +1 646 931 3860

Meeting ID: 837 5962 3789

Password: 6229269262

CITY COUNCIL MEETING
777 B Street, Hayward, CA 94541
City Hall, Council Chambers

CALL TO ORDER: Mayor Salinas

Pledge of Allegiance: Council Member Roche

SB 707 TELECONFERENCE NOTIFICATIONS AND CONSIDERATION**ROLL CALL****CLOSED SESSION ANNOUNCEMENT****PRESENTATION**

National Public Safety Telecommunicators Week (April 12- April 18, 2026)

National Arbor Day (April 24, 2026)

PUBLIC COMMENTS

The Public Comment section provides an opportunity to address the City Council on items not listed on the agenda or Information Items. The Council welcomes your comments and requests that speakers present their remarks in a respectful manner, within established time limits, and focus on issues which directly affect the City or are within the jurisdiction of the City. As the Council is prohibited by State law from discussing items not listed on the agenda, your item will be taken under consideration and may be referred to staff.

CITY MANAGER'S COMMENTS

An oral report from the City Manager on upcoming activities, events, or other items of general interest to Council and the Public.

ACTION ITEMS

The Council will permit comment as each item is called for the Consent Calendar, Public Hearings, and Legislative Business. In the case of the Consent Calendar, a specific item will need to be pulled by a Council Member in order for the Council to discuss the item or to permit public comment on the item. Please notify the City Clerk any time before the Consent Calendar is voted on by Council if you wish to speak on a Consent Item.

CONSENT CALENDAR

1. [MIN 26-036](#) Approve the City Council Minutes of the City Council Meeting on March 17, 2026

Attachments: [Attachment Draft Minutes of 3/17/2026](#)

2. [MIN 26-037](#) Approve the City Council Minutes of the City Council Meeting on March 24, 2026

Attachments: [Attachment Draft Minutes of 3/24/2026](#)

3. [CONS 26-109](#) Adopt Resolutions Authorizing the City Manager to Accept and Appropriate 1) Up to \$350,000 Annually in Funding from the California State Library and 2) Up to \$350,000 Annually in Donations, Contributions, and Grants from Various Groups and Individuals for Library Services and Programs through the End of Fiscal Year 2028-29

Attachments: [Attachment I Staff Report](#)
[Attachment II Resolution State Library](#)
[Attachment III Resolution Other Sources](#)

4. [CONS 26-111](#) Adopt a Resolution Approving Participation in the National Opioid Remnant Defendants Settlement and Authorizing the City Manager to Execute and Submit all Necessary Settlement Participation Documents on Behalf of the City of Hayward.

Attachments: [Attachment I Staff Report](#)
[Attachment II Resolution](#)

5. [CONS 26-112](#) Adopt a Resolution Authorizing the City Manager to Execute a Cooperation Agreement for Fiscal Years 2027-2029 between the City of Hayward and the County of Alameda to Participate in the Alameda County HOME Consortium

Attachments: [Attachment I Staff Report](#)
[Attachment II Resolution](#)

6. [CONS 26-114](#) Adopt a Resolution Authorizing the City Manager to Execute Amendment No. 2 to the Professional Services Agreement with St. Francis Electric, Inc., to Increase the Contract Amount by \$400,000 for a Total Amount Not-to-Exceed Maximum Compensation of \$1,600,000, Update Exhibit A (Bid Price Schedule), and to Extend the Term of the Agreement by 1-year to Continue On-Call Traffic Signal and Streetlight Maintenance and Emergency Repair Support Services

Attachments: [Attachment I Staff Report](#)
[Attachment II Resolution](#)

7. [CONS 26-115](#) Adopt a Resolution Authorizing the City Manager to Execute Amendment No. 2 to the Professional Services Agreement with EKI Environment & Water, Inc., Increasing the Maximum Compensation by \$125,000 for a Total Not-to-Exceed Maximum Compensation Amount of \$625,000 to Provide Geographic Information System (GIS) Services, and Appropriating Additional Funds in an Amount of \$250,000 for the GIS Data Development and Conversion Project No. 07117

Attachments: [Attachment I Staff Report](#)
[Attachment II Resolution](#)

8. [CONS 26-125](#) Adopt a Resolution Approving Annexation of the Parcel Group 3 Development into the Hayward Geologic Hazard Abatement District

Attachments: [Attachment I Staff Report](#)
[Attachment II Resolution](#)
[Attachment III Attachment 1 of Resolution](#)

9. [CONS 26-127](#) Adopt a Resolution Approving the Speed Management Plan to Reduce and Manage Traffic Speeds Citywide

Attachments: [Attachment I Staff Report](#)
[Attachment II Resolution](#)
[Attachment III Speed Management Plan](#)

10. [CONS 26-128](#) Adopt a Resolution Approving a Side Letter of Agreement Amending the Memoranda of Understanding between the City of Hayward and the Hayward Fire Chiefs Association and Authorizing Staff to Execute the Agreement

Attachments: [Attachment I Staff Report](#)
[Attachment II Resolution](#)

11. [CONS 26-132](#) Adopt a Resolution Designating City-Owned Properties at City Center Drive (APNs 415-0250-111-02, 415-0250-112-00, 415-0250-113-00), C Street and Main Street (1026 C Street & 22696 Main Street; APNs 428-0066-037-00, 428-0066-038-02, 428-0066-038-01), and Cinema Place (22631 Foothill Boulevard; APNs 428-0066-085-00, 428-0066-086-00) as Surplus Land, Authorizing Notices of Availability, and Finding the Action Exempt from California Environmental Quality Act Review

Attachments: [Attachment I Staff Report](#)
[Attachment II Resolution](#)

12. [CONS 26-133](#) Adopt a Resolution (1) Authorizing the City Manager to Negotiate and Execute an Agreement to Transfer the Open Space Subdivision of Parcel Group 8 to Hayward Area Recreation and Park District and Grant an Easement for a Trail Across the Market Rate Middle Segment, and (2) Finding that the Transfer is Exempt from California Environmental Quality Act Review

Attachments: [Attachment I Staff Report](#)
[Attachment II Resolution](#)

WORK SESSION

Work Session items are non-action items. Although the Council may discuss or direct staff to follow up on these items, no formal action will be taken. Any formal action will be placed on the agenda at a subsequent meeting in the action sections of the agenda.

13. [WS 26-010](#) Work Session: Potential Ballot Measure to Modernize the City of Hayward Business License Tax Ordinance (Staff Report from City Manager Ott)

Attachments: [Attachment I Staff Report](#)

14. [WS 26-011](#) Work Session: Tree Mitigation In-Lieu Fees (Report from Development Services Director Buizer)

Attachments: [Attachment I Staff Report](#)
[Attachment II Tree Canopy Cover by Parcel Type](#)
[Attachment III Canopy Cover Map](#)

LEGISLATIVE BUSINESS

15. [LB 26-006](#) Fiscal Year 2026 Salary Plan Amendment: Adopt a Resolution Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2026 (Report from Human Resources Director Tecson)

Attachments: [Attachment I Staff Report](#)
[Attachment II Resolution](#)
[Attachment III FY 2026 Revised Salary Plan](#)

COUNCIL REPORTS AND ANNOUNCEMENTS

Council Members can provide oral reports on attendance at intergovernmental agency meetings, conferences, seminars, or other Council events to comply with AB 1234 requirements (reimbursable expenses for official activities).

COUNCIL REFERRALS

Council Members may bring forward a Council Referral Memorandum (Memo) on any topic to be considered by the entire Council. The intent of this Council Referrals section of the agenda is to provide an orderly means through which an individual Council Member can raise an issue for discussion and possible direction by the Council to the appropriate Council Appointed Officers for action by the applicable City staff.

ADJOURNMENT

NEXT MEETING, April 21, 2026, 7:00 PM

PUBLIC COMMENT RULES

Any member of the public desiring to address the Council shall limit their comments to three (3) minutes unless less or further time has been granted by the Presiding Officer or in accordance with the section under Public Hearings. The Presiding Officer has the discretion to shorten or lengthen the maximum time members may speak. Speakers will be asked for their name before speaking and are expected to honor the allotted time.

PLEASE TAKE NOTICE

That if you file a lawsuit challenging any final decision on any public hearing or legislative business item listed in this agenda, the issues in the lawsuit may be limited to the issues that were raised at the City's public hearing or presented in writing to the City Clerk at or before the public hearing.

PLEASE TAKE FURTHER NOTICE

That the City Council adopted Resolution No. 87-181 C.S., which imposes the 90-day deadline set forth in Code of Civil Procedure section 1094.6 for filing of any lawsuit challenging final action on an agenda item which is subject to Code of Civil Procedure section 1094.5.

****Materials related to an item on the agenda submitted to the Council after distribution of the agenda packet are available for public inspection in the City Clerk's Office, City Hall, 777 B Street, 4th Floor, Hayward, during normal business hours. An online version of this agenda and staff reports are available on the City's website. Written comments submitted to the Council in connection with agenda items will be posted on the City's website. All Council Meetings are broadcast simultaneously on the City website, Cable Channel 15 - KHRT, and YouTube. ****

Assistance will be provided to those requiring accommodations for disabilities in compliance with the Americans with Disabilities Act of 1990. Interested persons must request the accommodation at least 48 hours in advance of the meeting by contacting the City Clerk at (510) 583-4400 or cityclerk@hayward-ca.gov.

Assistance will be provided to those requiring language assistance. To ensure that interpreters are available at the meeting, interested persons must request the accommodation at least 48 hours in advance of the meeting by contacting the City Clerk at (510) 583-4400.



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: MIN 26-036

DATE: April 7, 2026

TO: Mayor and City Council

FROM: City Clerk

SUBJECT

Approve the City Council Minutes of the City Council Meeting on March 17, 2026

RECOMMENDATION

That the City Council approves the City Council meeting minutes of March 17, 2026.

SUMMARY

The City Council held a City Council meeting on March 17, 2026.

ATTACHMENTS

Attachment I Draft Minutes of 3/17/2026



CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

Council Chambers

<https://hayward.zoom.us/j/89593148306?pwd=b7el9TdYj49D73xAEsQhvux800oUaS.1>

Tuesday, March 17, 2026, 7:00 p.m.

The City Council meeting was called to order by Mayor Salinas at 7:00 p.m. in the Council Chambers.

Pledge of Allegiance: Council Member Andrews

ROLL CALL

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

Absent: NONE

CLOSED SESSION ANNOUNCEMENT

The City Council convened in closed session on March 17, 2026, at 5:30 p.m., with all Council Member members present and no public comment, regarding three items: 1) conference with legal counsel pursuant to Government Code section 54956.9(d)(1), regarding Ghali et al v. City of Hayward US District Court -Northern District of California Case 3:25-cv-01116; 2) conference with labor negotiators pursuant to Government Code section 54957.6, regarding all labor groups; and 3) conference with property negotiators, including City of Hayward and Hayward Area Recreation and Park District, pursuant to Government Code section 54956.8, regarding the Skywest property (formerly Skywest Golf Course, 1401 Golf Course Rd, 20301 Skywest Dr) (APNs 432-0134-001-05, 432-0134-001-00, 432-0134-003-00). City Attorney Lawson reported that the City Council met and discussed all items, had no reportable action related to the first two items, and gave direction to staff about the last item but otherwise took no reportable action. The closed session adjourned at 7:00 p.m.

PRESENTATION

Mayor Salinas presented a proclamation declaring March 2026 as Women's History Month in the City of Hayward. Grace Carter, President of the League of Women Voters Eden Area; Rocquel Johnson, President of the Hayward South County Chapter of Black Women Organized for Political Action (BWOPA), and Library Director Addleman accepted the proclamation on behalf of their respective organizations. The Women in Leadership Program at California State University East Bay (CSUEB), Alameda County District 2 Supervisor Márquez, Council Member Andrews, and Council Member Roche were also recognized. Ms. Carolyn Abbott accepted a posthumous Certificate of Commendation on behalf of her mother-in-law, Ms. Afreda Abbott, a founding member of BWOPA.

PUBLIC COMMENTS

Tom Ferreira spoke on behalf of Service Employees International Union – United Healthcare

Workers West (SEIU-UHW) promoted access to tuition-free career pathway programs through SEIU-UHW's Futuro Health that prepares workers for in-demand medical roles; and briefly acknowledged the Hill & Valley Women's Club anniversary, during Women's History Month.

The following individuals spoke in opposition to the proposed closure of Faith Ringgold Elementary School. While speakers acknowledged the City Council had no direct jurisdiction over the school district, they urged the City Council to use its influence to advocate for keeping the school open. The concerns raised included: Hayward Unified School District (HUSD) failed to develop and publicly disclose an equity impact analysis matrix before closing school per Assembly Bill AB1912; inadequate notice of the proposed school closure; plans would relocate special needs students from the north side of Hayward all the way to the south side, near Union City, with no guaranteed transportation; lack of transition planning; the school has shown improvement in literacy and math scores in recent years; the school is a vital anchor for the immigrant community, including parents without vehicles; and one student expressed fear of losing friendships and academic progress.

Ismael Caro, Hayward resident and former employee
Araceli Orozco, Hayward resident/parent
Leonardo Jimenez, student
Stephanie Jimenez, Hayward resident/parent and via a Spanish interpreter
Claudia Pelayo, Hayward resident/parent and via a Spanish interpreter
Rebeca Zarragosa, Hayward resident/parent

Free Lazor, Hayward resident, requested help from the City regarding alleged landlord violence and threatening behavior, and legal obstacles preventing justice, including inability to serve court papers and recover lost funds.

Elizabeth Zapata, former Hayward California State University East Bay (CSUEB) student and instructor, advocated for converting downtown Hayward's one-way streets back to two-way traffic noting the current configuration allows drivers to pass through without engaging with downtown businesses.

Sherman Lewis, Hayward resident and CSUEB professor emeritus, presented a concept for a traffic circle at the Foothill/Mission/Jackson intersection to address the downtown loop issue, indicating the design would feature a rotary with a sunken center and descending pedestrian underpasses and improving pedestrian connectivity without disrupting vehicle flow.

Tom Ferreira, Hayward Rotary Literacy Chair, highlighted concerns about declining school enrollment, housing affordability, and the broader impact on families and education, urging the City to prioritize community stability and children's needs.

Mayor Salinas stated that the City is actively monitoring the Faith Ringgold Elementary School issue, engaging with the HUSD superintendent and board members, and ensuring proper processes are being followed.



CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

Council Chambers

<https://hayward.zoom.us/j/89593148306?pwd=b7el9TdYj49D73xAEsQhVux800oUaS.1>

Tuesday, March 17, 2026, 7:00 p.m.

CITY MANAGER'S COMMENTS

City Manager Ott announced that the Hayward Water Resource Recovery Facility received a Plant of the Year award from the California Water Environment Association (CWEA), and Wastewater Collections System Manager, Mark McGrath, received CWA's Supervisor of the Year award for excellence in mentoring, professional development and communication.

PRESENTATION

1. Downtown Hayward Improvement Association (DHIA): Receive the Annual Report on DHIA Activities (Report from Development Services Director Buizer) **(Report from Development Services Director Buizer) RPT 26-025**

Presentation submitted by Development Services Director Buizer, dated March 17, 2026, was filed.

Development Services Director Buizer introduced the item and turned it over to Executive Director Marco Li Lamandry and Assistant District Manager Nicholas Yoo, who provided an organization overview of the Downtown Hayward Improvement Association (DHIA) including information about its boundaries, governing structure, annual budget, and services such as sidewalk sweeping, pressure washing, and landscaping; and highlighted marketing efforts, events and coordination with the City on development projects and property vacancies.

Members of the City Council expressed appreciation for the improvements in downtown, particularly the visibility, lighting and cleanliness; DHIA was also praised for the positive framing of downtown revitalization efforts

Discussion ensued among members of the City Council and Executive Director Lamandry and the following clarifications were made: DHIA regularly communicates with property owners but faces challenges with vacant properties such as inherited properties and lack of motivation; there are plans to explore initiatives such as an art walk; the idea of street closures was acknowledged but emphasized balancing them with business concerns about parking access; DHIA primarily sponsors and supports events to ensure alignment with local businesses, emphasizing careful coordination to avoid disrupting small businesses; the association is exploring wayfinding tools such as printed maps and potentially a kiosk in downtown for information sharing; the association is considering movable tables and chairs for public spaces, though implementation depends on proper management, safety, and increased downtown activity; the association highlighted the importance of mixed-use development and affordable housing; while the association cannot impose fees or directly incentivize property owners, they support broader policy solutions led by the City and focus on improving downtown's image and economic activity.

Council Member Zermeño requested more public art (statues, sculptures) and continued pressure on vacant property owners.

Council Member Syrop raised concerns about persistent vacancies and the need for stronger strategies, as well as opportunities to better manage parking through potentially paid systems and designated employee parking.

Council Member Andrews encouraged the association to take a stronger role in organizing and leading events rather than relying primarily on community partners and consistent monthly programming to drive activity and strengthen downtown's image.

Council Member Roche raised concerns about parking availability, particularly employee parking occupying prime spaces, suggesting better organization, enforcement, and possible alternative parking solutions; and concurred with consistency scheduling and organizing events.

Council Member Bonilla Jr. highlighted the importance of activating public spaces such as Heritage Plaza and improving downtown through wayfinding signage/maps or digital tools to better guide visitors and showcase businesses.

Mayor Salinas emphasized the importance of continued investment, local support, and activating key areas and businesses; and suggested a life-size metal buffalo sculpture in front of Buffalo Bills restaurant as an 'Instagrammable' landmark.

CONSENT CALENDAR

2. Approve the City Council Minutes of the City Council Meeting on February 24, 2026 **MIN 26-031**

It was moved by Council Member Bonilla Jr., seconded by Council Member Syrop, and carried unanimously, to adopt the City Council meeting minutes of February 24, 2026.

3. Approve the City Council Minutes of the Special City Council Meeting/Budget Work Session on February 28, 2026 **MIN 26-032**

It was moved by Council Member Bonilla Jr., seconded by Council Member Syrop, and carried unanimously, to adopt the Special City Council Meeting minutes of February 28, 2026.

4. Adopt a Resolution Adopting an Initial Study/Mitigated Negative Declaration and Approving the Plans, Specifications, and Call for Bids for the Water Line Replacement Project FY 2024, Project No. 07072 **CONS 26-049**

Staff report submitted by Public Works Director Ameri, dated March 17, 2026, was filed.

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



CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

Council Chambers

<https://hayward.zoom.us/j/89593148306?pwd=b7el9TdYj49D73xAEsQhvux800oUaS.1>

Tuesday, March 17, 2026, 7:00 p.m.

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

NOES: None

ABSENT: None

ABSTAIN: None

Resolution 26-017, "Resolution Adopting an Initial Study/Mitigated Negative Declaration in Accordance with the California Environmental Quality Act, and Approving Plans and Specifications and Call for Bids for the Water Line Replacement Project FY24, Project No. 07072"

5. Adopt a Resolution Authorizing the City Manager to Accept and Appropriate \$300,000 in Highway-Railway Crossing Safety Program (Section 130) Funding from the California Department of Transportation for the Preliminary Engineering Phase of the Tennyson Road Crossing Safety Improvement Project, Project No. 06944 and Execute Amendment No. 2 to the Agreement with California Department of Transportation **CONS 26-058**

Staff report submitted by Public Works Director Ameri, dated March 17, 2026, was filed.

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

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

NOES: None

ABSENT: None

ABSTAIN: None

Resolution 26-018, "Resolution Authorizing the City Manager to Accept and Appropriate \$300,000 in Highway-Railway Crossing Safety Program (Section 130) Funding from the California Department of Transportation for the Preliminary Engineering Phase of the Tennyson Road Crossing Safety Improvement Project, Project No. 06944 and Execute Amendment No. 2"

6. Adopt a Resolution Approving Side Letter of Agreements Amending Memoranda of Understanding between the City of Hayward and Both the International Association of Firefighters, Local 1909 and Hayward Fire Officers Association and Authorizing Staff to Execute the Agreements **CONS 26-092**

Staff report submitted by Human Resources Director Tecson, dated March 17, 2026, was filed.

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

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

Resolution 26-019, “Resolution Approving Two Side Letters of Agreement with the Hayward Firefighters and the Hayward Fire Officers Association Represented by International Association of Firefighters – Local 1909 to Amend the Current Memoranda of Understanding”

7. Adopt a Resolution Approving a Side Letter of Agreement Amending the Memorandum of Understanding between the City of Hayward and the Hayward Police Officers Association and Authorizing Staff to Execute the Agreement **CONS 26-093**

Staff report submitted by Human Resources Director Tecson, dated March 17, 2026, was filed.

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

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

Resolution 26-020, “Resolution Approving a Side Letter of Agreement with the Hayward Police Officers Association to Amend the Current Memoranda of Understanding”



CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

Council Chambers

<https://hayward.zoom.us/j/89593148306?pwd=b7el9TdYj49D73xAEsQhvux800oUaS.1>

Tuesday, March 17, 2026, 7:00 p.m.

WORK SESSION

8. FY 2026 Q1 and Q2 Semiannual Capital Improvement Program Progress Report (Report from Public Works Director Ameri) WS 26-007

Staff report submitted by Public Works Director Ameri, dated March 17, 2026, was filed.

Public Works Director Ameri introduced the semi-annual Capital Improvement Program (CIP) project progress report, noting that over 100 projects are being tracked, including 12 completed in the past year; explained that the item used to be informational and is now a work session due to improvements in reporting transparency and accessibility through a new system developed by staff; and introduced Management Analyst Matta who presented the new online CIP semiannual progress report dashboard which was launched to provide real-time public access to project status updates.

There being no speakers, Mayor Salinas opened and closed the public comment section at 8:42 p.m.

Council Member Syrop praised the new dashboard and suggested expanding it into a citywide, map-based tool showing all projects including Strategic Roadmap projects; and raised concerns about projects labeled “complete” despite minor unfinished elements. Public Works Director Ameri clarified that remaining issues, such as signal activations, are due to contractor delays but are being addressed, and confirmed that “complete” status reflects substantial completion, with staff actively monitoring final items.

Council Member Andrews commended the dashboard’s accessibility and asked about development time, external impacts, and funding efficiency. Public Works Director Ameri explained that the tool was implemented quickly by leveraging existing systems; noted minimal impacts from global cost pressures so far, such as favorable bid results despite oil price concerns; and confirmed ongoing efforts to minimize reliance on General Fund and Measure C funds by prioritizing alternative funding sources.

Council Member Roche appreciated the dashboard and asked about adding more renderings, project impacts, delays, and safety priorities. Public Works Director Ameri and Management Analyst Matta confirmed that some projects already include renderings and more can be added over time; explained delays are often due to supply chain issues; and highlighted ongoing quick-build safety projects addressing high-injury areas, aiming at reducing accidents. City Manager Ott added that a future work session will provide further detail on street safety efforts. Council Member Roche congratulated the team for reaching 100% trash capture for sewer system.

Council Member Bonilla Jr. supported the dashboard, suggested integrating a map view and more detailed descriptions, and asked how project status is determined and about timeline clarity. Public Works Director Ameri explained that status is primarily based on adherence to project schedules, agreed to enhance clarity in descriptions, and clarified that dates typically follow the fiscal year, unless otherwise specified.

Council Member Zermeño asked whether delaying CIP projects could ease General Fund pressures and sought confirmation on specific projects such as the public safety center. Public Works Director Ameri explained that only a small portion of projects (less than 10%) rely on General Fund or Measure C and could be delayed for temporary relief. City Manager Ott cautioned that delays often defer necessary obligations rather than eliminate costs. Director Ameri also confirmed ongoing progress on the public safety center and completion of a needs assessment.

COUNCIL REPORTS AND ANNOUNCEMENTS

Council Member Roche wished everyone a Happy St. Patrick’s Day and noted the widespread Irish heritage among Americans.

Council Member Andrews thanked community partners, including Hayward Area Recreation and Park District and DHIA for their contributions to the City’s 150th anniversary celebration.

Council Member Syrop recognized Community Partnerships Manager Ebadi for organizing major City events, including Hayward’s State of the City Address and Hayward’s birthday celebration.

COUNCIL REFERRALS

There were none.

ADJOURNMENT

Mayor Salinas adjourned the City Council meeting at 9:02 p.m.

APPROVED

Mark Salinas
Mayor, City of Hayward

ATTEST:

Miriam Lens
City Clerk, City of Hayward



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: MIN 26-037

DATE: April 7, 2026

TO: Mayor and City Council

FROM: City Clerk

SUBJECT

Approve the City Council Minutes of the City Council Meeting on March 24, 2026

RECOMMENDATION

That the City Council approves the City Council meeting minutes of March 24, 2026.

SUMMARY

The City Council held a City Council meeting on March 24, 2026.

ATTACHMENTS

Attachment I Draft Minutes of 3/24/2026



CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

Council Chambers

<https://hayward.zoom.us/j/81854985923?pwd=y8dGdMaQ2EA9OQk1TEDLsEhSda30xG.1>

Tuesday, March 24, 2026, 7:00 p.m.

The City Council meeting was called to order by Mayor Salinas at 7:05 p.m. in Council Chambers.

Pledge of Allegiance: Council Member Goldstein

ROLL CALL

Present: COUNCIL MEMBERS Andrews, Goldstein, Syrop, Zermeño
MAYOR Salinas

Absent: COUNCIL MEMBERS Bonilla Jr., Roche

CLOSED SESSION ANNOUNCEMENT

The City Council convened in closed session on March 24, 2026, at 5:30 p.m., with Council Members Bonilla Jr. and Roche absent and no public comment, regarding two items: 1) conference with property negotiators, including City of Hayward and Hayward Area Recreation and Park District, pursuant to Government Code section 54956.8, regarding the Skywest property (formerly Skywest Golf Course, 1401 Golf Course Rd, 20301 Skywest Dr) (APNs 432-0134-001-05, 432-0134-001-00, 432-0134-003-00); and 2) conference with labor negotiators pursuant to Government Code section 54957.6, regarding all labor groups. City Attorney Lawson reported that the City Council met and discussed both items but took no reportable action. The closed session adjourned at 6:48 p.m.

PUBLIC COMMENTS

Dan Magalhaes, HAME President, discussed ongoing phase two concession bargaining, emphasizing the need for structural change and transparency while expressing concern that negotiations may be repeating past failures; noted they worked diligently to reach agreement during phase one concession bargaining; highlighted workers' efforts to contribute solutions; acknowledged recent progress by City leadership; and stressed the importance of protecting staff while addressing long-term budget challenges.

Council Member Andrews congratulated the Cal State East Bay Pioneers men's basketball team on their undefeated season and for advancing to the NCAA Division II Basketball Championship; and recognized Hayward resident Abayomi for reaching the top 20 on American Idol, offering encouragement and praise.

CITY MANAGER'S COMMENTS

City Manager Ott shared that Hayward Police Officer Yarbrough was charged in connection with a criminal investigation into illegal brothel led by the San Jose Police Department, indicating that as soon as the Hayward Police Department became aware of the matter, Officer

Yarbrough was placed on paid administrative leave and the case was referred to the Alameda County District Attorney's Office to assume the investigation; and reaffirmed confidence in the professionalism of the Police Department.

City Manager Ott announced two items: 1) the Earth Day Citywide Cleanup and Fair at Weekes Park on April 25, 2026; and 2) the opening of applications for vacancies on City commissions including Clean and Green, Community Services, Library, Personnel and Planning with a submission deadline of July 31, 2026, and for information, residents may contact the Office of the City Clerk.

CONSENT CALENDAR

Consent Items 1, 2, and 3 were pulled from the Consent Calendar for comment.

1. Adopt a Resolution Accepting and Appropriating \$1,908,067 of Proposition 47 Grant Funds and Authorizing the City Manager to Execute Agreements to Implement the Approved Grant Activities, Including an Award to Bay Area Community Services for Enhanced Services for the Hayward Navigation Center over the Term of the Grant in the Amount of \$1,528,600 **CONS 26-085**

Staff report submitted by Youth and Family Services Bureau Administrator Young, dated March 24, 2026, was filed.

In response to Council Member Andrews' request for an update on safety conditions and crime data in the downtown action plan, related to the Hayward Navigation Center and Regis Village, Assistant City Manager Thomas responded that updated information and data from Hayward Police Department can be provided to the City Council.

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

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

Resolution 26-021, "Resolution Accepting and Appropriating \$1,908,067 of Proposition 47 Grant Funds to Fund 230 and Authorizing the City Manager to Execute Agreements to Implement the Approved Grant Activities Including an Award to Bay Area Community Services to Operate the Hayward Navigation Center Over the Term of the Grant in the Amount of \$1,528,600 in Proposition 47 Grant Funding"



CITY COUNCIL MEETING
777 B Street, Hayward, CA 94541
Council Chambers
<https://hayward.zoom.us/j/81854985923?pwd=y8dGdMaQ2EA9OQk1TEDLsEhSda30xG.1>
Tuesday, March 24, 2026, 7:00 p.m.

2. Adopt a Resolution Authorizing the City Manager to Accept and Appropriate Up to \$115,000 from the Edward Michael Nuss Trust to Fund 250 to Be Used by the Hayward Animal Services Bureau for the Community Cat Trap, Neuter, Vaccinate, and Return Program **CONS 26-086**

Staff report submitted by Police Chief Matthews, dated March 24, 2026, was filed.

Council Member Andrews expressed appreciation for the Edward Michael Nuss Trust's donation supporting the Hayward Animal Services Bureau's Trap, Neuter, Vaccine and Return (TNVR) program.

Council Member Syrop commented on the acceptance of a grant supporting the TNVR program for feral cats, emphasizing its importance to the community and thanked staff for securing funding.

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

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

Resolution 26-022, "Resolution Authorizing the City Manager to Accept and Appropriate Up to \$115,000 to Fund 250 From the Edward Michael Nuss Trust to be Used by the Hayward Animal Services Bureau for the Community Cat Trap, Neuter, Vaccinate, and Return Program"

3. Adopt a Resolution Authorizing the City Manager to Approve an Amendment to the Professional Service Agreement with Brown and Caldwell for the Water Resource Recovery Facility's (WRRF) New Administration Building and Laboratory Project, Project No. 07786 **CONS 26-089**

Staff report submitted by Public Works Director Ameri, dated March 24, 2026, was filed.

Council Member Andrews requested that updates on the treatment plant project be added as a standing item at Council Infrastructure and Airport Committee meetings due to the project's size.

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

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

Resolution 26-023, “Resolution Authorizing the City Manager to Approve an Amendment to the Professional Services Agreement with Brown and Caldwell to Increase the Contract Amount by \$832,758”

4. Adopt a Resolution Approving the Plans and Specifications, and Calling for Bids for the Sewer Rehabilitation Project on Hesperian Boulevard at West A Street, Project No. 07832, and Approving the Appropriation of \$1,350,000 from the Sewer Replacement Fund **CONS 26-097**

Staff report submitted by Public Works Director Ameri, dated March 24, 2026, was filed.

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

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

Resolution 26-024, “Resolution Approving the Plans and Specifications and Calling for Bids for the Sewer Rehabilitation Project on Hesperian Boulevard at West A Street, Project No. 07832 and Approving the Appropriation of \$1,350,000 from the Sewer Replacement Fund”

5. Adopt a Resolution Accepting the Resignation of Commissioner Thomas Ford from the Clean and Green Commission, Effective **Immediately CONS 26-102**

Staff report submitted by City Clerk Lens, dated March 24, 2026, was filed.

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



CITY COUNCIL MEETING
777 B Street, Hayward, CA 94541
Council Chambers
<https://hayward.zoom.us/j/81854985923?pwd=y8dGdMaQ2EA9OQk1TEDLsEhSda30xG.1>
Tuesday, March 24, 2026, 7:00 p.m.

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

Resolution 26-025, “Resolution Accepting the Resignation of Thomas Ford from the Clean and Green Commission”

6. Adopt a Resolution Reducing the Frequency of City Council Meetings and Certain Council Standing Committees **CONS 26-104**

Staff report submitted by City Clerk Lens, City Attorney Lawson and City Manager Ott, dated March 24, 2026, was filed.

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

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

Resolution 26-026, “A Resolution of the City Council of the City of Hayward Reducing the Frequency of City Council Meetings and Certain City Council Standing Committee Meetings and Establishing a Revised Meeting Schedule”

7. Adopt Resolutions for Compliance with CalPERS, Approving a Side Letter of Agreement Amending the Memoranda of Understanding between the City of Hayward and the Hayward Fire Chief’s Association, Authorizing Staff to Execute the Agreement, and Approving a Resolution Agreeing to Government Code 20516, CalPERS Cost Share, for the Unrepresented Safety Executive Group that Includes the Police and Fire Chiefs who are Covered by the City of Hayward Salary and Benefits Resolution for Unrepresented Employees **CONS 26-110**

Staff report submitted by Human Resources Director Tecson, dated March 24, 2026, was filed.

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

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

Resolution 26-027, “Resolution Agreeing to Government Code 20516 CalPERS Cost Share for the Unpresented Safety Executive Group”

Resolution 26-028, “Resolution Approving a Side Letter of Agreement with the Hayward Fire Chiefs Association to Amend the Current Memoranda of Understanding Section 6.13 Payment of Employers’ PERS Contributions and Approving a Resolution with the Unrepresented Safety Executive Group that Includes the Police and Fire Chief who are Covered by the City of Hayward Salary and Benefits Resolution for Unrepresented Employees Agreeing to Government Code 20516 CalPERS Cost Share”

WORK SESSION

8. Work Session: Traffic Safety Initiatives and Response (Report from Public Works Director Ameri) **WS 26-009**

Staff report submitted by Public Works Director Ameri, dated March 24, 2026, was filed.

Mayor Salinas expressed condolences for three recent pedestrian fatalities; emphasized the need for action and improved road safety; highlighted growing concerns about speeding, reckless driving, and increased interactions between vehicles, cyclists, and pedestrians; noted the ongoing work of the Council Infrastructure and Airport Committee; and stressed the urgency of a comprehensive discussion on citywide traffic safety strategies.

Public Works Director Ameri announced the item and introduced Principal Transportation Engineer Tang who along with Police Lieutenant Sill provided an overview of the staff report.

Mayor Salinas opened the public comment section at 7:59 p.m.

Glen Kirby, Hayward resident, supported the City’s traffic calming and quick-build safety efforts but noted that such measures often face public resistance; cautioned that some designs may unintentionally create conflicts between pedestrians and cyclists; and urged careful planning.



CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

Council Chambers

<https://hayward.zoom.us/j/81854985923?pwd=y8dGdMaQ2EA9OQk1TEDLsEhSda30xG.1>

Tuesday, March 24, 2026, 7:00 p.m.

Naomi Powell-Ha, NoMa Prospect Hill Neighborhood Association president, urged the City to prioritize immediate traffic safety improvements in the NoMa Prospect Hill neighborhood; supported staff's short-term actions; cited heavy cut-through traffic, dangerous driving, and personal safety concerns; and advocated for measures such as the closure of Hazel Avenue and Hotel Avenue to through traffic, speed bumps, bulb-outs, street painting and enhanced stop signage to protect residents.

Ahmed Shorab, Hayward resident, urged the City to review and implement Bike Hayward's Safe Streets 4 Hayward campaign demands; supported staff's recommendation to prioritize Tennyson Road suggesting design improvements such as flex posts; noted Mission Boulevard as an additional priority area; urged prioritizing projects despite political challenges; and emphasizing that bike infrastructure is essential for safety, not just quality of life.

Jesse Hallett supported adopting Bike Hayward's Safe Streets 4 Hayward demands; suggested codifying staff's response as the normal response to other traffic incidents; indicated that the commitment to Vision Zero should emphasize prioritizing human safety over traffic convenience; and praised quick-build approaches as effective, flexible solutions for improving street safety.

Tyler Dragoni advocated implementing proven safety measures such as pedestrian lead times and addressing cut-through traffic influenced by navigation apps; emphasized that safety should take precedence over convenience; and compared traffic safety measures to other accepted safety norms.

Alex Harmon, Hayward resident, highlighted the need for continued progress toward safer, multi-modal transportation, stressing that the City should prioritize safety over car-centric design; and encouraged integrating safety improvements into all street projects.

Bruce Dughi supported traffic diversions and safer bike infrastructure, drawing comparisons to more bike-friendly cities such as Berkeley; and emphasized the need for greater driver education and cultural change to improve empathy and reduce car dependence.

Alejandro Jasso supported quick-build improvements; suggested specific design enhancements, such as adding flex posts and improving visibility at dangerous crossings; emphasized that pedestrian safety should not depend on crossing location; and urged improvements at known high-risk areas.

Mayor Salinas closed the public comment section at 8:20 p.m.

Council Member Zermeño supported continued traffic calming efforts and suggested accelerating the Vision Zero timeline to 2035; raised concerns about safety at the Hesperian

and Sleepy Hollow intersection; asked about funding and bike lane mileage; and urged faster project implementation and improved lighting and maintenance.

Principal Transportation Engineer Byron Tang and Public Works Director Alex Ameri responded that funding is secured or being pursued for proposed projects and estimated about 50 miles of bike lanes installed over the past decade.

Council Member Syrop expressed appreciation for the work done by staff so far and the community advocacy; noted ongoing Council Infrastructure and Airport Committee efforts to making streets safer; asked staff to review Bike Hayward's Safe Streets 4 Hayward demands; called for faster repair of broken safety infrastructure such as flashing beacons; expressed support for the quick-build solutions and suggested to pilot closing off streets to through traffic; and supported prioritizing Tennyson Road to secure grant funding.

Council Member Andrews highlighted the Council Infrastructure and Airport Committee efforts and supported prioritizing high-risk corridors such as Tennyson, Mission, and Foothill, while raising concerns about road rage; requested staff to explore an e-bike policy; emphasized the importance of partnerships with agencies such as Caltrans, Hayward Area Local Agencies Committee (HLAC), Downtown Hayward Improvement Association, BART; and requested comparative data on infrastructure investments.

Council Member Goldstein supported the comprehensive safety strategy, noting it builds on long-standing efforts while responding to recent incidents; and emphasized promoting alternatives to car use by implementing quick-build solutions, fixing intersections that need it; supported prioritizing Tennyson Road improvements; supported the leading pedestrian intervals; supported implementing pedestrian-friendly signal timing, and addressing speeding and road rage through smarter traffic systems; and encouraged outreach to Hayward employers to take part of BART discounts and promote Hayward jobs.

Mayor Salinas expressed general agreement with Council and public input, supporting rapid implementation of safety measures, prioritization of Tennyson Road, and exploration of street closures such as Hazel and Hotel; agreed to bring the item to HLAC; and emphasized the need for a clear citywide safety campaign, stronger partnerships, and community support to advance projects.

INFORMATIONAL REPORT

9. General Plan Annual Progress Report: Accept the Hayward 2040 General Plan Annual Progress Report for Calendar Year 2025 (Report from Development Services Director Buizer) **RPT 26-026**

Staff report submitted by Development Services Director Buizer, dated March 24, 2026, was filed.

The item was presented as general information for the City Council and the public at large.



CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

Council Chambers

<https://hayward.zoom.us/j/81854985923?pwd=y8dGdMaQ2EA9OQk1TEDLsEhSda30xG.1>

Tuesday, March 24, 2026, 7:00 p.m.

Council Member Andrews noted the status of the Economic Development Branding and Marketing program and emphasized the need for stronger partnerships with organizations such as the Downtown Hayward Improvement Association and BART to better promote the City; and encouraged the development of more proactive marketing strategies tied to major regional events, including the World Cup.

Council Member Syrop emphasized the need to better align the General Plan, strategic planning efforts, resident feedback, and the budget to support more informed City decision-making.

COUNCIL REPORTS AND ANNOUNCEMENTS

There were none.

COUNCIL REFERRALS

10. Referral: Response to Allegations Regarding Cesar Chavez and Review of City Recognition **(Referral from Mayor Salinas, Council Member Bonilla Jr., and Council Member Zermeño) RPT 26-031**

Referral submitted by Mayor Salinas, Council Member Bonilla Jr., and Council Member Zermeño, dated March 24, 2026, was filed.

Mayor Salinas introduced a Council referral co-authored with Council Members Zermeño and Bonilla Jr., apologizing for not meeting the standard ten-day submission timeline and offering to table the item, withdraw it, or proceed by consensus. He noted the three actions requested in the referral – preparing a public statement, reviewing all City facilities and artifacts, and evaluating the City holiday currently observed in Cesar Chavez’s name – were already being addressed by staff, including consideration of renaming Cesar Chavez Day to Farmworkers Day.

Council Member Andrews expressed empathy for those impacted by the situation and emphasized that the broader labor and community movements would continue despite the news. While acknowledging the urgency of the referral due to the upcoming holiday, she stressed the importance of adhering to City Council procedures, and stated she was not in favor of pulling the item but wanted consistency in following established policies.

Council Member Syrop supported moving forward with the referral to address community concerns in a timely manner, emphasizing the importance of being responsive to the harm caused; suggested creating a more flexible process for urgent referrals in the future; and expressed appreciation for Mayor Salinas’ leadership and staff’s quick response, while

affirming the City’s responsibility to stand in solidarity with farmworkers and the community.

Council Member Goldstein supported advancing the referral without delay, emphasizing the importance of standing with farm workers and acknowledging the complexity of reconciling admiration for historical figures with new information; expressed sympathy for those affected; and reaffirmed the need to continue supporting the broader labor movement despite the circumstances.

Council Member Zermeño expressed support for taking action on the referral, emphasizing the importance of addressing the issue promptly; added that he would respect Council rules if the majority chose otherwise; and reaffirmed his agreement with the proposed actions, stressing the need to move forward without unnecessary delay.

City Attorney Lawson responded to Mayor Salinas’ inquiry by advising the City Council to suspend the referral rule regarding the submission timeline and proceed with acting on the matter.

Mayor Salinas reflected on the significance of the issue, acknowledging the harm caused; reiterated that while individuals may fall short, the broader labor movement endures; and advocated for continued support of affected communities.

It was moved by Mayor Salinas, seconded by Council Member Zermeño, and carried unanimously, to adopt the resolution.

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

ADJOURNMENT

Mayor Salinas adjourned the City Council meeting at 9:17 p.m.

APPROVED

Mark Salinas
Mayor, City of Hayward

ATTEST:

Miriam Lens
City Clerk, City of Hayward



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: CONS 26-109

DATE: April 7, 2026

TO: Mayor and City Council

FROM: Director of Library Services

SUBJECT

Adopt Resolutions Authorizing the City Manager to Accept and Appropriate 1) Up to \$350,000 Annually in Funding from the California State Library and 2) Up to \$350,000 Annually in Donations, Contributions, and Grants from Various Groups and Individuals for Library Services and Programs through the End of Fiscal Year 2028-29

RECOMMENDATION

That Council adopts resolutions (Attachments II and III) authorizing the City Manager to accept and appropriate up to \$350,000 annually in grant funding from the California State Library and up to \$350,000 annually in donations, contributions, and grants from various groups and individuals to support the operation of Library services and programs through the end of Fiscal Year 2028-29.

SUMMARY

Library staff continuously seek outside funding to support programs and services. External contributions, donations and grants play an important role in supplementing City resources and allowing the Library to respond to emerging needs and opportunities throughout the year.

Staff is seeking authorization to accept \$350,000 annually from the State Library and \$350,000 annually from other sources. This level of authorization provides sufficient flexibility to accommodate anticipated donations and potential growth in monetary support while ensuring funds can continue to be used to enhance services for the community. Staff is seeking authorization for these levels for the next three (3) Fiscal Years (Fiscal Year 2026-27, Fiscal Year 2027-28, and Fiscal Year 2028-29). With Council approval of the attached resolutions, staff will appropriate these additional funds when available and provide services and programs per the requirements of the donations and grants.

ATTACHMENTS

- | | |
|----------------|---------------------------|
| Attachment I | Staff Report |
| Attachment II | Resolution: State Library |
| Attachment III | Resolution: Other Sources |

File #: CONS 26-109



DATE: April 7, 2026

TO: Mayor and City Council

FROM: Director of Library Services, Jayanti Addleman

SUBJECT: Adopt Resolutions Authorizing the City Manager to Accept and Appropriate 1) Up to \$350,000 Annually in Funding from the California State Library and 2) Up to \$350,000 Annually in Donations, Contributions, and Grants from Various Groups and Individuals for Library Services and Programs through the End of Fiscal Year 2028-29

RECOMMENDATION

That Council adopts resolutions (Attachments II and III) authorizing the City Manager to accept and appropriate up to \$350,000 annually in grant funding from the California State Library and up to \$350,000 annually in donations, contributions, and grants from various groups and individuals to support the operation of Library services and programs through the end of Fiscal Year 2028-29.

SUMMARY

Library staff continuously seek outside funding to support programs and services. External contributions, donations and grants play an important role in supplementing City resources and allowing the Library to respond to emerging needs and opportunities throughout the year.

Staff is seeking authorization to accept \$350,000 annually from the State Library and \$350,000 annually from other sources. This level of authorization provides sufficient flexibility to accommodate anticipated donations and potential growth in monetary support while ensuring funds can continue to be used to enhance services for the community. Staff is seeking authorization for these levels for the next three (3) Fiscal Years (Fiscal Year 2026-27, Fiscal Year 2027-28, and Fiscal Year 2028-29). With Council approval of the attached resolutions, staff will appropriate these additional funds when available and provide services and programs per the requirements of the donations and grants.

FISCAL IMPACT

Outside funding for Library programs supplement the City’s General Fund and help support Library services. There is no negative impact to the General Fund from accepting these supplemental funds as the City is already providing these services and programs.

BACKGROUND AND DISCUSSION

State Library Funding

Hayward Public Library currently receives an annual allocation from the State Library that helps fund programs and services like Literacy Plus, Adult Literacy, Families for Literacy, Early Learning for Families, English as a Second Language, Lunch at the Library, and Zip Books. In addition, the California State Library has a variety of grants available to Libraries (e.g., Library Services and Technology Act, Book-to-Action, etc.) that the Library often applies for as they arise and receives grant funding in various amounts throughout the year.

Donations from Individuals and Groups

The Hayward Public Library has a long history of partnership with community organizations, nonprofit support groups, foundations, and individual donors amongst other miscellaneous groups who contribute funds to support Library programming, community events, and services that benefit the Hayward community. Over the last four (4) fiscal years, the Library has received an average of more than \$100,000 annually in donations, contributions, and grants. Key contributors have included the Friends of the Hayward Public Library, the Hayward Literacy Plus Council, and the Donna L. & Edward E. Martins Foundation. These funds have supported program materials, special events, and other initiatives that enhance Library services.

The table below summarizes the amounts received from these sources in fiscal years 2023, 2024, and 2025.

	FY 2023	FY 2024	FY 2025
State Library	\$191,832	\$259,658	\$206,578
Other Sources	\$337,825	\$227,774	\$54,570

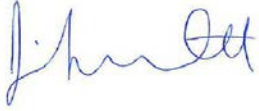
STRATEGIC INITIATIVES

This agenda item is a routine operational item and relates to the Council’s Strategic Initiatives to Strengthen Organizational Health (strengthen fiscal sustainability) and Enhance Community Safety and Quality of Life (implement community enrichment).

Prepared by: Melissa Burkley, Management Analyst I

Recommended by: Jayanti Addleman, Director of Library Services

Approved by:

A handwritten signature in blue ink, appearing to read "Jennifer Ott". The signature is fluid and cursive, with the first name "Jennifer" and the last name "Ott" clearly distinguishable.

Jennifer Ott, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 26-___

Introduced by Council Member _____

RESOLUTION AUTHORIZING THE CITY MANAGER TO ACCEPT AND APPROPRIATE UP TO \$350,000 ANNUALLY IN FUNDING FROM THE CALIFORNIA STATE LIBRARY FOR LIBRARY SERVICES AND PROGRAMS

WHEREAS, the Library provides Literacy and Family Learning programs and services at both library branches in partnership with the California State Library Literacy Services program; and

WHEREAS, the Library provides other community programs and services through additional funds and grant opportunities available from the California State Library; and

WHEREAS, Opportunities for funding are expected to continue through the foreseeable future.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Hayward authorizes the City Manager to accept and appropriate up to \$350,000 annually in grant funding from the California State Library to support the operation of Library services and programs through the end of FY 2029.

IN COUNCIL, HAYWARD, CALIFORNIA, _____ 2026

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
 MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
 City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward

HAYWARD CITY COUNCIL

RESOLUTION NO. 26-___

Introduced by Council Member _____

RESOLUTION AUTHORIZING THE CITY MANAGER TO ACCEPT AND APPROPRIATE UP TO \$350,000 IN DONATIONS AND GRANTS TO SUPPORT LIBRARY SERVICES AND PROGRAMS THROUGH THE END OF FISCAL YEAR 2028-29

WHEREAS, nonprofit and donor organizations, miscellaneous groups, and individuals regularly provide the Library with donations, contributions, and grants to support services, programs, and community events; and

WHEREAS, The average annual amount of these donations, contributions, and grants to the Library has been over \$100,000 for the last four (4) fiscal years; and

WHEREAS, a streamlined acceptance and appropriation process ensures that checks can be deposited before becoming stale dated and allows the Library to capitalize on spontaneous acts of generosity and time-sensitive purchasing opportunities that support Library services and programs.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Hayward authorizes the City Manager to accept and appropriate up to \$350,000 per fiscal year in donations, contributions, and grants from nonprofit and donor organizations, individuals, and miscellaneous groups in support of Library Services and Programs through Fiscal Year 2028-29.

IN COUNCIL, HAYWARD, CALIFORNIA, _____ 2026

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: CONS 26-111

DATE: April 7, 2026

TO: Mayor and City Council

FROM: City Attorney

SUBJECT

Adopt a Resolution Approving Participation in the National Opioid Remnant Defendants Settlement and Authorizing the City Manager to Execute and Submit all Necessary Settlement Participation Documents on Behalf of the City of Hayward.

RECOMMENDATION

That the Council adopts a resolution (Attachment II) approving participation in the Remnant Defendants Settlement with six regional distributors/dispenser defendants: Associated Pharmacies, Inc (and American Associated Pharmacies); J M Smith Corporation; Louisiana Wholesale Drug Company, Inc.; Morris and Dickson Co.; North Carolina Mutual Wholesale Drug Company, Inc.; and United Natural Foods, Inc. (including its subsidiaries SuperValu and Advantage Logistics) (the Six Remnant Defendants), and authorizing the City Manager to execute and submit all necessary settlement participation documents on behalf of the City of Hayward.

SUMMARY

In March 2026, the settlement administrator for the national opioid litigation advised the City of Hayward that it is eligible to participate in a new national opioid settlement that has been reached with six regional distributors/dispenser defendants (Remnant Defendants Settlement): Associated Pharmacies, Inc (and American Associated Pharmacies); J M Smith Corporation; Louisiana Wholesale Drug Company, Inc.; Morris and Dickson Co.; North Carolina Mutual Wholesale Drug Company, Inc.; and United Natural Foods, Inc. (including its subsidiaries SuperValu and Advantage Logistics) (Six Remnant Defendants). There is one settlement agreement covering the combined settlement with the Six Remnant Defendants.

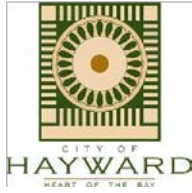
If effectuated, the proposed Remnant Defendants Settlement will result in the Six Remnant Defendants paying a combined \$97,625,000 nationally in cash for purposes of abating the opioid epidemic. An Eligible Entity's participation in the Settlement will result in a one-time settlement payment to each Eligible Entity. The Settlement funds must be used for approved uses identified in the Settlement Agreement.

File #: CONS 26-111

The Remnant Defendants Settlement does not include State Attorneys General or any amount allocated to a State. Rather, this Settlement will be distributed only and directly to any Eligible Entity that participates by signing and returning the settlement participation documents to the settlement administrator by May 4, 2026. If Hayward participates in the settlements described above, it would be entitled to receive a portion of the settlement proceeds as set forth in the Settlement Agreement.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution



DATE: April 7, 2026

TO: Mayor and City Council

FROM: City Attorney

SUBJECT: Adopt a Resolution Approving Participation in the National Opioid Remnant Defendants Settlement and Authorizing the City Manager to Execute and Submit all Necessary Settlement Participation Documents on Behalf of the City of Hayward

RECOMMENDATION

That the Council adopts a resolution (Attachment II) approving participation in the Remnant Defendants Settlement with six regional distributors/dispenser defendants: Associated Pharmacies, Inc (and American Associated Pharmacies); J M Smith Corporation; Louisiana Wholesale Drug Company, Inc.; Morris and Dickson Co.; North Carolina Mutual Wholesale Drug Company, Inc.; and United Natural Foods, Inc. (including its subsidiaries SuperValu and Advantage Logistics) (the Six Remnant Defendants), and authorizing the City Manager to execute and submit all necessary settlement participation documents on behalf of the City of Hayward.

SUMMARY

In March 2026, the settlement administrator for the national opioid litigation advised the City of Hayward that it is eligible to participate in a new national opioid settlement that has been reached with six regional distributors/dispenser defendants (Remnant Defendants Settlement): Associated Pharmacies, Inc (and American Associated Pharmacies); J M Smith Corporation; Louisiana Wholesale Drug Company, Inc.; Morris and Dickson Co.; North Carolina Mutual Wholesale Drug Company, Inc.; and United Natural Foods, Inc. (including its subsidiaries SuperValu and Advantage Logistics) (Six Remnant Defendants). There is one settlement agreement covering the combined settlement with the Six Remnant Defendants.

If effectuated, the proposed Remnant Defendants Settlement will result in the Six Remnant Defendants paying a combined \$97,625,000 nationally in cash for purposes of abating the opioid epidemic. An Eligible Entity's participation in the Settlement will result in a one-time settlement payment to each Eligible Entity. The Settlement funds must be used for approved uses identified in the Settlement Agreement.

The Remnant Defendants Settlement does not include State Attorneys General or any amount allocated to a State. Rather, this Settlement will be distributed only and directly to any Eligible Entity that participates by signing and returning the settlement participation documents to the settlement administrator by May 4, 2026. If Hayward participates in the settlements described above, it would be entitled to receive a portion of the settlement proceeds as set forth in the Settlement Agreement.

FISCAL IMPACT

If the City chooses to participate in the settlement, the funds will be used to fund care, treatment, or other programs and expenditures designed to (1) address the misuse and abuse of opioid products, (2) treat or mitigate opioid use or related disorders, or (3) mitigate other alleged effects of, including on those injured as a result of, the opioid epidemic, including reasonably related administrative expenses. The City can use these funds to offset or supplement future expenses of existing programs, to expand or enhance existing programs, or to fund new programs. The funds cannot be used to reimburse past program expenses. Pursuant to the terms of the Settlement Agreement, Hayward has been allocated 0.0128788857% of the \$97,625,000 settlement proceeds (approximately \$12,500).

BACKGROUND AND DISCUSSION

On December 14, 2021, the City Council previously approved participation in settlements involving the three largest pharmaceutical opioid distributors: McKesson, Cardinal Health and AmerisourceBergen (Distributors), and opioid manufacturer Janssen Pharmaceuticals, Inc. and its parent company Johnson & Johnson (collectively, J&J). On March 28, 2023 the City Council approved participation in the nationwide settlement involving Teva, Allergan, CVS, Walmart and Walgreens. On September 23, 2025, the City Council approved participation in the Purdue Pharma L.P./Sackler National Opioid Settlement and the Secondary Manufacturers National Opioid Settlements. The settlements will provide substantial funds to states and subdivisions for abatement of the Opioids epidemic across the country and will impose transformative changes in the way the settling defendants conduct their business.¹

The Remnant Defendants Settlement would resolve the claims of local governments across the country that have filed lawsuits in federal and state courts against the respective entities. The Settlement requires that each Eligible Entity take affirmative steps to “opt in” to the Settlement. The participation rate will be used to determine whether participation for each Remnant Defendant is sufficient to move forward.

The date of the one-time settlement payment has not been finalized. Settlement funds must be spent on identified uses described in the Settlement Agreement. If authorized by the City Council, the City Manager will submit the necessary forms by the May 4, 2026 participation deadline.

¹ Refer to national settlement website at [National Opioid Settlement](#)

STRATEGIC ROADMAP

This item is a routine operational item and does not relate to any of the specific projects outlined in the Council's Strategic Roadmap.

NEXT STEPS

Adoption of the resolution will allow the City Manager to submit the required forms for participation in the settlement. The participation forms must be submitted to the national settlement administrator by May 4, 2026.

Prepared and Recommended by: Michael Lawson, City Attorney
Michael Vigilia, Senior Assistant City Attorney

Approved by:



Jennifer Ott, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 26-___

Introduced by Council Member _____

RESOLUTION APPROVING PARTICIPATION IN THE NATIONAL OPIOID REMNANT DEFENDANTS SETTLEMENT AND AUTHORIZING THE CITY MANAGER TO EXECUTE AND SUBMIT ALL NECESSARY SETTLEMENT PARTICIPATION DOCUMENTS ON BEHALF OF THE CITY OF HAYWARD

WHEREAS, a settlement has been reached in multi-district litigation brought by states and cities against six regional distributors/dispenser defendants (Remnant Defendants Settlement): Associated Pharmacies, Inc (and American Associated Pharmacies); J M Smith Corporation; Louisiana Wholesale Drug Company, Inc.; Morris and Dickson Co.; North Carolina Mutual Wholesale Drug Company, Inc.; and United Natural Foods, Inc. (including its subsidiaries SuperValu and Advantage Logistics) (Six Remnant Defendants), for their roles in the opioid crisis; and

WHEREAS, if effectuated, the proposed Remnant Defendants Settlement will result in the Six Remnant Defendants paying a combined \$97,625,000.00 in cash for purposes of abating the opioid epidemic, which will be distributed to cities and counties that participate in the settlement; and

WHEREAS, although the City of Hayward is not a litigating entity involved in the litigation it may opt-in and receive the benefits of the settlements in exchange for releasing its claims against the Six Remnant Defendants as part of the Settlement; and

WHEREAS, opting-in to the settlement will enable the City to receive 0.0128788857% of the total settlement fund, which can be used to treat opioid use disorder and for other purposes described in the Settlement Agreement; and

WHEREAS, the City wishes to agree to the terms of the proposed settlement; and

WHEREAS, jurisdictions must opt-in to the settlement by May 4, 2026.

NOW THEREFORE BE IT RESOLVED by the City Council of the City of Hayward that the terms of the settlement agreement with the Six Remnant Defendants regarding the national opioid litigation described herein are hereby accepted.

BE IT FURTHER RESOLVED that the City Manager is hereby authorized and directed to execute and submit all documents necessary for the City of Hayward to participate in the Remnant Defendants Settlement regarding the national opioid litigation described herein.

IN COUNCIL, HAYWARD, CALIFORNIA, _____, 2026

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
 MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
 City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: CONS 26-112

DATE: April 7, 2026

TO: Mayor and City Council

FROM: Director of Development Services

SUBJECT

Adopt a Resolution Authorizing the City Manager to Execute a Cooperation Agreement for Fiscal Years 2027-2029 between the City of Hayward and the County of Alameda to Participate in the Alameda County HOME Consortium

RECOMMENDATION

That the City Council adopts a resolution (Attachment II) authorizing the City Manager to execute the Cooperation Agreement (the Agreement) and all other implementing documents to enable the City of Hayward to participate in the Alameda County HOME Consortium.

SUMMARY

Every three years, the City of Hayward must reaffirm its membership in the Alameda County HOME Consortium by entering into a Cooperation Agreement with the HOME Consortium. The administrative agreement between the City and Alameda County enables the City to continue participating in the Consortium, of which it has been a member since 1991.

Through Consortium membership, the City has received over \$15 million in funds for HOME-eligible housing assistance activities benefitting households at or below 80% of the area median income (AMI), including acquiring, rehabilitating, and constructing affordable housing developments, and providing homebuyer and tenant-based rental assistance. The County is proposing to modify the Cooperation Agreement during the consortium term to centralize, streamline, and improve the administration of the HOME grant. The County will assume responsibility for administration of the HOME grant, compliance and allocation of funding. It is anticipated that existing Hayward projects will continue to receive funding and future allocation will be reviewed by consortium members. Staff recommends that the City Council adopts the resolution to authorize the City's participation in the Consortium for FY 2027 through 2029 and authorizes the City Manager to execute amendments to the Cooperation Agreement consistent with this staff report.

ATTACHMENTS

File #: CONS 26-112

Attachment I Staff Report
Attachment II Resolution



DATE: April 7, 2026

TO: Mayor and City Council

FROM: Director of Development Services

SUBJECT: Adopt a Resolution Authorizing the City Manager to Execute a Cooperation Agreement for Fiscal Years 2027-2029 between the City of Hayward and the County of Alameda to Participate in the Alameda County HOME Consortium

RECOMMENDATION

That the City Council adopts a resolution (Attachment II) authorizing the City Manager to execute the Cooperation Agreement (the Agreement) and all other implementing documents to enable the City of Hayward to participate in the Alameda County HOME Consortium.

SUMMARY

Every three years, the City of Hayward must reaffirm its membership in the Alameda County HOME Consortium by entering into a Cooperation Agreement with the HOME Consortium. The administrative agreement between the City and Alameda County enables the City to continue participating in the Consortium, of which it has been a member since 1991.

Through Consortium membership, the City has received over \$15 million in funds for HOME-eligible housing assistance activities benefitting households at or below 80% of the area median income (AMI), including acquiring, rehabilitating, and constructing affordable housing developments, and providing homebuyer and tenant-based rental assistance. The County is proposing to modify the Cooperation Agreement during the term of the consortium to centralize, streamline, and improve the administration of the HOME grant. The County will assume responsibility for administration of the HOME grant, compliance and allocation of funding. It is anticipated that existing Hayward projects will continue to receive funding and future allocation will be reviewed by consortium members. Staff recommends that the City Council adopts the resolution to authorize the City's participation in the Consortium for FY 2027 through 2029 and authorizes the City Manager to approve an amendment to the Cooperation Agreement consistent with this staff report.

FISCAL IMPACT

Whether the City participates in the HOME consortium or not, there is no fiscal impact to the General Fund associated with this agenda item. However, if the City does not participate in the HOME Consortium, the City would risk a loss of HOME project and administration funds for at least the next program year. Furthermore, if the City does not participate in the HOME Consortium under a possible new, streamlined model, in which the administration of HOME funds is streamlined through the County, the City would not have influence over projects and programs that should be funded.

BACKGROUND

Since 1991, the City of Hayward has been a part of the Alameda County HOME Consortium, which includes unincorporated Alameda County and the Cities of Alameda, Fremont, Livermore, Pleasanton, San Leandro, and Union City. Hayward's participation in the Consortium has assured the City a total allocation of approximately \$15 million of federal HOME Investment Partnership Funds since FY 1992. Funds must be used for HOME-eligible housing assistance activities, such as:

- Affordable housing development through acquisition, rehabilitation, or construction activities
- Homebuyer assistance
- Tenant-based rental assistance (TBRA)

HOME program regulations require that 100% of HOME funds be used to assist households with incomes at or below 80% of the AMI adjusted for household size.

DISCUSSION

The City's participation in the Consortium assures the City an annual allocation of HOME funds and alleviates the administrative burden of administering the funds. As the representative of the Consortium, Alameda County acts as the lead member for administrative and federal reporting purposes and coordinates the production of the Consolidated Annual Performance and Evaluation Report (CAPER) required by HUD. Several other reporting activities are also carried out in a joint effort by the participating jurisdictions.

The overall objective of the program is to provide high-quality, sustainable affordable housing. In previous years, HOME funds were used to help finance the following housing projects:

- Construction of the Glenn Berry and Sara Conner Court Apartments
- Rehabilitation of Huntwood Commons and Tennyson Gardens Apartments
- Acquisition and rehabilitation of Leidig Court Apartments
- Acquisition of Cypress Glen Apartments
- Loan for the Weinreb Place (aka Hayward Senior Housing II) affordable senior complex

- Loan for the Alta Mira Affordable Family and Senior Apartments (aka the South Hayward BART affordable housing project)
- Acquisition and development of Mission Paradise

Funds also provide tenant-based rental assistance to low-income renters. Since 2008, funds have been set aside to pay for rental subsidies for participants of Project Independence, a program that provides services and rental subsidies to emancipated youth (youth age 18 to 24 who have aged out of the foster care system).

The County is proposing to modify the Cooperation Agreement during the term of the consortium to streamline and improve the administration of the HOME grant. The Consortium will continue the current operational model, in which participating jurisdictions will continue receiving an annual allocation and be responsible for HOME program compliance, for at least one year. However, next year, the County intends to assume all responsibility for the administration of the HOME program for the Consortium and will administer the funding allocation of HOME funds to subrecipients. City staff will continue to sit on the HOME Technical Advisory Committee through which the City's interests will be represented. Local jurisdiction representatives may vote on approval of projects and evaluate requests for proposals. Currently, the HOME Consortium is finalizing this transition.

Importantly, this proposed modification to the consortium model would streamline administration of HOME projects. Currently, City staff spend large amounts of time corresponding with County staff for administrative tasks like invoicing, reimbursement requests, and inquiries related to project set-up. Shifting these administrative tasks to County staff would reduce City staff time currently used for time-consuming monitoring and administration requirements. Furthermore, it is expected that the HOME Consortium will continue to fund existing projects such as Project Independence. Finally, developers who would otherwise be limited to Hayward's annual allocation could receive larger awards through this new model, increasing project feasibility for affordable housing developments.

Staff recommend that the City Council approve the continued participation in the Alameda County HOME Consortium for the next three federal fiscal years — October 1, 2026, through September 30, 2029 and authorizes the City Manager to approve an amendment to the Cooperation Agreement consistent with this staff report.

ECONOMIC IMPACT

Continuing participation in the Alameda County HOME Consortium provides the opportunity for Hayward's low-income residents to have access to decent, safe, and sanitary housing and help prevent housing instability and homelessness.

STRATEGIC ROADMAP

This agenda item supports the Strategic Priority of Preserve, Protect, & Produce Housing for All. This item is not specifically related to a project identified in the Strategic Roadmap. Staff

are bringing forth this item because it is a necessary administrative step for remaining in the HOME Consortium.

PUBLIC CONTACT

Neither the U.S. Department of Housing and Urban Development nor the County of Alameda require a public hearing or other public contact for either the Agreement or participation in the consortium. Therefore, Staff did not initiate any stakeholder engagement.

NEXT STEPS

Project-related funds will be used for HOME-eligible housing-assistance activities. The Consortium will determine whether to pivot to a new model during the next calendar year.

Prepared by: Ayush Patel, Management Analyst II

Recommended by: Sara Buizer, AICP, Director of Development Services
Christina Morales, Deputy Director of Development Services
Leigha Schmidt, Principal Planner

Approved by:



Jennifer Ott, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 26-__

Introduced by Council Member _____

RESOLUTION AUTHORIZING THE CONTINUED PARTICIPATION OF THE CITY OF HAYWARD IN THE ALAMEDA COUNTY HOME CONSORTIUM FOR HOME FUNDS AND AUTHORIZING EXECUTION OF THE NECESSARY DOCUMENTS TO MAINTAIN THE ELIGIBILITY OF THE CONSORTIUM FOR HOME PROGRAM FUNDS IN ACCORDANCE WITH THE NATIONAL AFFORDABLE HOUSING ACT OF 1990

WHEREAS, the Congress of the United States has enacted the Cranston-Gonzalez National Affordable Housing Act of 1990 and Federal regulations have been adopted pursuant thereto, hereinafter called the "Act"; and

WHEREAS, Title II of the Act creates the HOME Investment Partnership Program hereinafter called "HOME," that provides funds to participating jurisdictions for acquisition, rehabilitation, new construction of affordable housing, homebuyer and tenant-based rental assistance; and

WHEREAS, the Act allows local governments to form consortia for the purpose of receiving and administering HOME funds and carrying out purposes of the Act; and

WHEREAS, the cities of Alameda, Fremont, Hayward, Livermore, Pleasanton, San Leandro and Union City have expressed their interest in joining with the Alameda County Urban County (consisting of the cities of Albany, Dublin, Emeryville, Newark, Piedmont, and the unincorporated County) to continue in the Alameda County HOME Consortium for federal fiscal years 2027, 2028, and 2029.

NOW, THEREFORE, BE IT RESOLVED, that the City Council of the City of Hayward hereby authorizes the City of Hayward's continued participation in the Alameda County HOME Consortium.

BE IT FURTHER RESOLVED, that the City Council of the City of Hayward hereby authorizes the City Manager to execute the necessary documents to maintain the eligibility of the Consortium for HOME program funds in accordance with the National Affordable Housing Act of 1990.

BE IT FURTHER RESOLVED, that the City Council of the City of Hayward hereby authorizes the City Manager to execute amendments to the cooperation agreement as needed subject to approval by City Attorney as to form.

IN COUNCIL, HAYWARD, CALIFORNIA, _____, 2026

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
 MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
 City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: CONS 26-114

DATE: April 7, 2026

TO: Mayor and City Council

FROM: Director of Public Works

SUBJECT

Adopt a Resolution Authorizing the City Manager to Execute Amendment No. 2 to the Professional Services Agreement with St. Francis Electric, Inc., to Increase the Contract Amount by \$400,000 for a Total Amount Not-to-Exceed Maximum Compensation of \$1,600,000, Update Exhibit A (Bid Price Schedule), and to Extend the Term of the Agreement by 1-year to Continue On-Call Traffic Signal and Streetlight Maintenance and Emergency Repair Support Services

RECOMMENDATION

That Council adopts a resolution (Attachment II) authorizing the City Manager to execute Amendment No. 2 to the existing Professional Services Agreement (PSA) with St. Francis Electric, Inc., (St. Francis) to increase the contract amount by \$400,000, for a total amount not-to-exceed \$1,600,000, update Exhibit A (Bid Price Schedule), and extend the term of the agreement by 1-year through June 30, 2027, to continue on-call support and emergency repair services for traffic signal and streetlight infrastructure.

SUMMARY

The City entered into a three-year agreement on June 28, 2023, with St. Francis to provide on-call support and emergency repair services for traffic signals and streetlight infrastructure, with the effective date from July 1, 2023, to June 30, 2026. To continue receiving on-call support and services from St. Francis, staff recommends that Council adopt a resolution authorizing the City Manager to execute Amendment No. 2 to the existing agreement with St. Francis to increase the contract amount by \$400,000 for a total not-to-exceed maximum compensation of \$1,600,000, update Exhibit A (Bid Price Schedule), and extend the term of the agreement by 1-year through June 30, 2027.

ATTACHMENTS

Attachment I Staff Report
Attachment II Resolution



DATE: April 7, 2026

TO: Mayor and City Council

FROM: Director of Public Works

SUBJECT: Adopt a Resolution Authorizing the City Manager to Execute Amendment No. 2 to the Professional Services Agreement with St. Francis Electric, Inc., to Increase the Contract Amount by \$400,000 for a Total Maximum Compensation Not-to-Exceed \$1,600,000, Update Exhibit A (Bid Price Schedule), and to Extend the Term of the Agreement by 1-year to Continue On-Call Traffic Signal and Streetlight Maintenance and Emergency Repair Support Services

RECOMMENDATION

That Council adopts a resolution (Attachment II) authorizing the City Manager to execute Amendment No. 2 to the existing Professional Services Agreement (PSA) with St. Francis Electric, Inc., (St. Francis) to increase the contract amount by \$400,000, for a total maximum compensation not-to-exceed \$1,600,000, update Exhibit A (Bid Price Schedule), and extend the term of the agreement by 1-year through June 30, 2027, to continue on-call support and emergency repair services for traffic signal and streetlight infrastructure.

SUMMARY

The City entered into a three-year agreement on June 28, 2023, with St. Francis to provide on-call support and emergency repair services for traffic signals and streetlight infrastructure, with the effective date from July 1, 2023, to June 30, 2026. To continue receiving on-call support and services from St. Francis, staff recommends that Council adopt a resolution authorizing the City Manager to execute Amendment No. 2 to the existing agreement with St. Francis to increase the contract amount by \$400,000 for a total maximum compensation not-to-exceed \$1,600,000, update Exhibit A (Bid Price Schedule), and extend the term of the agreement by 1-year through June 30, 2027.

FISCAL IMPACT

There is no impact on the General Fund or Measure C

The funding for these services will come from previously adopted Capital Improvement Program (CIP) budgets allocated for Streetlight and Traffic Signal Maintenance in Fund 210 – Gas Tax Fund.

BACKGROUND

Hayward's Public Works & Utilities Department is responsible for maintaining 147 traffic signals, over 8,000 streetlights, and additional devices such as flashing beacons, radar feedback signs, high intensity activated crosswalk beacons, and rectangular rapid flashing beacon signs. The City's Traffic Signal Technicians perform routine maintenance and repair services for the City's traffic signals and streetlights, such as replacing signal detection, streetlight fixture repair, and overall inspection.

St. Francis, the On-Call Streetlight and Traffic Signal Maintenance and Emergency Repair contractor, provides after-hours and weekend emergency services support, as well as support for CIP projects, complex problem-solving, and other large labor-intensive projects. Services include, but are not limited to, repairing traffic signals and streetlights, testing and inspecting equipment, testing and locating detector loops and cameras, installing and modifying signal systems, painting, reviewing signal timing plans, assisting in the installation of a new traffic signal, installing and maintaining video detection systems, installing and troubleshooting the City's fiber optics network, and providing training to City staff as needed in the use of certain equipment.

DISCUSSION

The current three-year agreement with St. Francis was executed on June 28, 2023, with an effective date of July 1, 2023, and terminates on June 30, 2026. The compensation was set not-to-exceed \$300,000 per fiscal year for a total of \$900,000 for the contract term. Due to additional work needed in FY24, the contract was amended on March 17, 2025, to increase the contract amount by \$300,000 for a total maximum compensation not-to-exceed \$1,200,000.

As the existing contract is nearing termination and there is a continuous high demand for streetlight and traffic signal maintenance and emergency repair services, Amendment No. 2 provides a 1-year contract extension, increases maximum compensation by \$400,000 for FY27, and an update to Exhibit A (Bid Price Schedule). It is noted that the Consumer Price Index (CPI) inflationary adjustment of 2.5% was applied in the updated Exhibit A.

ECONOMIC IMPACT

This contract provides significant benefits to Hayward residents, businesses, and patrons by facilitating the timely and efficient repairs to damaged streetlights, traffic signals, and other devices.

STRATEGIC ROADMAP

This agenda item is a routine operational item. Although St. Francis' services do not directly support implementation of Council's Strategic Roadmap, they support the implementation of the following planning documents and policies:

- The Hayward 2040 General Plan¹ has a Mobility Element and several related goals, including providing complete streets, balancing multimodal systems, improving pedestrian facilities and bikeway, transportation demand management, and safe movement of goods throughout the City.
- The Hayward Bicycle and Pedestrian Master Plan (BPMP)² is consistent with the Hayward 2040 General Plan and outlines efforts to improve pedestrian safety. These include the installation and maintenance of rectangular rapid flashing beacons, signal improvements, and pedestrian hybrid beacons, which will be performed by the vendor.

SUSTAINABILITY FEATURES

This agenda item supports routine installation and maintenance of streetlight and traffic signal infrastructure, and supports the City's sustainability initiatives by minimizing congestion, thereby reducing greenhouse gas emissions.

PUBLIC CONTACT

No public contact has been made related to this agenda item.

NEXT STEPS

If Council approves, the City Manager will execute Amendment No. 2 to the existing agreement with St. Francis Electric, Inc., to increase the maximum compensation amount by \$400,000 for a total maximum compensation not-to-exceed \$1,600,000, update Exhibit A (Price Bid Schedule), and extend the contract term by 1-year though June 30, 2027 for the City to continue receiving on-call support and emergency repair services for traffic signal and streetlight infrastructure.

Prepared by: Jade Kim, Assistant Transportation Engineer
Marissa Matta, Management Analyst II

Recommended by: Alex Ameri, Director of Public Works

Approved by:



Jennifer Ott, City Manager

¹ <https://www.hayward-ca.gov/2040-General-Plan>

² <https://www.hayward-ca.gov/your-government/documents/bike-pedestrian-master-plan>

HAYWARD CITY COUNCIL

RESOLUTION NO. 26-____

Introduced by Council Member _____

RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE AMENDMENT NO.2 TO THE PROFESSIONAL SERVICES AGREEMENT WITH ST. FRANCIS ELECTRIC, INC., TO INCREASE THE MAXIMUM COMPENSATION AMOUNT BY \$400,000 FOR A TOTAL MAXIMUM COMPENSATION NOT-TO-EXCEED \$1,600,000, UPDATE EXHIBIT A (BID PRICE SCHEDULE), AND TO EXTEND THE TERM OF THE AGREEMENT BY 1-YEAR TO CONTINUE ON-CALL TRAFFIC SIGNAL AND STREETLIGHT MAINTENANCE AND EMERGENCY REPAIR SUPPORT SERVICES

WHEREAS, the City is responsible for maintaining 147 traffic signals, over 8,000 streetlights, and additional devices such as flashing beacons, radar feedback signs, high intensity activated crosswalk beacons, and rectangular rapid flashing beacon signs; and

WHEREAS, the City entered a three-year agreement with St. Francis Electric, Inc., (“St. Francis”) for On-Call Streetlight and Traffic Signal Maintenance services primarily in the after-hours and on weekends to support the City’s traffic signal technician and repair streetlights and traffic signal equipment. The agreement is effective starting on July 1, 2023, and terminates on June 30, 2026; and

WHEREAS, the contract amount was first amended on March 17, 2025, to increase the contract amount by \$300,000 for a total maximum compensation not-to-exceed \$1,200,000 for a three-year contract term; and

WHEREAS, due to the existing agreement expiration date and the continuous high demand for streetlight and traffic signal maintenance and emergency repair services, an additional funding amount of \$400,000 for fiscal year 2027 for a total amended not-to-exceed maximum compensation of \$1,600,000, update to the Exhibit A (Price Bid Schedule) reflecting 2.5% Consumer Price Index adjustment, and a 1-year contract term extension are recommended for St. Francis to continue their on-call services for the extended contract term through June 30, 2027.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Hayward that the City Manager is hereby authorized to execute Amendment No. 2 to the existing professional service agreement with St. Francis Electric, Inc. to increase the contract maximum compensation by \$400,000 for a total maximum compensation not-to-exceed \$1,600,000, update Exhibit A (Price Bid Schedule), and extend the contract term by 1 year through June 30, 2027, in a form approved by the City Attorney.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2026

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: CONS 26-115

DATE: April 7, 2026

TO: Mayor and City Council

FROM: Director of Public Works

SUBJECT

Adopt a Resolution Authorizing the City Manager to Execute Amendment No. 2 to the Professional Services Agreement with EKI Environment & Water, Inc., Increasing the Maximum Compensation by \$125,000 for a Total Not-to-Exceed Maximum Compensation Amount of \$625,000 to Provide Geographic Information System (GIS) Services, and Appropriating Additional Funds in an Amount of \$250,000 for the GIS Data Development and Conversion Project No. 07117

RECOMMENDATION

That Council adopts a resolution (Attachment II):

1. Authorizing the City Manager to execute Amendment No. 2 to the professional services agreement (PSA) with EKI Environment & Water (EKI) increasing maximum compensation in an amount not-to-exceed \$125,000, resulting in a total contract maximum compensation of \$625,000 to provide geographic information system (GIS) services.
2. Appropriating additional funds in the amount of \$250,000 from the water and sewer enterprise funds for the GIS Data Development and Conversion Project No. 07117.

SUMMARY

The Utilities Division of the Department of Public Works & Utilities is responsible for maintaining maps of the City's water and sanitary sewer systems. Both City staff and the public rely on this information to approximately locate the water and sewer pipelines and related infrastructure. On January 17, 2023, Council authorized PSAs with CSG Consultants (CSG), EKI Water & Environment (EKI), Harris & Associates (Harris), Lee and Ro, and V. W. Housen for on-call engineering support and staff augmentation services in an aggregate amount not-to-exceed \$1,500,000, with individual PSAs in amounts not to exceed \$500,000. Under this authorization, on June 2, 2023, the City of Hayward (City) issued a request for task proposal to CSG, EKI, and Harris based on their relevant experience and qualifications for geographic information system (GIS) services. Staff had completed a review process of the proposals submitted by the June 23, 2023 deadline, and EKI was awarded the Geographic Information System Data Development and Conversion Project No. 07117 for a not-to-exceed contract amount of \$500,000 to update the City's water and sewer system maps and prepare a feasibility study to evaluate potential new features for the City's online version of the maps. Staff is requesting City Council to approve an increase

File #: CONS 26-115

to EKI's contract in an amount not-to-exceed \$125,000, resulting in a total maximum compensation amount of \$625,000, for additional services to improve the online maps and create a separate application for documenting observations made in the field. In addition, staff is requesting City Council to appropriate a total of \$250,000 from the water and sewer enterprise funds for the additional services and project administration cost by City staff.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution



DATE: April 7, 2026

TO: Mayor and City Council

FROM: Director of Public Works

SUBJECT: Adopt a Resolution Authorizing the City Manager to Execute Amendment No. 2 to the Professional Services Agreement with EKI Environment & Water, Inc., Increasing the Maximum Compensation by \$125,000 for a Total Not-to-Exceed Contract Amount of \$625,000 to Provide Geographic Information System (GIS) Services, and Appropriating Additional Funds in an Amount of \$250,000 from the Water and Sewer Enterprise Funds for the GIS Data Development and Conversion Project No. 07117

RECOMMENDATION

That Council adopts a resolution (Attachment II):

1. Authorizing the City Manager to execute Amendment No. 2 to the professional services agreement (PSA) with EKI Environment & Water (EKI) increasing maximum compensation in an amount of \$125,000, resulting in a total contract amount not-to-exceed \$625,000 to provide geographic information system (GIS) services.
2. Appropriating additional funds in the amount of \$250,000 for the GIS Data Development and Conversion Project No. 07117.

SUMMARY

The Utilities Division of the Department of Public Works & Utilities is responsible for maintaining maps of the City's water and sanitary sewer systems. Both City staff and the public rely on this information to approximately locate the water and sewer pipelines and related infrastructure. On January 17, 2023¹, Council authorized PSAs with CSG Consultants (CSG), EKI Water & Environment (EKI), Harris & Associates (Harris), Lee and Ro, and V. W. Housen for on-call engineering support and staff augmentation services in an aggregate amount not-to-exceed \$1,500,000, with individual PSAs in amounts not to exceed \$500,000. Under this authorization, on June 2, 2023, the City of Hayward (City) issued a request for task proposal to CSG, EKI, and Harris based on their relevant experience and qualifications for geographic information system (GIS) services. Staff had completed a review process of the proposals submitted by the June 23, 2023 deadline, and EKI was

¹ <https://hayward.legistar.com/LegislationDetail.aspx?ID=5996136&GUID=D9B13E02-E19C-4724-AA74-EF710ED113F9&Options=&Search=>

awarded the Geographic Information System Data Development and Conversion Project No. 07117 for a maximum compensation not-to-exceed \$500,000 to update the City’s water and sewer system maps and prepare a feasibility study to evaluate potential new features for the City’s online version of the maps. Staff is requesting City Council to approve an increase to EKI’s contract in an amount not-to-exceed \$125,000, resulting in a total maximum compensation not to exceed \$625,000, for additional services to improve the online maps and create a separate application for documenting observations made in the field. In addition, staff is requesting City Council to appropriate a total of \$250,000 from the water and sewer enterprise funds for the additional services and costs of project administration by City staff.

FISCAL IMPACT

This item does not impact the General Fund or Measure C.

The estimated costs for the GIS Data Development and Conversion Project are as follows:

Professional GIS Services – Consultant	\$125,000
Project Administration – City Staff (Estimated)	<u>\$125,000</u>
 Total	 \$250,000

The adopted FY26 CIP includes approximately \$118,000 to cover the existing GIS services related to the GIS Data Development and Conversion Project, Project No. 07177, in the Water Improvement Fund 604 and Sewer Improvement Fund 612. The additional requested amount of \$125,000 in the PSA will cover the additional services related to improvements of the online maps and create a separate application for documentation in the field. The estimated staff time of \$125,000 includes project management, updating the record drawings repository, and conducting field work to locate sanitary sewer manholes to improve the accuracy of the sewer system data. Staff is requesting City Council to appropriate a total amount of \$250,000, split evenly between Fund 604 and Fund 612, to Project No. 07177 to cover all the additional services provided by the consultant and City staff.

BACKGROUND

The City’s water system is comprised of approximately 405 miles of pipeline, 16 water storage reservoirs, and 10 pump stations. The City has approximately 38,085 service connections in various sectors such as commercial, industrial, residential, and institutional/governmental. Additionally, the City’s sanitary sewer collection system includes approximately 322 miles of gravity sewers, four miles of force mains, and nine lift stations. The City’s sewer service area includes approximately 36,379 accounts, made up of residential, commercial, and industrial users. The sewer collection system conveys the wastewater flow to the City’s Water Resource Recovery Facility (WRRF), formerly known as the Water Pollution Control Facility (WPCF).

The City uses ArcGIS software, a geographic information system for mapping and data management. The data include information about the system components such as pipes, valves, hydrants, manholes, and other structures. Once the data is updated in ArcGIS, the water and sewer maps are generated in portable document format (PDF) and can then be printed as hard copies. City staff and the public depend on the maps and record drawings to approximately locate water and sewer pipelines and related infrastructure. The GIS database also helps staff manage and plan the upgrades and replacements of the water and sewer systems. In addition, the City maintains an online version of the maps. Due to the detailed nature of the data, the online version of the system maps is for internal use only. The City maintains an ongoing effort to keep its maps up to date by incorporating changes to the water and sewer systems due to improvements, replacements, extensions, and relocations performed by the City and developers.

On January 17, 2023, Council authorized PSAs with CSG, EKI, Harris, Lee and Ro, and V. W. Housen for on-call engineering support and staff augmentation services in an aggregate amount not-to-exceed \$1,500,000, with individual PSAs in amounts not to exceed \$500,000.

Under this authorization, on June 2, 2023, a request for task proposal (RFTP) was advertised and issued to CSG, Harris, and EKI based on their relevant experience and qualifications for the GIS Data Development and Conversion Project. On June 23, 2023, the RFTP submittal deadline, the City had received two (2) valid proposals from Harris and EKI. Based on the five (5) project tasks and evaluation criteria set forth in the RFTP, EKI's proposal was ranked highest with an average score of 86 out of a total of 100 points. Both firms are well qualified and assembled strong teams for this project. However, while EKI's fee is somewhat larger than Harris, staff selected EKI for demonstrating the best combination of qualifications and responsiveness to the City's RFTP scope of work and related criteria.

To date, two tasks have been authorized under these agreements. EKI was awarded the GIS Data Development and Conversion Project, Project No. 07177, for a not-to-exceed amount of \$500,000 for professional GIS services. V.W. Housen was awarded staff augmentation services for a not-to-exceed amount of \$220,000.

DISCUSSION

EKI has incorporated new data and produced updated water and sewer maps in PDF for staff to print hard copies. EKI has also evaluated the feasibility of implementing several enhancements to the City's current online maps of its water and sewer systems. The City requested a proposal from EKI for additional services to fully implement the new enhancements to the City's online map version (for internal use only) so that, in addition to hard copies, City staff can use the online maps more efficiently. The improvements include adding direct hyperlinks to records and as-built drawings, developing a separate application to record field observations, and creating a water valve labeling scheme. These improvements will help staff more easily locate and manage water and sewer infrastructure and improve efficiency when using the maps. Staff is requesting Council

approval to increase EKI's contract by an amount not-to-exceed \$125,000, resulting in a total contract maximum compensation of \$625,000 for additional services to complete the improvements to the City's online maps and develop a separate application for documenting field observations.

ECONOMIC IMPACT

Updating the City's water and sewer maps improves efficiency by helping staff quickly locate infrastructure, reducing labor time and operational costs. Maintaining data on the City's systems helps minimize costly mistakes, such as potential accidental damage to pipes, and supports better planning for system upgrades and replacements. The City's online maps also lower printing and administrative costs while allowing faster information sharing across departments.

STRATEGIC ROADMAP

This agenda item supports the Strategic Priority of Invest in Infrastructure., though it is not a specific project on the Strategic Roadmap.

Keeping the water and sewer maps up to date ensures the systems can be managed and upgraded efficiently.

SUSTAINABILITY FEATURES

Updating the City's water and sewer maps supports sustainability by helping staff locate and repair leaks faster and reducing water loss. Maintaining up-to-date maps ensures the water and sewer systems can be operated and maintained efficiently over time, supporting a sustainable and reliable system for the community.

PUBLIC CONTACT

There is no public contact associated with this item.

NEXT STEPS

If Council approves, staff will finalize the contract amendment with EKI Environment & Water, allowing the firm to continue providing geographic information system services and complete the project.

Prepared by: Tay Nguyen, Senior Utilities Engineer

Reviewed by: Zaheer Shaikh, Utilities Engineering Manager

Recommended by: Alex Ameri, Director of Public Works

Approved by:

A handwritten signature in blue ink, appearing to read "Jennifer Ott". The signature is fluid and cursive, with the first name "Jennifer" and the last name "Ott" clearly distinguishable.

Jennifer Ott, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 26-___

Introduced by Council Member _____

RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE AMENDMENT NO. 2 TO THE PROFESSIONAL SERVICES AGREEMENT WITH EKI ENVIRONMENT & WATER, INC., INCREASING THE MAXIMUM COMPENSATION BY \$125,000 FOR A TOTAL MAXIMUM COMPENSATION NOT-TO-EXCEED \$625,000 TO PROVIDE GEOGRAPHIC INFORMATION SYSTEM (GIS) SERVICES FOR THE GIS DATA DEVELOPMNET AND CONVERSION PROJECT, AND APPROPRIATE ADDITIONAL FUNDS IN AN AMOUNT OF \$250,000 FROM THE WATER AND SEWER ENTERPRISE FUNDS FOR THE GIS DATA DEVELOPMNET AND CONVERSION PROJECT NO. 07177

WHEREAS, the City's water system is comprised of approximately 400 miles of pipeline, 16 water storage reservoirs, and 10 pump stations; and

WHEREAS, the City's sanitary sewer collection system includes approximately 322 miles of gravity sewers, 4 miles of force mains, and 9 lift stations; and

WHEREAS, the City maintains an ongoing effort to keep its water and sewer system maps up to date by incorporating changes to the systems due to improvements, replacements, extensions, and relocations performed by the City and developers; and

WHEREAS, geographic information system (GIS) services are needed to incorporate new data and produced updated water and sewer maps for the GIS Data Development and Conversion Project; and

WHEREAS, on January 17, 2023, Council authorized Professional Services Agreements (PSAs) with CSG Consultants (CSG), EKI Water & Environment (EKI), Harris & Associates (Harris), Lee and Ro, and V. W. Housen for on-call engineering support and staff augmentation services in an aggregate amount not to exceed \$1,500,000, with individual PSAs in amounts not to exceed \$500,000; and

WHEREAS, under this authorization, on June 2, 2023, a request for task proposal (RFTP) was advertised and issued to CSG, Harris, and EKI based on their relevant experience and qualifications for the GIS Data Development and Conversion Project; and

WHEREAS, on June 23, 2023, the RFTP submittal deadline, the City had received two (2) valid proposals from Harris and EKI. Based on the five (5) project tasks and evaluation criteria set forth in the RFTP, EKI's proposal was ranked highest with an average score of 86 out of a total of 100 points; and

WHEREAS, EKI was awarded the Geographic Information System (GIS) Data Development and Conversion project with a maximum compensation not to exceed \$500,000 to update the City's water and sewer system maps and prepare a feasibility study to evaluate potential new features for the City's online version of the maps; and

WHEREAS, the City and EKI desire to amend the Agreement for additional services to complete the improvements to the City's online maps and develop a separate application for documenting observations made in the field; and

WHEREAS, additional project administration budget is needed to cover project management, updating the record drawings repository, and conducting field work to locate sanitary sewer manholes to improve the accuracy of the sewer system data by City staff; and

WHEREAS, adequate fund balance is available in the Water Improvement Fund 604 and Sewer Improvement Fund 612, which are both enterprise funds.

NOW, THEREFORE, BE IT RESOLVED that the City Council hereby authorizes the City Manager to execute an amendment to the Professional Services Agreement with EKI Environment & Water, Inc., for additional GIS services increasing the maximum compensation amount by \$125,000, resulting in a total contract maximum compensation not to exceed \$625,000, in a form to be approved by the City Attorney.

BE IT FURTHER RESOLVED by the City Council that the City Manager is authorized to appropriate \$250,000, split evenly between the Water Improvement Fund 604 and the Sewer Improvement Fund 612 for the GIS Data Development and Conversion Project No. 07177.



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: CONS 26-125

DATE: April 7, 2026

TO: Mayor and City Council

FROM: City Clerk

SUBJECT

Adopt a Resolution Approving Annexation of the Parcel Group 3 Development into the Hayward Geologic Hazard Abatement District

RECOMMENDATION

That the City Council adopts a resolution (Attachment II) approving the annexation of the Parcel Group 3 development into the existing Hayward Geologic Hazard Abatement District (GHAD) as requested by the GHAD Manager.

SUMMARY

In approving the multifamily residential building and the educational facility development project referred to as Parcel Group 3 development (PG3 Development), the City of Hayward adopted Infill Checklist Item No. 48 requiring the Parcel Group 3 development to be annexed into the existing Hayward GHAD. On December 2, 2025, with the approval of GHAD Resolution 25-04, the GHAD Board of Directors (GHAD Board) approved annexation of the PG3 Development into the Hayward GHAD. Public Resources Code section 26581 states that a proposed annexation is subject to the approval of the legislative body that approved formation of the GHAD; therefore, the Hayward City Council is requested to approve the resolution (Attachment II) approving the annexation of the PG3 Development into the Hayward GHAD.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution
Attachment III	Attachment 1 of Resolution



DATE: April 7, 2026
TO: Mayor and City Council
FROM: City Manager
SUBJECT Adopt a Resolution Approving Annexation of the Parcel Group 3 Development into the Hayward Geologic Hazard Abatement District

RECOMMENDATION

That the City Council adopts a resolution (Attachment II) approving the annexation of the Parcel Group 3 development into the existing Hayward Geologic Hazard Abatement District (GHAD) as requested by the GHAD Manager.

SUMMARY

In approving the multifamily residential building and the educational facility development project referred to as Parcel Group 3 development (PG3 Development), the City of Hayward adopted Infill Checklist Item No. 48 requiring the Parcel Group 3 development to be annexed into the existing Hayward GHAD. On December 2, 2025, with the approval of GHAD Resolution 25-04, the GHAD Board of Directors (GHAD Board) approved annexation of the PG3 Development into the Hayward GHAD. Public Resources Code section 26581 states that a proposed annexation is subject to the approval of the legislative body that approved formation of the GHAD; therefore, the Hayward City Council is requested to approve the resolution (Attachment II) approving the annexation of the PG3 Development into the Hayward GHAD.

FISCAL IMPACT

The Petitioners of the Petition for Annexation are responsible for funding all activities undertaken by the GHAD until the GHAD Improvements, as defined in the Plan of Control, are accepted by the GHAD. Thereafter, the GHAD is funded 100% through assessments levied on properties within the PG3 Development portion of the GHAD. Therefore, there is no impact on the City's General Fund.

BACKGROUND AND DISCUSSION

On March 1, 2016, the Hayward City Council adopted Resolution No. 16-030 approving the formation of the Hayward GHAD and appointed itself to serve as the GHAD Board of Directors.

Currently, The Reserve development (Tract 7620), The Hideaway development (Tract 8439), and the Hayward SoMi Development (Tracts 8502 and 8614) are the existing developments within the GHAD. As allowed by GHAD Law, the owner of property within the PG3 Development submitted a Petition for Annexation of the PG3 Development into the Hayward GHAD. In approving the PG3 Development, the City of Hayward imposed Infill Checklist Item No. 48 requiring that the PG3 Development be annexed into the GHAD prior to recordation of a final map. To satisfy this requirement, the current owners of the PG3 Development petitioned the Hayward GHAD Board of Directors for annexation into the existing Hayward GHAD. On December 2, 2025, with the approval of Resolution 25-04, the GHAD Board approved annexation of the Parcel Group 3 Development into the Hayward GHAD.

A Plan of Control has been prepared in connection with the proposed annexation. The Plan of Control for the PG3 Development is separate from The Reserve (formerly La Vista), The Hideaway (formerly Ersted Property), and the Hayward SoMi Plans of Control. The PG3 Plan of Control describes the work contemplated for the PG3 Development, including maintenance and monitoring activities, such as slopes, retaining walls, subdrains, storm drain facilities, and concrete-lined drainage ditches.

If annexation is approved by the Hayward City Council, the funding for the GHAD activities within the area proposed to be annexed to prevent, mitigate, abate, and control geologic hazards will be based on an assessment, and such funds will be collected and used in connection with the Parcel Group 3 Development Plan of Control.

Public Resources Code Section 26581 states that a proposed annexation is subject to the approval of the legislative body that approved formation of the GHAD. Given that the Hayward City Council approved formation of the Hayward GHAD, Hayward City Council approval is necessary for the proposed annexation. Therefore, the Hayward City Council is requested to approve the resolution approving annexation of the Parcel Group 3 Development into the Hayward GHAD.

NEXT STEPS

If the resolution is approved, there are no additional steps for the Hayward City Council related to annexation of the PG3 Development. The Hayward GHAD Board of Directors will conduct a Public Hearing to consider approval of the Engineer's Report and issue a Notice of Intent to Order an Assessment for the PG3 Development.

Prepared and Recommended by:

GHAD Manager, Haley Ralston
GHAD Attorney, Patricia Curtin

Approved by:

A handwritten signature in blue ink, appearing to read "Jennifer Ott".

Jennifer Ott, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 26-____

Introduced by Council Member_____

RESOLUTION APPROVING THE ANNEXATION OF THE PARCEL GROUP 3
DEVELOPMENT INTO THE HAYWARD GEOLOGIC HAZARD ABATEMENT
DISTRICT

WHEREAS, on March 1, 2016, the Hayward City Council approved Resolution No. 16-030 ordering the formation of the Hayward Geologic Hazard Abatement District (GHAD) and appointed itself to serve as the GHAD Board of Directors (GHAD Board); and

WHEREAS, on September 2, 2025, the GHAD Board was presented with and reviewed the Petition for Annexation of the Parcel Group 3 development to the Hayward GHAD (GHAD Petition), which is attached here to as Attachment 1. The property proposed to be annexed into the GHAD is described in the legal description and identified in the boundary map set forth in Exhibits A and B to Attachment 1; and

WHEREAS, on October 28, 2025, the GHAD Board adopted Resolution No. 25-02 accepting the GHAD Petition for the proposed Parcel Group 3 Development and set a hearing for December 2, 2025, to consider the proposed annexation. This hearing was noticed in accordance with Public Resources Code Sections 26557, 26561, 26562, and 26563; and

WHEREAS, on December 2, 2025, the GHAD Board held a public hearing on the proposed annexation. At the time set for the hearing, the GHAD Board was presented with any and all objections to the annexation made pursuant to Public Resources Code Section 26564. At the hearing, owners of more than 50 percent of the assessed valuation of the property to be annexed to the Hayward GHAD did not object to the annexation; and

WHEREAS, on December 2, 2025, the GHAD Board closed the hearing and, by Resolution 25-04, approved the annexation of the Parcel Group 3 development into the Hayward GHAD; and

WHEREAS, Public Resources Code section 26581 states that a proposed annexation is subject to approval of the legislative body that approved the formation of the GHAD.

The Hayward City Council HEREBY RESOLVES THAT:

1. The Hayward City Council hereby approves the annexation of the Parcel Group 3 development into the Hayward GHAD as described in the GHAD Petition and as ordered by the GHAD Board on December 2, 2025, with the approval of Resolution No. 2025-04 as required by Public Resources Code section 26581.
2. The recitals are incorporated herein by this reference.
3. This Resolution shall become effective immediately upon its passage and adoption.

IN COUNCIL, HAYWARD, CALIFORNIA, _____, 2026.

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
 MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
 City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward

**PETITION FOR ANNEXATION OF TERRITORY TO THE
HAYWARD GEOLOGIC HAZARD
ABATEMENT DISTRICT PURSUANT TO
DIVISION 17 (commencing with section 26500)
OF THE PUBLIC RESOURCES CODE
OF THE STATE OF CALIFORNIA**

To: The Clerk of the Hayward Geologic Hazard Abatement District ("GHAD")

La Vista Hayward, L.P., and Strategic Growth Partners, Inc., the undersigned owners of land within the boundaries of the territory proposed to be annexed to the GHAD, hereby requests that the Board of Directors of the GHAD ("GHAD Board") initiate proceedings to annex the territory described in Exhibit A ("Legal Description") and Exhibit B ("Plat to Accompany Legal Description"), attached hereto, to the GHAD pursuant to Article 3 (commencing with Public Resources Code § 26550) and Article 4 (commencing with Public Resources Code § 26561) of Chapter 2 of Division 17 of the Public Resources Code (§ 26500 *et seq.*). Said owner is the owner of all the territory proposed to be annexed.

(a) This petition is made pursuant to Division 17 of the Public Resources Code with particular reference to Article 3 (commencing with Section 26550) and Article 4 (commencing with Section 26561).


(b) Opposite the signatures of the petitioners is an indication of the lot, tract and map number or other legal description sufficient to identify the signature of the petitioner as that of an owner of land within the territory proposed to be annexed to the GHAD.


(c) Opposite the signatures of the petitioners is an indication of the date on which said petitioners' signature was affixed to this petition.

(d) The following documents are attached to this petition and are incorporated herein by this reference as if set forth in full in the petition:

1. A legal description of the boundaries of the territory proposed to be annexed to the GHAD (Exhibit "A");
2. A plat of the boundaries of the territory proposed to be annexed to the GHAD (Exhibit "B"); and
3. A Plan of Control for the Parcel Group 3 Development prepared by an Engineering Geologist certified pursuant to Section 7822 of the California Business and Professions Code, which describes in detail geologic hazards, their location and the areas affected thereby, and a plan for their prevention, mitigation, abatement, and control thereof (Exhibit C).

Exhibits: A - Legal Description
B - Plat to Accompany Legal Description
C - Plan of Control for the Parcel Group 3 Development

Landowner: La Vista Hayward, L.P.
Signature: 
Print Name: CARTER ROOPE
Title: Mgr. Attorney
Date: 9.30.2025
APN(s): 78C-626-19 (Parcel 3)

Landowner: Strategic Growth Partners, Inc.
Signature: 
Print Name: CARTER ROOPE
Title: MANAGER
Date: 9.3.2025
APN(s): 78C-626-18 (Parcel 2)

EXHIBITS A and B

Legal Description and Plat to Accompany Legal Description

EXHIBIT A
LEGAL DESCRIPTION
HAYWARD GEOLOGIC HAZARD ABATEMENT DISTRICT
PARCEL GROUP 3 – PARCEL MAP No. 11247

All that real property, situate in the City of Hayward, County of Alameda, State of California, described as follows:

Parcel 2:

Being a portion of *Parcel 2* of “Parcel Map No. 11247”, recorded April 6, 2022, in Book 354 of Parcel Maps, at Page 79, Alameda County Records, further described as follows:

Beginning at the southwest corner of said *Parcel 2 (354 PM 79)*; thence along the westerly boundary line of said *Parcel 2 (354 PM 79)* North 11°33’57” West, 296.43 feet; thence North 15°11’20” West, 314.38 feet to the beginning of a non-tangent curve, concave to the west and having a radius of 44.00 feet, a radial line to the beginning of said curve bears North 85°42’26” East; thence leaving said westerly boundary line north 4.79 feet along said curve, through a central angle of 6°14’00” to the beginning of a compound curve, concave to the west and having a radius of 350.00 feet; thence 64.05 feet along said curve, through a central angle of 10°29’08” to a point on the westerly boundary line of said *Parcel 2 (354 PM 79)*; thence along said boundary line the following nineteen (19) courses:

1. North 15°11’20” West, 16.66 feet;
2. South 57°24’10” West, 2.10 feet;
3. North 23°39’08” West, 498.22 feet to the beginning of a non-tangent curve, concave to the south and having a radius of 109.74 feet, a radial line to the beginning of said curve bears North 20°17’51” West;
4. East and Southeast 113.69 feet along said curve, through a central angle of 59°21’41” to the beginning of a non-tangent curve, concave to the southwest and having a radius of 1666.21 feet, a radial line to the beginning of said curve bears North 59°24’38” East;
5. Southeast 298.63 feet along said curve, through a central angle of 10°16’08” to the beginning of a reverse curve, concave to the northeast and having a radius of 862.55 feet;
6. Southeast 429.43 feet along said curve, through a central angle of 28°31’31” to the beginning of a reverse curve, concave to the southwest and having a radius of 1063.72 feet;
7. Southeast 178.52 feet along said curve, through a central angle of 9°36’57”;
8. South 52°24’45” West, 100.60 feet;
9. South 37°28’08” East, 1.62 feet;
10. South 52°31’52” West, 31.50 feet;
11. South 37°28’08” East, 115.00 feet;
12. North 52°31’52” East, 18.00 feet;
13. South 37°28’08” East, 57.63 feet to the beginning of a curve, concave to the west and having a radius of 26.00 feet;

14. Southeast and South 30.33 feet along said curve, through a central angle of 66°50'40" to the beginning of a reverse curve, concave to the east and having a radius of 46.00 feet;
15. South 29.16 feet and said curve, through a central angle of 36°19'01" to the beginning of a reverse curve, concave to the west and having a radius of 26.50 feet;
16. South 27.51 feet along said curve, through a central angle of 59°28'21";
17. South 37°28'08" East, 13.50 feet;
18. South 52°31'52" West, 25.38 feet;
19. South 77°07'18" West, 230.47 feet to the **Point of Beginning** of this description.

Containing an area of 199,485 square feet (4.58 acres), more or less.

Parcel 3:

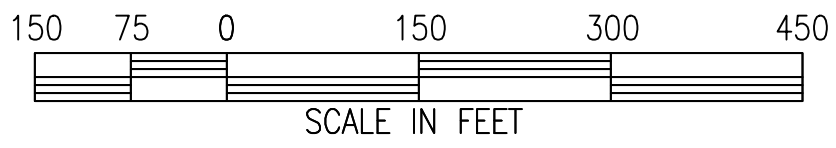
Being all of *Parcel 3* of "Parcel Map No. 11247", recorded April 6, 2022, in Book 354 of Parcel Maps, at Page 79, Alameda County Records, further described as follows:

Beginning at the northwest corner of said *Parcel 3 (354 PM 79)*; thence along the boundary line of said *Parcel 3 (354 PM 79)* the following twenty-three (23) courses:

1. North 77°07'18" East, 230.47 feet;
2. North 52°31'52" East, 25.38 feet;
3. North 37°28'08" West, 13.50 feet to the beginning of a non-tangent curve, concave to the west, having a radius of 26.50 feet, a radial line to the beginning of said curve bears North 37°28'08" West;
4. Northeast and North 27.51 feet along said curve, through a central angle of 59°28'21" to the beginning of a reverse curve, concave to the east, having a radius of 46.00 feet;
5. North and Northeast 29.16 feet along said curve, through a central angle of 36°19'01" to the beginning of a reverse curve, concave to the southwest, having a radius of 26.00 feet;
6. North and Northwest 30.33 feet along said curve, through a central angle of 66°50'40";
7. North 37°28'08" West, 57.63 feet;
8. South 52°31'52" West, 18.00 feet;
9. North 37°28'08" West, 115.00 feet;
10. North 52°31'52" East, 31.50 feet;
11. North 37°28'08" West, 1.62 feet;
12. North 52°24'45" East, 100.60 feet to the beginning of a non-tangent curve, concave to the southwest, having a radius of 1063.72 feet, a radial line to the beginning of said curve bears North 50°46'11" East;
13. Southeast 297.32 feet along said curve, through a central angle of 10°00'54" to the beginning of a reverse curve, concave to the northeast, having a radius of 214.30 feet;
14. Southeast 37.72 feet along said curve, through a central angle of 10°05'02";
15. South 01°08'10" West, 172.13 feet;
16. North 89°39'02" East, 348.86 feet to a point on the northerly right-of-way line of Tennyson Road, also being the beginning of a non-tangent curve, concave to the north, having a radius of 720.00 feet, a radial line to the beginning of said curve bears North 25°54'27" West;
17. West 198.93 feet along said curve, through a central angle of 15°49'48";

18. South $79^{\circ}55'21''$ West, 216.36 feet to the beginning of a curve, concave to the north, having a radius of 570.00 feet;
19. West 99.75 feet along said curve, through a central angle of $10^{\circ}01'36''$;
20. North $19^{\circ}40'27''$ West, 41.77 feet;
21. North $86^{\circ}39'15''$ West; 118.04 feet;
22. South $78^{\circ}09'10''$ West, 86.04 feet;
23. Leaving said northerly right-of-way line and continuing along said boundary line of *Parcel 3 (354 PM 79)* North $11^{\circ}33'57''$ West, 173.12 feet to the **Point of Beginning** of this description.

Containing an area of 140,846 square feet (3.23 acres), more or less.



LEGEND
 _____ BOUNDARY LINE
 P.O.B. POINT OF BEGINNING

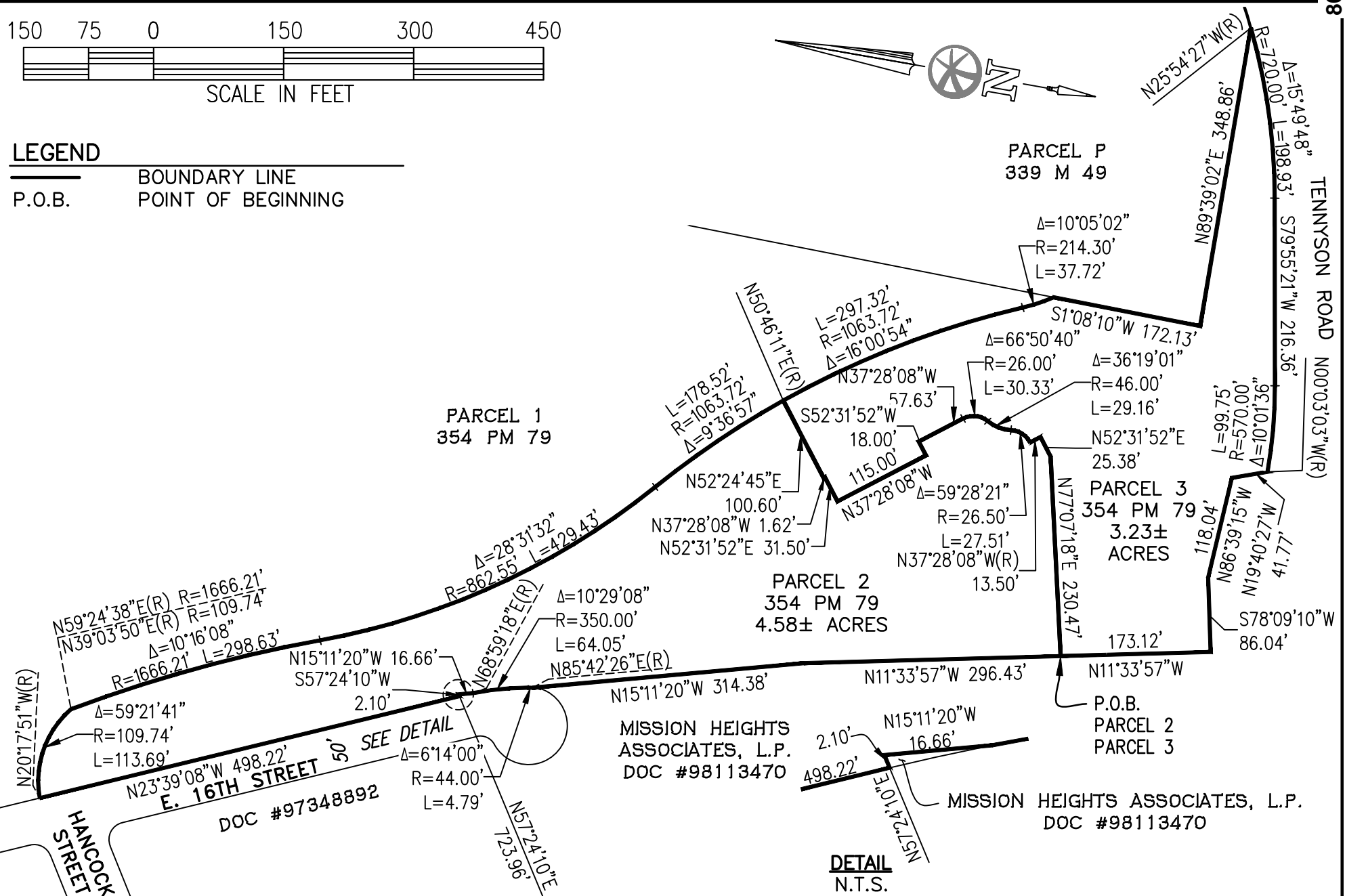


EXHIBIT B

DATE: 03/21/2025	SCALE: 1" = 150'
FILE NO.: 18133	SHEET 1 OF 1

**HAYWARD GEOLOGIC HAZARD
 ABATEMENT DISTRICT –
 PARCEL GROUP 3 P.M. No. 11247**

EXHIBIT C

Plan of Control for the Parcel Group 3 Development



**HAYWARD GEOLOGIC HAZARD ABATEMENT DISTRICT (GHAD)
HAYWARD, CALIFORNIA**

**PLAN OF CONTROL
Parcel Group 3 Development**

SUBMITTED TO
La Vista Hayward, L.P.
22645 Grand Street
Hayward, CA 94541

&

Strategic Growth Partners, Inc.
39899 Balentine Drive, Suite 240
Newark, CA 94560

PREPARED BY
ENGEO Incorporated

October 2, 2025

PROJECT NO.
15577.000.001



TABLE OF CONTENTS

1.0	AUTHORITY AND SCOPE	1
1.1	PROPERTY IDENTIFICATION.....	1
2.0	BACKGROUND	2
2.1	PARCEL GROUP 3 DEVELOPMENT.....	2
2.2	SUMMARY OF PROPOSED GHAD RESPONSIBILITIES WITHIN ANNEXATION AREA.....	2
3.0	SITE GEOLOGY	2
3.1	GEOLOGIC SETTING.....	2
3.1.1	Artificial Fill (Qaf).....	3
3.1.2	Colluvium (Qc).....	3
3.1.3	Landslide Deposits (Qls).....	3
3.1.4	Sheared Deposits within Western Shear Zone of the Hayward fault (Qfs).....	3
3.1.5	Knoxville Formation - Sheared (JKks).....	3
3.2	GROUNDWATER.....	3
3.3	SEISMIC SOURCES.....	3
4.0	GEOLOGIC HAZARDS.....	4
4.1	SLOPE INSTABILITY.....	4
4.2	FAULT RUPTURE.....	5
4.3	SEISMICALLY INDUCED GROUND SHAKING.....	5
4.4	SOIL EXPANSION POTENTIAL.....	5
4.5	EXISTING UNDOCUMENTED FILL.....	6
5.0	CRITERIA FOR GHAD RESPONSIBILITY.....	6
5.1	ISOLATED OR REMOTE FEATURE REQUIRING MITIGATION.....	6
5.2	SINGLE PROPERTY.....	6
5.3	GEOLOGIC HAZARDS RESULTING FROM NEGLIGENCE OF PROPERTY OWNER.....	6
5.4	PROPERTY NOT ACCEPTED.....	7
5.5	GEOLOGIC HAZARD WHICH REQUIRES EXPENDITURE IN AMOUNT EXCEEDING THE VALUE OF THE THREATENED OR DAMAGED IMPROVEMENT.....	7
5.6	GHAD FUNDING OR REIMBURSEMENT FOR DAMAGED OR DESTROYED STRUCTURES OR SITE IMPROVEMENTS.....	7
5.7	NO REIMBURSEMENT OF EXPENSES INCURRED BY PROPERTY OWNERS.....	7
5.8	RECONSIDERATION AND APPEAL POLICY.....	8
6.0	ACCEPTANCE.....	8
6.1	ACTIVATION OF ASSESSMENT.....	8
6.2	RESPONSIBILITY FOR GHAD ACTIVITIES.....	8
6.3	PROCESS FOR TRANSFERRING RESPONSIBILITY FOR GHAD ACTIVITIES.....	9
7.0	HAYWARD GHAD MONITORING, MAINTENANCE, AND REPAIR RESPONSIBILITIES	10
7.1	GEOTECHNICAL TECHNIQUES FOR MITIGATION OF LANDSLIDE AND EROSION HAZARDS.....	10
8.0	PRIORITY OF GHAD EXPENDITURES	11

TABLE OF CONTENTS (Continued)

9.0	MAINTENANCE AND MONITORING SCHEDULE	11
10.0	OWNERSHIP AND MANAGEMENT.....	12
11.0	RIGHT-OF-ACCESS	14
12.0	GLOSSARY	15

SELECTED REFERENCES

- APPENDIX A:** Figure 1 – Long-Term Ownership and Maintenance
Figure 2 – As-Built Geologic Map
Figure 3 – As-Built Remedial Grading Plan
- APPENDIX B:** Exhibit A – Legal Description
Exhibit B – Plat to Accompany Legal Description
- APPENDIX C:** Declaration of Disclosures, Right of Entry and Restrictive Covenants
Regarding Hayward Geologic Hazard Abatement District
- APPENDIX D:** Sample Transfer Application Form

1.0 AUTHORITY AND SCOPE

As approved by Hayward City Council Resolution 21-193, Final Conditions of Approval Item No. 56 for the Parcel Group 3 Development, as shown on the GHAD Boundary Plat (Appendix B, Exhibit B), the Applicant agreed to annex into the existing Hayward Geologic Hazard Abatement District ("Hayward GHAD" or "GHAD") or petition to form a new GHAD. To satisfy this requirement, the current owners of Parcel Group 3 have elected to petition the Hayward GHAD Board of Directors for annexation into the existing Hayward GHAD.

State law allows GHADs to be formed to undertake emergency actions necessary or incidental to the prevention, mitigation, abatement, or control of a geologic hazard (*Pub. Res. Code § 26500*, "GHAD Law"). GHAD Law gives local agencies the authority to form districts that can speedily address "an actual or threatened landslide, land subsidence, soil erosion, earthquake, or any other natural or unnatural movement of land or earth." (*Pub. Res. Code § 26507*). Consistent with GHAD Law, on March 1, 2016, the Hayward City Council adopted Resolution No. 16-030 approving and forming the Hayward GHAD and thereby putting into place a mechanism to respond to emergencies in preventing and/or responding to geologic hazards. The Hayward City Council members serve as the Board of Directors of the Hayward GHAD. The Reserve (formerly known as La Vista), The Hideaway (formerly known as the Ersted development), and Hayward SoMi developments are also included within the Hayward GHAD; however, each development has its own Plan of Control and Engineer's Report.

GHAD "improvements" (as defined in GHAD Law) and all GHAD activities undertaken in furtherance of, or in connection therewith, are deemed to be specific actions necessary to prevent or mitigate an emergency within Public Resources Code Section 21080(b)(4) (see *Pub. Res. Code Sections 26601 and 26505*). Consistent therewith, all GHAD Activities (as defined in Section 7 below) are exempt from review under the California Environmental Quality Act and are not subject to local permitting requirements.

Section 26509 of the Public Resources Code requires a Plan of Control, prepared by a State-Certified Engineering Geologist, as a prerequisite to formation of a GHAD or annexation into an existing GHAD. Pursuant to Section 26509, this Plan of Control was prepared by an Engineering Geologist certified pursuant to Section 7822 of the Business and Professions Code and describes, in detail, the geologic hazards, their location, and the area affected by them. It also provides a plan for the prevention, mitigation, abatement, or control thereof.

As used in this Plan of Control, and as provided in Section 26507, "geologic hazard" means an actual or threatened landslide, land subsidence, soil erosion, earthquake, fault movement, or any other natural or unnatural movement of land or earth.

1.1 PROPERTY IDENTIFICATION

The land proposed for annexation into the Hayward GHAD ("Annexation Area") is depicted on the GHAD Boundary Plat (Appendix B, Exhibit B).

The site is located east of Mission Boulevard and north of Valle Vista Avenue (a renamed section of Tennyson Road east of Mission Boulevard). It includes Alameda County Assessor's Parcel Numbers (APNs) 78C-626-18, and 78C-626-19

The legal description of the Annexation Area is included in Appendix B, Exhibit A.

2.0 BACKGROUND

2.1 PARCEL GROUP 3 DEVELOPMENT

The Annexation Area is part of the La Vista Residential Community and Charter School project located in Hayward, California. The project involves the construction of two 5-story wood-framed over concrete podium structures for the residential portion, which is comprised of 176 units, and a 1- to 2-story structure for the charter school. The project also includes associated improvements such as site retaining walls, underground utilities, roadways, flatwork, bioretention basins, and landscaping.

As described in this Plan of Control, the Hayward GHAD will have responsibilities throughout the entire Annexation Area.

2.2 SUMMARY OF PROPOSED GHAD RESPONSIBILITIES WITHIN ANNEXATION AREA

The GHAD is expected to assume maintenance responsibilities for all properties within the Annexation Area as discussed in Section 7.0 and Table 10.0.

The GHAD is charged with responsibilities that relate to the prevention, mitigation, abatement, or control of geologic hazards, which includes the maintenance of drainage facilities and associated improvements. This will include the monitoring and maintenance of drainage facilities that, if subject to improper care, could result in decreased slope stability, a primary concern of the GHAD. The drainage facilities include ditches and storm drain improvements.

The GHAD will mitigate or abate landslide or erosion hazards that could directly affect improved, developed, and accepted properties (as defined in Section 6.0) within the Annexation Area in accordance with Section 5.0. The GHAD will also perform maintenance of water control and conveyance facilities and assume other peripherally related responsibilities.

3.0 SITE GEOLOGY

3.1 GEOLOGIC SETTING

As described in the Geotechnical Exploration Report for Parcel Group 3 (Reference 4), the Annexation Area is located in the Coast Ranges geomorphic province of California. The Coast Ranges are characterized by a series of northwest-trending valleys and mountain ranges. The bedrock in this region has been folded and faulted in a tectonic setting that is experiencing translational and compressional deformations of the earth's crust. The Annexation Area is predominantly underlain by the Cretaceous to late Jurassic Knoxville formation of the Great Valley Sequence.

The geologic unit descriptions below are based on information in the 2021 Geotechnical Exploration Report prepared for Parcel Group 3 (Reference 4).

3.1.1 Artificial Fill (Qaf)

Artificial fill was encountered within the upper 3½ feet of several test pits and borings. The fill material consisted of on-site derived lean and fat clay, as well as clayey sand. The mapped artificial fill area is likely up to 5 to 10 feet thick and anticipated to consist of on-site derived materials.

3.1.2 Colluvium (Qc)

Colluvial deposits were mapped in low-lying drainages and are anticipated to consist of transported surficial soil derived from the site bedrock. Colluvial deposits were encountered to depths of 16 feet.

3.1.3 Landslide Deposits (Qls)

Landslide deposits were identified based on findings from the 2016 and 2020 explorations. These deposits were encountered in several test pits and are estimated to be 20 to 40 feet thick, showing features indicative of relatively recent movement, including well-developed striated shearing and distortion.

3.1.4 Sheared Deposits within Western Shear Zone of the Hayward fault (Qfs)

Sheared deposits consists of faulted slivers of alluvium, colluvium, Knoxville shale and sandstone, landslide debris, and serpentinitic gouge.

3.1.5 Knoxville Formation - Sheared (JKks)

The Knoxville formation observed on the site consists mostly of yellowish-brown silt and clay shale with sandstone interbeds. The bedrock underlying the development site includes interbedded sandstone, shale, and conglomerate, which are generally weaker and more sheared from tectonic activity.

3.2 GROUNDWATER

Groundwater was encountered in previous explorations at depths ranging from 33 to 36 feet below the surface (Reference 4). Localized seeps were also observed, particularly in the northern portion of the site. The depth to historical high groundwater in the vicinity is approximately 20 feet. It should be noted that fluctuations in groundwater levels occur seasonally and over a period of years because of variations in precipitation, temperature, irrigation, and other factors.

3.3 SEISMIC SOURCES

An earthquake of moderate to high magnitude generated within the San Francisco Bay Region, similar to those that have occurred in the past, could cause considerable ground shaking at the Annexation Area. The Hayward Fault (approximately 0.2 mile to the east) is considered capable of generating an earthquake with a maximum moment magnitude of 7.07. Another seismic source near the Annexation Area is the Calaveras Fault (approximately 7.9 miles to the east) and is considered capable of generating an earthquake with a maximum moment magnitude of 7.28 (Reference 4). The Uniform California Earthquake Rupture Forecast (UCERF 3) (Field et al., 2015) estimates the 30-year probability (as of 2014) for a magnitude 6.7 or greater earthquake in

the San Francisco region at approximately 72 percent, considering the known active seismic sources in the region.

4.0 GEOLOGIC HAZARDS

The following geologic hazards were identified for the Annexation Area in the referenced Geotechnical Report (Reference 4) and are expected to remain to some extent after site grading has been completed.

- Slope instability
- Fault rupture
- Seismically induced ground shaking
- Soil expansion potential
- Existing undocumented fill

4.1 SLOPE INSTABILITY

Earth stability is the GHAD's primary geotechnical concern within the Annexation Area. This is not unique to this Annexation Area but is of importance for hillside projects in the San Francisco Bay Area. This section describes several types of slope instability that are within the GHAD's responsibility, subject to the provisions of Sections 6.0 and 7.0.

Landslides are a common geologic phenomenon and are part of the process of mass wasting. Weathered or fractured bedrock and soil are transported downslope over geologic time as a result of gravitational and hydrostatic forces. A landslide is a deposit of soil and/or bedrock moving downward from its original position under the influence of gravity. Landslides include a variety of morphologies and are further defined by type of materials, wetness, and mode of movement. They can consist of mass movements of earth materials that are primarily intact and occur along discrete shear surfaces. These surfaces (shear or slip planes) can be rotational (conchoidal or concave), such as for earth slumps, or planar, as for translational earth slide or bedrock block slides. Most landslides are truly "complex landslides," sliding, falling, and flowing with more than one type of movement and/or material.

Falls are an abrupt free-fall of earth materials off cliffs, steep cuts, or steep stream banks, while earthflows are mass movements of earth materials in which the type of movement is one of flowing. When composed of soil finer than gravel size, the flowing material is commonly called a mudflow. A debris flow/debris avalanche is composed of natural earth materials, artificial fill, and/or organic debris, which flow downslope with speed. Most of the material is transported away from the area of initial ground failure.

Slope failures are also often triggered by increased pore water pressure due to the infiltration of rainwater. The resulting decrease of shear resistance (internal resistance to deformation by shearing) can cause the slope to move. The level of groundwater table varies with the amount of rainfall for the area. If rainfall is higher than average during the winter season, the water table will become higher than average on a hillslope and groundwater pressures may become sufficiently high to initiate slope movement.

Landslides located within more remote areas are natural landforms that do not require mitigation except where they affect manmade improvements. Debris catchment areas are the principal mitigation method used within the GHAD for areas between potentially unstable slopes and improvements. The debris catchment structures include debris benches, debris berms, and runout areas. GHAD maintenance of the areas will be critical to maintain adequate protection for the Site Improvements (as defined in Section 11.0). Maintenance and monitoring of these areas is described in Section 9.0. Potential mitigation and repair measures for areas within the GHAD near development are discussed in Section 7.0.

Soil creep is the slow, often imperceptible, deformation of slope materials under low stress levels, which normally affects the shallow portion of the slopes, but can be deep seated where a weak zone of soil or bedrock exists. It results from gravitational and seepage forces and may be indicative of conditions favorable for landsliding. Creep can be caused by wetting and drying of clay, by solution and crystallization of salts, by the growth of roots, by burrowing animals and by downslope movement of saturated ground. Colluvium refers to the mantle of loose soil and weathered bedrock debris that progresses down hillsides by creep.

The GHAD will also monitor erosion and sedimentation threatening or affecting developed lots or improvements. Erosion is defined as the process by which earth materials are loosened and removed by running water on the ground surface or in the subsurface. Sedimentation is the depositing or settling of soil or rock particles from a state of suspension in a liquid.

Hilly terrain Open Space, either in a natural condition or particularly on excavated slopes, can be subject to erosion. Landslide deposits, which are sometimes in a loosened condition, are particularly prone to erosion. Earth-flow-, debris-flow- and mud-flow-type landslides typically have an area of deposition or accumulation (sedimentation area) at their base. Graded slopes in the GHAD, particularly those in excess of 20 feet in vertical height or those not sufficiently vegetated, can be subject to erosion, and therefore, a source of transported sediment.

4.2 FAULT RUPTURE

Active fault traces have been identified crossing the property, and the site is located within an Earthquake Fault Special Study Zone. Ground rupture is possible within the mapped active fault zone, although the active fault traces encountered at the site are generally considered secondary traves branching from the main trace of the Hayward fault and extend through a wide shear zone. Structures within the development are a minimum of 50 feet from any active fault trace identified at the site.

4.3 SEISMICALLY INDUCED GROUND SHAKING

As identified in the geotechnical exploration reports, an earthquake of moderate to high magnitude generated within the San Francisco Bay Region could cause considerable ground shaking at the Parcel Group 3 Development, similar to that which has occurred in the past. To mitigate the shaking effects, all structures should be designed using sound engineering judgment and the latest building code requirements, as a minimum.

4.4 SOIL EXPANSION POTENTIAL

Potentially expansive clay and sandy clay were observed near the surface within the Annexation Area. Laboratory testing indicates high shrink/swell potential with variations in moisture content. This potentially expansive soil could impact the planned site development. Expansive soil shrinks

and swells as a result of moisture changes. This can cause heaving and cracking of slabs-on-grade, pavements, and structures founded on shallow foundations. The potential for expansive soil has been identified in the geotechnical reports for the Annexation Area. Recommended mitigation may include one or the following methods.

- Increase depth of footings
- Pre-expand clay
- Add a layer of non-expansive fill
- Keep soil moist until covered
- Manage surface water runoff and irrigation water

4.5 EXISTING UNDOCUMENTED FILL

As identified in the referenced geotechnical investigation reports, portions of the site are underlain by non-engineered fill. This can cause excessive settlement under new fill or buildings loads. As recommended, undocumented fill materials in the northern portion of the site and within the development area are proposed to be removed during corrective grading (Reference 4).

5.0 CRITERIA FOR GHAD RESPONSIBILITY

In establishing the assessment levels and budgets for the Annexation Area, it is important to clearly define the limits of the GHAD's responsibilities. The GHAD is expected to accept responsibility for property as described in Section 6.0 of this Plan of Control; however, the intent of this Plan of Control is not to extend the GHAD's responsibilities to every potential situation of instability; rather, the following are exclusions from GHAD responsibility.

5.1 ISOLATED OR REMOTE FEATURE REQUIRING MITIGATION

The GHAD shall not have responsibility to monitor, abate, mitigate, or control slope instability that does not involve damage to or pose a significant threat to damage Site Improvements. As used herein, the term "Site Improvements" means buildings, public and private roads, sidewalks, utilities, improved trails, swimming pools, tennis courts, gazebos, cabanas, geologic stabilization features, or similar improvements.

5.2 SINGLE PROPERTY

The GHAD will not prevent, mitigate, abate, or control geologic hazards which are limited in area to a single parcel of property unless the geologic hazard has damaged, or poses a significant threat of damage to Site Improvements located on other property within the GHAD Annexation Area.

5.3 GEOLOGIC HAZARDS RESULTING FROM NEGLIGENCE OF PROPERTY OWNER

The GHAD may, in the GHAD Manager's sole discretion, decline to prevent, mitigate, abate or control geologic hazards which occurred or resulted from any negligence of the homeowner and/or the homeowner's contractors, agents or employees in developing, investigating, grading, constructing, maintaining or performing or not performing any post-development work on the subject property as long as the geologic hazard is limited to a single lot, pursuant to the

single-property exclusion noted above. If the GHAD bears expense as the result of negligence described in this section, the GHAD may pursue reimbursement from the negligent parties.

5.4 PROPERTY NOT ACCEPTED

The GHAD shall not have responsibility to repair damage, which is situated on a parcel of real property, which the GHAD has not accepted in accordance with Section 6.0 below. The GHAD, however, may monitor, abate, mitigate or control geologic or hydrogeologic hazards on a parcel of real property which the GHAD has not accepted in accordance with Section 6.0 and is not excluded from GHAD responsibility by Sections 5.1, 5.2, and 5.3, provided; however, that GHAD responsibility on such parcel shall be limited to the extent necessary to address damage to, or a significant threat of damage to Site Improvements which are within a parcel of real property which the GHAD has accepted in accordance with Section 6.0. Should the GHAD be required to respond to a geologic hazard outside the Annexation Area, the GHAD may take such actions as may be appropriate to recover costs incurred as a result of preventing, mitigating, abating, or controlling such geologic hazard from the responsible party, if any.

5.5 GEOLOGIC HAZARD WHICH REQUIRES EXPENDITURE IN AMOUNT EXCEEDING THE VALUE OF THE THREATENED OR DAMAGED IMPROVEMENT

The GHAD may elect not to prevent, mitigate, abate, or control a geologic hazard where, in the GHAD Manager's sole discretion, the anticipated expenditure required to be funded by the GHAD to prevent, mitigate, abate, or control the geologic hazard will exceed the value of the structure(s) and site improvement(s) threatened with damage or loss.

5.6 GHAD FUNDING OR REIMBURSEMENT FOR DAMAGED OR DESTROYED STRUCTURES OR SITE IMPROVEMENTS

In the event a residence or any other structure, Site Improvement, or landscaping is damaged or destroyed due to, or as a result of, a geologic hazard, the GHAD may fund or reimburse the property owner for the expenses necessary to repair or replace the damaged or destroyed structure, Site Improvement, or landscaping. Unless authorized by the Board of Directors, the dollar amount of the GHAD funding or reimbursement may not exceed ten percent (10%) of the costs incurred by the GHAD in preventing, mitigating, abating, or controlling the geologic hazard responsible for the damage¹. In the event the geologic hazard damaged or destroyed a structure, site improvement, or landscaping which violated any provisions of the City Building Code or City Ordinance Code at the time of its installation or improvement, the GHAD may decline to provide any funding, or reimbursement to the property owner, for repair or replacement of the damaged structure, Site Improvement, or landscaping.

5.7 NO REIMBURSEMENT OF EXPENSES INCURRED BY PROPERTY OWNERS

The GHAD will not be obligated to reimburse a property owner for expenses incurred for the prevention, mitigation, abatement, or control of a geologic hazard absent a written agreement between the property owner and the GHAD to that effect, which agreement has been executed

¹ For example, if a landslide causes \$10,000 in structural damage to each one of four neighboring houses for a total of \$40,000 in structural damage and it costs the GHAD \$100,000 to design and install a new retaining wall to abate the slide, the GHAD may only reimburse each property owner \$2,500 of their \$10,000 in structural damage.

prior to the property owner incurring said expenses, and following an investigation conducted by the GHAD.

5.8 RECONSIDERATION AND APPEAL POLICY

If a property owner disagrees with the decision of the GHAD Manager ("GHAD Manager Decision") regarding a request for funding or reimbursement as authorized in Sections 5.6 and 5.7, the property owner may request the GHAD Manager reconsider the decision. The property owner shall, within fifteen (15) days from the date of a written GHAD Manager Decision, file with the GHAD Manager the grounds for reconsideration, and the requested relief, including the property owner's special interest and injury. Within fifteen (15) days of receipt of the property owner's written request for reconsideration, the GHAD Manager shall issue a written decision on the request based on the evidence presented ("GHAD Manager Reconsideration Decision"). The property owner may appeal the GHAD Manager Reconsideration Decision to the GHAD Board of Directors. This appeal must be filed with the GHAD Manager within fifteen (15) days from the date of the GHAD Manager Reconsideration Decision and must include the payment of an appeal fee as noted on the Appeal Form. The appeal must include the reasons for the appeal and the property owner's requested relief. The GHAD Board will make the final decision on the appeal. The GHAD Manager will proceed based on the decision of the GHAD Board of Directors and is considered the final decision of the GHAD.

All other determinations of the GHAD Manager not related to Sections 5.6 and 5.7, (i.e. a determination that the soil movement alleged to cause damage is not covered by the POC, requiring access agreements, or requiring other agreements or documents from the property owner to perform GHAD duties) are final and not subject to appeal to the GHAD Board of Directors unless the GHAD Manager, in his or her sole discretion, determines that a final decision should be made by the Board of Directors due to the complexity or nature of the subject of the determination. In this event, the GHAD Manager shall, as soon as feasible, inform the property owner of the opportunity to appeal the determination to the Board of Directors. This appeal must be filed by the property owner in accordance with the provisions for filing an appeal as explained above.

6.0 ACCEPTANCE

6.1 ACTIVATION OF ASSESSMENT

If approved, an annual assessment will be levied on all residential parcels and habitable non-residential space within the Annexation Area as shown in Appendix B, Exhibit B, which will generate funding for the GHAD Activities. The assessment shall be levied by the GHAD on each individual parcel beginning the first fiscal year following issuance of a certificate of occupancy for units within the Annexation Area.

6.2 RESPONSIBILITY FOR GHAD ACTIVITIES

La Vista Hayward, L.P. and Strategic Growth Partners, Inc. ("Developer") currently owns all the parcels shown on the Vesting Tentative Subdivision Map and shall have the responsibility to perform all the activities of the GHAD on the property within Annexation Area. Such responsibility shall be eligible for transfer to the GHAD at 9:00 a.m. on the day exactly 3 years after the first certificate of occupancy is issued by the City of Hayward ("Transfer Eligibility Date"). The period between the levying of the GHAD assessment and Transfer Eligibility Date will allow the GHAD to accumulate reserve funds without incurring significant expenses.

6.3 PROCESS FOR TRANSFERRING RESPONSIBILITY FOR GHAD ACTIVITIES

After the Transfer Eligibility Date for the Annexation Area, the process for transferring responsibility for performing GHAD Activities (defined in Section 7.0 below) shall be as follows.

1. Up to one (1) year in advance of the Transfer Eligibility Date or in any subsequent year, at its discretion, the Developer may apply to the GHAD ("Transfer Application") to transfer the responsibility for performing GHAD Activities for such Parcel(s) to the GHAD.
2. Within 30 days of receiving such Transfer Application, the GHAD Manager shall verify that all the facilities, and related documents and plans, for which the GHAD is being asked to maintain have been approved, constructed, and maintained according to the City of Hayward approved plans and specifications for the individual improvements, and that such improvements are operational and in good working order.
3. Within 15 days of inspection by the GHAD of said facilities, the GHAD will send the Developer a list ("Punch list") of all of the items that need to be constructed, repaired, or otherwise modified in order to comply with the city-approved plans and specifications.
4. The Developer shall notify the GHAD Manager when it has completed the items identified on the Punch list. Within 30 days of receipt of such notice, the GHAD Manager shall verify that all Punch list items have been completed and notify the Developer that the GHAD will accept responsibility for performing all future GHAD activities on such Parcel(s).
5. The GHAD Manager shall confirm that the reserve requirement defined in the Engineer's Report approved by the GHAD Board has been met. The Engineer's Report is the document that establishes the individual property owners' GHAD assessment limit based on the projected expenses (budget) of the GHAD.
6. Prior to the GHAD accepting any responsibility for GHAD Activities, the Developer shall record a Declaration of Restrictive Covenants, Right of Entry and Disclosures Regarding Geologic Hazard Abatement District ("Declaration") as approved by the GHAD Manager and GHAD Attorney and as discussed in Section 12.0.
7. Any monies owed to the GHAD by the Developer have been paid.

As part of the transfer, the Developer of the Annexation Area to be transferred will provide the GHAD, for its use, copies of the applicable geotechnical exploration reports, as-built grading plans, as-built corrective grading plans, as-built improvement plans, as-built subdrain plans, or other pertinent documents as requested by the GHAD.

The GHAD is not responsible for maintaining parcels within the Annexation Area or any GHAD Activities as defined in Section 7.0 until it accepts such responsibilities pursuant to this section. The Developer will remain responsible for all GHAD activities until the GHAD accepts responsibility pursuant to this section.

7.0 HAYWARD GHAD MONITORING, MAINTENANCE, AND REPAIR RESPONSIBILITIES

Several entities will have ownership and maintenance duties of common space within the Annexation Area. The GHAD will assume monitoring and maintenance responsibilities for the site facilities and activities (“GHAD Activities”) noted below and as described in Table 10.0-1.

- **Surface Drainage Improvements:** The GHAD will maintain surface drainage improvements, including drainage ditches, to manage stormwater runoff and prevent flooding or erosion.
- **Functional Aspects of Water Quality Flow Control Basins and Stormwater Facilities:** The GHAD will handle functional maintenance, repair, and replacement of water quality flow control basins and stormwater facilities, including retention detention ponds, to manage runoff and minimize flood risks.
- **Storm Drainage System:** The GHAD will maintain the storm drainage system to support proper function and reduce geologic hazard risks.
- **Retaining Walls:** The GHAD will maintain retaining walls and drain outlets to preserve structural integrity.
- **Geotechnical Monitoring Instruments (if any):** The GHAD will monitor and maintain geotechnical instruments used to track soil movement and other geotechnical factors.
- **Keyway Subdrains and Outlets:** The GHAD will maintain keyway subdrains and outlets to prevent blockages and sustain proper slope drainage.
- **Geologic Hazard Abatement:** The GHAD will monitor and mitigate geologic hazards, including slope stability and erosion control.

7.1 GEOTECHNICAL TECHNIQUES FOR MITIGATION OF LANDSLIDE AND EROSION HAZARDS

The techniques that may be employed by the GHAD to prevent, mitigate, abate, or control geologic hazards include, but are not limited to, the following.

- Removal of the unstable earth mass.
- Stabilization (either partial or total) of the landslide by removal and replacement with compacted, drained fill.
- Construction of structures to retain or divert landslide material or sediment.
- Construction of erosion control devices such as gabions, riprap, geotextiles, or lined ditches.
- Placement of drained engineered buttress fill.
- Placement of subsurface drainage devices (e.g., underdrains or horizontal drilled drains).
- Slope correction (e.g., gradient change, biotechnical stabilization, slope trimming, or contouring).
- Construction of additional surface ditches and/or detention basins, silt fences, sediment traps, or backfill or erosion channels.

Potential landslide and erosion hazards can often best be mitigated by controlling soil saturation and water runoff and by maintaining the surface and subsurface drainage system.

8.0 PRIORITY OF GHAD EXPENDITURES

Emergency response and scheduled repair expenditures by the GHAD are to be prioritized by the GHAD Manager, utilizing his or her discretion, based upon available funds and the approved operating budget. When available funds are not sufficient to undertake all of the identified remedial and preventive stabilization measures, the expenditures are to be prioritized as follows in descending order of priority.

- (A) Prevention, mitigation, abatement, or control of geologic hazards that have either damaged or pose a significant threat of damage to residences, critical underground utilities, or paved streets.
- (B) Prevention, mitigation, abatement, or control of geologic hazards which have either damaged or pose a significant threat of damage to ancillary structures, including but not limited to water quality facilities, pools, cabanas, or restroom buildings.
- (C) Prevention, mitigation, abatement, or control of geologic hazards, which have either damaged or pose a significant threat of damage to Open Space amenities.
- (D) Prevention, mitigation, abatement, or control of geologic hazards which have either damaged or pose a significant threat of damage limited to loss of landscaping or other similar non-essential amenities.
- (E) Prevention, mitigation, abatement, or control of geologic hazards existing entirely on Open-Space property and which have neither damaged nor pose a significant threat of damage to any Site Improvements.

In performing its duties as described above, the GHAD may seek funding or reimbursements from public and private entities including, but not limited to, FEMA, City and County agencies, insurance companies, etc.

9.0 MAINTENANCE AND MONITORING SCHEDULE

Geologic features and GHAD-maintained improvements defined in Section 7.0 shall be inspected by GHAD staff or GHAD-assigned consultants as presented below. The site inspections shall be undertaken at appropriate intervals as determined by the GHAD Manager using supporting documents prepared for the Annexation Area and the Site Improvements. The GHAD budget should provide for three or more inspections in years of heavy rainfall. Generally, the inspections should take place in October, prior to the first significant rainfall; mid-winter as necessary during heavy rainfall years; and in early April at the end of the rainy season. The frequency of the inspections should increase, depending upon the intensity and recurrence of rainfall.

The Developer shall provide to the GHAD copies of geologic or geotechnical exploration reports related to site development and the GHAD shall retain these reports in the records of the GHAD. In addition, copies of any earthwork-related testing and observation reports that will be finalized at the completion of grading, when as-built drawings are available, shall be provided to the GHAD by the Developer and maintained as part of the GHAD records.

Following are guidelines for a monitoring plan. The actual timing, scope, frequency and other details regarding such maintenance, inspection, and similar activities shall be at the discretion of the GHAD Manager.

- A State-licensed Professional Engineer and/or Professional Geologist should carry out a geologic reconnaissance of the slopes for indications of erosion or slope failures.
- A State-licensed Professional Engineer and/or Professional Geologist should carry out an inspection of surface ditches. Repairs and maintenance, as needed, should be undertaken including removal of excess silt or sediment in ditches and patching or replacement of cracked or broken ditches, prior to the beginning of the next rainy season.
- Subsurface drain outlets and horizontal drilled drain outlets, if any, should be checked. Water flowing from these outlets should be measured and recorded during each inspection.
- Piezometers to measure groundwater levels, or instruments such as inclinometers or tiltmeters measuring potential slope instability should be monitored as recommended, if installed.
- Settlement monitoring devices, if any, should be measured periodically and tracked. In the event of anomalous readings or excessive settlement, the monitoring frequency should be increased.
- Water quality facilities shall be monitored and well maintained. The GHAD will maintain the bioretention basins in accordance with an approved Operation and Maintenance Plan if developed.
- Storm drain inlets, outfalls, or trash racks, if used, must be kept free of debris and spillways maintained. Additionally, water detention facilities and water quality facilities should be inspected and maintained. It is anticipated that initially, at least once every 2 years, cleanup of vegetation and removal of silt would be in order.
- Developer-constructed retaining walls identified on Figure 1 should be inspected for evidence of distress, such as tilting and/or structural failure. Repairs and maintenance would be undertaken only in the event that the structural integrity of the wall has been compromised or if the wall distress poses a threat to the integrity of adjacent structures.
- An annual inspection shall be made by a State-licensed Professional Engineer and/or Certified Engineering Geologist to assess the effectiveness of the preventive maintenance program and to make recommendations as to which landslide or erosion measures should be undertaken in the next fiscal year. Any appropriate site-specific study of landslide or erosion conditions shall be determined at that time. Consultants, if necessary, will be retained to undertake the needed studies. An annual inspection report to the GHAD shall be prepared by the Professional Engineer and/or Certified Engineering Geologist.

10.0 OWNERSHIP AND MANAGEMENT

Ownership, funding sources and maintenance responsibilities shall be as shown on the following table. Parcel designations are derived from the GHAD Boundary Plat in Appendix B, Exhibit B.

**TABLE 10.0: PARCEL GROUP 3 DEVELOPMENT
Long-Term Ownership and Maintenance Matrix**

FACILITY/FUNCTION	MAINTENANCE ENTITY	MAINTENANCE FUNDING	MINIMUM TIMEFRAME FOR TRANSFERRING PLAN OF CONTROL RESPONSIBILITIES FROM DEVELOPER TO THE GHAD	OWNERSHIP
1. Pre-Transfer Period				
a. Multi-Family Residential Buildings A and B (176 Units, 168,289 sf total)		Privately Owned and Maintained		
b. Elementary School (35,460 sf)		Privately Owned and Maintained		
c. Childcare Center (10,944 sf)		Privately Owned and Maintained		
d. Surface Drainage Improvements	Developer	Private	3 Years	Developer
e. Water Quality/Flow Control Basins 1-5 (8,286 sf)				
i. Ornamental Landscape Maintenance and Replacement	Others	Private	N/A	Private
ii. Functional Maintenance, Repair, and Replacement	Developer	Developer	3 Years	Private
f. Storm Water Facilities				
i. Ornamental Landscape Maintenance and Replacement	Others	Private	N/A	Private
ii. Functional Maintenance, Repair, and Replacement	Geologic Hazard Abatement District (GHAD)	Developer	3 Years	Private
g. Storm Drain System	Developer	Developer	3 Years	Developer
h. Retaining Walls	Developer	Developer	3 Years	Developer
i. Geotechnical Monitoring Instruments	Developer	Developer	3 Years	Developer
j. Keyway Subdrains and Outlets	Developer	Developer	3 Years	Developer
k. Geologic Hazard Abatement (slope stability, erosion, etc.)	Developer	Developer	3 Years	Developer
2. Post-Transfer Period				
a. Multi-Family Residential Buildings A and B (176 Units, 168,289 sf total)		Privately Owned and Maintained		
b. Elementary School (17,728 sf)		Privately Owned and Maintained		
c. Childcare Center (10,944 sf)		Privately Owned and Maintained		
d. Surface Drainage Improvements	Geologic Hazard Abatement District (GHAD)	GHAD Assessment	Perpetual	Private
e. Water Quality/Flow Control Basins 1-5 (8,286 sf)				

FACILITY/FUNCTION	MAINTENANCE ENTITY	MAINTENANCE FUNDING	MINIMUM TIMEFRAME FOR TRANSFERRING PLAN OF CONTROL RESPONSIBILITIES FROM DEVELOPER TO THE GHAD	OWNERSHIP
i. Ornamental Landscape Maintenance and Replacement	Others	Private	N/A	Private
ii. Functional Maintenance, Repair, and Replacement	GHAD	GHAD Assessment	Perpetual	Private
f. Storm Water Facilities				
i. Ornamental Landscape Maintenance and Replacement	Others	Private	N/A	Private
ii. Functional Maintenance, Repair, and Replacement	GHAD	GHAD Assessment	Perpetual	Private
g. Storm Drainage System	GHAD	GHAD Assessment	Perpetual	Private
h. Retaining Walls (Identified on Figure 1)	GHAD	GHAD Assessment	Perpetual	Private
i. Geotechnical Monitoring Instruments	GHAD	GHAD Assessment	Perpetual	Private
j. Keyway Subdrains and Outlets	GHAD	GHAD Assessment	Perpetual	Private
k. Geologic Hazard Abatement (slope stability, erosion, etc.)	GHAD	GHAD Assessment	Perpetual	Private

11.0 RIGHT-OF-ACCESS

The GHAD Board of Directors, officers, employees, consultants, contractors, agents, and representatives shall have the right to enter upon all lands within the Annexation Area as shown in Appendix C for the purpose of performing the GHAD Activities defined in this Plan of Control. Such GHAD Activities include, but are not limited to the inspection, maintenance and monitoring of those improvements listed in Section 7.0. Should the GHAD need to access private residential lots to fulfill its duties under the Plan of Control, the GHAD shall provide the affected landowner and/or resident with 72 hours advanced notice unless, in the reasonable judgment of the GHAD, an emergency situation exists which makes immediate access necessary to protect the public health and safety, in which case no advanced notice is required, but the GHAD shall inform the landowner and/or resident as soon as reasonably possible.

The foregoing right-of-entry provision shall be recorded by Developer in the chain of title for all Annexation Area residential parcels and common area lots, and it shall be included in all Covenants, Conditions and Restrictions (CC&Rs) and homebuyer disclosure statements prepared for parcels within the GHAD Annexation Area. This recordation is a requirement of the annexation process.

12.0 GLOSSARY

Accepted Parcel – An assessor’s parcel within the Annexation Area that has been accepted for the transfer of GHAD responsibilities as provided in Section 6.3 of this Plan of Control.

Annexation Area – The land to be annexed into the Hayward GHAD as shown in the GHAD Boundary Plat (Appendix B, Exhibit B) in this Plan of Control.

GHAD Activities – Responsibilities that the GHAD will assume monitoring and maintenance responsibilities noted in Section 7.0 and described in Table 10.0 in this Plan of Control.

GHAD Board of Directors – The members of the Hayward City Council.

Engineer’s Report – The document that establishes the individual property owners’ GHAD assessment limit based on the projected expenses (budget) of the GHAD.

Geologic Hazard – An actual or threatened landslide, land subsidence, soil erosion, earthquake, fault movement, or any other natural or unnatural movement of land or earth (Public Resources Code § 26507).

Geologic Hazard Abatement District or GHAD – A district formed under Public Resources Code § 26500 to undertake emergency actions necessary or incidental to the prevention, mitigation, abatement, or control of a geologic hazard.

GHAD Law – Public Resources Code § 26500 through 26654.

GHAD Manager – An entity employing a licensed Geotechnical Engineer who will oversee the operations of the GHAD, including preparation of GHAD budgets. The GHAD Manager is hired by and reports to the GHAD Board of Directors.

GHAD Manager Decision – An operational action as set forth in this Plan of Control.

GHAD Manager Reconsideration Decision – A written decision prepared by the GHAD Manager in response to a written request from a property owner within the Annexation Area on the evidence presented.

Hayward GHAD – A district formed by the Hayward City Council on March 1, 2016, with the adoption of Resolution No. 16-030.

Plan of Control – Report prepared by a Certified Engineering Geologist which describes in detail, the geologic hazards, their location, and the area affected by them. It also provides a plan for the prevention, mitigation, abatement, or control thereof.

Punch List – A document provided by the GHAD of all of the items, if any, that need to be constructed, repaired, or otherwise modified in order to comply with the city-approved plans and specifications prior to the transfer of Plan of Control responsibilities to the GHAD.

Site Improvement(s) – Buildings, public and private roads, sidewalks, utilities, improved trails, gazebos, cabanas, geologic stabilization features, or similar improvements.

Transfer Application Form – A document provided by the applicant to initiate transfer of Plan of Control responsibilities as outlined in this Plan of Control to the GHAD. A sample transfer application form is provided in Appendix D in this Plan of Control.

Transfer Eligibility Date – The earliest date a parcel within the Annexation Area is eligible for the transfer of Plan of Control responsibilities to the GHAD. For parcels with the Annexation Area, this period starts at 9:00 a.m. on the day exactly 3 years after the first residential building permit is issued by the City of Hayward.

SELECTED REFERENCES

1. Bellecci & Associates. 2023. Improvement Plans, La Vista Residential, Hayward, California. October 13, 2023. Job No. 18133.
2. Bellecci & Associates. 2023. Grading Plans, La Vista Residential, Hayward, California. October 13, 2023. Job No. 18133.
3. ENGEO. 2021. Corrective Grading Plan, Parcel Group 3, Hayward, California. September 17, 2021. Project No. 15577.000.001.
4. ENGEO. 2021. Geotechnical Exploration, Parcel Group 3, La Vista, Hayward, California. June 1, 2021. Project No. 15577.000.001.
5. ENGEO. 2023. Updated Corrective Grading Plan, Parcel Group 3, Hayward, California, June 23, 2023. Project No. 15577.000.001.
6. Hayward, City of, Resolution No. 16-030 – Ordering Formation of the Hayward Geologic Hazard Abatement District (GHAD) and Appointing the Members of the Hayward City Council to Act as the GHAD Board of Directors, March 1, 2016.



APPENDIX A

FIGURE 1: Long-Term Ownership and Maintenance Exhibit

FIGURE 2: As-Built Geologic Map

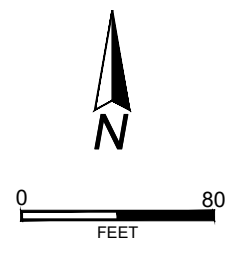
FIGURE 3: As-Built Remedial Grading Plan



EXPLANATION

ALL LOCATIONS ARE APPROXIMATE

- ANNEXATION AREA BOUNDARY
- PARCEL BOUNDARIES
- PRIVATELY OWNED AND MAINTAINED PARCEL
- SURFACE DRAINAGE DITCHES
- GHAD MAINTAINED RETAINING WALLS
- SUBDRAIN WITH ELEVATION IN FEET (SURVEYED BY DESILVA GATES CONSTRUCTION)
- SOLID SUBDRAIN LINE CONSTRUCTED TO CONVEY WATER UNDER IMPROVEMENTS (EXTENSION OF OFFSITE SUBDRAIN SYSTEM ENCOUNTERED DURING GRADING)



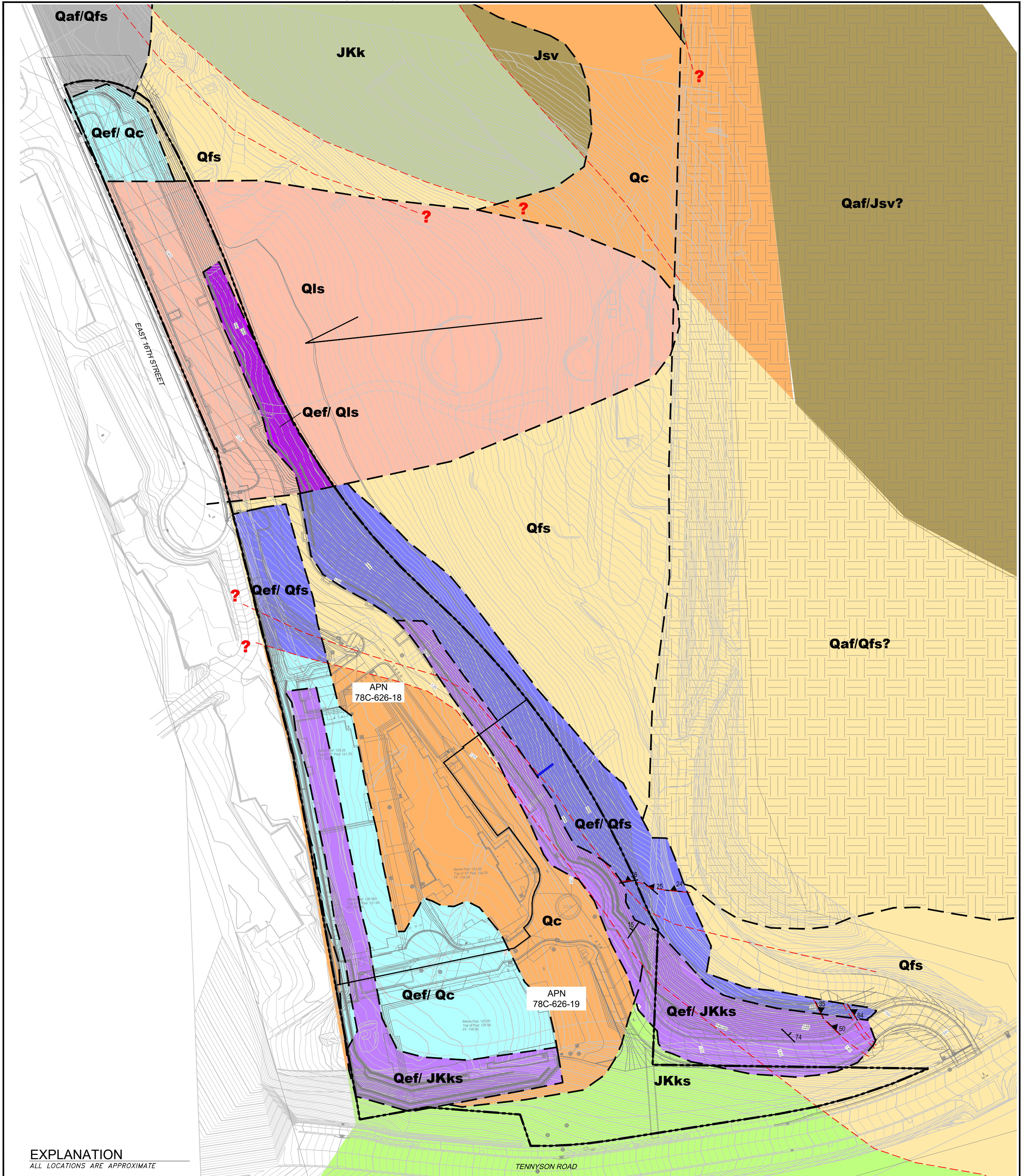
BASE MAP SOURCE: BELLECCI



LONG-TERM OWNERSHIP AND MAINTENANCE
 PARCEL GROUP 3
 HAYWARD, CALIFORNIA

PROJECT NO.: 15577.000.001
 SCALE: AS SHOWN
 DRAWN BY: CC CHECKED BY: HR

FIGURE NO.
1

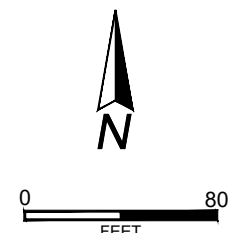


EXPLANATION

ALL LOCATIONS ARE APPROXIMATE

- - - - - FAULT MAPPED DURING GRADING AND PREVIOUSLY COMPILED BY ENGeo, 2016 (QUERY WHERE UNKNOWN)
- GEOLOGIC CONTACT
- ANNEXATION AREA BOUNDARY
- PARCEL BOUNDARIES
- Qaf** PREVIOUSLY PLACED HISTORIC ARTIFICIAL FILL, NOT PART OF CURRENT GRADING
- Qc** COLLUVIUM
- Qls** LANDSLIDE DEPOSIT
- Qef/ Qls** ENGINEERED FILL UNDERLAIN BY LANDSLIDE DEPOSITS

- Qef/ Qc** ENGINEERED FILL UNDERLAIN BY OLD COLLUVIAL DEPOSITS. COMPRESSIBLE SURFICIAL DEPOSITS REMOVED DURING GRADING
- Qef/ Qfs** ENGINEERED FILL UNDERLAIN BY SHEAR ZONE DEPOSITS. COMPRESSIBLE SURFICIAL DEPOSITS REMOVED DURING GRADING
- Qef/ JKks** ENGINEERED FILL UNDERLAIN BY SHEARED KNOXVILLE FORMATION. COMPRESSIBLE SURFICIAL DEPOSITS REMOVED DURING GRADING
- Jsv** KERATOPHYRE
- JKk** KNOXVILLE FORMATION BEDROCK
- JKks** SHEARED KNOXVILLE FORMATION SHALE AND CONGLOMERATE
- Qfs** SHEARED DEPOSITS WITHIN WESTERN SHEAR ZONE OF HAYWARD FAULT, KNOXVILLE SHALE AND SANDSTONE, FAULTED SLIVERS OF ALLUVIUM, COLLUVIUM AND LANDSLIDE DEBRIS



BASE MAP SOURCE: BELLECCI



AS-BUILT GEOLOGIC MAP
PARCEL GROUP 3
HAYWARD, CALIFORNIA

PROJECT NO.: 15577.000.001
SCALE: AS SHOWN
DRAWN BY: CC CHECKED BY: HR

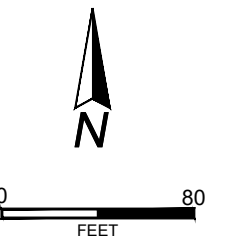
FIGURE NO.
2



EXPLANATION

ALL LOCATIONS ARE APPROXIMATE

- ANNEXATION AREA BOUNDARY
- PARCEL BOUNDARIES
- K-8 LOCATION OF KEYWAY (SURVEYED BY DESILVA GATES CONSTRUCTION)
- R-1 LOCATION OF REMOVAL AREA
- LOCATION OF DIFFERENTIAL FILL LOT TREATMENT
- SUBDRAIN WITH ELEVATION IN FEET (SURVEYED BY DESILVA GATES CONSTRUCTION)
- SOLID SUBDRAIN LINE CONSTRUCTED TO CONVEY WATER UNDER IMPROVEMENTS (EXTENSION OF OFFSITE SUBDRAIN SYSTEM ENCOUNTERED DURING GRADING)



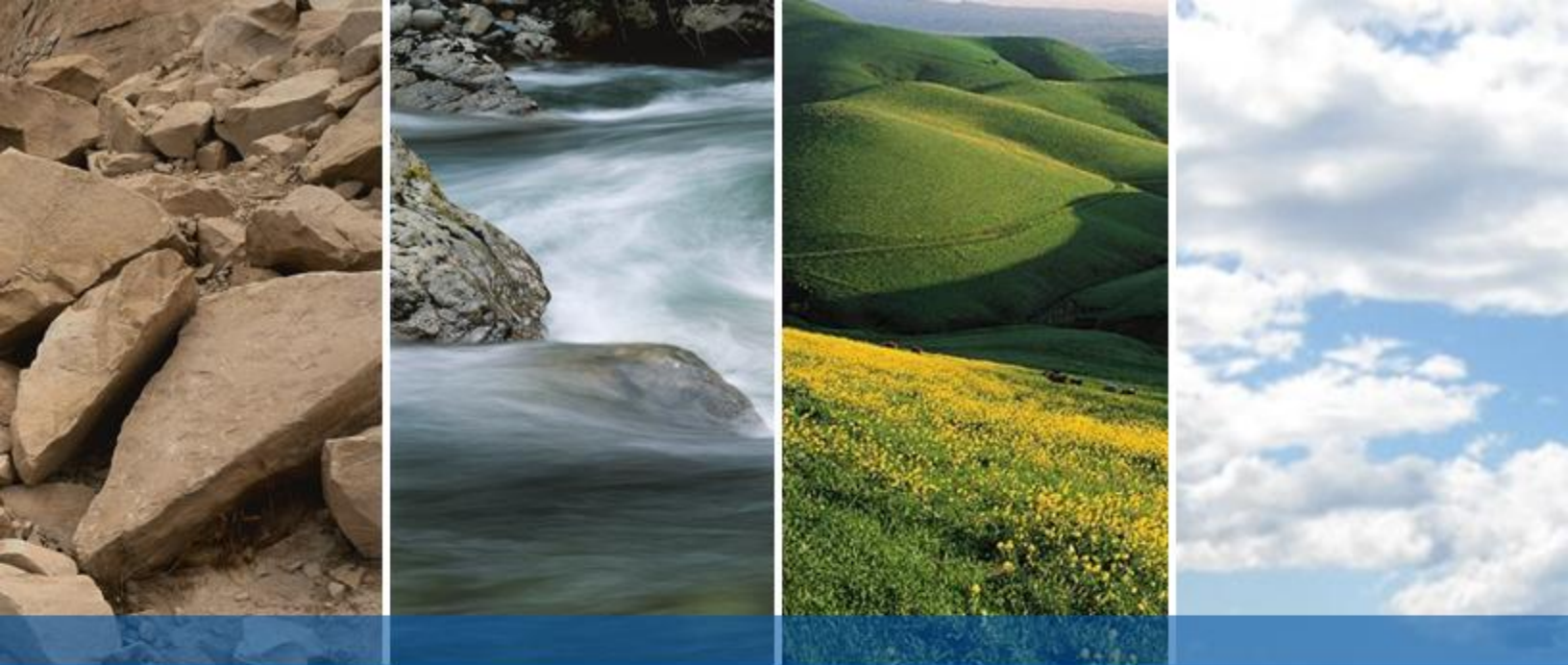
BASE MAP SOURCE: BELLECCI



AS-BUILT REMEDIAL GRADING PLAN
 PARCEL GROUP 3
 HAYWARD, CALIFORNIA

PROJECT NO.: 15577.000.001
 SCALE: AS SHOWN
 DRAWN BY: CC CHECKED BY: HR

FIGURE NO.
3



APPENDIX B

EXHIBIT A: Legal Description

EXHIBIT B: Plat to Accompany Legal Description

EXHIBIT A
LEGAL DESCRIPTION
HAYWARD GEOLOGIC HAZARD ABATEMENT DISTRICT
PARCEL GROUP 3 – PARCEL MAP No. 11247

All that real property, situate in the City of Hayward, County of Alameda, State of California, described as follows:

Parcel 2:

Being a portion of *Parcel 2* of “Parcel Map No. 11247”, recorded April 6, 2022, in Book 354 of Parcel Maps, at Page 79, Alameda County Records, further described as follows:

Beginning at the southwest corner of said *Parcel 2 (354 PM 79)*; thence along the westerly boundary line of said *Parcel 2 (354 PM 79)* North 11°33’57” West, 296.43 feet; thence North 15°11’20” West, 314.38 feet to the beginning of a non-tangent curve, concave to the west and having a radius of 44.00 feet, a radial line to the beginning of said curve bears North 85°42’26” East; thence leaving said westerly boundary line north 4.79 feet along said curve, through a central angle of 6°14’00” to the beginning of a compound curve, concave to the west and having a radius of 350.00 feet; thence 64.05 feet along said curve, through a central angle of 10°29’08” to a point on the westerly boundary line of said *Parcel 2 (354 PM 79)*; thence along said boundary line the following nineteen (19) courses:

1. North 15°11’20” West, 16.66 feet;
2. South 57°24’10” West, 2.10 feet;
3. North 23°39’08” West, 498.22 feet to the beginning of a non-tangent curve, concave to the south and having a radius of 109.74 feet, a radial line to the beginning of said curve bears North 20°17’51” West;
4. East and Southeast 113.69 feet along said curve, through a central angle of 59°21’41” to the beginning of a non-tangent curve, concave to the southwest and having a radius of 1666.21 feet, a radial line to the beginning of said curve bears North 59°24’38” East;
5. Southeast 298.63 feet along said curve, through a central angle of 10°16’08” to the beginning of a reverse curve, concave to the northeast and having a radius of 862.55 feet;
6. Southeast 429.43 feet along said curve, through a central angle of 28°31’31” to the beginning of a reverse curve, concave to the southwest and having a radius of 1063.72 feet;
7. Southeast 178.52 feet along said curve, through a central angle of 9°36’57”;
8. South 52°24’45” West, 100.60 feet;
9. South 37°28’08” East, 1.62 feet;
10. South 52°31’52” West, 31.50 feet;
11. South 37°28’08” East, 115.00 feet;
12. North 52°31’52” East, 18.00 feet;
13. South 37°28’08” East, 57.63 feet to the beginning of a curve, concave to the west and having a radius of 26.00 feet;

14. Southeast and South 30.33 feet along said curve, through a central angle of 66°50'40" to the beginning of a reverse curve, concave to the east and having a radius of 46.00 feet;
15. South 29.16 feet and said curve, through a central angle of 36°19'01" to the beginning of a reverse curve, concave to the west and having a radius of 26.50 feet;
16. South 27.51 feet along said curve, through a central angle of 59°28'21";
17. South 37°28'08" East, 13.50 feet;
18. South 52°31'52" West, 25.38 feet;
19. South 77°07'18" West, 230.47 feet to the **Point of Beginning** of this description.

Containing an area of 199,485 square feet (4.58 acres), more or less.

Parcel 3:

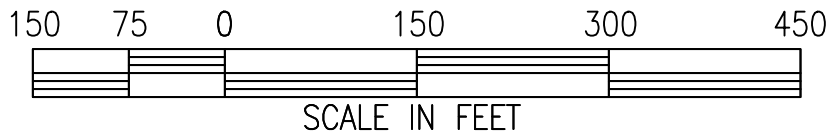
Being all of *Parcel 3* of "Parcel Map No. 11247", recorded April 6, 2022, in Book 354 of Parcel Maps, at Page 79, Alameda County Records, further described as follows:

Beginning at the northwest corner of said *Parcel 3 (354 PM 79)*; thence along the boundary line of said *Parcel 3 (354 PM 79)* the following twenty-three (23) courses:

1. North 77°07'18" East, 230.47 feet;
2. North 52°31'52" East, 25.38 feet;
3. North 37°28'08" West, 13.50 feet to the beginning of a non-tangent curve, concave to the west, having a radius of 26.50 feet, a radial line to the beginning of said curve bears North 37°28'08" West;
4. Northeast and North 27.51 feet along said curve, through a central angle of 59°28'21" to the beginning of a reverse curve, concave to the east, having a radius of 46.00 feet;
5. North and Northeast 29.16 feet along said curve, through a central angle of 36°19'01" to the beginning of a reverse curve, concave to the southwest, having a radius of 26.00 feet;
6. North and Northwest 30.33 feet along said curve, through a central angle of 66°50'40";
7. North 37°28'08" West, 57.63 feet;
8. South 52°31'52" West, 18.00 feet;
9. North 37°28'08" West, 115.00 feet;
10. North 52°31'52" East, 31.50 feet;
11. North 37°28'08" West, 1.62 feet;
12. North 52°24'45" East, 100.60 feet to the beginning of a non-tangent curve, concave to the southwest, having a radius of 1063.72 feet, a radial line to the beginning of said curve bears North 50°46'11" East;
13. Southeast 297.32 feet along said curve, through a central angle of 10°00'54" to the beginning of a reverse curve, concave to the northeast, having a radius of 214.30 feet;
14. Southeast 37.72 feet along said curve, through a central angle of 10°05'02";
15. South 01°08'10" West, 172.13 feet;
16. North 89°39'02" East, 348.86 feet to a point on the northerly right-of-way line of Tennyson Road, also being the beginning of a non-tangent curve, concave to the north, having a radius of 720.00 feet, a radial line to the beginning of said curve bears North 25°54'27" West;
17. West 198.93 feet along said curve, through a central angle of 15°49'48";

18. South $79^{\circ}55'21''$ West, 216.36 feet to the beginning of a curve, concave to the north, having a radius of 570.00 feet;
19. West 99.75 feet along said curve, through a central angle of $10^{\circ}01'36''$;
20. North $19^{\circ}40'27''$ West, 41.77 feet;
21. North $86^{\circ}39'15''$ West; 118.04 feet;
22. South $78^{\circ}09'10''$ West, 86.04 feet;
23. Leaving said northerly right-of-way line and continuing along said boundary line of *Parcel 3 (354 PM 79)* North $11^{\circ}33'57''$ West, 173.12 feet to the **Point of Beginning** of this description.

Containing an area of 140,846 square feet (3.23 acres), more or less.



LEGEND

- BOUNDARY LINE
- P.O.B.
- POINT OF BEGINNING

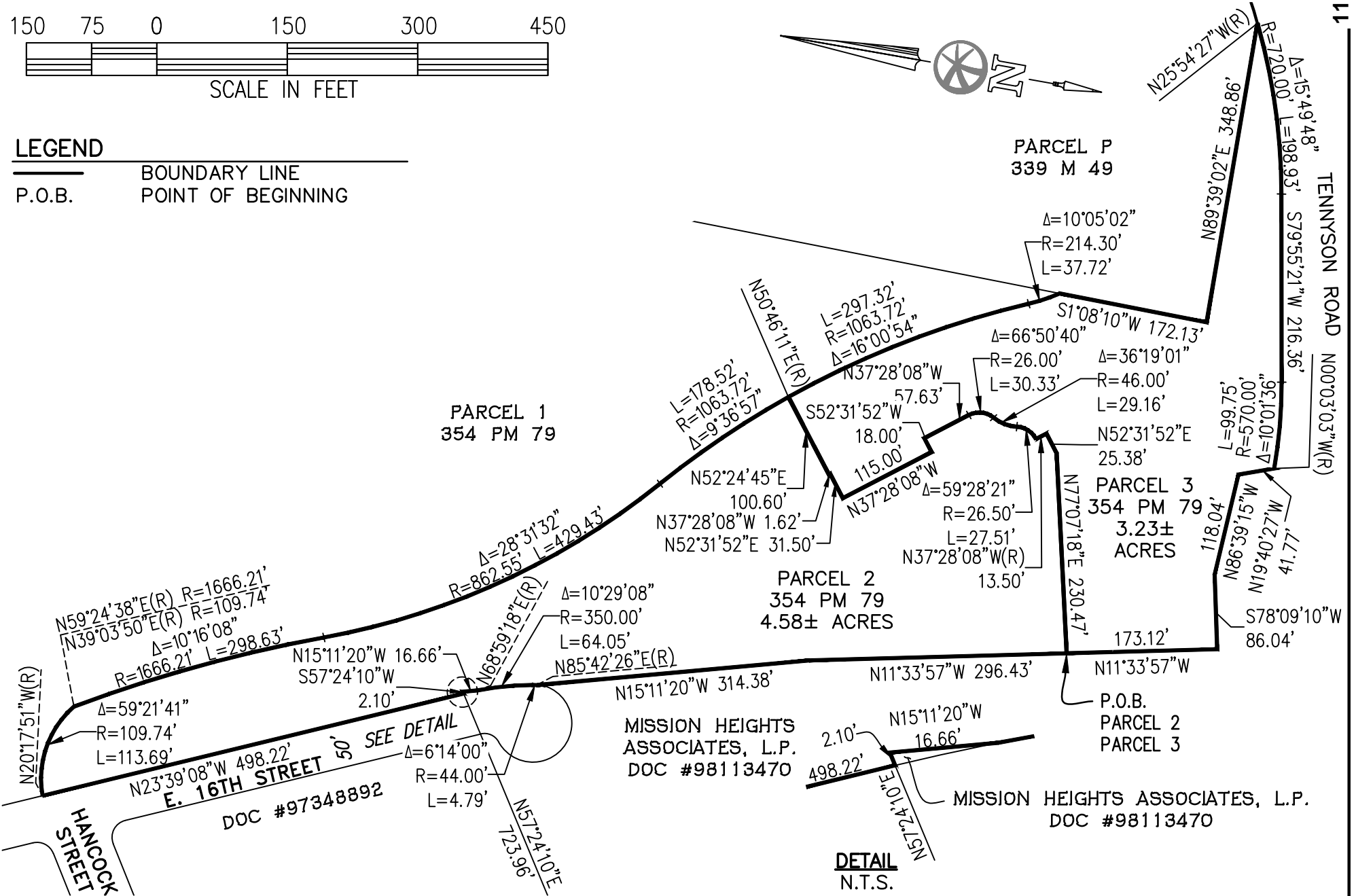
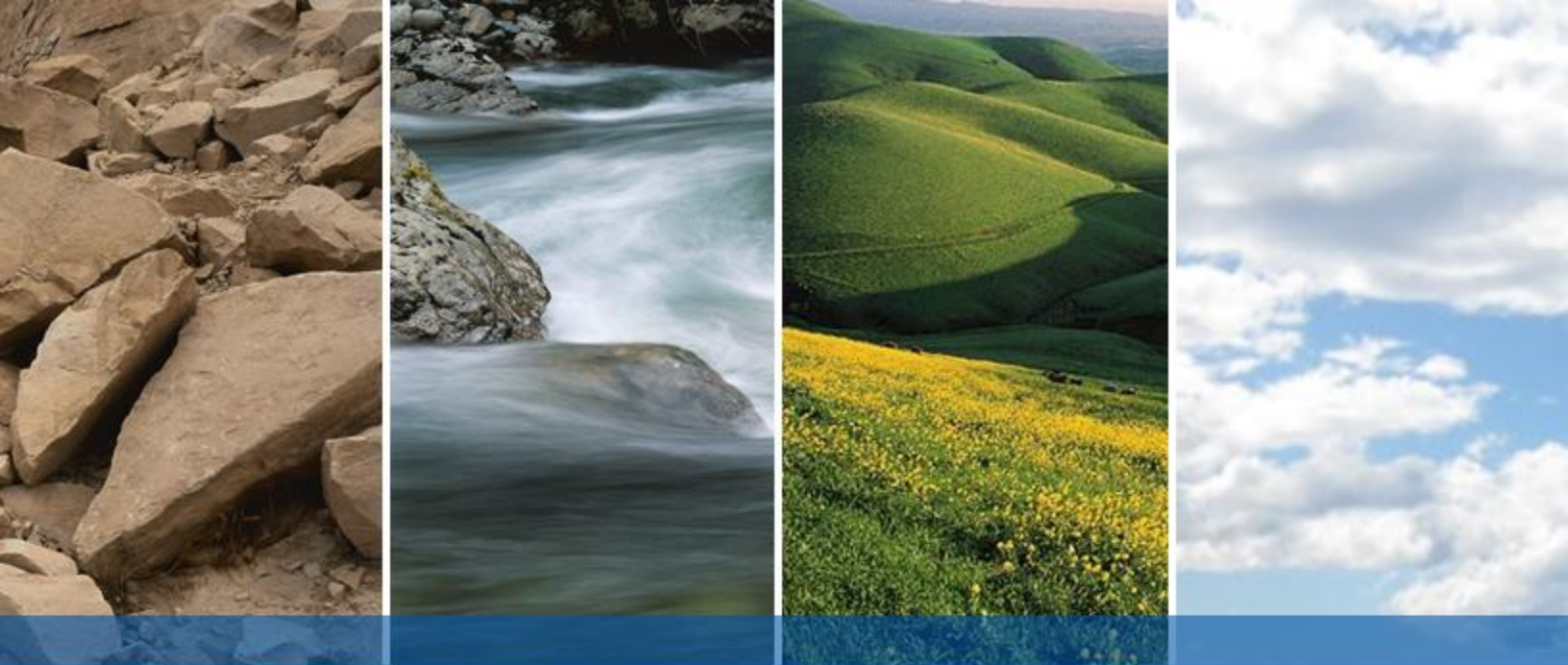


EXHIBIT B

DATE: 03/21/2025	SCALE: 1" = 150'
FILE NO.: 18133	SHEET 1 OF 1

**HAYWARD GEOLOGIC HAZARD
ABATEMENT DISTRICT –
PARCEL GROUP 3 P.M. No. 11247**

DETAIL
N.T.S.



APPENDIX C

**DECLARATION OF DISCLOSURES, RIGHT OF ENTRY
AND RESTRICTIVE COVENANTS REGARDING
HAYWARD GEOLOGIC HAZARD ABATEMENT DISTRICT**

RECORDING REQUESTED BY AND
WHEN RECORDED RETURN TO:
Hayward Geologic Hazard Abatement District
2633 Camino Ramon, Suite 250
San Ramon, CA 94583
Attn: Haley Ralston

**DECLARATION OF DISCLOSURES, RIGHT OF ENTRY AND RESTRICTIVE COVENANTS
REGARDING HAYWARD GEOLOGIC HAZARD ABATEMENT DISTRICT**

This Declaration of Disclosures, Right of Entry and Restrictive Covenants Regarding Hayward Geologic Hazard Abatement District (the "Declaration") is made this ____ day of _____, 20__ (the "Effective Date"), by, La Vista Residential L.P., a California limited liability company and Strategic Growth Partners, Inc. ("Declarants").

RECITALS

A. Declarants are the owner of that certain real property located in the City of Hayward, County of Alameda, State of California, filed on __, 20__ in Book _ of Parcel Maps, at pages __, all in the Official Records of Alameda County, California (the "Property").

B. The City of Hayward approved 176 multi-family residential units and approximately 46,000 square feet of educational facilities on the Property. A condition of approval was that the Property be annexed into the Hayward Geologic Hazard Abatement District ("Hayward GHAD").

C. Under the authority of California Public Resources Code section 26500, et seq., the Hayward City Council on March 1, 2016, adopted Resolution No. 16-030 forming and establishing the Hayward GHAD to prevent, mitigate, abate or control potential geologic hazards within the boundaries of the GHAD. On ____, ____, the Hayward GHAD adopted Resolution No. __-__, approving annexation of the Property into the Hayward GHAD.

NOW, THEREFORE, Declarants, as the owners of the Property, for itself, its successors and assigns does hereby declare as follows:

1. Notification and Disclosure of Hayward GHAD: The Declarants hereby give notice and disclose that the Property is a part of the Hayward GHAD. The Board of Directors of the Hayward GHAD are the members of the Hayward City Council. Pursuant to the Plan of Control for Annexation of the Property to Hayward GHAD as it may be amended from time to time (the "Plan of Control"), the Declarants and the Hayward GHAD are afforded certain responsibilities and rights relating to the prevention, mitigation, abatement, and control of potential geologic hazards on the Property. The powers of the Hayward GHAD include the power to assess lot owners within the Property for the purposes set out in the Plan of Control. An assessment was authorized by the Hayward GHAD to be imposed on the Property pursuant to adopted Resolution __-__.
2. Right of Entry: The Declarants by executing and recording this Declaration hereby contractually affords Hayward GHAD, its officials, employees, contractors, and agents an irrevocable right of entry with continuing and perpetual access to and across the Property for the purposes and responsibilities set out in the Plan of Control ("Access Rights"). Should the Hayward GHAD need to access private residential lots to fulfill its duties under the Plan of Control, the Hayward GHAD shall provide the affected landowner and/or resident with 72

hours advanced notice unless, in the reasonable judgment of the GHAD Manager, an emergency situation exists which makes immediate access necessary to protect the public health and safety, in which case no advanced notice is required, but the Hayward GHAD shall inform the landowner and/or resident as soon as reasonably possible. The Declarants hereby give notice that the GHAD will acquire Access Rights immediately upon the execution of this Declaration. The GHAD, in its sole discretion, may elect not to exercise Access Rights until it accepts its maintenance responsibilities consistent with the Plan of Control.

3. GHAD Easement: The Declarants hereby grant the Hayward GHAD a perpetual easement for the purposes and responsibilities set out in the Plan of Control and for maintaining certain site improvements as depicted in Exhibit A, and legally described in Exhibit B attached hereto, (the "GHAD Easement"). Such activities include, but are not limited to: (a) the inspection, maintenance, monitoring and replacement of site improvements including, drainage ditches, storm drains, outfalls and pipelines; (b) the monitoring, maintenance, and repair of slopes, including repaired or partially repaired landslides; and (c) the management of erosion and geologic hazards within the Property as shown in the Plan of Control. The GHAD Easement shall become effective upon acceptance by the Hayward GHAD of its responsibilities and rights, the process by which is articulated in the Plan of Control. The Hayward GHAD has no maintenance responsibilities whatsoever to the Declarants or Property until and unless the Hayward GHAD accepts such responsibilities consistent with the Plan of Control.
4. Covenants Running with the Land: The Property shall be held, conveyed, hypothecated, encumbered, sold, leased, used, improved, and maintained subject to the limitations, covenants, conditions, restrictions, easements, rights of entry and equitable servitude set forth in this Declaration, all of which are in furtherance of Declarants' plan for the uniform improvement and operation of the Property. All of the limitations, covenants, conditions, restrictions, easements, rights of entry and equitable servitudes set out in this Declaration shall both benefit and burden the Property and shall run with and be binding upon and inure to the benefit of the Property and each parcel therein, and shall be binding upon and inure to the benefit of each owner, and every person having or acquiring any right, title or interest in and to all or any portion of the Property and their successors and assigns. Upon Declarants' conveyance of fee title to the Property, or any portion thereof, Declarants shall be released from any further liability or obligation hereunder related to the portion of the Property so conveyed, and the grantee of such conveyance shall be deemed to be the "Declarants," with all rights and obligations related thereto, with respect to that portion of the Property conveyed.
5. Hold Harmless: Declarants, or its successors and assigns, shall hold harmless, protect and indemnify Hayward GHAD and its directors, officers, employees, agents, contractors, and representatives and the heirs, personal representatives, successors and assigns of each of them (collectively, "Hayward GHAD Indemnified Parties") from and against any and all liabilities, penalties, costs, losses, damages, expenses (including, without limitation, reasonable attorneys' fees and experts' fees), causes of action, claims, demands, orders, liens or judgments (each a "Claim" and, collectively, "Claims"): (1) for injury to or the death of any person, or physical damage to any property, related to or occurring on or about the GHAD Easement to the extent arising from the negligence or intentional misconduct of Declarants, its employees, agents or contractors; or (2) related the existence of the GHAD Easement, exclusive of any Claims brought by Declarants.
6. Enforcement: The Hayward GHAD shall have the right but not the obligation to enforce the provisions of this Declaration.

7. Modification or Termination: This Declaration shall not be modified, amended, or terminated without the written consent of the Hayward GHAD.

Executed as of the Effective Date.

Declarants:

La Vista Hayward, L.P.

By: _____

Its: _____

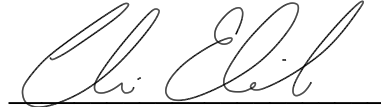
Strategic Growth Partners, Inc.

By: _____

Its: _____

CERTIFICATE OF ACCEPTANCE

This is to certify that the interest in real property conveyed to the Hayward Geologic Hazard Abatement District by the foregoing document titled "Declaration of Disclosures, Right of Entry and Restrictive Covenants", which is dated _____, 20__ and executed by _____, is hereby accepted by the undersigned pursuant to authority conferred by Resolution No. __-__, dated _____, 20__. The City of Hayward, as grantee, consents to recordation of said "Declaration of Disclosures, Right of Entry and Restrictive Covenants".



Uri Eliahu
Hayward GHAD Manager

Date: October 2, 2025

Attest:

Patricia E. Curtin
Hayward GHAD Clerk

Approved as to form:

Amara Morrison
Hayward GHAD Attorney



APPENDIX D

SAMPLE TRANSFER APPLICATION FORM

HAYWARD GEOLOGIC HAZARD ABATEMENT DISTRICT (GHAD) PARCEL GROUP 3 DEVELOPMENT

Hayward Geologic Hazard Abatement District Board of Directors
c/o Hayward GHAD Manager
ENGEO Incorporated
2663 Camino Ramon, Suite 250
San Ramon, CA 94583

As of _____, 20__, _____ is submitting an application for transfer of GHAD activities as provided in Section 6.0 of the Parcel Group 3 Plan of Control dated _____, 2025. As specified in Section 6.0, _____ is submitting this Transfer Application to transfer the responsibility for performing GHAD activities for the listed parcels to the District. Within 30 days of the submittal of the Transmittal Application, the GHAD will monitor the listed parcels and verify that the facilities that the GHAD will have maintenance responsibility have been constructed and maintained in accordance with the conditions of Section 6.4 of the Plan of Control. Within 15 days of inspection, the GHAD will send _____ a punch list of all items that need to be constructed, repaired, or otherwise modified in compliance with the City of Hayward approved plans and specifications. _____ will notify the GHAD upon completion of the punch list items. Within 30 days of receipt of such notice, the GHAD shall verify that all punch list items have been completed and notify _____. GHAD staff will then bring a resolution before the Hayward GHAD Board of Directors for their consideration approving GHAD responsibility for performing all future GHAD activities on the parcel(s).

We submit the following parcels for the transfer of GHAD activities as provided in the Parcel Group 3 Plan of Control to the Hayward GHAD:

Lot Number/Tract	Address	Assessor's Parcel Number

Each party is to submit a copy of this application to the other party upon completion of the steps listed below.

GHAD receipt of Transfer Application: Initial of GHAD representative: _____ Date: _____

_____ receipt of punch list from GHAD: Initial of _____ representative: _____ Date: _____

GHAD receipt of notice of completion of punch list items: Initial of GHAD representative: _____ Date: _____





File #: CONS 26-127

DATE: April 7, 2026

TO: Mayor and City Council

FROM: Director of Public Works

SUBJECT

Adopt a Resolution Approving the Speed Management Plan to Reduce and Manage Traffic Speeds Citywide

RECOMMENDATION

That the City Council approves the attached resolution (Attachment II) approving the Speed Management Plan (CIP Project No. 06943) to Reduce and Manage Traffic Speeds Citywide.

SUMMARY

The Safe System Approach for Speed Management is a Federal Highway Administration (FHWA) approved road safety framework that involves proactively identifying locations where operating speeds are high compared to desired target speeds. The City's Speed Management Plan uses this approach to achieve safer speeds and prioritize projects for areas with excessive speeding in Hayward.

The City began working on the Speed Management Plan on December 16, 2024. Staff updated the Council Infrastructure and Airport Committee (CIAC) and received feedback on the plan's development on June 25, 2025. After completing the related Technical Advisory Committee (TAC) and Stakeholder Advisory Committee (SAC) meetings, a draft Plan was presented to CIAC on February 25, 2026, and recommended for approval to the City Council.

A work session on traffic safety was held at the City Council meeting on March 24, 2026, to discuss pedestrian fatalities in 2026, short-term implementable traffic safety actions, and the overall strategy to achieve Vision Zero. The Speed Management Plan will assist staff in carrying out the strategies and actions in the Council adopted Local Road Safety Plan (LRSP); therefore, many of the strategies and guidance contained in the Speed Management Plan will also support the individual projects discussed in the City Council work session.

Staff are recommending approval of the Speed Management Plan to be adopted by the City as a comprehensive strategy to reduce speeds in Hayward and reduce the likelihood of collisions resulting in severe injury and fatalities.

File #: CONS 26-127

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution
Attachment III	Speen Management Plan



DATE: April 7, 2026
TO: Mayor and City Council
FROM: Director of Public Works
SUBJECT: Adopt a Resolution Approving the Speed Management Plan to Reduce and Manage Traffic Speeds Citywide

RECOMMENDATION

That the City Council approves the attached resolution (Attachment II) approving the Speed Management Plan (CIP Project No. 06943) to Reduce and Manage Traffic Speeds Citywide.

SUMMARY

The Safe System Approach for Speed Management is a Federal Highway Administration (FHWA) approved road safety framework that involves proactively identifying locations where operating speeds are high compared to desired target speeds. The City’s Speed Management Plan uses this approach to achieve safer speeds and prioritize projects for areas with excessive speeding in Hayward.

The City began working on the Speed Management Plan on December 16, 2024. Staff updated the Council Infrastructure and Airport Committee (CIAC) and received feedback on the plan’s development on June 25, 2025¹. After completing the related Technical Advisory Committee (TAC) and Stakeholder Advisory Committee (SAC) meetings, a draft Plan was presented to CIAC on February 25, 2026², and recommended for approval to the City Council.

A work session on traffic safety was held at the City Council meeting on March 24, 2026, to discuss pedestrian fatalities in 2026, short-term implementable traffic safety actions, and the overall strategy to achieve Vision Zero. The Speed Management Plan will assist staff in carrying out the strategies and actions in the Council adopted Local Road Safety Plan (LRSP); therefore, many of the strategies and guidance contained in the Speed Management Plan will also support the individual projects discussed in the City Council work session.

¹ <https://hayward.legistar.com/LegislationDetail.aspx?ID=7442447&GUID=B4E2FCBB-120B-4808-8813-E67848A7BB07&Options=&Search=>
² <https://hayward.legistar.com/LegislationDetail.aspx?ID=7925134&GUID=9BA47DD2-F7C5-4D01-A946-34444946904C&Options=&Search=>

Staff are recommending approval of the Speed Management Plan to be adopted by the City as a comprehensive strategy to reduce speeds in Hayward and reduce the likelihood of collisions resulting in severe injury and fatalities.

FISCAL IMPACT

This item will not impact Measure C or the General Fund.

The Speed Management Plan is primarily funded by a grant from the USDOT SS4A program (\$187,000). To complete this Plan, the City Council previously authorized an allocation of \$235,000 from Fund 460, the Transportation System Improvement Fund. The authorization included \$49,000 in City matching funds comprising \$25,000 from Fund 213, the Measure BB Pedestrian & Bicycle Fund, and \$24,000 from Fund 410, the Route 238 Corridor Improvement Fund.

BACKGROUND

City Council adopted the LRSP on June 27, 2023³, which assesses and identifies locations and strategies to improve road safety throughout the City. Along with identifying the City's High Injury Network, the LRSP recommends a set of strategies and countermeasures to address and prevent severe injury and fatal collisions. Council also committed to Vision Zero by 2050, a goal of eliminating fatalities and severe injuries on the City's roadways by 2050.

Action Item 2 of the LRSP recommends the near-term action of pursuing Safe Streets and Roads for All (SS4A) grant funding. Launched by the U.S. Department of Transportation in 2022, the purpose of the SS4A grant program is to improve roadway safety by significantly reducing or eliminating roadway fatalities and serious injuries through safety action plan development and refinement and implementation focused on all users. The program provides funding to develop the tools to help strengthen a community's approach to roadway safety and save lives while meeting the needs of diverse local, Tribal, and regional communities.

Recognizing the effort needed to achieve Vision Zero by 2050, the City applied for supplemental planning funds from SS4A to develop a comprehensive approach to reduce speeds (Speed Management Plan) and conduct a set of corridor-specific safety plans focused on the City's High Injury Network. The Speed Management Plan will help address the LRSP focus area of unsafe speeding and aggressive driving, which play a significant role in generating serious injuries and fatalities.

The Safe System Approach for Speed Management is an FHWA approved road safety framework that involves proactively identifying locations where operating speeds are high compared to target speeds. Target speeds can be based on various factors including road

³ <https://hayward.legistar.com/LegislationDetail.aspx?ID=6271751&GUID=D83F21F7-16CB-46E5-A249-672EAD37C991&Options=&Search=>

and land use context, impact statistics, safety goals, and other factors. This framework builds on the Safe System Approach identified in the City's LRSP by using a five-stage approach, which the City will use to develop the Speed Management Plan to achieve safer speeds and prioritize projects for areas with excessive speeding. The five stages are: establishing a vision and building consensus for speed management, collecting and analyzing speed and safety data, prioritizing locations for speed management, selecting speed management countermeasures, and conducting ongoing monitoring, evaluation, and adjustment.

On October 27, 2023, the City was awarded the full amount of the \$3,252,000 requested in its application to the SS4A grant program. On February 6, 2024⁴, City Council adopted a resolution accepting the funding and allocated \$813,000 in City matching funds. On November 19, 2024⁵, the City awarded \$210,000 to Fehr & Peers to develop the Speed Management Plan. The consultant contract with Fehr & Peers was executed on December 4, 2024.

A work session on traffic safety was held at the City Council meeting on March 24, 2026, to discuss pedestrian fatalities in 2026, short-term implementable traffic safety actions, and the overall strategy to achieve Vision Zero. Although not specifically mentioned in the work session, the Speed Management Plan is aligned with the LRSP, which is the City's guiding traffic safety document. The Speed Management Plan will assist staff in carrying out the strategies and actions in the LRSP; therefore, many of the strategies and guidance contained in the Speed Management Plan will also support the individual projects discussed in the City Council work session.

DISCUSSION

Work began on the Speed Management Plan on December 16, 2024. The project team, made up of City and Fehr & Peers staff, studied existing conditions and gathered relevant information over the first quarter of 2025. Relevant data analyzed included observed speed, posted speed limit, collision, land use, and roadway attribute data. In addition, the project created the project's TAC and the SAC. The TAC consists of internal stakeholders from various City departments, including the Police, Fire, and Development Services Departments. The SAC consists of community-based organizations and stakeholders such as Bike Hayward, California State University East Bay, Hayward Unified School District, and La Familia. The TAC and SAC had their first outreach meetings on February 26, 2025, and March 21, 2025, respectively. Work continued throughout 2025 to develop the Target Speed Framework, Speed Reduction Toolbox, prioritization of projects, and policy recommendations. The Draft Speed Management Plan was completed in December 2025.

The Speed Management Plan is organized into five main sections:

Speeds in Hayward Today: Analysis of speed and crash data in the City.

⁴ <https://hayward.legistar.com/LegislationDetail.aspx?ID=6504747&GUID=E1C46D84-F953-4AAA-BB3F-E51DB7873759&Options=&Search=>

⁵ <https://hayward.legistar.com/LegislationDetail.aspx?ID=7024311&GUID=1BD5004A-ABB2-40B9-9D57-884F4A65C3A1&Options=&Search=>

Target Speed Framework: Setting desired speeds Citywide based on roadway and land use context.

Speed Reduction Toolbox: Countermeasures to apply where speeds exceed desired speeds.

Speed Reduction Corridors: Priority projects for implementation.

Institutionalizing Safe Speeds: Policy recommendations to institutionalize safe speeds.

Speeds in Hayward Today

The project team reviewed and surveyed existing spot speed and collision data that was available for the City. Between 2017-2022, unsafe speed was found to be the most cited contributing factor for injury collisions, accounting for 361 collisions, or 21% of all injury collisions. Unsafe speeds also made up the largest share of driver fatalities and severe injuries, accounting for 50 drivers being killed or severely injured in that period.

Using 85th percentile speed data from StreetLight, an aggregated Global Positioning System (GPS) data company, the project team obtained additional speed data for the month of October 2024, which allowed for an analysis that looked at speeding throughout the City at a level that was previously not possible from spot data. One of the key findings was that the City's arterials and collectors experience speeds over 40 mph while several major streets consistently exceed 40 mph across all time periods. In addition, segments operating over 35 mph make up approximately 25-40% of the roadway network but account for nearly 60-75% of all fatal and severe injury collisions.

Furthermore, it was found that the share of pedestrians and bicyclists that are killed or severely injured in collisions occurring where observed speeds are less than 35 mph is almost double the share of drivers or passengers that are killed or severely injured at the same speeds, emphasizing that people walking, biking, or rolling are disproportionately impacted by unsafe speeds.

Target Speed Framework

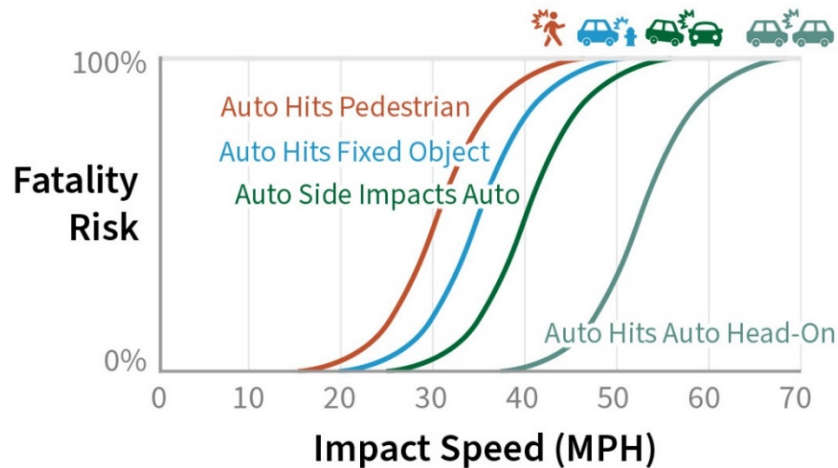
Desired speeds were established Citywide using roadway context and the purpose of the street. Some streets are more focused on vehicle throughput with higher vehicle volumes and lower land use activity, while other streets are more focused on placemaking and economic activity with lower vehicle volumes and higher volumes of people walking and biking. The four street types are as follows:

- *Connector Streets* represent arterial and collector streets outside commercial areas with high traffic and lower land use activity. Many of the City's streets in the industrial area, such as Industrial Parkway and Whipple Road fit in this category.
- *Core Streets* represent arterial and collector streets inside commercial areas or near schools with high traffic levels and land use activity, such as Mission Boulevard and Jackson Street.

- *Place Streets* category are streets with lower traffic volumes and high land use activity, and they typically makeup streets inside Downtown and local streets inside commercial areas, such as B Street and Dixon Street.
- *Neighborhood Streets* are local streets outside commercial areas and make up the majority of the City’s roadway network in lane miles. Neighborhood Streets are streets with low traffic levels and land use activity, typically in residential neighborhoods.

Target speeds for each street type were identified taking into account types of potential conflicts, particularly with vulnerable users (e.g. people walking, people biking, youth), and speeds at which collisions are likely to result in a severe injury or fatality (see Figure 1). The chart illustrates that there is significant risk of a fatal collision involving a pedestrian at speeds as low as 30 miles per hour (mph).

Figure 1. Risk of Fatality in a Collision based on Vehicle Speed



Source: Federal Highway Administration (FHWA)

The FHWA’s *A Safe System-Based Framework and Analytical Methodology for Assessing Intersections* suggest desired travel speeds based on the types of conflicts and was used to develop the Speed Management Plan target speed framework. All downtown streets, except for Foothill Boulevard, will use a 20-mph target speed. Table 1 on the following page shows the target speed for each street type. On many city roadway segments, the observed speeds exceed the target speeds by 10 mph or more.

Table 1. Target Speeds

Street Type	Target Speed (mph)	Examples
Connector	35	Industrial Pkwy, Whipple Rd
Core	30 ¹	Mission Blvd, Jackson St, A St
Place	20 ²	B St, Dixon St
Neighborhood	15 ³	Calaroga Ave

Notes:

1. Target speed of 25 mph in front of schools.
2. Target speed of 25 mph on Foothill Boulevard.
3. Target speed of 25 mph in industrial areas.

The project team gathered feedback on the street types and target speeds from the TAC and the SAC in the months of May and June. Both advisory committees provided feedback that the excessive speeding shown in the data aligned with observations. The project team did not receive feedback about changing the proposed street types or target speeds. Some stakeholders had concerns with the difficulty of implementing effective countermeasures to manage speeds throughout the City, specifically pointing to resistant driver behavior and resident opposition to past traffic calming projects in the City. In addition, existing street designs encourage speeding, and in some cases, will take a lot of work to implement.

On June 25, 2025, the project team presented the Target Speed Framework’s draft street types and target speeds to CIAC for feedback. CIAC gave positive feedback on the proposed street types and target speeds with comments mainly focused on understanding how to minimize impact of cut-through traffic that could occur on other streets and ensuring that traffic calming improvements are spread around the City and not focused on one area.

On February 25, 2026, the project team presented the draft version of the Speed Management Plan to CIAC. Feedback was received regarding the designation of certain arterial streets and their target speeds, including the cost effectiveness of each countermeasure and that staff should consider that as a factor with implementation. Additional discussion took place regarding the Red Light Cameras recommended action, but no details were available to discuss at the time. Staff revised the draft plan based on the feedback received and general contextual information was added for red light camera programs. The countermeasure appendix was revised to include estimated cost information.

Speed Reduction Toolbox

The toolbox of countermeasures in the Speed Management Plan contains recommended strategies and infrastructure treatments for reducing speeds. The purpose of the toolbox is to serve as a resource and reference for practitioners who will be implementing the Speed Management Plan. The tools are organized into two location categories: intersection strategies and street segment strategies, and within each location category, there are several different treatment types to manage speeds. Examples include intersection control,

traffic signal operations, geometric features, pavement markings, roadway narrowing, and enforcement. Overall, the toolbox contains 44 different speed management countermeasures. These countermeasures can be used in combination to provide a comprehensive speed management implementation on a corridor. A detailed description of each countermeasure is included in Appendix B of the Speed Management Plan.

Speed Reduction Corridors

The Speed Management Plan introduces the concept of Speed Reduction Corridors. Speed Reduction Corridors were identified as having a high discrepancy between observed speeds and target speeds. The plan defines speed reduction corridors as segments where observed speeds exceed target speeds by 10 mph or more across all time periods. Of the existing Speed Reduction Corridors, five priority Speed Reduction Corridors were selected by staff to have a preliminary conceptual plan developed. The five corridors, listed below, were selected based on a combination of different street types, high speed discrepancy, and were either on the established High Injury Network and/or areas near schools or disadvantaged populations:

- Hesperian Boulevard between Turner Court and Sleepy Hollow Avenue
- Industrial Boulevard between Tennyson Road and Baumberg Avenue
- Huntwood Avenue between Tennyson Road and Schafer Road
- Calaroga Avenue between Peterman Avenue and Tennyson Road
- Santa Clara Street between Winton Avenue and Jackson Street

The Speed Management Plan includes preliminary conceptual plans for the corridor segments. They are not intended to be detailed design documents and could be subject to change. Each concept should be considered a standalone project, which would require its own planning, detailed design, and construction phases.

Institutionalizing Speed Management

The project team conducted a policy review to assess and evaluate how speed management could be institutionalized in the City of Hayward. Existing policies and programs were compared to benchmark safety policies to assess the level of implementation and institutionalization of speed management practices in Hayward. From this policy review, six priority action categories to support safe speeds were developed to address the gaps found in the policy review. The six actions are listed below:

1. Stakeholder Collaboration
2. Training & Education
3. Policies & Procedures
4. Enforcement
5. Evaluation & Prioritization
6. Monitoring

Within each category, recommended speed management actions are included with an assigned lead department. In total, there are 18 recommended actions. The 18 actions are listed below in Table 2. Descriptions of each action are included in the plan.

Table 2. Recommended Actions

Recommended Action	Lead Department
1. Stakeholder Collaboration	
Safety Task Force	Public Works – Transportation Division
2. Training & Education	
Safe Systems Training	Public Works – Transportation Division
Safety Demonstration Projects	Public Works – Transportation Division
Traffic Collision Reports	Public Works – Transportation Division
3. Policies & Procedures	
By-Right Safety Projects	Public Works – Transportation Division
Update Standard Details	Public Works – Engineering Division
Objective Design Standards	Public Works – Transportation Division
Update City’s General Plan	Public Works – Transportation Division
Context-Specific Speed Limits	Public Works – Transportation Division
Safety-Optimized Signal Timing	Public Works – Transportation Division
Update City Vehicle Procurement	City Manager’s Office
4. Enforcement	
Safe System-Aligned Enforcement	Police Department
Automated Speed Cameras	Public Works – Transportation Division
Red Light Cameras	Public Works – Transportation Division
5. Evaluation & Prioritization	
Speed Reduction Corridors Prioritization	Public Works – Transportation Division
Safe System Project Evaluation Framework	Public Works – Transportation Division
6. Monitoring	
Speed & Collision Data Collection & Reporting	Public Works – Transportation Division
Collision Investigation & Monitoring	Public Works – Transportation Division & Emergency Services

ECONOMIC IMPACT

Implementation of Speed Management Plan strategies will reduce vehicle speeds in the City, which will help reduce the likelihood of serious injuries and fatalities. Vehicle crashes have a significant economic cost, both to those directly impacted and to other users of the transportation system. By helping to avoid these impacts, the Speed Management Plan will have a significant economic benefit for Hayward residents and visitors.

STRATEGIC INITIATIVES

This agenda item supports the Strategic Priority to Enhance Community Safety & Quality of Life and the Strategic Priority to Invest in Infrastructure. This item is not specifically

related to a project identified in the Strategic Roadmap. Staff are bringing forward this new item to advance implementation of the City Council adopted LRSP.

SUSTAINABILITY FEATURES

Implementation of Speed Management Plan strategies will reduce vehicle speeds in the City, which will help reduce the likelihood of serious injuries and fatalities. Vulnerable road users, such as pedestrians and bicyclists, who are more at risk from these collisions, will benefit from the implementation of the Speed Management Plan strategies. This will help encourage more sustainable modes of travel throughout the City.

PUBLIC CONTACT

The project team introduced the Speed Management Plan and the development of street types and target speeds to CIAC on June 25, 2025. Meetings with the TAC and SAC were held four times each throughout the development of the Speed Management Plan to receive comments and feedback. The Draft Speed Management Plan was presented to CIAC on February 25, 2026 and approved to be presented to City Council for adoption.

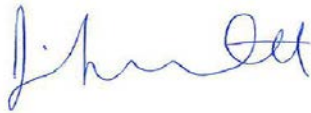
NEXT STEPS

Staff will implement the Speed Management Plan after approval and adoption by the City Council.

Prepared by: Byron Tang, Principal Transportation Engineer

Recommended by: Alex Ameri, Director of Public Works

Approved by:



Jennifer Ott, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 26-___

Introduced by Council Member _____

RESOLUTION TO APPROVE THE SPEED MANAGEMENT PLAN, PROJECT NO. 06943, TO REDUCE AND MANAGE TRAFFIC SPEEDS CITYWIDE

WHEREAS, the Local Road Safety Plan and Vision Zero were adopted by the City on June 27, 2023; and

WHEREAS, Vision Zero established that the City shall plan and design its transportation system with the goal of eliminating fatalities and serious injuries among all system users by 2050; and

WHEREAS, of the people who died in traffic crashes in the City from 2017 to 2021, 51 percent were walking or bicycling; and

WHEREAS, statistically, the likelihood of a pedestrian fatality increases significantly based on a vehicle's impact speed; and

WHEREAS, the Local Road Safety Plan identifies addressing speeding and aggressive driving as an emphasis area to focus on for reducing severe injuries and fatalities on local roads; and

WHEREAS, the prevalence of speeding throughout the City calls for a comprehensive strategy to reduce vehicle speeds; and

WHEREAS, the Speed Management Plan was developed to provide strategies to manage vehicle speeds and advance the goals of the Local Road Safety Plan and Vision Zero.

NOW, THEREFORE, BE IT RESOLVED that the City Council adopts the Speed Management Plan.

IN COUNCIL, HAYWARD, CALIFORNIA, _____, 2026

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
 MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
 City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward

CITY OF HAYWARD

SPEED MANAGEMENT PLAN

April 2026



Table of Contents

Executive Summary	ES-1
CHAPTER 1 Introduction	1
1.1 Hayward's Vision Zero Commitment	2
1.2 The Importance of Managing Speeds	3
1.3 About this Plan	4
CHAPTER 2 Speeds in Hayward Today	5
2.1 Speed-related Collisions in Hayward	6
2.2 Observed Speeds in Hayward	7
CHAPTER 3 Target Speed Framework	13
3.1 Defining Street Types	14
3.2 Setting Target Speeds	17
CHAPTER 4 Speed Reduction Toolbox	19
4.1 Speed Management at Intersections.....	20
4.2 Speed Management along Street Segments	20
CHAPTER 5 Speed Reduction Corridors	26
5.1 Defining Speed Reduction Corridors.....	27
5.2 Criteria for Priority Speed Reduction Corridors	30
5.3 Applying Countermeasures to Priority Corridors.....	31
CHAPTER 6 Institutionalizing Safe Speeds	42
6.1 Policy Review	43
6.2 Priority Actions for Speed Management.....	43

Appendices

Appendix A: Maps of Observed Speeds by Time Period

Appendix B: Detailed Speed Reduction Toolbox

List of Figures

Figure 1: Safe System Wheel..... 2

Figure 2: Likelihood of Pedestrian Fatality based on Impact Speed 3

Figure 3. Fatality Risk based on Impact Speed for All Collision Types..... 4

Figure 4: Top 5 Reported Primary Collision Factors (2017-22) 6

Figure 5: Observed Speeds on a Weekday Morning (6AM – 10AM)..... 8

Figure 6: Observed Speeds on Arterials and Collectors by Time Period..... 9

Figure 7: Observed Speeds on Local Streets by Time Period 10

Figure 8: Distribution of KSI Collisions by Time Period and Observed Speeds..... 10

Figure 9: Distribution of Observed Speeds at KSI Locations vs. the Roadway Network 11

Figure 10: KSI Victims by Observed Speed at Collision Location 12

Figure 11: Distribution of Roadways and KSI Collisions by Land Use 12

Figure 12: Street Types Based on Traffic Level and Land Use Activity 15

Figure 13: Street Types in Hayward 16

Figure 14: Target Speed Framework..... 18

Figure 15: Comparison between Target Speeds and Observed Speeds..... 28

Figure 16: Speed Reduction Corridors 29

Figure 17: Recommendations for Hesperian Blvd between Turner Ct and Cathy Wy..... 32

Figure 18: Recommendations for Hesperian Blvd between Cathy Wy and Sleepy Hollow Ave..... 33

Figure 19: Recommendations for Industrial Blvd between Tennyson Rd and Arf Ave..... 34

Figure 20: Recommendations for Industrial Blvd between Arf Ave and Baumberg Ave 35

Figure 21: Recommendations for Huntwood Ave between Schafer Rd and Sierrawood Ave..... 36

Figure 22: Recommendations for Huntwood Ave between Harris Rd and Tennyson Rd 37

Figure 23: Recommendations for Calaroga Ave between Peterman Ave and Sunny Pl..... 38

Figure 24: Recommendations for Calaroga Ave between Sunny Pl and Tennyson Rd 39

Figure 25: Recommendations for Santa Clara St between Winton Ave and Larchmont St 40

Figure 26: Recommendations for Santa Clara St between Larchmont St and Jackson St..... 41

List of Tables

Table 1: Total Collisions in Hayward between 2017-2022 6

Table 2: Intersection Strategies that Help Slow Vehicle Speeds 21

Table 3: Street Segment Strategies that Help Slow Vehicle Speeds..... 23

Table 4: Priority Speed Reduction Corridors..... 31

Table 5: Recommended Speed Management Actions..... 44

Executive Summary

The City of Hayward adopted its Local Roadway Safety Plan (LRSP) in June 2023, making a commitment to achieving the goal of Vision Zero by 2050. Achieving this goal requires alignment with the Safe System Approach, which is a comprehensive framework for preventing roadway collisions and minimizing the risk of fatalities and severe injuries when collisions occur. Safer speeds are one of the six building blocks of the Safe System Approach.

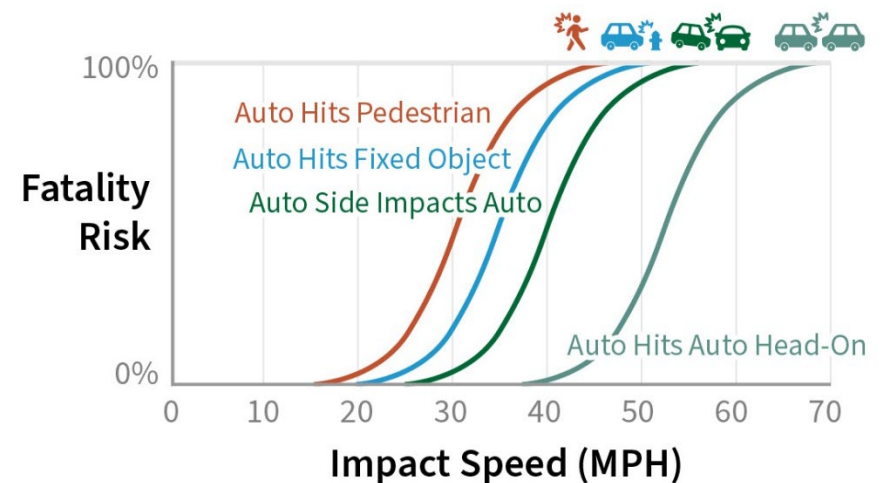
What is the Speed Management Plan?

The Speed Management Plan (SMP) is a comprehensive strategy to reduce speeds in the City of Hayward, thereby reducing the likelihood of speed-related collisions and the severity of all collisions. The SMP includes an assessment of existing speeds and collisions in Hayward to understand and demonstrate the relationship between speed and safety outcomes. This is followed by a Target Speed Framework that identifies ideal speeds for each street based on land use and roadway contexts and a speed reduction toolbox to reduce observed speeds to match target speeds. Finally, the SMP includes several priority actions that the City can implement to institutionalize safe speeds in Hayward.

Why is the Speed Management Plan needed?

Speeds play a significant role in determining the severity of all collisions. **Figure ES-1** shows that higher speeds lead to a much higher fatality risk for all collisions, especially those involving pedestrians. Reducing speeds is therefore crucial to reduce the likelihood of severe injuries and fatalities.

Figure ES-1. Fatality Risk based on Impact Speed for All Collision Types



Source: Caltrans, [Making Strides Toward Saving Lives](#); Fehr & Peers.

Based on collisions reported in Hayward between 2017-2022, unsafe speed was the most commonly cited Primary Collision Factor (PCF), accounting for 21% of all collisions. Studies have shown that higher speeds dramatically increase the risk of fatalities and severe injuries, proving that unsafe

vehicle speed is a significant factor influencing the severity of every collision, even if is not cited as the PCF.

Speeding is common in Hayward. While speeds vary throughout the day, several arterials and collectors experience speeds over 40 mph across all time periods, including Mission Boulevard, Hesperian Boulevard, Hayward Boulevard, Industrial Parkway, and Industrial Boulevard. About a quarter to a third of local streets, which primarily serve residential neighborhoods, experience speeds over 30 mph during most time periods. Collisions occurring at these speeds have a high chance of being fatal, especially for vulnerable road users such as pedestrians and bicyclists. This is supported by reported collision data in Hayward, which shows that over 70% of collisions that resulted in a fatality or severe injury occurred on roadways with speeds of 35 mph or more.

Defining a Target Speed Framework

Target speed is defined as the ideal speed at which vehicles should be operating on a roadway to support the safety of all users. This is different from posted speed or the speed limit, which is the maximum lawful speed for a roadway. To define an ideal target speed for each street segment, the SMP categorized each street segment in Hayward based on the primary purpose served by the segment. These categories,

which are based on a combination of the segment's roadway classification and surrounding land uses are as follows:

1. **Connector Streets:** These streets are primarily movers of people and goods and are defined as arterials and collectors that are outside commercial areas.
2. **Core Streets:** These streets move all modes, while also serving as places where people go for work, school, and recreation. These include arterials and collectors that are within commercial areas (excluding Downtown) or along schools.
3. **Place Streets:** These streets are centers of community and business, with higher concentrations of people walking or biking. These include all streets that are within Downtown Hayward, as well as local streets within other commercial areas, such as along mixed-use development near Mission Boulevard.
4. **Neighborhood Streets:** These streets are primarily in residential neighborhoods where people live, walk to school, and exercise. These include all local streets that are outside commercial areas, which make up most of the City's roadway network.

A map of street types in Hayward is shown in **Figure ES-2** and target speeds for each of the four street types are shown in **Figure ES-3**.

Figure ES-2: Street Types in Hayward

Street Typology

- Connector
- Core
- Place
- Neighborhood

Place Types

- Downtown/City Center
- Commercial
- Industrial
- Schools/Colleges
- Institutional
- Parks

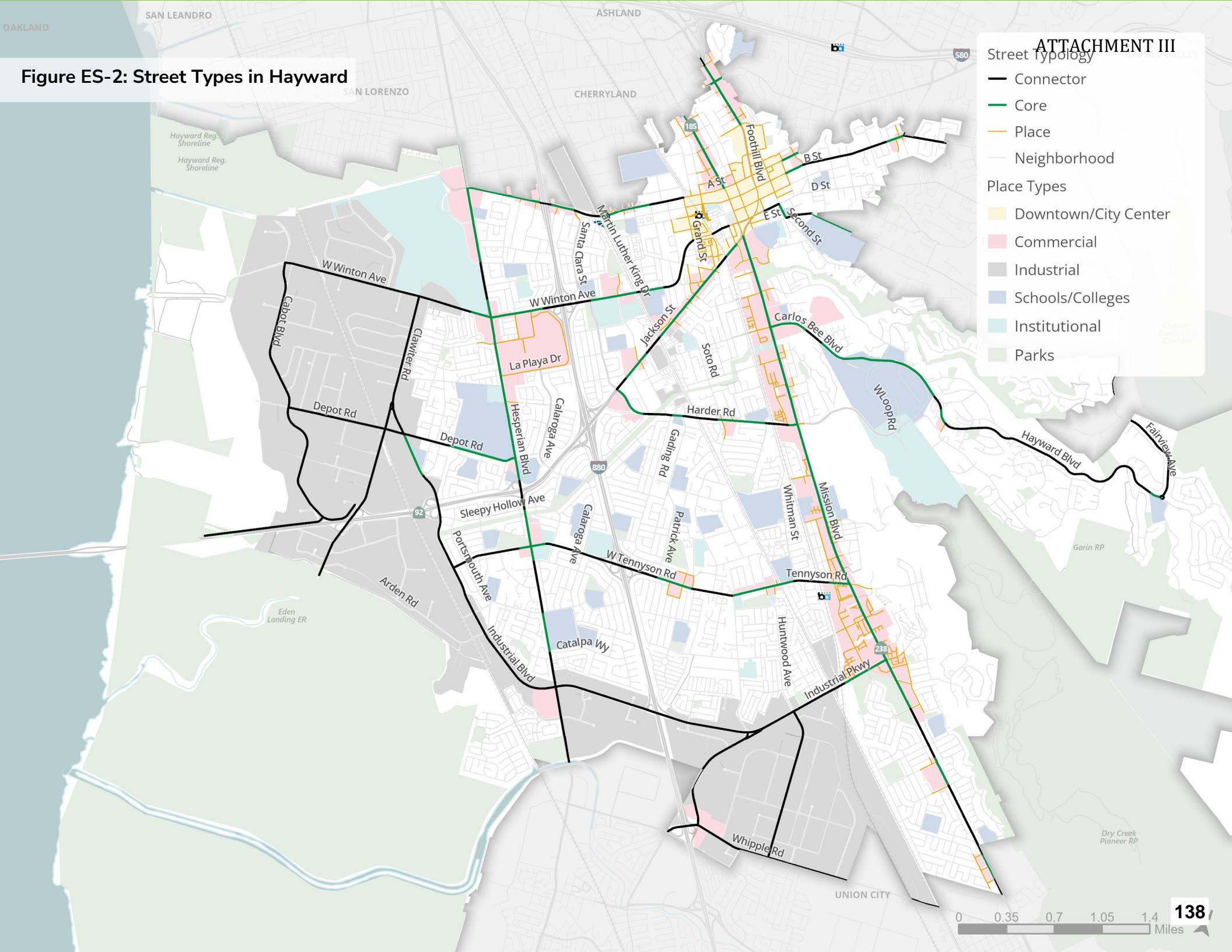
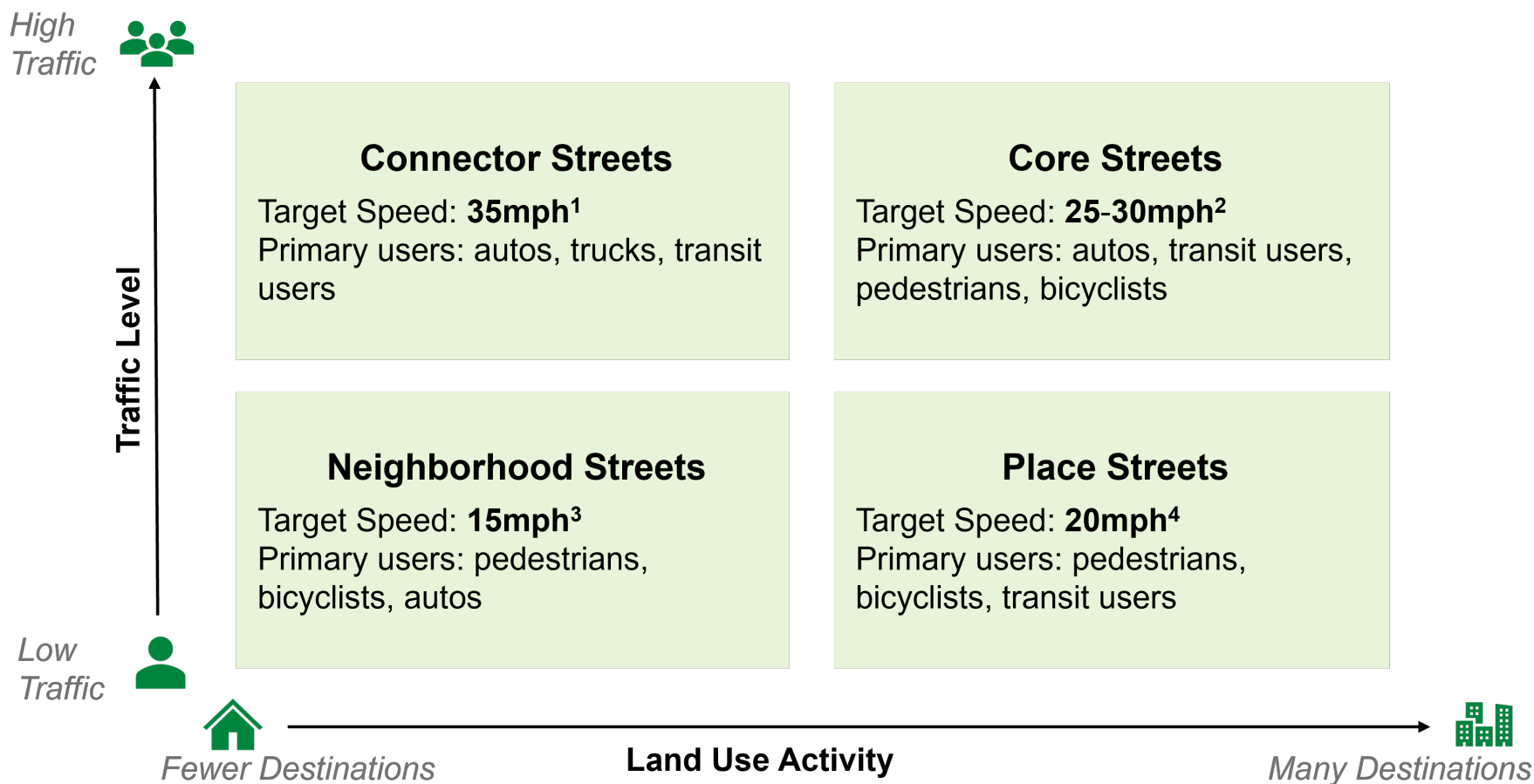


Figure ES-3: Target Speed Framework



¹Target Speeds on residential-serving parts of Connector Streets: 25 mph

²Target Speeds on Core Streets along a school: 25mph

³Target Speeds on Neighborhood streets in industrial areas: 25mph

⁴Target Speeds on Foothill Boulevard: 25mph

Developing a Speed Reduction Toolbox

To reduce observed speed such that they are aligned with the target speeds, this Plan includes a Speed Reduction Toolbox with countermeasures that encourage slower speeds. These tools are organized into two categories: (1) at or through intersections and (2) along street segments. More details on each speed reduction tool, including a description and the types of streets where it may be most appropriate to implement is provided in **Appendix B**.

Applying Speed Reduction Tools to Priority Corridors

To provide examples for implementation of speed reduction tools to reduce observed speeds, the SMP includes recommendations for lowering speeds on five Priority Speed Reduction Corridors (PSRC). While speed reduction on all corridors where observed speeds are higher than target speeds is crucial, the PSRCs serve as a template for applying the Speed Reduction Toolbox. These corridors were identified based on the following two factors:

- **High Injury Network:** overlap with the City's High Injury Network (HIN) from the Local Roadway Safety Plan (LRSP)
- **High Need Areas:** serves a school or areas with a high percentage of Transportation Disadvantaged Population as identified in the LRSP

The resulting five PSRCs are as follows:

1. Hesperian Blvd between SR-92 ramp and Turner Ct
2. Industrial Blvd between W Tennyson Rd to Baumberg Ave
3. Huntwood Ave between Shafer Rd to W Tennyson Rd
4. Calaroga Ave between Peterman Ave to W Tennyson Rd
5. Santa Clara St between Winton Ave to W Jackson St

Defining Priority Actions to Institutionalize Safe Speeds

A benchmarking assessment of existing safety plans, policies and programs was conducted to assess alignment with industry best practices for speed management and identify opportunities to institutionalize safe speeds.

This benchmarking assessment shows that the City has made significant progress toward institutionalizing several best practices, especially through the adoption of the LRSP. However, while the City has codified several other best practices in an adopted standard or policy, their implementation status remains unclear. To address these gaps and support safe speeds, this Plan identifies six types of priority actions. Some examples of these priority actions are listed below:

1. **Stakeholder Collaboration:** includes convening a Safety Task Force

2. **Training & Education:** includes providing Safe System Trainings and piloting Safety Demonstration Projects
3. **Policies & Procedures:** includes updating Standard Details to ensure alignment with Safe System design and setting context-specific speed limits
4. **Enforcement:** includes deploying red light running cameras and automated speed cameras (once permitted by state legislation)
5. **Evaluation & Prioritization:** includes prioritizing PSRCs for future funding and developing a Safe System project evaluation framework
6. **Monitoring:** includes expanding speed data collection and reporting, and enhanced collision investigation and monitoring.



CHAPTER 1

Introduction

1.1 Hayward's Vision Zero Commitment

Vision Zero is a movement to eliminate all traffic-related fatalities and severe injuries. Vision Zero acknowledges that even one death on our public roadways is unacceptable and focuses on safe and equitable mobility for all road users. Achieving Vision Zero requires integrating layers of protection into the design of the transportation system to withstand human error. By adopting its Local Road Safety Plan in June of 2023, the City of Hayward committed to achieving the goal of Vision Zero by 2050.

Vision Zero Policy (June 2023)

City shall plan and design its transportation system with the goal of eliminating fatalities and serious injuries among all system users by 2050.

City staff are to prioritize safety when balancing needs and demands for space within the public right of way on the high injury network.

Vision Zero will be implemented in an equitable manner, accounting for historic inequities in transportation and safety investments across the Hayward Community.

Achieving Vision Zero requires the **Safe System Approach**, a comprehensive framework for preventing roadway collisions and minimizing the risk of fatal and severe injuries when collisions occur. It is based on the principles that humans inevitably make mistakes and that human bodies have physical limits to tolerate crash impacts. The Safe System Approach builds redundancy and shared responsibility through six building blocks of a safe transportation system, including safe speeds (**Figure 1: Safe System Wheel**).

Figure 1: Safe System Wheel



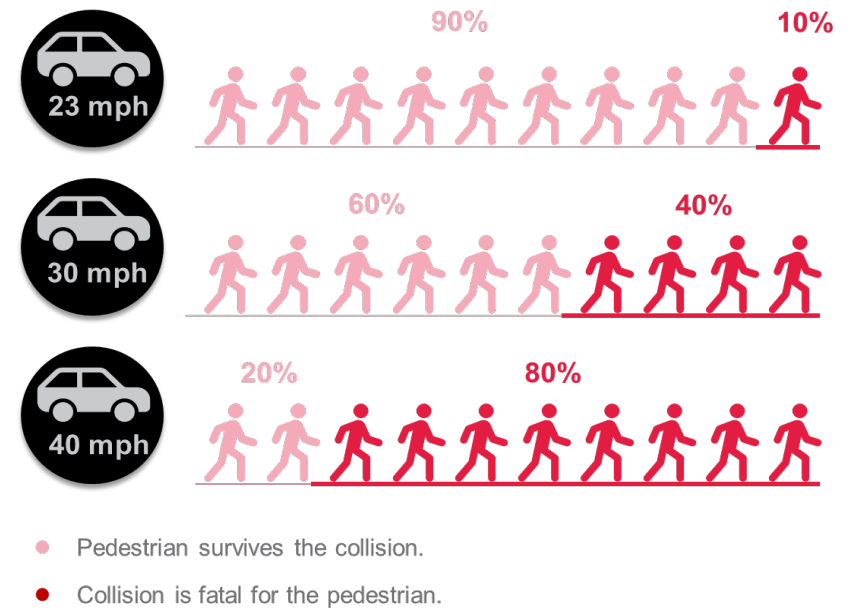
Source: Target Zero: Washington's Strategic Highway Safety Plan (2024).

1.2 The Importance of Managing Speeds

Slowing speeds is a core principle of Vision Zero. As vehicle speeds increase both the frequency and the severity of all collision types also increase. Humans are increasingly less likely to survive collisions where vehicles are traveling over 23 mph. This is particularly true for seniors, youth, and other vulnerable users. Drivers have less time to react as vehicle speed increases and the required stopping distances also become longer as vehicle speeds increase.

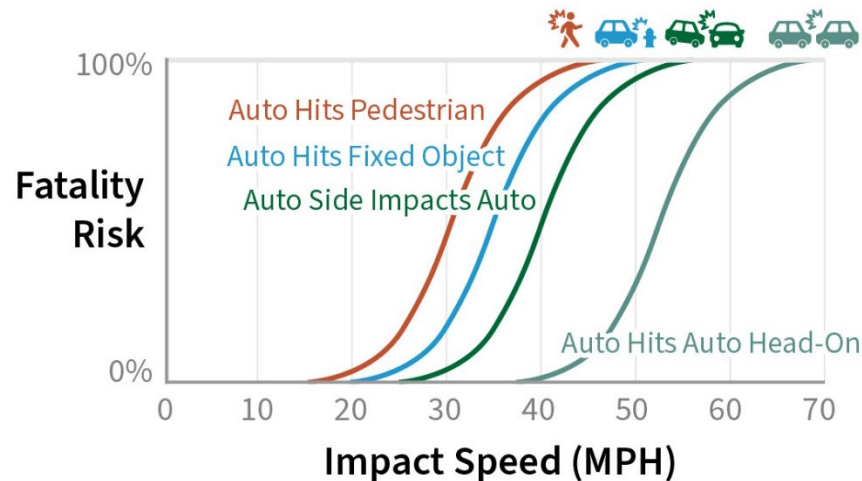
Studies have shown that the fatality risk for a pedestrian hit by a vehicle increases dramatically beyond 20 to 25 mph (**Figure 2**). Higher speeds increase the risk of fatalities for all collision types, including collisions involving other vehicles (**Figure 3**). Reducing speeds can accommodate human injury tolerances by reducing impact forces, providing additional time for drivers to stop, and improving visibility.

Figure 2: Likelihood of Pedestrian Fatality based on Impact Speed



Source: USDOT, Literature Reviewed on Vehicle Travel Speeds and Pedestrian Injuries. March 2000.

Figure 3. Fatality Risk based on Impact Speed for All Collision Types



Source: Caltrans, [Making Strides Toward Saving Lives](#); Fehr & Peers.

1.3 About this Plan

The Speed Management Plan (SMP) sets out a comprehensive strategy to reduce speeds in the City of Hayward. The City is committed to taking a holistic approach to speed management and implementing street design improvements that encourage slower speeds and create safer streets for all users.

The development of the SMP involved four key steps: (1) determining desired speeds citywide based on the roadway and land use context, (2) developing a set of countermeasures to apply where existing speeds exceed desired speeds, (3) developing implementation plan for priority projects, and (4)

identifying opportunities to institutionalize safe speeds. To ensure buy-in from key stakeholders, a Technical Advisory Committee (TAC) and a Stakeholder Advisory Committee (SAC) was convened to provide input on each step. The TAC included staff from City of Hayward, including the Police Fire, and Planning Departments. The SAC included residents and community stakeholders representing organizations such as Bike East Bay, Community Resources for Independent Living (CRIL), Cal State University Easy Bay, and Hayward Unified School District.

This SMP is organized into five additional chapters:

- **Chapter 2 Speeds in Hayward Today** summarizes observed speeds and speed-related collisions in Hayward.
- **Chapter 3 Target Speed Framework** lays out the framework used to categorize streets and define target speeds by street type.
- **Chapter 4 Speed Reduction Toolbox** outlines tools to manage speeds at intersections and on streets.
- **Chapter 5 Speed Reduction Corridors** establishes speed reduction corridors in the City for priority investments.
- **Chapter 6 Institutionalizing Safe Speeds** describes policy actions to codify speed management practices in Hayward.



CHAPTER 2

Speeds in Hayward Today

This chapter provides an overview of collisions and observed speeds in Hayward, as well as the relationship between locations and severity of collisions with higher observed speeds. As is shown in the following sections, speeding is common throughout the day and collisions with the most severe outcomes are concentrated on segments with higher observed speeds.

2.1 Speed-related Collisions in Hayward

Between 2017-2022, a total of 1,713 injury collisions occurred in Hayward, summarized in **Table 1**. Over 200 collisions resulted in a person being killed or severely injured (KSI) and 75 of those involved a pedestrian or a bicyclist. Vehicle speed is a significant factor influencing the severity of every collision in Hayward.

Table 1: Total Collisions in Hayward between 2017-2022

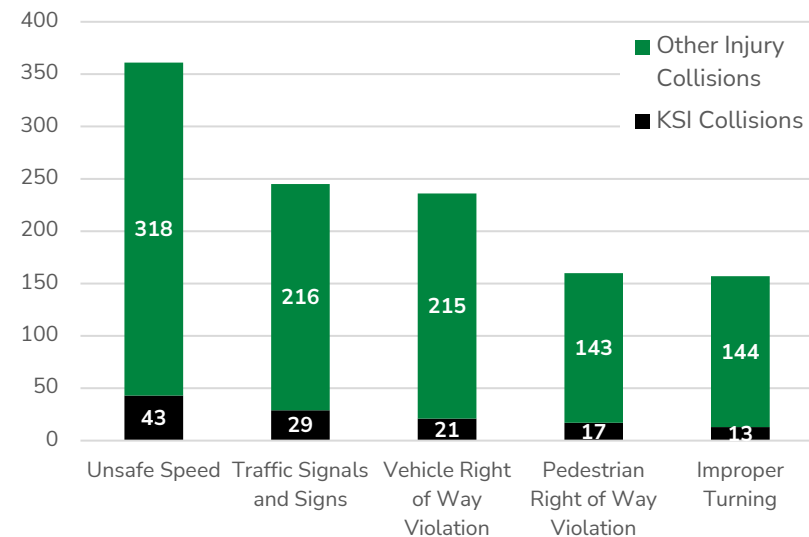
Collisions (2017-22)	All Injury Collisions	Fatal or Severe Injury Collisions
All Modes	1713	209
Pedestrian	286	60
Bicyclist	125	15

Source: Transportation Injury Mapping System (TIMS), 2017-22

Unsafe Speed is the most commonly cited contributing factor to collisions

While speed always affects the severity of a collision, this is supported by how officers report Primary Collision Factors (PCFs) in Hayward. Unsafe speed is the leading PCF for all injury and KSI collisions in Hayward, accounting for 361 collisions (21%) as shown in **Figure 4**. Unsafe speeds also make up the largest share (30%) of driver KSI collisions, accounting for 50 drivers being killed or severely injured. Regardless of the reported PCF, unsafe vehicle speed is a significant factor influencing the severity of every collision.

Figure 4: Top 5 Reported Primary Collision Factors (2017-22)



Source: TIMS (2017-22)

2.2 Observed Speeds in Hayward

Observed speeds (miles per hour (mph)) were analyzed using 85th percentile speed data from StreetLight, which provides aggregated GPS data.¹ This assessment is based on observed speeds during weekdays (Monday-Thursday) in October 2024. To understand variation in speeds throughout the day, observed speed data was assessed for five time periods as follows:

1. AM Peak (6AM – 10AM)
2. Midday (10AM – 3PM)
3. PM Peak (3PM – 7PM)
4. Late PM (7PM – 12AM)
5. Overnight (12AM – 6AM)

To compare speeds across streets with similar roadway characteristics, streets were grouped and assessed based on their functional classification (i.e. arterials, collectors, or local streets). Arterials are roadways that serve as the principal network for through-traffic flow, connecting Hayward to adjacent cities and places, while collectors channel traffic from

local streets to the arterials. Observed speed data from StreetLight was available for all arterials and collectors and approximately 60% of local streets in Hayward.

Speeds over 40 mph are common on major streets

Figure 5 shows observed speeds during the AM peak period, during which speeds are the highest outside of the overnight period. During the AM peak, most of the city’s arterials and collectors experience speeds over 40 mph and most local streets see speeds between 20-29 mph. While speeds vary throughout the day, several major streets consistently exceed 40 mph across all time periods. Maps showing observed speeds across different time periods are included in Appendix A. The top 5 corridors with the most street miles that exceed 40 mph across all time periods include:

1. Mission Boulevard (3 miles)
2. Hesperian Boulevard (2 miles)
3. Hayward Boulevard (2 miles)
4. Industrial Parkway (2 miles)
5. Industrial Boulevard (2 miles)

¹ Speed data provided by StreetLight are based on a sampling of segments. StreetLight validates this data against speed data reported by state Department of Transportation (DOTs). Based on this validation, StreetLight reports that their speed data is more accurate for higher speed bins, since those segments tend to have higher volumes and a larger sample size.

85th Percentile Speeds
(Weekday Morning Peak)

- Less than 20 mph
- 20 - 29 mph
- 30 - 34 mph
- 35 - 39 mph
- 40 mph or above

Figure 5: Observed Speeds on a Weekday Morning (6AM – 10AM)

Most arterials and collectors have speeds over 40 mph in the morning. Several local streets, especially north-south corridors such as Huntwood Ave, Whitman Street, and Santa Clara Ave experience speeds over 35 mph during the AM Peak.

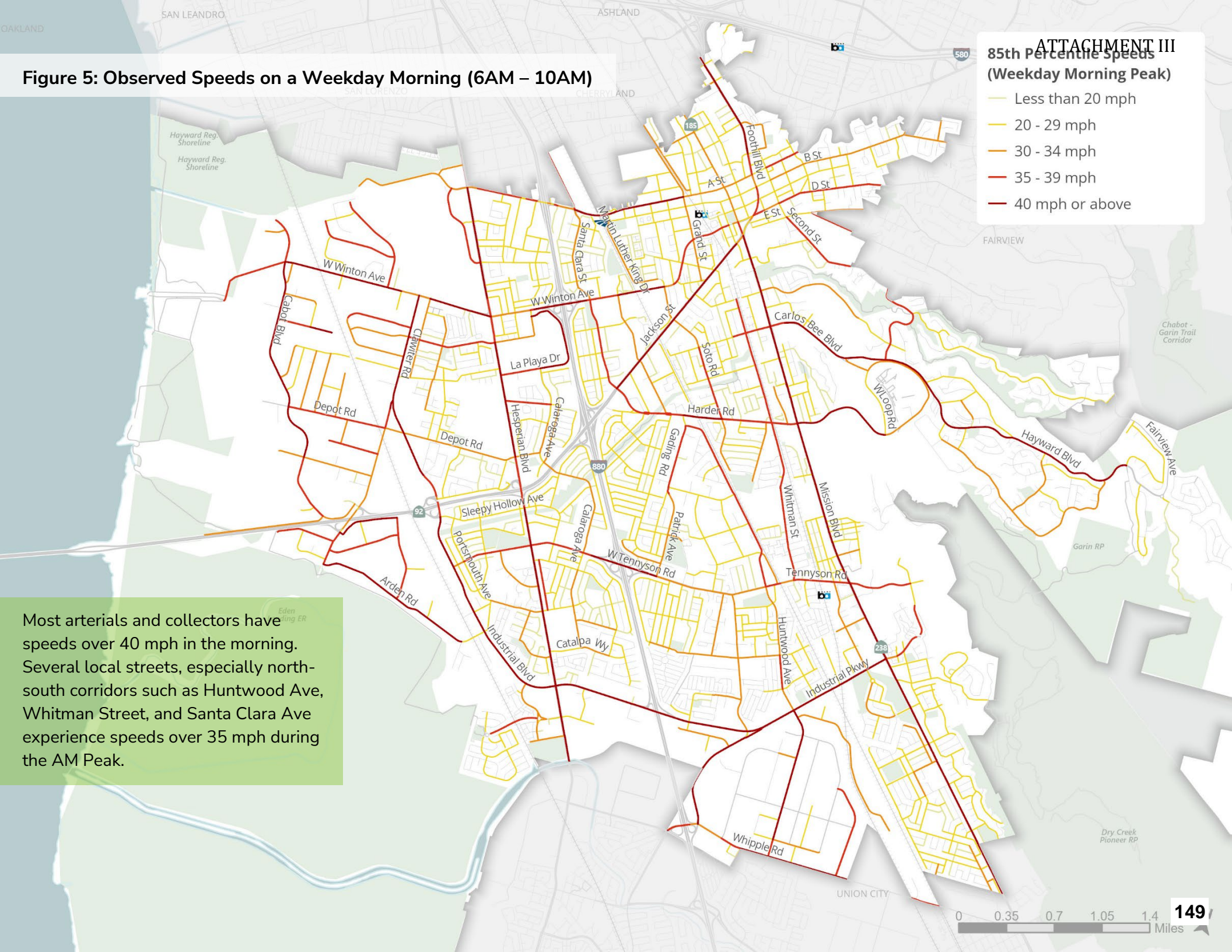
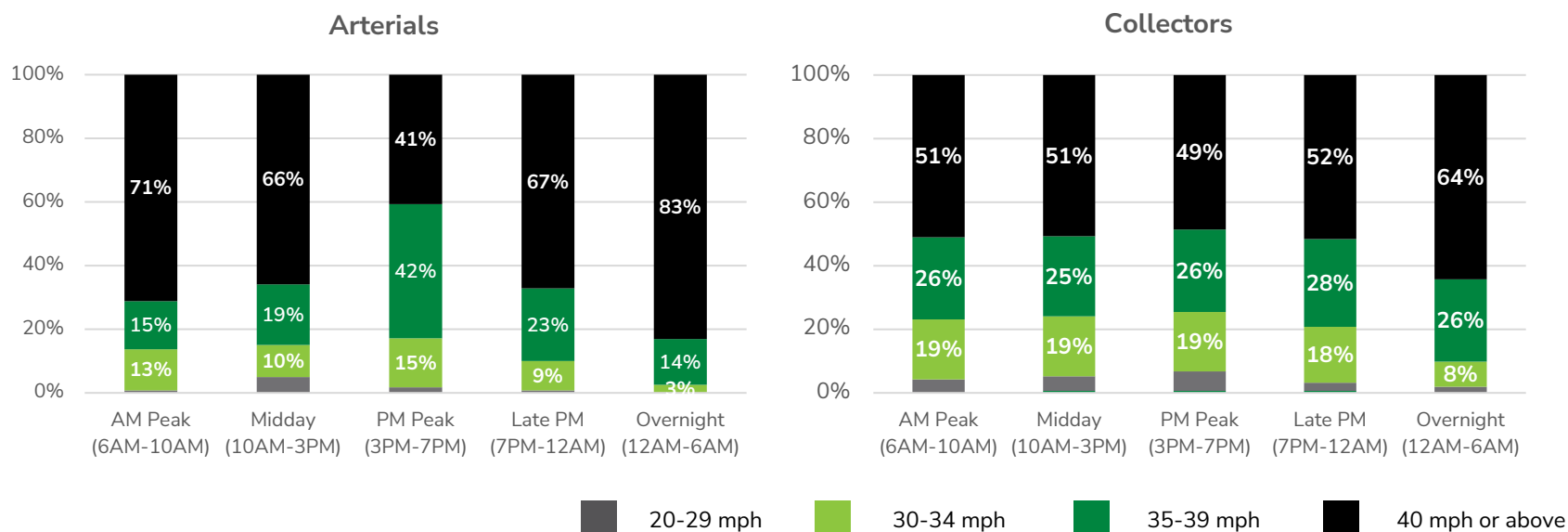


Figure 6 shows that most arterials and collectors have speeds over 40 mph during all time periods except during the PM peak period. While speeds over 40 mph are most common in the overnight period, the morning peak and late PM periods also have a large share of arterials and collectors operating at or above 40 mph.

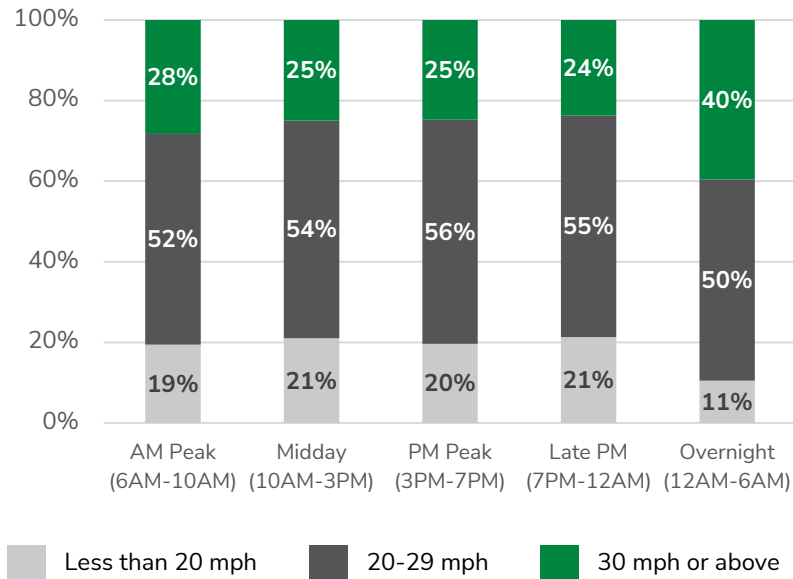
The majority of local streets have observed speeds below 30 mph across all time periods, as shown in **Figure 7**. However, about a quarter of local streets experience speeds over 30 mph during most time periods, and about 40% during the overnight period. Since these streets mostly serve residential areas, including schools and parks, speed management on the local street network is crucial.

Figure 6: Observed Speeds on Arterials and Collectors by Time Period



Source: StreetLight, Oct 2024

Figure 7: Observed Speeds on Local Streets by Time Period



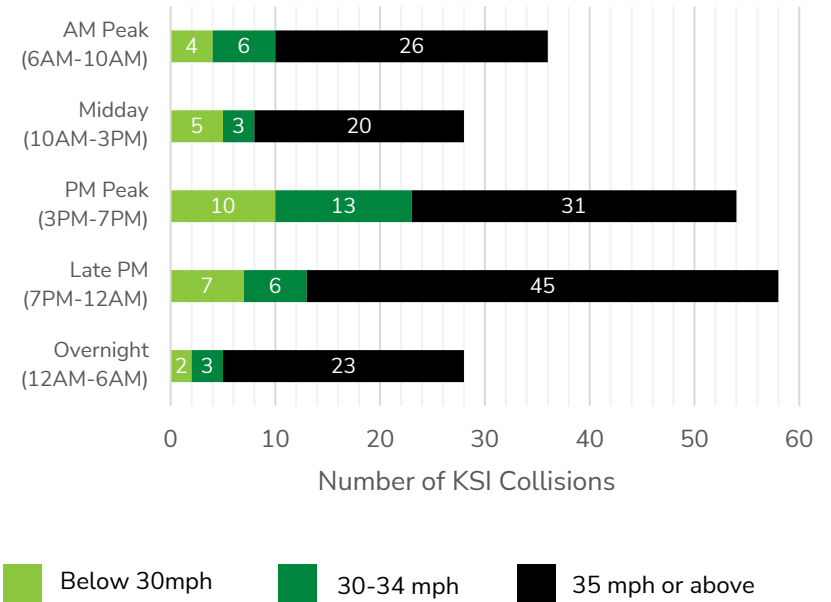
Source: StreetLight, Oct 2024

Severe and fatal collisions are concentrated on higher-speed roadways

To assess the relationship between observed speeds and collisions, each collision was overlaid with the observed speed at its location during the corresponding time period. Over 70% of KSI collisions (145 collisions) occurred on roadways with speeds of 35 mph or more. The distribution of KSI collisions across time periods and observed speeds, as shown in **Figure 8**, highlights that the late PM period makes up for the

largest share (45 collisions) of KSI collisions occurring on roadways with speeds over 35 mph.

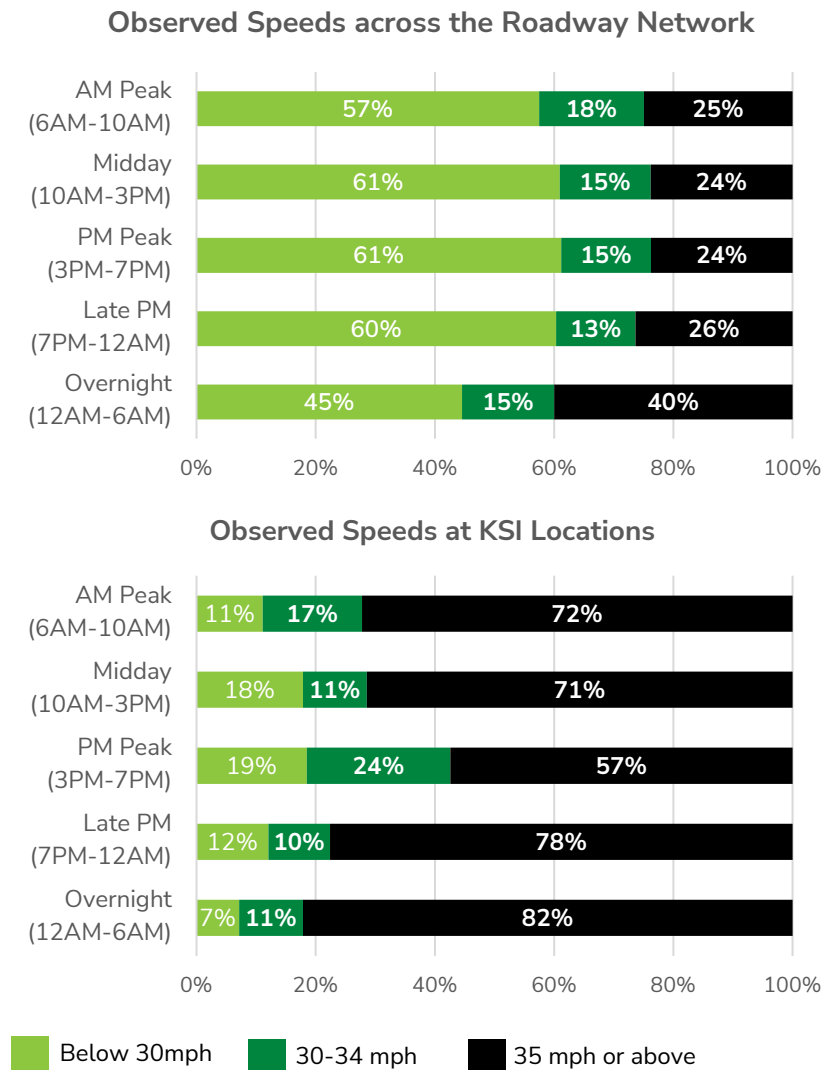
Figure 8: Distribution of KSI Collisions by Time Period and Observed Speeds



Source: TIMS (2017-22), StreetLight (Oct 2024)

While roadways with speeds over 35 mph make up for the majority of KSI collisions, they make up a much smaller share of the total roadway network, showing that the most severe collisions are disproportionately occurring on high-speed segments.

Figure 9: Distribution of Observed Speeds at KSI Locations vs. the Roadway Network



Source: TIMS (2017-22), StreetLight (Oct 2024)

Figure 9 compares the distribution of observed speeds across the city’s overall roadway network to the speeds at which KSI collisions have occurred. These charts show that while segments operating over 35 mph make up approximately 25-40% of the roadway network, they account for nearly 60-75% of all KSI collisions. During most time periods, the share of these high-speed segments among all KSI collisions is almost 3 times higher than the share of those segments in the overall roadway network. For example, 72% of KSI collisions occurring in the morning peak period occurred on segments with speeds over 35 mph, while only 25% of the roadway network operates at that speed during that time period.

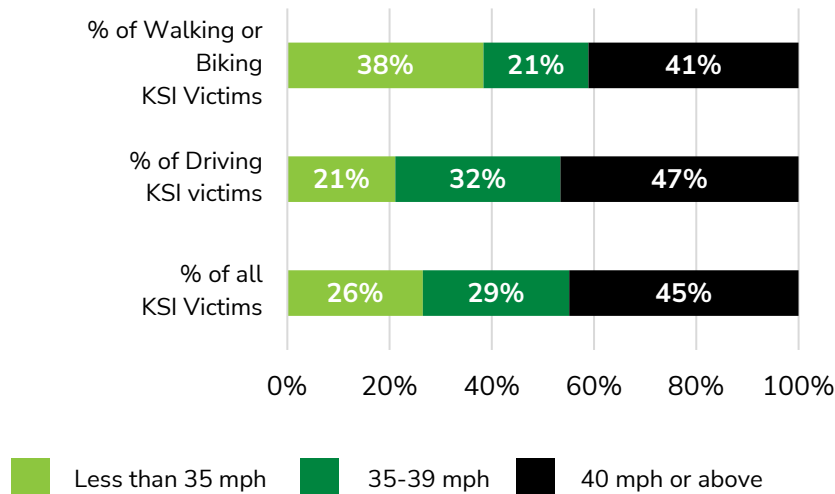
During the late PM and overnight periods, segments with speeds over 35 mph make up over 3 times as many KSI collisions than those with speeds under 35 mph, further demonstrating the overrepresentation of KSI collisions on a small share of roadways and the opportunity to reduce likelihood of severe crashes by managing speeds.

People walking, biking, or rolling are disproportionately impacted by unsafe speeds

Compared to people in an automobile, pedestrians and bicyclists are vulnerable to death and severe injury collisions at lower speeds. **Figure 10** compares the observed speeds associated with walking or biking KSI collisions to speeds

associated with an automobile-only KSI collision. The share of pedestrians and bicyclists that are killed or severely injured in collisions occurring where observed speeds are less than 35 mph is almost double the share of drivers/passengers that are killed or severely injured at the same speeds. This emphasizes the importance of managing speeds to a lower target at locations where people are expected to be walking or biking.

Figure 10: KSI Victims by Observed Speed at Collision Location

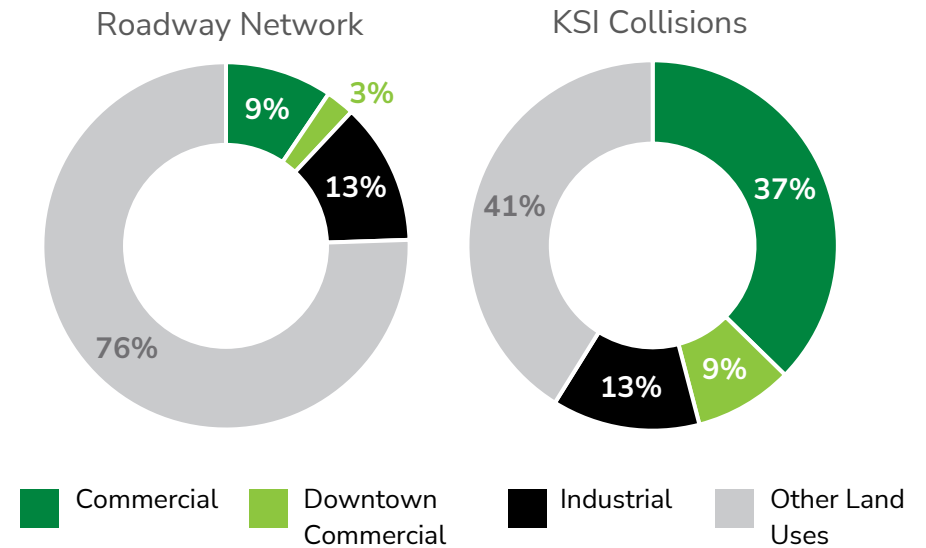


Source: TIMS (2017-22), StreetLight (Oct 2024)

Similarly, land uses that have higher pedestrian or multimodal activity are overrepresented in the total share of KSI collisions. As shown in **Figure 11**, commercial and downtown commercial land use account for only 12% of the total roadway network,

but account for 46% of KSI collisions. These areas typically have higher multimodal activity, where people walking, biking, or taking transit are susceptible to severe injury and death if exposed to vehicles at high speeds.

Figure 11: Distribution of Roadways and KSI Collisions by Land Use



Source: TIMS (2017-22), City of Hayward



CHAPTER 3

Target Speed Framework

This section outlines the framework used to define citywide target speeds based on roadway and land use characteristics.

3.1 Defining Street Types

The SMP Target Speed Framework categorizes each street segment in Hayward based on the primary purpose served by the street. For example, some street segments primarily facilitate the movement of cars, trucks, and transit, whereas some segments primarily serve as places for pedestrians to shop, dine, or recreate. Identifying the primary purpose or the combination of purposes served by a street helps inform the target speed for that street.

The target speed framework is primarily based on two factors: 1) roadway classification as an approximation of traffic level and 2) surrounding land use to assess activity level (**Figure 12**). Based on this framework, the roadway network in Hayward is categorized into the following four categories and mapped in **Figure 13**:

1. **Connector Streets:** These include arterials and collectors that are outside commercial areas. Connector Streets are movers of people and goods. They typically have limited active land uses, with intersections spaced further apart. Connector Streets are frequently within industrial areas, such as Industrial Parkway, Whipple Road, Clawiter Road, and Cabot Boulevard. Some

Connector Streets also line residential areas, such as Hayward Boulevard.

2. **Core Streets:** These include arterials and collectors that are within commercial areas (excluding Downtown) or along schools. Core Streets connect to regional transit centers and move all modes, while also serving as places where people go for work, school, and recreation. Core Streets are mostly along key commercial areas, including Mission Boulevard, Hesperian Boulevard, Jackson Street, and A Street.
3. **Place Streets:** These include all streets that are within Downtown Hayward, as well as local streets within other commercial areas, such as along mixed-use development near Mission Boulevard. Place Streets are centers of community and business, and the blocks are typically shorter with frequent crossings. People often visit these streets on foot or bicycle, and the sidewalk and curbs are often used for dining, loading, and other business and community functions.
4. **Neighborhood Streets:** These include all local streets that are outside commercial areas. Neighborhood Streets are typically in residential areas where people live, walk to school, and exercise. Most of the City's roadway network are Neighborhood Streets, primarily serving residential areas.

Figure 12: Street Types Based on Traffic Level and Land Use Activity



The land use character can vary along a corridor, meaning some streets can have multiple street typologies, such as A Street, Harder Rd, and Jackson St. Countermeasures on these corridors should be selected to ensure appropriate transition between target speeds. For example, the target speed can be set for the whole corridor based on connector street type, but additional

countermeasures such as roundabout or chicanes can be used to further slow vehicles as appropriate for a core segment.

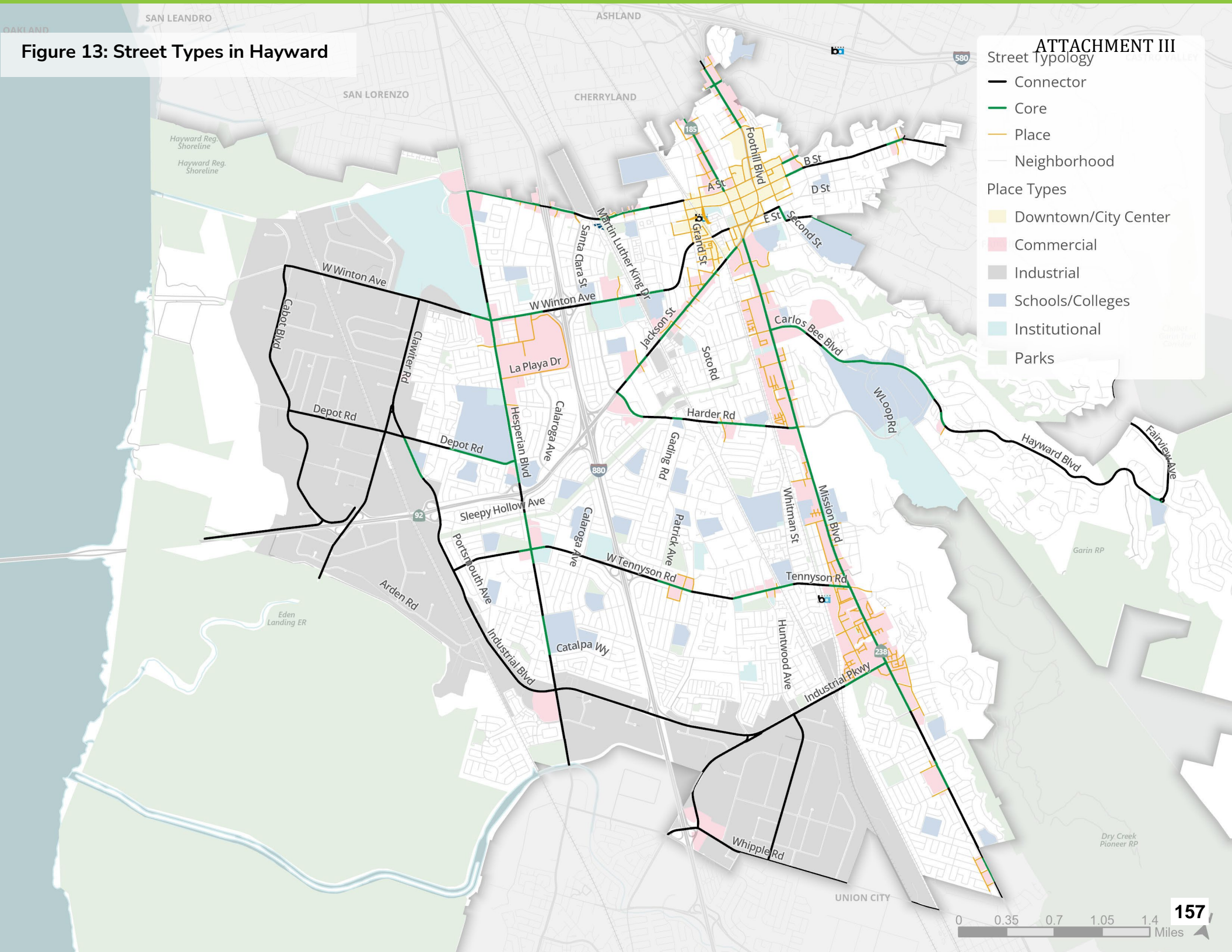
Figure 13: Street Types in Hayward

Street Typology

- Connector
- Core
- Place
- Neighborhood

Place Types

- Downtown/City Center
- Commercial
- Industrial
- Schools/Colleges
- Institutional
- Parks



3.2 Setting Target Speeds

The Target Speed Framework lays out the highest speeds at which vehicles should operate on streets in Hayward to support the safety of all road users. Target speeds are different from posted speeds (or the speed limit). The posted speed is the maximum lawful speed for a roadway as displayed on a regulatory sign, whereas the target speed is the ideal vehicle speed for a roadway. While the City may be able to lower the posted speed to match the target speed in some cases, the SMP recommends safety treatments that aim to lower observed speeds to better match target speeds.

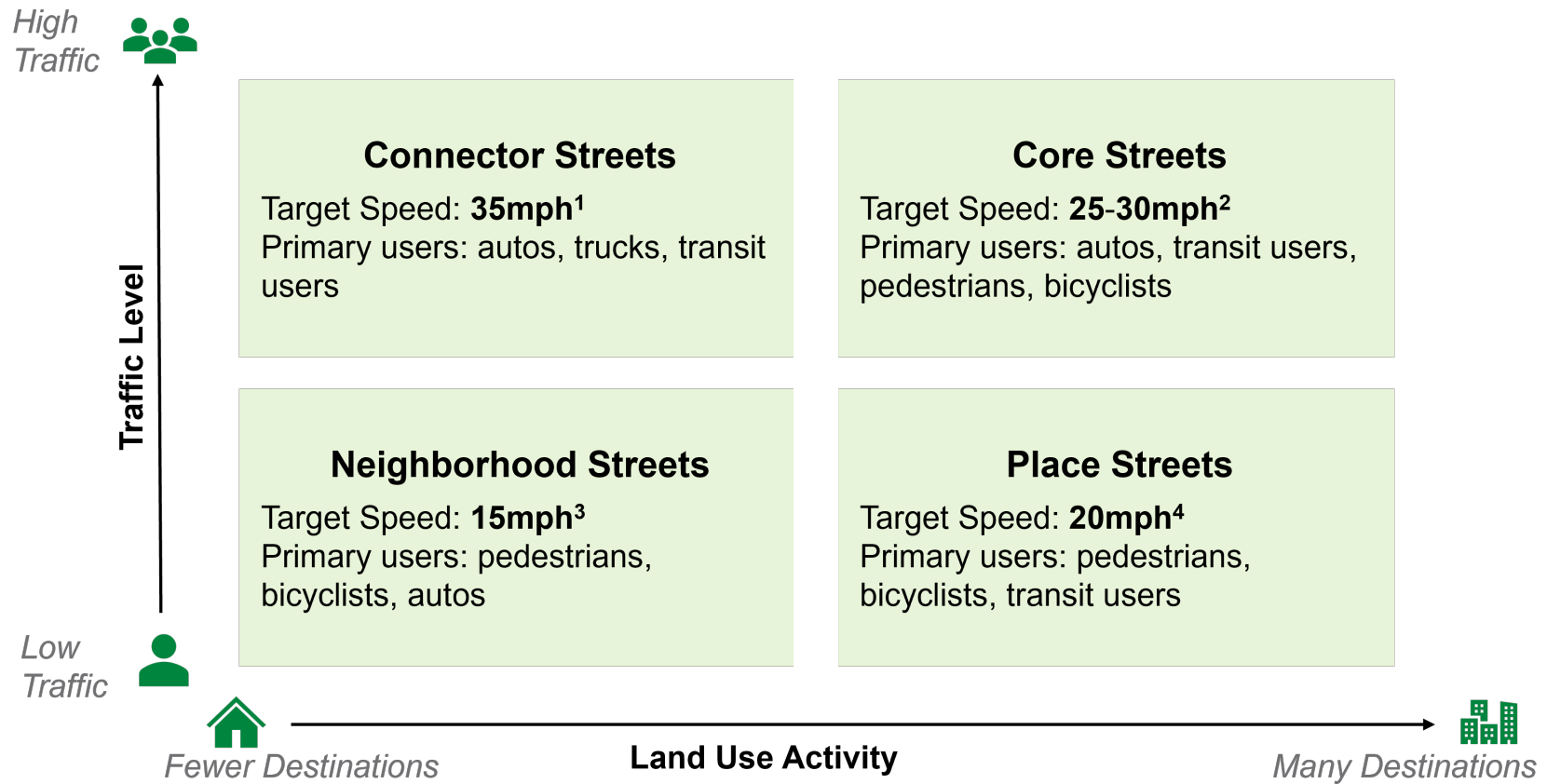
The target speeds are determined by the four street types, considering the typical mix of road users, land use context, and needs for movement and placemaking on each street type (**Figure 14**). The lowest target speed of 15 mph is recommended on Neighborhood Streets, where families live and kids go to school. This is followed by a target speed of 20

mph on Place Streets, where people gather and where pedestrians and bicyclists are primary users. The lowering of target speeds from 20 mph to 15 mph on Neighborhood Streets is needed to prioritize safety of the most vulnerable road users, such as children and seniors. State law allows setting 15 mph posted speeds near school zones, so by setting the same target speeds, the SMP provides strategies to bring actual speeds closer to the posted speed near schools. Additionally, since 15 mph is closer to biking speed, it reduces the likelihood of severe collisions involving bicyclists.

The target speed on Core Streets is typically 30 mph but reduces to 25 mph in front of schools. Connector Streets have a target speed of 35 mph unless segments are primarily residential serving, such as on B Street and Hayward Boulevard.

Speed reduction tools (**Chapter 4**) can be applied to align prevailing speeds with target speeds, such as lowering the posted speed limit and changing the roadway design.

Figure 14: Target Speed Framework



¹Target Speeds on residential-serving parts of Connector Streets, including B Street and Hayward Boulevard: 25 mph

²Target Speeds on Core Streets along a school: 25mph

³Target Speeds on Neighborhood streets in industrial areas: 25mph

⁴Target Speeds on Foothill Boulevard: 25mph



CHAPTER 4

Speed Reduction Toolbox

This chapter presents speed management tools that the City can use to encourage slower speeds and align prevailing vehicle speeds to target speeds. As these tools are implemented and observed speeds are lowered, the City will update speed limits to bring speed limits into closer alignment with target speeds.

The tools are organized into two locational categories: (1) at or through intersections, and (2) along street segments. A combination of these tools will need to be implemented along any given corridor (i.e., series of segments and intersections) to experience consistent speed reduction benefits. Some of the tools noted below are also effective at providing additional safety benefits.

Table 2 and **Table 3** below show the speed reduction toolboxes for intersections and streets. **Appendix B** provides greater detail on each speed reduction tool, including a description and the types of streets where it may be most appropriate to implement.

4.1 Speed Management at Intersections

Managing speed on the approach to an intersection, as well as managing vehicle speeds either traveling through or turning at an intersection, are critical for improved safety outcomes. Intersections are where most multimodal paths of travel cross













at angles that increase the likelihood of a severe collision. Managing vehicle speeds by requiring vehicles to stop before turning or proceeding, to turn at slower speeds, and/or progress through an intersection at a slower speed all provide substantive safety benefits. In the context of a corridor, slowing vehicles at intersections also makes it easier to manage vehicle speeds between intersections on the street segments. **Table 2** summarizes tools that help slow vehicle speeds at intersections.

4.2 Speed Management along Street Segments

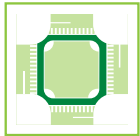
Higher vehicle speeds on street segments make it difficult, uncomfortable, and higher risk for people traveling by any mode to cross the street. Higher vehicle speeds along the street also create a loud and unappealing environment for people living along those streets as well as for walking, biking, and accessing transit along those streets.

Table 4 summarizes countermeasures that help slow vehicle speeds along street segments.

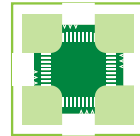
Table 2. Intersection Strategies that Help Slow Vehicle Speeds

A. Intersection Control	
	Roundabouts
	All-Way Stop Control Intersections
	Neighborhood Traffic Circles
	Traffic Signals with Slow Green Wave Progression
B. Traffic Signal Operations	
	Protected Left-Turn Phasing
	Leading Pedestrian Interval and Pedestrian Recall
	Prohibit Right-Turn on Red
	Separate Pedestrian and/or Bicycle Crossing Phases
	Rest in Red
	Red Light Running Cameras
	Flashing Red
	Shorter Cycle Length

C. Geometric Features at Intersections



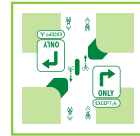
Protected Intersection



Raised Intersection



Curb Extensions or Tighter Curb Radii



Diverters



Eliminating or Closing Slip Lanes for Turning Vehicles



Raised Median or Splitter Island



Raised Crosswalks



Floating Transit Island or Bus Boarding Island

D. Pavement Markings at or on Approach to Intersections



Centerline Hardening

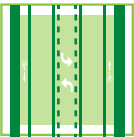

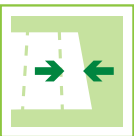



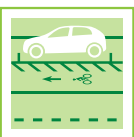







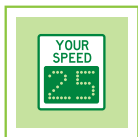
Painted Optical Speed Bars



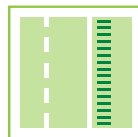
High Visibility Crosswalks with Advanced Yield Line or Stop Line

Table 3. Street Segment Strategies that Help Slow Vehicle Speeds

A. Physically or Visually Narrowing Vehicle Traveled Way			
	Road Diet		Centerline Hardening
	Vehicle Lane Narrowing		Landscaping Buffer
	Separated Bikeway		Chicane or Horizontal Deflection
	Buffered Bike Lanes and Door Zone Markings		Raised Median and/or Refuge Island
	Centerline and Edgeline Markings		Back-in Angled Parking
B. Other Treatments (Humps, Pavement Markings, Signs, and Beacons)			
	Speed Hump or Speed Table		High Visibility Crosswalks with Advanced Yield or Stop Markings and Warning Signs



Speed Feedback Sign



Transverse Rumble Strips



Pedestrian Hybrid Beacons



Painted Optical Speed Bars



Rectangular Rapid Flashing Beacon



Chevron Signs on Horizontal Curves

C. Ordinance or Enforcement Related



Speed Limit Reduction

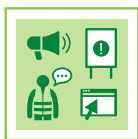


In-Person Enforcement²



Speed Safety Cameras¹

D. Education



Traffic Safety Campaigns



Traffic Safety School for Violators



Parent-oriented Traffic Safety Trainings at schools

1. Installing Speed Safety Cameras is currently not legal in Hayward though is being trialed elsewhere in the state. California state legislation would need to change to allow for speed safety cameras to be used more broadly.
2. Effectiveness varies depending on the resources and officers available for enforcement.



CHAPTER 5

Speed Reduction Corridors

This chapter outlines the framework for identifying speed reduction corridors based on observed speeds and target speeds. It further provides examples on how to apply the speed reduction toolbox outlined in the previous chapter to a set of Priority Speed Reduction Corridors (PSRC).

5.1 Defining Speed Reduction Corridors

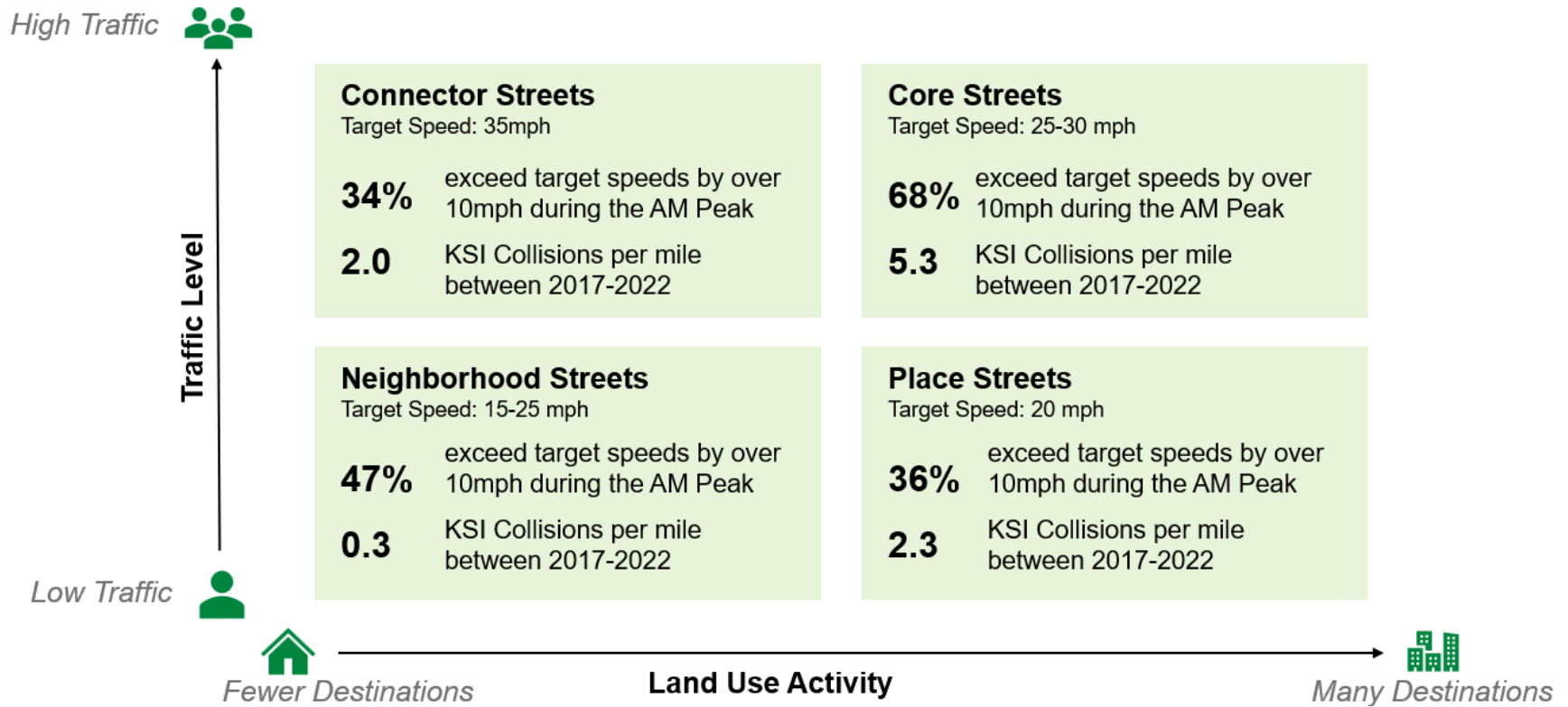
Speed Reduction Corridors are corridors with a high discrepancy between observed speeds and target speeds, thereby demonstrating a high need for speed management.

Figure 15 shows a comparison between the observed speeds during the AM peak period, which sees the highest speeds outside of the overnight period, and the target speeds for each street type defined in **Chapter 3**. Across the four street types,

Core Streets have the largest difference between target speeds and observed speeds with nearly 70% of Core Streets exceeding target speeds by over 10 mph in the AM peak. Core Streets also account for the highest number of KSI collisions per mile compared to other street types. Observed speeds on nearly 50% of Neighborhood streets also exceed target speeds by more than 10 mph, reinforcing the need for continued neighborhood traffic calming efforts.

Since observed speeds vary across the day, with different corridors operating at their highest speeds during different time periods, this plan defines speed reduction corridors as segments where observed speeds exceed target speeds by 10 mph or more across all time periods, as shown in **Figure 16**. This network serves as a tool for the City to identify segments for speed management implementation.

Figure 15: Comparison between Target Speeds and Observed Speeds

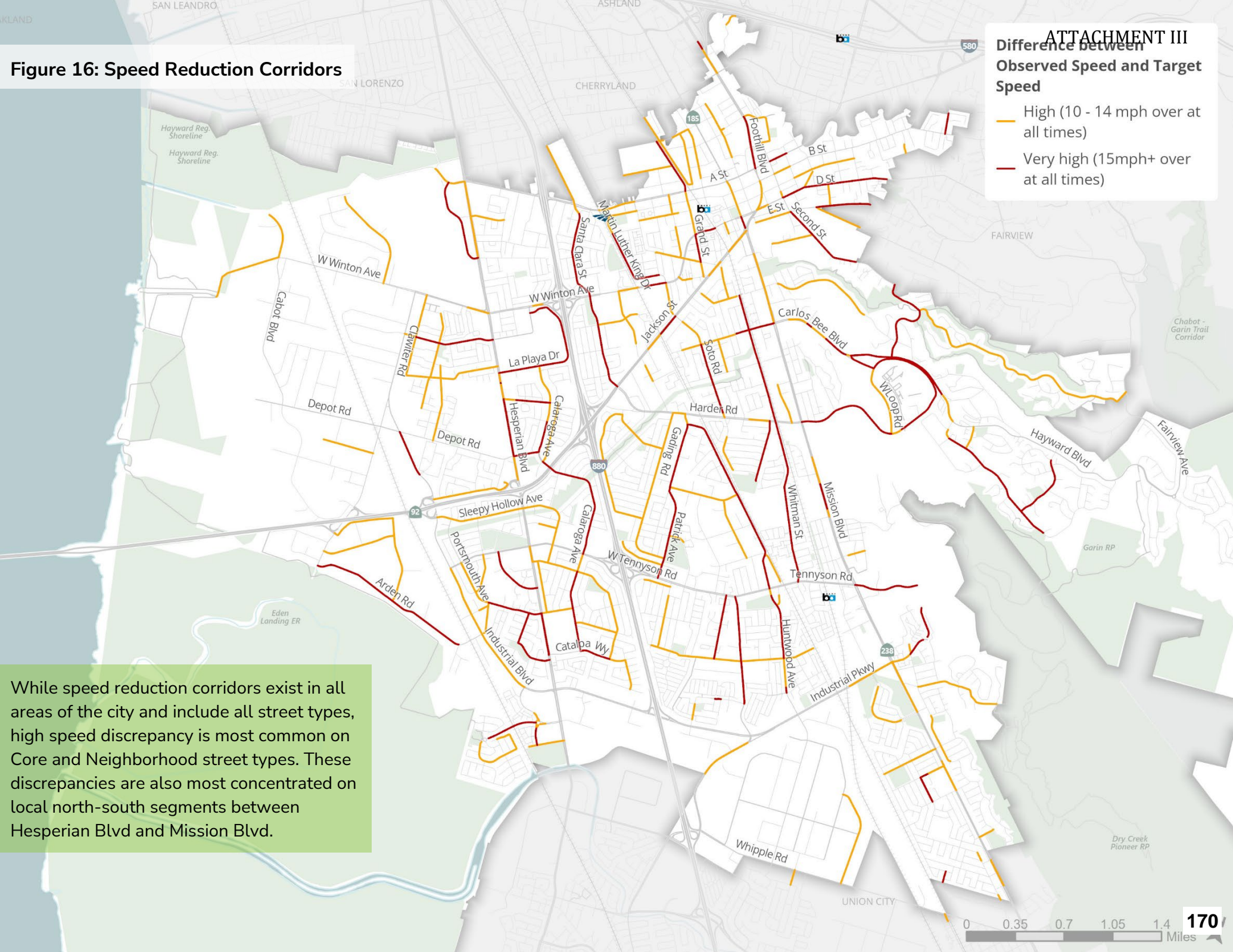


Source: TIMS, 2017-2022; Streetlight, Oct 2024

Difference between Observed Speed and Target Speed

- High (10 - 14 mph over at all times)
- Very high (15mph+ over at all times)

Figure 16: Speed Reduction Corridors



While speed reduction corridors exist in all areas of the city and include all street types, high speed discrepancy is most common on Core and Neighborhood street types. These discrepancies are also most concentrated on local north-south segments between Hesperian Blvd and Mission Blvd.

5.2 Criteria for Priority Speed Reduction Corridors

While reducing speeds on all speed reduction corridors is crucial, a set of Priority Speed Reduction Corridors (PSRC) were identified to serve as a template for applying speed reduction tools. These PSRCs were identified based on high speed discrepancy and the following two factors:

- **High Injury Network:** overlap with the City's High Injury Network (HIN) from the LRSP
- **High Need Areas:** serves a school or areas with a high percentage of Transportation Disadvantaged Population as identified in the LRSP

Table 4 shows the five PSRCs selected, along with street type, target speed, and the three criteria. To demonstrate application of a variety of speed reduction tools in different roadway and land use contexts, this list includes PSRCs of different street types.

Criteria for Speed Reduction Corridors



High Speed Discrepancy

Streets where observed speeds exceed target speeds by 10mph or more throughout the day

Additional Criteria for Priority Speed Reduction Corridors

Priority locations from Local Roadway Safety Plan (LRSP)

This includes streets on the High Injury Network, streets along priority population zones, or along schools

Table 4: Priority Speed Reduction Corridors

Corridor	Street Type ¹	Target Speed	High Speed Discrepancy	Serves Priority Locations from LRSP
Hesperian Blvd between SR-92 ramp and Turner Ct	Core	30 mph	✓	✓
Industrial Blvd between W Tennyson Rd to Baumberg Ave	Connector	35 mph	✓	✓
Huntwood Ave between Shafer Rd to W Tennyson Rd	Neighborhood	15 mph	✓	✓
Calaroga Ave between Peterman Ave to W Tennyson Rd	Neighborhood	15 mph	✓	✓
Santa Clara St between Winton Ave to W Jackson St	Neighborhood	15 mph	✓	✓

Notes:

1. A Place Street corridor is not included because the City is leading a separate study (Safe Streets Downtown) focused on improving safety along the Downtown Loop, which will serve as a template in applying speed reduction measures on these street types.

5.3 Applying Countermeasures to Priority Corridors

This section includes recommendations for applying speed reduction countermeasures to the five PSRCs. The plans shown below (**Figure 17** through **Figure 26**) serve as examples of using a variety of tools to bring observed speeds closer to

target speeds and can be applied to other corridors with similar roadway and land use characteristics.

Figure 17: Recommendations for Hesperian Blvd between Turner Ct and Cathy Wy

Hesperian Blvd

Segment 1 of 2

Turner Ct


Barnard St


Seaver St

Cathy Wy

-  Widen median and create pedestrian refuge island
-  Straighten crosswalks

-  Install speed feedback signs
-  Install speed legends on pavement

-  Harden centerline to slow turning speeds
-  Widen medians and create pedestrian refuge islands

-  Widen medians and create pedestrian refuge islands

Chabot College

Corridorwide Strategies



-  Reduce the speed limit along the corridor to 30 mph
-  Add high-visibility crosswalks where appropriate
-  Tighten corner radii and provide bulbouts to slow turning speeds
-  Install speed sensitive rest-in-red signals at all signalized intersections
-  Install leading pedestrian intervals with accessible pedestrian signals at all signalized intersections where missing
-  Prohibit right turn on red at appropriate signalized intersections
-  Evaluate road diet or lane narrowing (from seven lanes to five) and install separated bikeway per the Bike and Pedestrian Master Plan

Figure 18: Recommendations for Hesperian Blvd between Cathy Wy and Sleepy Hollow Ave

Hesperian Blvd

Segment 2 of 2



Corridorwide Strategies



Reduce the speed limit along the corridor to 30 mph



Evaluate road diet or lane narrowing, install separated bikeway per the Bike and Pedestrian Master Plan



Install speed sensitive rest-in-red signals at all signalized intersections



Add high-visibility crosswalks where appropriate



Install leading pedestrian intervals with accessible pedestrian signals at all signalized intersections where missing



Install separated bikeway per the Bike and Pedestrian Master Plan



Tighten corner radii and provide bulbouts to slow turning speeds



Prohibit right turn on red at appropriate signalized intersections

Figure 19: Recommendations for Industrial Blvd between Tennyson Rd and Arf Ave

Industrial Blvd


Segment 1 of 2

Tennyson Rd


Portsmouth Ave

Capri Ave


To Arf Ave 



Harden centerline to slow turning speeds




Install speed feedback signs




Install speed legends on pavement


Corridorwide Strategies




Evaluate road diet




Install speed sensitive rest-in-red signals at all signalized intersections




Replace existing raised dome style lane markers with painted markings to increase visibility of lane markings




Add high-visibility crosswalks where appropriate



Install two-way separated bikeway on east side, switching to west side at Baumberg Ave



Tighten corner radii and provide bulbouts to slow turning speeds



Prohibit right turn on red at appropriate signalized intersections

Figure 20: Recommendations for Industrial Blvd between Arf Ave and Baumberg Ave


Industrial Blvd

Segment 2 of 2

Arf Ave

Baumberg Ave

To Tennyson Rd



Install single-lane roundabout (if road diet is implemented)



Evaluate crosswalk with pedestrian refuge island and rectangular rapid flashing beacon



Install bus boarding island (separated bikeway runs behind)




Switch protected bikeway from east side to west side



Harden centerline to slow turning speeds




Install leading pedestrian intervals with APS




Coordinate with AC Transit to move bus stop to far side


Corridorwide Strategies




Evaluate road diet




Install speed sensitive rest-in-red signals at all signalized intersections




Replace existing raised dome style lane markers with painted markings to increase visibility of lane markings




Add high-visibility crosswalks where appropriate



Install two-way separated bikeway on east side, switching to west side at Baumberg Ave



Tighten corner radii and provide bulbouts to slow turning speeds



Prohibit right turn on red at appropriate signalized intersections

Figure 21: Recommendations for Huntwood Ave between Schafer Rd and Sierrawood Ave

Huntwood Ave

Segment 1 of 2



Install single-lane roundabout

Tennyson High School



Continue bikeway to intersection, potentially reducing turning speeds



Harden centerline to slow turning speeds



Install intermittent chicanes or raised medians to introduce horizontal deflection and help slow speeds



Install single-lane roundabout

Schafer Rd

Corridorwide Strategies



Reduce the speed limit along the corridor to 20 mph in the near term and 15 mph in the the long term



Install leading pedestrian intervals with accessible pedestrian signals at all signalized intersections where missing



Add high-visibility crosswalks where appropriate



Prohibit right turn on red at appropriate signalized intersctions



Tighten corner radii and provide bulbouts to slow turning speeds




Install separated bikeway per the Bike and Pedestrian Master Plan

Figure 22: Recommendations for Huntwood Ave between Harris Rd and Tennyson Rd

Huntwood Ave

Segment 2 of 2



Install single-lane roundabout



Install protected intersection



Harden centerline to slow turning speeds




Widen median and create pedestrian refuge island

Leidig Ct


Harris Rd

Supermarket

Tennyson Rd



Evaluate a raised crosswalk with an RRFB



Install speed humps every 250 ft

Corridorwide Strategies



Reduce the speed limit along the corridor to 20 mph in the near term and 15 mph in the the long term



Install leading pedestrian intervals with accessible pedestrian signals at all signalized intersections where missing



Add high-visibility crosswalks where appropriate



Prohibit right turn on red at appropriate signalized intersctions



Tighten corner radii and provide bulbouts to slow turning speeds



Install separated bikeway per the Bike and Pedestrian Master Plan

Figure 23: Recommendations for Calaroga Ave between Peterman Ave and Sunny Pl

Calaroga Ave

Segment 1 of 2



Install a separated bikeway

Evaluate a raised crosswalk with RRFB and advanced warning signs to provide a safe trail crossing

Straighten crosswalks to reduce crossing distance

Install a raised crosswalk with an RRFB

Install a raised crosswalk with an RRFB, pending discussion with school

Alternatively, consider speed humps between Homestead Ln and Thornwall Ln

Consider quick-build traffic circle in the near-term

Southgate Elementary School

Corridorwide Strategies

Reduce the speed limit along the corridor to 20 mph in the near term and 15 mph in the the long term

Add high-visibility crosswalks where appropriate

Tighten corner radii and provide bulbouts to slow turning speeds

Install speed humps every 250 ft between Southgate St and Ashbury Ln

Figure 24: Recommendations for Calaroga Ave between Sunny Pl and Tennyson Rd

Calaroga Ave

Segment 1 of 2



Install speed humps every 250 ft between Southgate St and Ashbury Ln



Evaluate a high-visibility crosswalk with a refuge island



Evaluate a high-visibility crosswalk with a refuge island, pending discussion with Medical Offices



Install a 150 ft long raised median to visually narrow the roadway and slow down cars near the hospital driveways



Install separated bikeway to visually narrow the travel lanes



Install a raised crosswalk with high visibility markings on north and east leg, remove south leg crosswalk to avoid conflict with utility pole



Combine southbound right turn and through lane to continue separated bikeway



Install protected intersection to separate bicyclists from vehicles



Install a refuge island on Tennyson Rd crossings



Harden the centerline using posts to slow turning speeds



Modify signal timing for leading pedestrian and bicycle intervals



Restrict right turns on red

Corridorwide Strategies



Reduce the speed limit along the corridor to 20 mph in the near term and 15 mph in the the long term



Add high-visibility crosswalks where appropriate



Tighten corner radii and provide bulbouts to slow turning speeds


Figure 25: Recommendations for Santa Clara St between Winton Ave and Larchmont St

Santa Clara St

Segment 1 of 2


W Winton Ave


Elmhurst St

 Widen median and create pedestrian refuge island

 Harden centerline

 Install Raised Median

 Harden centerline to slow turning speeds

 Install intermittent chicanes or raised medians along residential segments

Police Department

USPS


Surrey Way


To Larchmont St →


Birchfield Park


Townsend Ave


Corridorwide Strategies

 Reduce the speed limit along the corridor to 20 mph in the near term and 15 mph in the the long term

 Evaluate road diet and separated bike lane (or buffered bike lane where needed to accommodate residential driveways)

 Add high-visibility crosswalks where appropriate

 Install leading pedestrian intervals with accessible pedestrian signals at all signalized intersections where missing

 Tighten corner radii and provide bulbouts to slow turning speeds


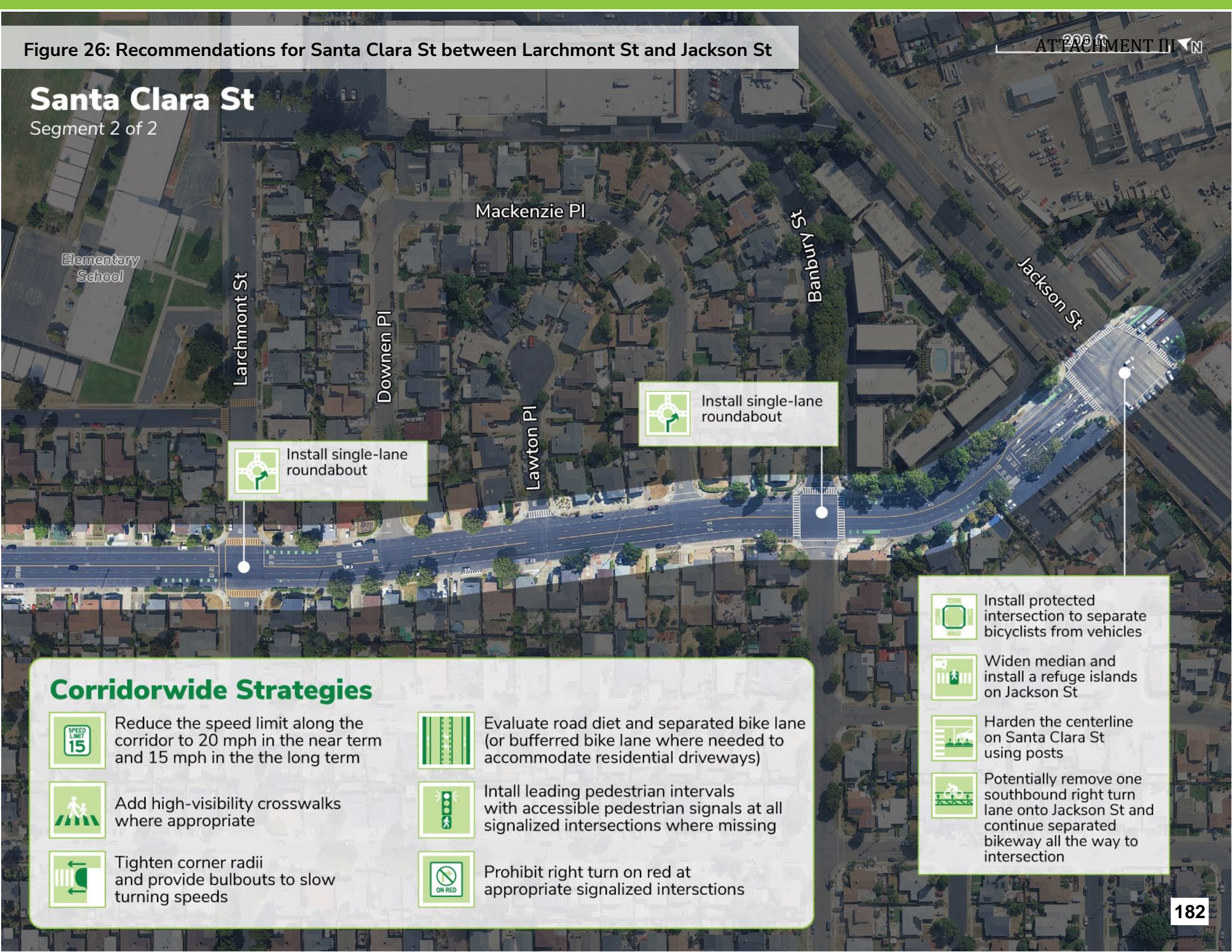

 Prohibit right turn on red at appropriate signalized intersctions


Figure 26: Recommendations for Santa Clara St between Larchmont St and Jackson St


Santa Clara St


Segment 2 of 2





 Install single-lane roundabout

 Install single-lane roundabout

 Install protected intersection to separate bicyclists from vehicles

 Widen median and install a refuge islands on Jackson St

 Harden the centerline on Santa Clara St using posts

 Potentially remove one southbound right turn lane onto Jackson St and continue separated bikeway all the way to intersection

Corridorwide Strategies



Reduce the speed limit along the corridor to 20 mph in the near term and 15 mph in the the long term



Evaluate road diet and separated bike lane (or buffered bike lane where needed to accommodate residential driveways)



Add high-visibility crosswalks where appropriate



Intall leading pedestrian intervals with accessible pedestrian signals at all signalized intersections where missing



Tighten corner radii and provide bulbouts to slow turning speeds



Prohibit right turn on red at appropriate signalized intersctions



CHAPTER 6

Institutionalizing Safe Speeds

This chapter outlines how speed management can be institutionalized in the City of Hayward. A benchmarking assessment of existing safety plans, policies, and programs was conducted to identify the state of current practice in Hayward as well as opportunities to institutionalize safe speeds.

6.1 Policy Review

Applying the Safe System approach, the following plans and programs were reviewed for alignment with industry best practices for speed management:

- Hayward Local Road Safety Plan (LRSP)
- Bicycle and Pedestrian Master Plan (BPMP)
- 2040 Hayward General Plan
- Safe Routes to School (SR2S) Program
- Safe Routes for Seniors (SR4S) Program
- Neighborhood Traffic Calming Program

Existing policies and programs were compared to benchmark safety policies to assess the level of implementation and institutionalization of speed management practices in Hayward. These benchmarks support the objectives of the Safe System approach, including Safety Planning and Culture, Safe Users, Safe Roadways, Safe Vehicles, Safe Speeds, and Post-Crash Care.

When compared to the state of the current practice, most benchmark approaches have been codified in a standard or

policy adopted by the City, but the status of implementation remains unclear. With the adoption of the LRSP, the City has made significant progress toward institutionalizing several best practices, such as identifying causal factors for collisions, developing an implementation plan to achieve the Vision Zero goal, and prioritizing safety improvements that would have benefit vulnerable users such as children and seniors. Remaining opportunities are described in the next section.

6.2 Priority Actions for Speed Management

While the City has made advancements toward institutionalizing several best practices, the benchmarking assessment identified some gaps between current safety policies in Hayward and best practices for speed management. The priority actions in **Table 5** address these gaps and support safe speeds. The priority actions are organized into the following six categories:

1. Stakeholder Collaboration
2. Training & Education
3. Policies & Procedures
4. Enforcement
5. Evaluation & Prioritization
6. Monitoring

Each action is assigned to a lead department at the City for implementation. Some actions may require collaboration with

other departments or stakeholders to ensure successful implementation of the action.

Table 5: Recommended Speed Management Actions

Action Category	Description	Lead Department
1. Stakeholder Collaboration		
Safety Task Force	Regularly convene a Safety Task Force of safety partners and stakeholders, including community groups, business organizations, emergency services, and school districts, to provide input on the implementation of the LRSP and SMP actions. The task force will consist of the same safety partners who have participated in stakeholder meetings for the SMP.	Public Works – Transportation Division
2. Training & Education		
Safe System Trainings	Provide annual Safe System training to City of Hayward staff, directors, and elected officials, focused on best practices for speed management and roadway design and the role of speed in fatal and severe injury collisions.	Public Works – Transportation Division
Safety Demonstration Projects	Use temporary pop-ups and project demonstrations to build support among stakeholders and the public for safety improvements and solicit feedback to further improve project design.	Public Works – Transportation Division
Traffic Collision Reports	Provide training to police officers on how to complete the field for race/ethnicity on traffic collision reports (Form 555) to ensure it is completed consistently and accurately in order to track the equity impacts of speed enforcement.	Police Department
3. Policies & Procedures		
By-Right Safety Projects	Determine which types of projects the City will implement given certain conditions to systematically implement speed management through operations and maintenance efforts (e.g., repaving).	Public Works – Transportation Division
Update Standard Details	Review and update the City of Hayward's Standard Details to ensure that standard designs and diagrams are aligned with Safe System design.	Public Works – Engineering Division

Action Category	Description	Lead Department
Objective Design Standards	Develop Objective Design Standards (ODS) for new developments to guide safety impact assessments and identify opportunities to incorporate speed management and Safe System design. As conditions of approval, the ODS must be met for the project to be approved.	Public Works – Transportation Division
Update City's General Plan	Remove Level of Service (LOS) standards from the requirements for all Transportation Impact Analysis (TIAs) and replace it with another measure of exposure, such as vehicle miles traveled (VMT). This would expand the City's previous General Plan amendment that removed LOS under CEQA.	Public Works – Transportation Division
Context-Specific Speed Limits	Use Assembly Bill 43, which allows flexibility in determining speed limits, to set speed limits that are based on the land use context, roadway characteristics, modal priorities, and presence of vulnerable road users.	Public Works – Transportation Division
Safety-Optimized Signal Timing	Use signal timing and phasing strategies to slow vehicle speeds and improve safety outcomes, particularly during off-peak time periods.	Public Works – Transportation Division
Update City Vehicle Procurement	Update the Fire Department's fleet procurement policies to ensure that new vehicles purchased by departments include safety features and are compatible with Safe System design.	City Manager
4. Enforcement		
Safe System-Aligned Enforcement	Target enforcement efforts on locations most linked to speeding and fatal and severe injury collisions.	Police Department
Automated Speed Cameras	Deploy speed safety cameras in Hayward once permitted by state legislation, particularly at locations with high rates of speeding and fatal and severe injury collisions (see callout on page 47).	Public Works – Transportation Division
Red Light Cameras	Deploy red light running cameras, particularly at locations with high rates of red light running and illegal right turns (see callout on page 47).	Public Works – Transportation Division

Action Category	Description	Lead Department
5. Evaluation & Prioritization		
Speed Reduction Corridors Prioritization	Prioritize the Speed Reduction Corridors for future funding, including grant funding applications.	Public Works – Transportation Division
Safe System Project Evaluation Framework	Develop a project evaluation framework for projects on the CIP list, that highlights opportunities to strengthen speed management design.	Public Works – Transportation Division
6. Monitoring		
Speed & Collision Data Collection & Reporting	Continue to use big data (e.g. StreetLight speed data, near-miss data) to track network-wide speed changes and collisions and develop a monitoring process to evaluate progress on key safety performance indicators, including reduction in speeds and fatal and severe injury collisions, on an annual basis.	Public Works – Transportation Division
Collision Investigation & Monitoring	Partner with emergency services to monitor the locations, frequency, and severity of collisions to evaluate progress, the effectiveness of speed management projects, and inform future project design.	Public Works – Transportation Division & Emergency Services

Automated Enforcement in Hayward (2026)

The City previously operated a red-light camera (RLC) program, but in 2013, the City Council voted to discontinue it. Several factors contributed to that decision, including concerns about rear-end crashes, perception of safety benefits, cost recovery, public impressions that the program was a revenue grab, and ethical concerns involving the vendor.

Despite these issues, community members continue to cite red-light running as a major safety concern. Research supports the effectiveness of RLCs: an IIHS study found that they reduce fatal red-light-running crashes by 21% and all types of fatal crashes at signalized intersections by 14%, driven largely by significant reductions in deadly T-bone collisions.

The City could take the following steps to improve program performance and boost public confidence:

1. **Transparency:** Share data on red-light running with the public and routinely review intersection selection, signal conditions, and engineering treatments to ensure safety benefits over time. Clearly communicate revenue uses with the public.
2. **Enforcement:** Modernize the citation process by using new opportunities, such as virtual court attendance, and adjust timing thresholds to help reduce dismissal rates. Additionally, as of 2026, SB 720 also allows cities to opt into issuing red-light citations as civil violations (similar to parking citations), eliminating the need for facial identification associated with criminal violations.
3. **Collisions:** Rear-end crashes have decreased as automatic emergency braking (AEB) has become widespread since 2016. The City can further improve safety by lengthening yellow intervals at traffic signals with cameras.
4. **Contracts:** Align vendor incentives with safety goals, ensure strong privacy protections, reduce overhead costs, and incorporate clear exit provisions to avoid past issues.

Speed camera programs are also being piloted in six California cities in 2026. Speed cameras are effective at reducing speeds: IIHS research shows that speeding violations exceeding the limit by more than 10 mph dropped by 70–88% within six to eight months of camera deployment. If the opportunity to implement these cameras after the pilot becomes available, Hayward should consider implementing speed cameras as another tool to improve safety for all roadway users in the City.



Appendix A:

Observed Speeds by Time Period

ATTACHMENT III

85th Percentile Speeds
(Weekday Morning Peak)

- Less than 20 mph
- 20 - 29 mph
- 30 - 34 mph
- 35 - 39 mph
- 40 mph or above

Hayward Reg. Shoreline

FAIRVIEW

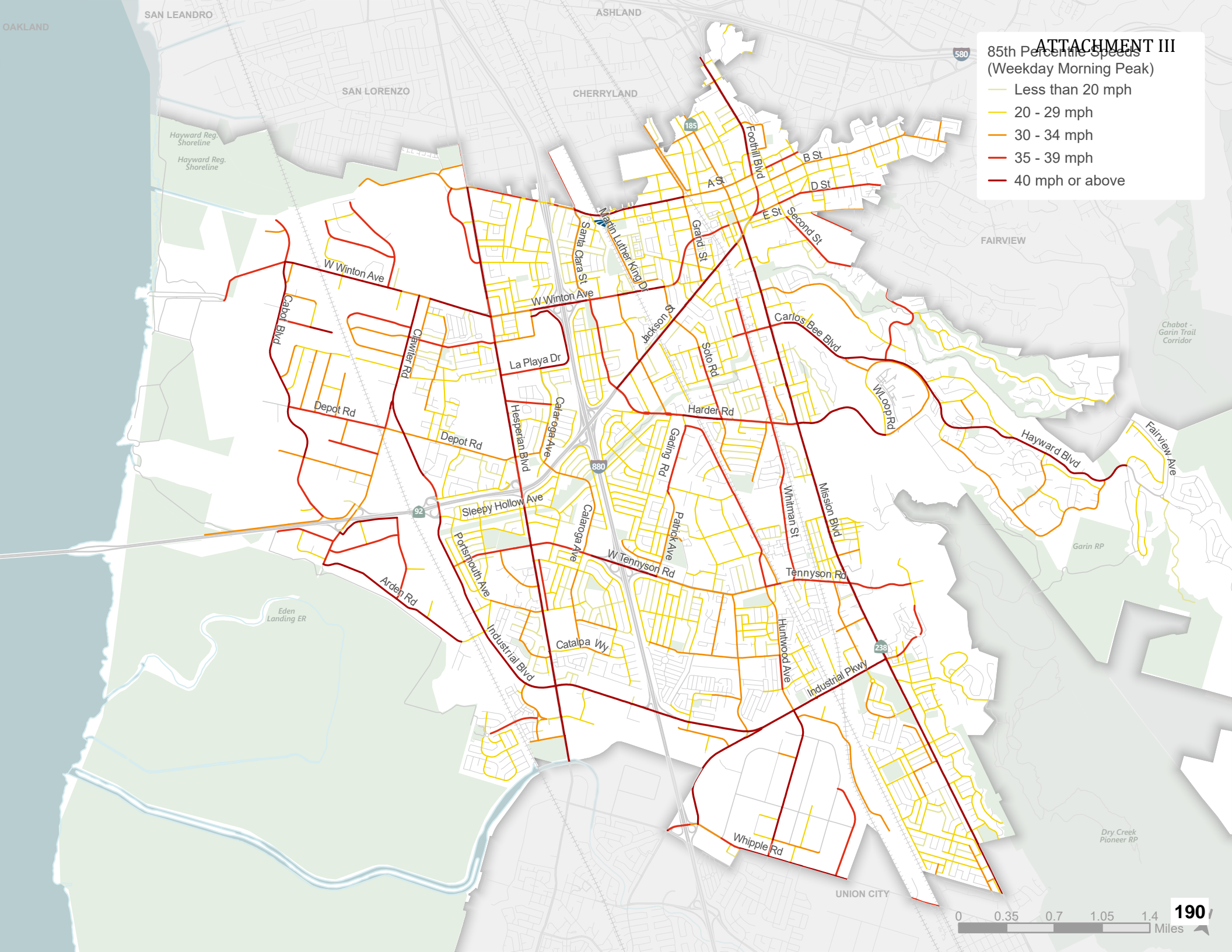
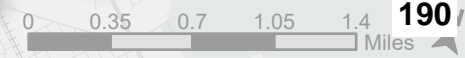
Chabot - Garin Trail Corridor

Garin RP

Eden Landing ER

Dry Creek Pioneer RP

UNION CITY



ATTACHMENT III

85th Percentile Speeds
(Weekday Midday)

- Less than 20 mph
- 20 - 29 mph
- 30 - 34 mph
- 35 - 39 mph
- 40 mph or above

Hayward Reg. Shoreline

Hayward Reg. Shoreline

FAIRVIEW

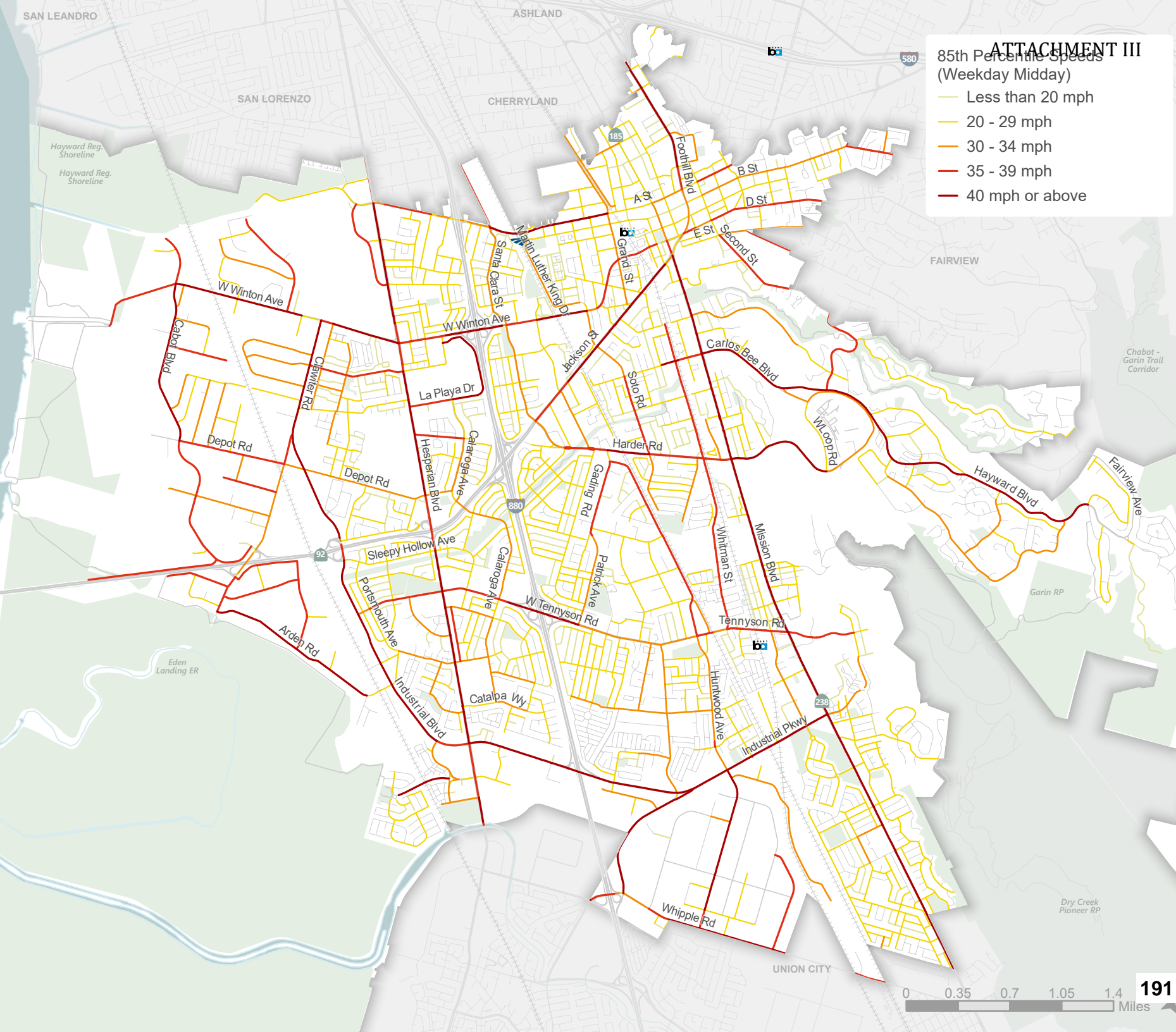
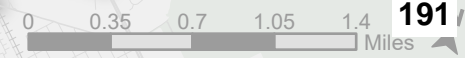
Chabot - Garin Trail Corridor

Garin RP

Eden Landing ER

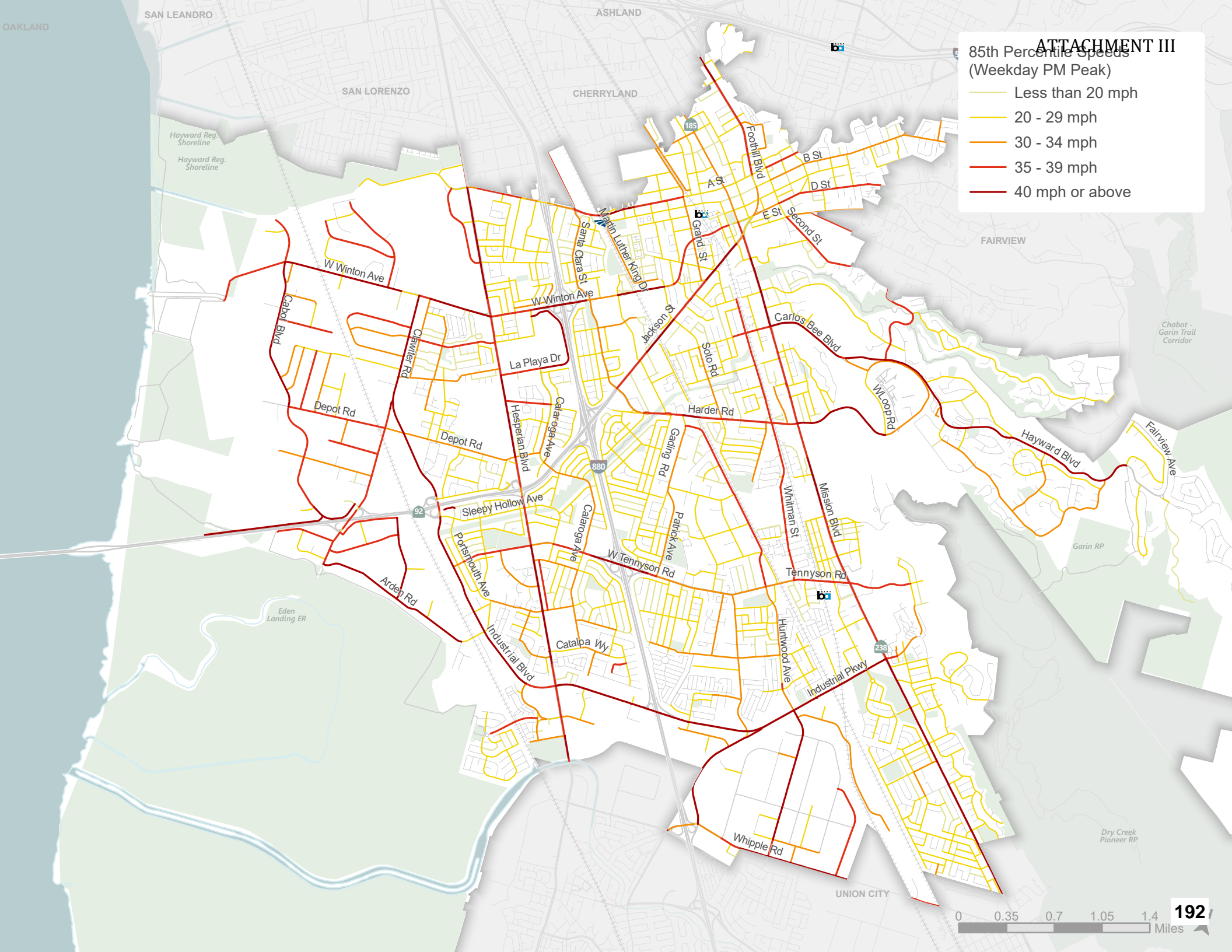
Dry Creek Pioneer RP

UNION CITY



ATTACHMENT III 85th Percentile Speeds (Weekday PM Peak)

- Less than 20 mph
- 20 - 29 mph
- 30 - 34 mph
- 35 - 39 mph
- 40 mph or above



FAIRVIEW

Chabot -
Garin Trail
Corridor

Garin RP

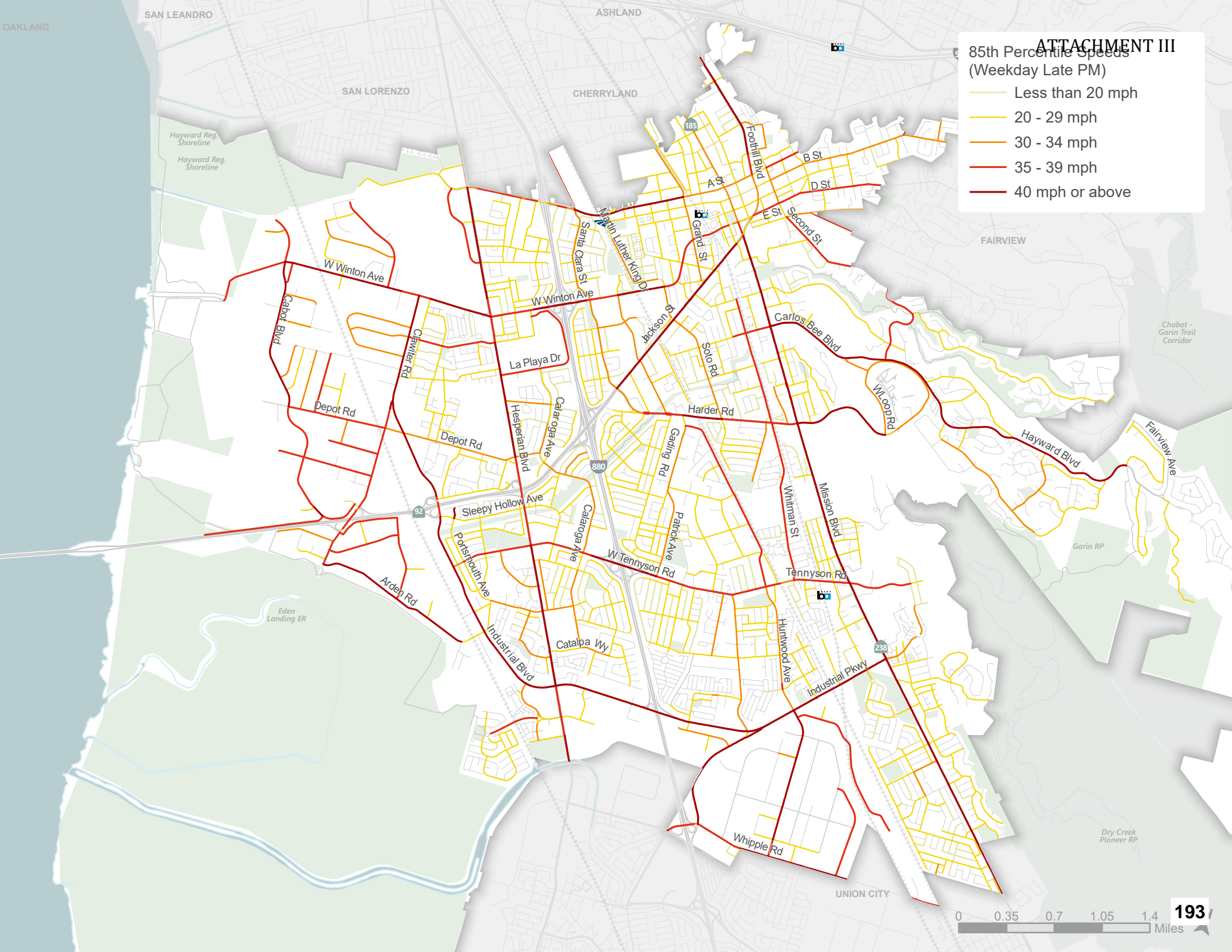
Dry Creek
Pioneer RP

UNION CITY

ATTACHMENT III

85th Percentile Speeds
(Weekday Late PM)

- Less than 20 mph
- 20 - 29 mph
- 30 - 34 mph
- 35 - 39 mph
- 40 mph or above



FAIRVIEW

Chabot - Garin Trail Corridor

Garin RP

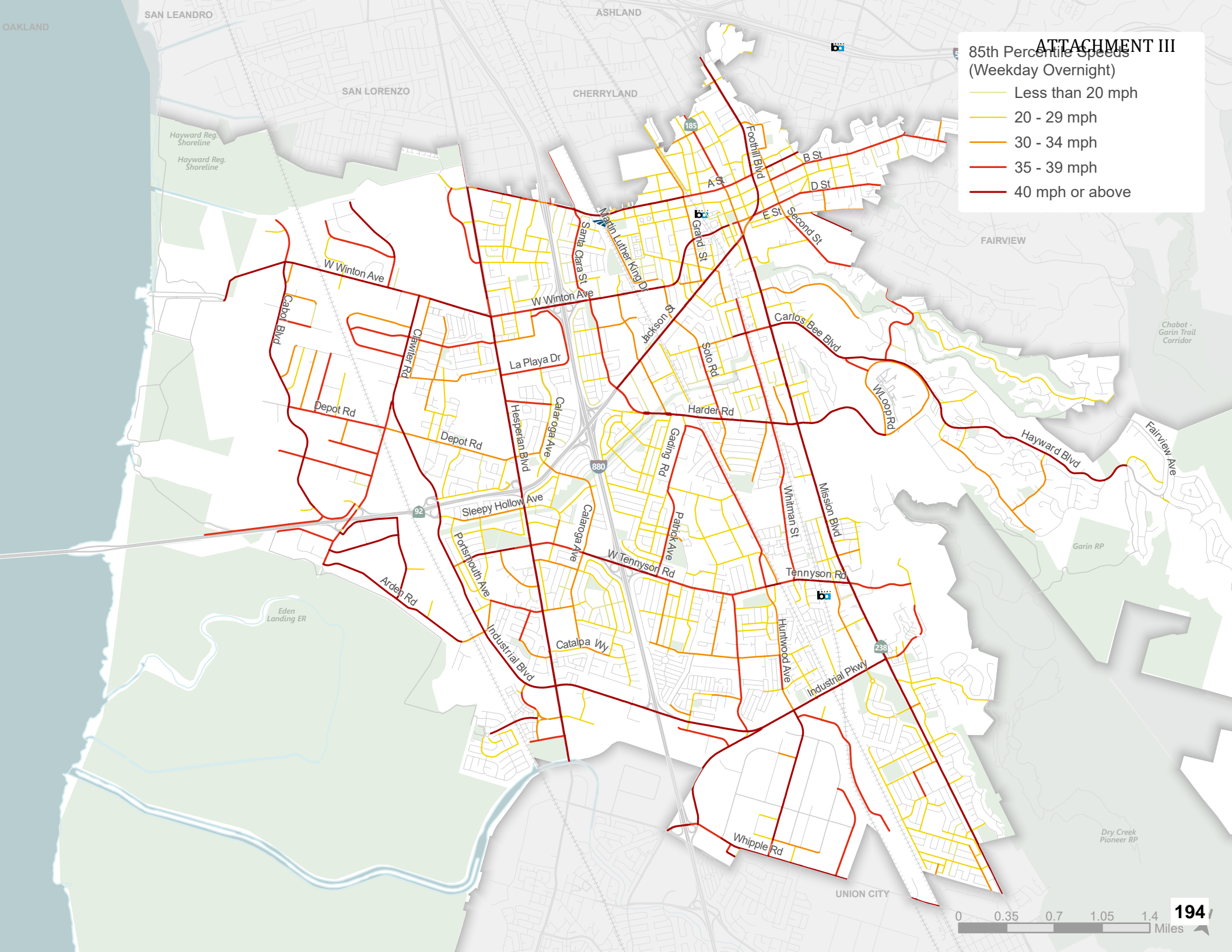
Dry Creek Pioneer RP

UNION CITY

ATTACHMENT III

85th Percentile Speeds
(Weekday Overnight)

- Less than 20 mph
- 20 - 29 mph
- 30 - 34 mph
- 35 - 39 mph
- 40 mph or above



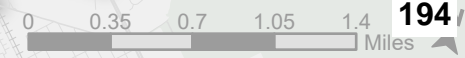
FAIRVIEW

Chabot - Garin Trail Corridor

Garin RP

Dry Creek Pioneer RP

UNION CITY





APPENDIX B:

Detailed Speed Reduction Toolbox

Memo

Date: July 2, 2025
To: Byron Tang and Lucas Woodward, City of Hayward
From: Manvi Nigam and Erin Ferguson, Fehr & Peers
Subject: Hayward Speed Management Plan: Countermeasures

The City of Hayward is developing a Speed Management Plan (SMP) to improve traffic safety outcomes on city streets. The SMP identifies target speeds for each street in the city. The target speeds represent the desired vehicle speed based on existing and planned land uses as well as that street's role in the street network. Target speeds may be different than the current speed limit. Over time, the city will implement countermeasures to reduce prevailing vehicle speeds to align with the target speeds. As countermeasures are implemented and prevailing speeds reduced, the city will be able to update speed limits to bring them closer into alignment with the target speeds.

This memorandum presents countermeasures the city can use to help reduce vehicle speeds closer to target speeds. The countermeasures are organized into two locational categories: (1) at or through intersections; and (2) along street segments. A combination of these countermeasures will need to be implemented along any given corridor (i.e., series of segments and intersections) to experience consistent speed reduction benefits. Some of the countermeasures noted below are also effective at providing other safety benefits.

Accompanying this memorandum is a spreadsheet that provides greater detail on each countermeasure, including a description and the types of streets where it may be most relevant to apply.

Intersection Speed Management

Managing speed on the approach to an intersection, as well as managing vehicle speeds either traveling through or turning at an intersection, are critical for improved safety outcomes. Intersections are where most multimodal paths of travel cross at angles that increase the likelihood of a severe collision. Managing vehicle speeds by requiring vehicles to stop before turning or proceeding, to turn at lower rates of speeds, and/or progress through an intersection at a slower speed all provide substantive safety benefits. In the context of a corridor, slowing vehicles at intersections also makes it easier to manage vehicle speeds between intersections on the street segments. **Table 1** summarizes intersection countermeasures that help slow vehicle speeds.

Table 1. Intersection Countermeasures that Help Slow Vehicle Speeds

Countermeasure	Considerations
Intersection Control	
Roundabouts	Provides speed management as well as remove severe conflicts. Suitable for a variety of location types.
Neighborhood Traffic Circles	Provides speed management as well as remove severe conflicts. Suitable for Place Streets and Neighborhood Streets.
All-Way Stop Control Intersections	Need to be implemented in a manner consistent with CA MUTCD. If there are concerns about compliance, could be paired with raised crosswalks or central island (see neighborhood traffic circle).
Traffic Signals with Slow Green Wave Progression	New signals need to be implemented in a manner consistent with CA MUTCD. Appropriately spaced signals along a corridor can create opportunities to manage vehicle speeds through signal progression. Signals can be coordinated to progress vehicles at speeds aligned with target speeds regardless of existing speed limits.
Traffic Signal Operations	
Protected Left-Turn Phasing	Requires left-turning vehicles to stop and wait for assigned time to make left-turn movement. This creates slower turning speeds as well as improves management of severe conflicts.
Prohibit Right-Turn on Red	Requires right-turning vehicles to stop and wait for assigned time to make right-turn movement. This creates slower turning speeds and improves management of conflicts.
Rest in Red	In low volume periods of the day, requires approaching vehicles to slow and/or stop to wait for the signal to change.
Flashing Red	In low volume periods of the day, approaching vehicles are required to stop and treat the signal as an all-way stop controlled intersection. This is sometimes an easier to implement alternative to Rest in Red operations because Flashing Red does not require detection.
Leading Pedestrian Interval and Pedestrian Recall	Slows vehicle turning speeds and facilitates improved yielding behavior by motorists to people crossing in the crosswalk.
Separate Pedestrian and/or Bicycle Crossing Phases	Slows vehicle turning speeds at the intersection. Vehicles are required to wait for their unique green time.
Red Light Running Cameras	Discourages motorists approaching an intersection from attempting to accelerate through an intersection where the signal is in the yellow or red phase.
Shorter Cycle Length	Shorter cycle lengths for signals reduce the amount of continuous green time an intersection approach receives which, when used in combination with the Slow Green Wave Progression noted above, can help manage vehicle speeds.
Geometric Features at Intersections	
Protected Intersection	Provides separate space for people biking and walking through the intersection. Includes tightening curb radii for vehicles which slows vehicles turning. Also tends to reduce the space available for motorists, which creates general speed reduction.

Countermeasure	Considerations
Curb Extensions or Tighter Curb Radii	These require vehicles to turn at slower speeds.
Eliminating or Closing Slip Lanes for Turning Vehicles	Slip lanes or channelized right turn lanes often make it easier for vehicles to make the right-turn movement at a higher speed. Removing channelized turn lanes or “slip lanes”, particularly those that are uncontrolled or yield controlled slows vehicle speeds.
Raised Crosswalks	These require vehicles to slow at the approach to and through the intersection. Suitable for streets with target speeds of 25mph or slower.
Raised Intersection	Raises the entire intersection for all approaches to it. Requires vehicles to slow at the approach to and through the intersection. Suitable for streets with target speeds of 25mph or slower.
Diverter	Prevents specific movements at an intersection. Can be implemented using raised concrete medians or with durable temporary materials. Helpful for managing speeds on streets designated as bike boulevards or bike routes. Useful to prevent continuous vehicle through movements on a Place Street or Neighborhood Street. Materials used can be designed to allow for emergency vehicle access, while general vehicle access is prevented.
Raised Median or Splitter Island	Visually and/or physically narrows the space provided for vehicles on approach to an intersection and as a result helps to slow vehicle speeds.
Floating Transit Island or Bus Boarding Island	Provides a raised median for people to wait for as well as board/de-board transit or buses. Allows for a bicycle facility to pass between the island and the sidewalk area to avoid bus-bike conflicts. The physical presence of the island as well as buses stopping in the vehicle lane to board and de-board passengers slows vehicle speeds.
Pavement Markings at or on Approach to Intersections	
Centerline Hardening	Uses materials to reinforce the presence of the centerline. When implemented at an intersection reinforces a turning vehicle’s need to slow and complete a turn closer to 90-degrees.
High Visibility Crosswalks with Advanced Yield Line or Stop Line	Visual reminder and reinforcement of intersections and/or crossing where motorists may need to stop or yield. Can help manage vehicle speeds along with other intersection treatments noted (e.g., raised pedestrian refuge islands).
Painted Optical Speed Bars	Transverse pavement markings that can be used to help slow vehicle speeds on approach to an intersection.

Source: Fehr & Peers.

Street Segments Speed Management

Managing speeds on street segments is often the immediate condition people think about when considering how to intervene to slow vehicle speeds. Higher vehicle speeds on street segments make it difficult, uncomfortable, and higher risk for people, traveling by any mode, to cross the street.

Higher vehicle speeds along the street also create a loud and unappealing environment for people living along those streets as well as for walking, biking, and accessing transit along those streets.

Table 2 summarizes countermeasures that help slow vehicle speeds along street segments.

Table 2. Street Segments Countermeasures that Help Slow Vehicle Speeds

Countermeasure	Considerations
Physically or Visually Narrowing Vehicle Traveled Way	
Road Diet	Removing vehicle through lanes helps to slow vehicle speeds by reducing the amount of space allocated to vehicles along a roadway.
Vehicle Lane Narrowing	Marking vehicle lanes at a narrow width can help slow vehicle speeds by visually narrowing the space motorists are given.
Separated Bikeway	When implemented in combination of either a road diet and/or vehicle lane narrowing, both physically and visually narrows the space for vehicles and can help slow vehicle speeds.
Buffered Bike Lanes and Door Zone Markings	When implemented in combination of either a road diet and/or vehicle lane narrowing, buffered bike lanes and/or door zone markings can help slow vehicle speeds by further reinforcing the narrower space provided to motorists.
Centerline and Edgeline Markings	Adding centerline or edgeline markings to a street that is perceived as wide and unmarked, can help to visually narrow the space available to motorists and slow vehicle speeds.
Centerline Hardening	Use materials to reinforce the presence of the centerline. When implemented with vertical elements such as flex posts, visually narrows the vehicle lane and helps to slow vehicle speeds. Humans judge speed based on what they see or perceive in their peripheral vision. Closely spaced vertical elements in the peripheral vision helps slow motorists' speeds.
Landscaping Buffer	Landscaping, particularly landscaping with vertical elements such as trees, placed between the back of curb and sidewalk, helps slow motorists' speed by increasing the frequency of vertical elements in their peripheral vision and making the street itself seem narrower.
Chicane or Horizontal Deflection	Creating horizontal deflections using curbs, landscaping, pavement markings, on-street parking, etc. forces vehicles to slow and maneuver around the chicane or horizontal deflection.
Raised Median and/or Refuge Island	These physically and visually narrow the travel lane and help slow down vehicles.
Back-in Angled Parking	When implemented in combination of either a road diet and/or vehicle lane narrowing, back-in angled parking both physically and visually narrows the space for vehicles and help slow vehicle speeds. Also increases the visibility of passing vehicles and bicycles while exiting a spot, reducing the likelihood conflict.
Other Treatments (Humps, Pavement Markings, Signs, and Beacons)	
Speed Hump or Speed Table	These provide vertical deflection, thereby encouraging vehicles to slow down. Suitable for Place and Neighborhood Streets where target speeds are 25 mph or slower.

Countermeasure	Considerations
Speed Feedback Sign	By notifying drivers of their speed as well as the posted speed limit, these provide a reminder to slow down and obey the speed limit.
Pedestrian Hybrid Beacons	Slows vehicle speeds and improves motorists' yielding behavior on multilane streets with midblock marked pedestrian crossings. More effective when paired with other countermeasures such as raised pedestrian refuge islands.
Rectangular Rapid Flashing Beacon	Slows vehicle speeds and improves motorists' yield behavior. More effective when implemented with road diets, raised pedestrian refuge islands, and other similar supporting treatments.
High Visibility Crosswalks with Advanced Yield or Stop Markings and Warning Signs	Visual reminder and reinforcement of crossings where motorists may need to stop or yield. Can help manage vehicle speeds along with other intersection treatments noted (e.g., raised pedestrian refuge islands, rectangular rapid flashing beacons).
Transverse Rumble Strips	Transverse rumble strips can be used to help slow vehicle speeds on approach to a horizontal curve to alert drivers to the need to slow down.
Painted Optical Speed Bars	Transverse pavement markings that can be used to help slow vehicle speeds on approach to a horizontal curve.
Chevron Signs on Horizontal Curves	Warning signs to advise motorists to slow their speeds on approach to tighter curves.
Ordinance or Enforcement Related	
Speed Limit Reduction	Lowering the posted speed limits has been found to lower average vehicle speeds.
Speed Safety Cameras ¹	Automating enforcement of posted speed limits helps improve compliance.
In-Person Enforcement ²	Issuing tickets to drivers exceeding the speed limit can help improve compliance.

Notes:

1. Installing Speed Safety Cameras is currently not legal in Hayward, CA. California state legislation would need to change to allow for speed safety cameras to be used more broadly.
2. Lack of availability of officers can be a limitation to effective implementation.

Source: Fehr & Peers.

Hayward Speed Management Plan: Countermeasures

Countermeasure	Category	Description	Street Type				Pyramid Tier	CRF (if available)	Cost Estimate		
			Connector	Core	Place	Neighborhood			Unit	Low End Cost Per Unit	High End Cost per Unit
All-Way Stop Control	Intersections & Roadways	An all-way stop-controlled intersection requires all vehicles to stop before crossing the intersection. An all-way stop-controlled intersection reduces the risk of severe conflicts as long as all road users see and obey the stop signs. The MUTCD (Manual on Uniform Traffic Control Devices) includes information on when and how to implement "All Way" Or "Multi-Way" stop control intersections.			Y	Y	2 - Latent Safety Measure	70%	Per intersection	\$10,000	\$40,000
Back-In Angled Parking	Other	Back-In Angled Parking requires motorists to back into an angled on-street parking spot and to drive forward when exiting a parking spot. Back-in angled parking increases the visibility of passing vehicles and bicycles while exiting a spot, particularly if large adjacent vehicles obstruct sight, and allows trunk unloading to happen on the curb instead of in the street.		Y	Y	Y	1 - Built Environment		Per 100 linear feet	\$5,000	\$20,000
Buffered Bike Lane	Bikeways	Buffered Bike Lanes are standard bike lanes paired with a designated horizontal buffer space, separating the bicycle lane from the adjacent motor vehicle travel lane and/or parking lane. This type of bikeway provides greater distance between vehicles and bicycles; provides space for bicyclists to pass each other; provides greater space for bicycling without making the bike lane appear so wide that it might be mistaken for a travel lane; and encourages bicycling by contributing to the perception of safety.	Y	Y	Y	1 - Built Environment	56%	Per mile	\$200,000	\$600,000	
								Linear Feet (lf)	\$25,000	\$50,000	
Centerline and edge line pavement markings	Signing & Striping	Edge line pavement markings and painted center median can be used to reduce lane widths and/or reduce visual perception of the width of lane.	Y	Y	Y	Y	1 - Built Environment		Per 100 lf	\$1,000	\$10,000
Centerline Hardening	Intersections & Roadways	Centerline hardening is a traffic-calming safety measure used at intersections to force drivers to make slower, "squarer" left turns, reducing pedestrian risk. It involves placing low-profile rubber curbs or bollards directly onto the yellow center line, preventing drivers from cutting corners diagonally, which reduces turn speeds and improves visibility		Y	Y		1 - Built Environment		Per 20 lf	\$5,000	\$25,000
Chevron Signs on Horizontal Curves	Signing & Striping	Post-mounted chevrons are intended to warn drivers of an approaching curve and provide tracking information and guidance to the drivers.	Y			Y	3 - Active Measure	40%	Per curve	\$2,500	\$10,000
Chicane or Horizontal deflection	Intersections & Roadways	Chicanes incorporate the use of pavement markings, planting strips, on-street parking, etc., to create a sequence of horizontal curves (i.e., horizontal deflections) intended to slow vehicles.			Y	Y	1 - Built Environment		Per location	\$15,000	\$25,000

Hayward Speed Management Plan: Countermeasures

Countermeasure	Category	Description	Street Type				Pyramid Tier	CRF (if available)	Cost Estimate		
			Connector	Core	Place	Neighborhood			Unit	Low End Cost Per Unit	High End Cost per Unit
Close Slip Lane	Intersections & Roadways	Modifies the corner of an intersection to remove the sweeping right turn lane for vehicles. Results in shorter crossings for pedestrians, reduced speed for turning vehicles, better sight lines, and space for landscaping and other amenities.	Y	Y	Y		1 - Built Environment	44%	Per location	\$5,000	\$30,000
Curb Extensions	Pedestrian Facilities	A curb extension is a traffic calming measure that widens the sidewalk for a short distance to enhance the pedestrian crossing. This reduces the crossing distance and allows pedestrians and drivers to see each other when parked vehicles would otherwise block visibility. Paint and plastic curb extensions are a low-cost/quick-build option.	Y	Y	Y	Y	1 - Built Environment	37%	Location (per corner)	\$25,000	\$75,000
									Location (unsignalized intersection)	\$50,000	\$150,000
									Location (signalized intersection)	\$100,000	\$300,000
Diverter	Intersections & Roadways	A traffic diverter breaks up the street grid while maintaining permeability for pedestrians and bicyclists.			Y	Y	1 - Built Environment		Per location	\$10,000	\$50,000
Door Zone Markings	Bikeways	Pavement markings denoting door zone of parked vehicles to raise awareness of bicyclists and motorists of that conflict area where an open car door could obstruct the path of a passing bicyclist.	Y	Y	Y	Y	1 - Built Environment		Per 100 lf	\$500	\$2,000
Fixed Time Operation, Minimum Recall, Maximum Recall and Ped Recall	Signals	Other traffic signal programming features can have the effect of reducing vehicle speeds, by inhibiting green phases that are longer than necessary to serve traffic. For example, "early return to green" on the main street occurs when a cross-street phase is not actuated and not served; but by instead setting the cross street phase to Ped Recall, Min Recall, or Max Recall, the early green on the main street will be eliminated or reduced.	Y	Y	Y		2 - Latent Safety Measure		Location (Assumes new signal)	\$1,250,000	\$1,750,000
Flashing Red	Signals	In low volume periods of the day, signals can be set to operate in flashing red on all approaches. This requires motorists to treat the signal as an all way stop. This strategy is simpler to implement than Red Rest, because it does not rely on vehicle detection.	Y	Y	Y		2 - Latent Safety Measure		Per intersection	\$1,000	\$5,000
Floating Transit Island or Bus Boarding Island	Separated Bike Lanes ⁶	Transit boarding island that is designed to allow bicycles to pass between the sidewalk and island thereby avoiding a bus-bike conflict when the bus stops at the boarding island. Can be used in combination with a bike lane, buffered bike lane, or separated bike lane. The treatment can also reduce vehicle speeds as the island itself visually narrows the roadway and can have a traffic calming effect.	Y	Y	Y	Y	1 - Built Environment		Per location	\$20,000	\$100,000

Hayward Speed Management Plan: Countermeasures

Countermeasure	Category	Description	Street Type				Pyramid Tier	CRF (if available)	Cost Estimate		
			Connector	Core	Place	Neighborhood			Unit	Low End Cost Per Unit	High End Cost per Unit
High-Visibility Crosswalk	Pedestrian Facilities	A high-visibility crosswalk has a striped pattern with ladder markings made of highvisibility material, such as thermoplastic tape, instead of paint. A high-visibility crosswalk improves the visibility of marked crosswalks and provides motorists a cue to slow down and yield to pedestrians.	Y	Y	Y	Y	1 - Built Environment	40%	None	\$5,000	\$25,000
High Visibility Crosswalks with Advanced Yield or Stop Markings and Warning Signs	Pedestrian Facilities	A pedestrian crossing at an intersection or on a segment provides a formalized location for people to cross the street, reducing the risk of people crossing outside crosswalks where drivers are not expecting them. Crosswalk striping, signs, and other enhanced features alert drivers that there may be a pedestrian crossing.		Y	Y	Y	1 - Built Environment	35%	None	\$10,000	\$35,000
Intersection Reconstruction and Tightening	Intersections & Roadways	Intersections that intersect at a skewed angle or angle notably different than 90-degrees have a greater likelihood of collisions. Squaring up the intersection helps reduce the likelihood of collisions. "Squaring up" an intersection as close to 90 degrees as possible involves intersection reconstruction and approach realignment to provide better visibility for all road users, also reducing high speed turns, reducing length exposure for vehicles and/or bikes passing through the intersection, and reducing pedestrian crossing length.	Y	Y	Y	Y	1 - Built Environment		Per location	\$25,000	\$200,000
Landscape Buffer	Pedestrian Facilities	Separating drivers from bicyclists and pedestrians using landscaping provides more space between the modes and can produce a traffic calming effect by encouraging drivers to drive at slower speeds, lowering the risk of crashing.	Y	Y	Y		1 - Built Environment		None	\$1,000,000	\$2,500,000
Lane Narrowing	Intersections & Roadways	Lane narrowing reduces the width of the marked vehicle lanes to encourage motorists to travel at slower speeds. Lane narrowing can also help reallocate existing roadway space to other road users.	Y	Y	Y	Y	1 - Built Environment		Per LF	\$10	\$25
Leading Pedestrian Interval and Pedestrian Recall	Pedestrian Facilities	At intersection locations that have a high volume of turning vehicles and have high pedestrian vs. vehicle crashes, a leading pedestrian interval gives pedestrians the opportunity to enter an intersection 3 - 7 seconds before vehicles are given a green indication. With this head start, pedestrians can better establish their presence in the crosswalk before vehicles have priority to turn left or right. Pedestrian recall is a traffic signal timing function that causes a pedestrian walk phase to activate automatically every cycle.		Y	Y	Y	2 - Latent Safety Measure	10%	Per intersection	\$500	\$2,000

Hayward Speed Management Plan: Countermeasures

Countermeasure	Category	Description	Street Type				Pyramid Tier	CRF (if available)	Cost Estimate		
			Connector	Core	Place	Neighborhood			Unit	Low End Cost Per Unit	High End Cost per Unit
Neighborhood Traffic Circle	Intersections & Roadways	Neighborhood traffic circles are circular intersections similar to roundabouts, but are stop controlled on the approach and intended for smaller intersections. Typically, they supplement existing stop-controlled intersections with a circular island in the center that is designed to slow traffic and eliminates severe conflict points (such as conflicting left-turn movements).			Y	Y	1 - Built Environment		Per intersection	\$10,000	\$15,000
Painted Optical Speed Bars	Signing & Striping	Optical Speed Bars are transverse pavement markings placed with progressively reduced spacing on both edges of the traveled way to create the perception of increased speed. This illusion encourages drivers to slow down as they pass by the markings.	Y	Y	Y	Y	2 - Latent Safety Measure		Per location	\$1,000	\$5,000
Pedestrian Hybrid Beacon	Signals	A pedestrian-hybrid beacon (PHB) is used at unsignalized intersections or mid-block crosswalks to notify oncoming motorists to stop with a series of red and yellow lights. Unlike a traffic signal, the PHB rests in dark until a pedestrian activates it via pushbutton or other form of detection.		Y	Y		2 - Latent Safety Measure	12%	Per beacon	\$150,000	\$300,000
Prohibit Turns During Pedestrian Phase	Signals	Restricts left or right turns during the pedestrian crossing phase at locations where a turning vehicle may conflict with pedestrians in the crosswalk. This restriction may be displayed with a blank-out sign.	Y	Y	Y		2 - Latent Safety Measure		Per intersection	\$5,000	\$25,000
Protected Intersection	Intersections & Roadways	Protected intersections use corner islands, curb extensions, and colored paint to delineate bicycle and pedestrian movements across an intersection. Slower driving speeds and shorter crossing distance increase safety for pedestrians. Separates bicycles from pedestrians as well as moving vehicles.	Y	Y	Y		1 - Built Environment		Per intersection	\$200,000	\$2,000,000
Raised Crosswalk	Intersections & Roadways	A Raised Crosswalk is a pedestrian crosswalk that is typically elevated 3-6 inches above the road or at sidewalk level. A Raised Crosswalk improves increases crosswalk and pedestrian visibility and slows down motorists.			Y	Y	1 - Built Environment	36%	Location (unsignalized)	\$100,000	\$150,000
									Location (signalized)	\$150,000	\$300,000
Raised Intersection	Intersections & Roadways	Elevates the intersection to bring vehicles to the sidewalk level. Serves as a traffic calming measure by extending the sidewalk context across the road.			Y	Y	1 - Built Environment		Per intersection	\$100,000	\$200,000
Raised Median	Intersections & Roadways	Curbed sections in the center of the roadway that are physically separated from vehicular traffic. Raised medians can also help control access to and from side streets and driveways, reducing conflict points.	Y	Y			1 - Built Environment	71%	Linear Feet	\$500	\$1,000

Hayward Speed Management Plan: Countermeasures

Countermeasure	Category	Description	Street Type				Pyramid Tier	CRF (if available)	Cost Estimate		
			Connector	Core	Place	Neighborhood			Unit	Low End Cost Per Unit	High End Cost per Unit
Rectangular Rapid Flashing Beacon	Signals	A rectangular rapid flashing beacon (RRFB) is a pedestrian-activated flashing light with additional signage to alert motorists of a pedestrian crossing. An RRFB increases the visibility of marked crosswalks and provides motorists a cue to slow down and yield to pedestrians.		Y	Y		2 - Latent Safety Measure	47%	Per RRFB	\$20,000	\$25,000
Red Light Camera	Other	A red light camera enforces traffic signal compliance by capturing the image of a vehicle that has entered an intersection in spite of the traffic signal indicating red. The automatic photographic evidence is used by authorities to enforce traffic laws and issue traffic violation tickets.	Y	Y	Y		3 - Active Measure	20%	Per location	\$25,000	\$250,000
Refuge Island	Intersections & Roadways	A Raised Median, or Refuge Island, is a raised barrier in the center of the roadway that can restrict certain turning movements and provide a place for pedestrians to wait if they are unable to finish crossing the intersection. A Raised Median reduces the number of potential conflict points with designated zones for vehicles to turn, and a pedestrian refuge island reduces the exposure for pedestrians crossing the intersection. Pedestrian refuge areas constructed from paint and plastic may be implemented as part of a low-cost/quick build project.	Y	Y	Y		1 - Built Environment	28%	Per island	\$10,000	\$25,000
Road Diet	Intersections & Roadways	A Road Diet reduces roadway space dedicated to vehicle travel lanes to create room for bicycle facilities, wider sidewalks, or center turn lanes. A Road Diet reduces vehicle speeds and creates designated space for all road users.	Y	Y	Y	Y	1 - Built Environment	47%	Linear Feet	\$15	\$100
Single-Lane Roundabout	Intersections & Roadways	A roundabout is a type of circular intersection in which road traffic is permitted to flow in one direction around a central island, and priority is typically given to traffic already in the junction. The types of conflicts that occur at roundabouts are different from those occurring at conventional intersections; namely, severe conflicts from crossing and left-turn movements are not present in a roundabout. The geometry of a roundabout forces drivers to reduce speeds as they proceed through the intersection; the range of vehicle speeds is also narrowed, reducing the severity of crashes when they do occur. Pedestrians also only have to cross one direction of traffic at a time at roundabouts, thus reducing exposure to vehicle traffic.	Y	Y	Y		1 - Built Environment	51%	Per location	\$200,000	\$2,000,000
Rumble Strips	Intersections & Roadways	Rumble strips create noise and vibration inside the vehicle that alert a driver as they cross the centerline or edge line. Treatment can help with lane keeping instances where a driver is distracted or drowsy. Rumble strips also alert drivers to the lane limits when conditions such as rain, fog, snow, or dust reduce driver visibility.	Y	Y			1 - Built Environment	53%	Per mile	\$3,000	\$18,000

Hayward Speed Management Plan: Countermeasures

Countermeasure	Category	Description	Street Type				Pyramid Tier	CRF (if available)	Cost Estimate		
			Connector	Core	Place	Neighborhood			Unit	Low End Cost Per Unit	High End Cost per Unit
Separated Bikeway	Bikeways	A separated bikeway, also called a cycletrack, provides dedicated street space, typically adjacent to outer vehicle travel lanes, with physical separation from vehicle traffic, designated lane markings, pavement legends, and signage. Physical separation may consist of plastic posts, parked vehicles, raised median, or a curb (if the separated bike lane is raised to sidewalk level). Separated bikeways reduce conflicts between people biking and motorists. They also provide more physical protection that further reduces the risk of severe conflicts between bicycles and vehicles on the road. Separated bike lanes can also help manage or reduce vehicle speeds as some of the design features can have a traffic calming effect.	Y	Y	Y		1 - Built Environment	41%	Per mile	\$500,000	\$5,000,000
Shorten Cycle Length	Signals	Traffic signal cycle lengths have a significant impact on the quality of the urban realm and consequently, the opportunities for bicyclists, pedestrians, and transit vehicles to operate effectively along a corridor. Long signal cycles, compounded over multiple intersections, can make crossing a street or walking even a short distance prohibitive and frustrating. Short cycle lengths of 60–90 seconds are ideal for urban areas.	Y	Y	Y		2 - Latent Safety Measure		Per intersection	\$1,000	\$20,000
Signal Interconnectivity and Coordination / Green Wave	Signals	The emphasis on improving signal coordination for this countermeasure is to provide an opportunity for slow-speed signal coordination. Traffic signals along a corridor are frequently coordinated to favor the corridor's posted speed limit, e.g. 30 mph. Signals can instead be retimed to favor a lower progression speed, which not only serves to manage speed but also favors bicycle travel. Coordinating signals to allow for bicyclist progression, also known as a 'green wave,' gives bicyclists and pedestrians more time to cross through the 'green wave' intersections. Similarly, signals can be timed to the posted speed limit, but with "breaks" in the progression at bus stops, in order to favor bus movement by accounting for expected dwell time at bus stops.	Y	Y	Y		2 - Latent Safety Measure	15%	Per intersection	\$10,000	\$200,000
Speed Feedback Sign	Signing & Striping	A speed feedback sign notifies drivers of their current speed, usually followed by a reminder of the posted speed limit. A speed feedback sign provides a cue for drivers to check their speed and slow down, if necessary.	Y	Y	Y		3 - Active Measure	10%	Per location	\$10,000	\$20,000
Speed Hump or Speed Table	Intersections & Roadways	These traffic calming devices use vertical deflection to raise the entire wheelbase of a vehicle and encourage motorists to travel at slower speeds.			Y	Y	1 - Built Environment		Per mile	\$25,000	\$75,000



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: CONS 26-128

DATE: April 7, 2026

TO: Mayor and City Council

FROM: Director of Human Resources

SUBJECT

Adopt a Resolution Approving a Side Letter of Agreement Amending the Memoranda of Understanding between the City of Hayward and the Hayward Fire Chiefs Association and Authorizing Staff to Execute the Agreement

RECOMMENDATION

That the City Council adopts a Resolution (Attachment II) approving a Side Letter of Agreement amending the Memoranda of Understanding (MOU) between the City of Hayward and the Hayward Fire Chiefs Association (HFCA) and authorizing staff to execute the agreements.

SUMMARY

The City has met and conferred in good faith with HFCA and have agreed to corrections to existing contract language to comply with the California Public Employee Retirement System (CalPERS) and the Internal Revenue Service (IRS). These changes respectively reflect the intention of pensionable contributions for certain pays and align with IRS regulations and administrative process.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution



DATE: April 7, 2026

TO: Mayor and City Council

FROM: Director of Human Resources

SUBJECT: Adopt a Resolution Approving a Side Letter of Agreement Amending the Memoranda of Understanding between the City of Hayward and the Hayward Fire Chiefs Association and Authorizing Staff to Execute the Agreement

RECOMMENDATION

That the City Council adopts a Resolution (Attachment II) approving a Side Letter of Agreement amending the Memoranda of Understanding (MOU) between the City of Hayward and the Hayward Fire Chiefs Association (HFCA) and authorizing staff to execute the agreements.

SUMMARY

The City has met and conferred in good faith with HFCA and the Parties have agreed to corrections to existing contract language to comply with the California Public Employee Retirement System (CalPERS) and the Internal Revenue Service (IRS). These changes respectively reflect the intention of pensionable contributions for certain pays and align with IRS regulations and administrative process.

FISCAL IMPACT

If approved, the proposed amendments to the HFCA MOU would result in minor fiscal impact which can be absorbed into the department budget, as the corrections bring the agreements into alignment with CalPERS regulations, existing pay practices, and the intentions of the City. These items are cost neutral in the near term as proposed changes resolve for reporting compliance and administration.

BACKGROUND

As part of review of the MOUs to ensure compliance with CalPERS regulations, the parties identified a potential issue with application of MOU Section 7.02 Holiday Pay as applied to employees who work in assignments that require scheduling without regard to observed holidays. MOU Sections 7.01, 7.02, 7.03, and 7.04 do not draw a distinction between such assignments and assignments that allow employees to observe holidays.

The City's purpose and intent of this holiday pay section has always been to pay these employees in accordance with Gov. Code Section 20636(c), Section 571 and 571.1. After an extensive review and analysis by the parties, and in order to ensure the MOU language clearly aligns with the requirements of Gov. Code Section 2063(c), CCR Section 571 and 571.1, and the Parties' intent, the City and the Union have met and conferred on the matter to modify the holiday pay language to comply with CalPERS requirements.

In addition, the parties have identified two other contract provisions that require clarification to ensure they are administered consistent with the Parties' intent. These include MOU Article 6.07 Change in Pay upon Promotion and MOU Article 8.04 Vacation Leave Transfer.

DISCUSSION

The City and HFCA have met and conferred in good faith to revise language to ensure compliance with CalPERS regulations. The following provisions for holiday pay, change in pay upon promotion, and vacation leave transfer were revised to align with the original intention of pension-reportable pay, compliance with applicable IRS regulations and administrative process.

Articles for Holiday Pay: 7.01, 7.02, 7.03, 7.04 and 7.05

To address a reporting compliance issue with CalPERS, Articles 7.01 Holidays Observed by the City; 7.02 Holiday New Years Eve; 7.03 Holiday Christmas Eve; and 7.04 Holidays for Part-Time Employees; are updated to align with the original intention of pension-reportable holiday pay.

The edits simplify holiday pay including updating Article 7.01 to clarify the holidays that are observed by the City of Hayward; Article 7.02, retitled as "Holiday Pay"; Articles 7.03 and 7.04 are removed; and Article 7.05 removes language related to scheduling release for observing days of morning. These changes streamline the provision so that all covered employees will be paid holiday in lieu regardless of their scheduled hours as employees in represented classifications serve in assignments that require scheduled staffing without regard to observed holidays. This update proactively addresses potential CalPERS concerns for reportable pay under this provision and aligns with the staffing necessary for the operation.

6.07 Change in Pay upon Promotion

A discrepancy was identified through the administration of this provision when employees are promoted – that promotional pay may result in significantly less than a five percent (5%) increase, inconsistent with the intention of promotional placements. The parties agreed to update the language to reflect the standard practice of promotional pay closer to five percent (5%). Specific to the agreement, when employees are promoted, their promotional pay will be calculated to provide at least a five percent 5% increase as long as the increase is within the salary range of the classification to which the employee is promoted.

8.04 Vacation Leave Transfer

This section is updated to reflect internal alignment within the MOU and distinguishes between conversion of vacation leave to cash and transfer of vacation leave to a qualified 401(b) or medical retirement plan. Language was added to clarify the ability to request transfers in the same calendar year is permissible when transferring into a qualified retirement plan, subject to any future changes to IRS rules.

A summary of the agreed upon changes are outlined in Table 1 below.

Table 1: Key Proposed Changes

MOU Section	Summary of Change	Effective Dates (as aligned with applicable pay periods)
7.01 Holidays Observed by the City	Clarifies Holidays are observed by the City of Hayward and removes language for bargaining unit members observing the holiday.	After adoption by City Council
7.02 Holiday New Year’s Eve	Retitled to “Holiday Pay” and updates section to simplify pay for holidays aligned with administrative process and CalPERS requirements. Holiday-in-lieu pay applicable for all employees regardless of schedule at 5.77% of regular hourly rate so long as the employee is scheduled to work without regard to observed holidays.	After adoption by City Council
7.03 Holiday Christmas eve	Removed related to clarification edits for Article 7.02.	After adoption by City Council
7.04 Holidays for Part-Time Employees	Removed related to clarification edits for Article 7.02.	After adoption by City Council
7.05 National Days of Mourning	Removes related language to clarify edits for Article 7.02.	After adoption by City Council
6.07 Change in Pay Upon Promotion	Updating section to reflect promotional salary increases of at least 5% and no greater than the salary range of the promotional classification.	After adoption by City Council
8.04 Vacation Leave Transfer	Clarifies and distinguishes request timeframes for vacation leave cashouts versus transfers, clarifies items are subject to any future changes to IRS rules.	January 1, 2024

STRATEGIC INITIATIVES

This agenda item is a routine operational item and does not relate to one of the Council's Strategic Initiatives.

NEXT STEPS

Staff will finalize the side letter agreements and obtain necessary review by the City Attorney and approval by the City Manager to execute them. The Human Resources Department will work with the Finance Department to implement these changes.

Prepared and Recommended by: Ian Tecson, Director of Human Resources

Approved by:

A handwritten signature in blue ink, appearing to read "Jennifer Ott".

Jennifer Ott, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 26-_____

Introduced by Council Member _____

RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE A SIDE LETTER OF AGREEMENT WITH THE HAYWARD FIRE CHIEFS ASSOCIATION TO AMEND THE CURRENT MEMORANDA OF UNDERSTANDING

WHEREAS, the City of Hayward has met and conferred in good faith with the representatives for the Hayward Fire Chiefs Association (HFCA); and

WHEREAS, the parties have reached agreement on language that brings provisions of the related Memoranda of Understanding for holiday pay, change in promotional pay, and vacation transfer into compliance with the California Public Employee Retirement System (CalPERS) and Internal Revenue Service (IRS) rulings, and creates consistency in administrative process.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that the City Manager is hereby authorized and directed to execute, on behalf of the City of Hayward, amendments to the Memoranda of Understanding through the related side letter of agreement as soon as administratively possible, and authorizes staff to execute said agreement, a copy of which will be on file in the Office of the City Clerk.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2026

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: CONS 26-132

DATE: April 7, 2026

TO: Mayor and City Council

FROM: City Manager

SUBJECT

Adopt a Resolution Designating City-Owned Properties at City Center Drive (APNs 415-0250-111-02, 415-0250-112-00, 415-0250-113-00), C Street and Main Street (1026 C Street & 22696 Main Street; APNs 428-0066-037-00, 428-0066-038-02, 428-0066-038-01), and Cinema Place (22631 Foothill Boulevard; APNs 428-0066-085-00, 428-0066-086-00) as Surplus Land, Authorizing Notices of Availability, and Finding the Action Exempt from California Environmental Quality Act Review

RECOMMENDATION

That the City Council adopt a resolution declaring three City-owned properties as surplus land pursuant to the California Surplus Land Act (Government Code Section 54220 et seq.) and authorizing the City Manager to issue Notices of Availability consistent with the requirements of the Act. The properties include the City Center Drive site (APNs 415-0250-111-02, 415-0250-112-00, and 415-0250-113-00), the C Street and Main Street parcels located at 1026 C Street and 22696 Main Street (APNs 428-0066-037-00, 428-0066-038-02, and 428-0066-038-01), and the Cinema Place property located at 22631 Foothill Boulevard (APNs 428-0066-085-00 and 428-0066-086-00). Adoption of the resolution will allow the City to initiate the Surplus Land Act notification process prior to any potential future disposition or redevelopment of the properties. The action is also recommended to be found exempt from the California Environmental Quality Act (CEQA) because it does not constitute a project under CEQA.

SUMMARY

The Surplus Land Act (SLA), Government Code section 54220, et seq., requires a local agency to follow specific procedural steps before disposing of land or negotiating to dispose of land that is no longer needed for the agency's use. The steps generally involve (1) adopting a resolution declaring the property surplus or exempt surplus, (2) sending notices of availability to entities designated in the SLA, primarily affordable housing developers/sponsors, and (3) negotiating in good faith for ninety (90) days with any entity that submits a notice of interest within sixty (60) days of the issuance of the notice of availability.

This item involves the City Center Drive site, totaling approximately 5.79 acres across three parcels (APNs 415-0250-111-02, 415-0250-112-00, and 415-0250-113-00); the C Street and Main Street parcels, located at 1026 C Street and 22696 Main Street, totaling approximately 0.70 acres (APNs 428-0066-037-00, 428-0066-038-02, and 428-0066-038-01); and the Cinema Place property, located at 22631 Foothill Boulevard, consisting of approximately 1.54 acres (APNs 428-0066-085-00 and 428-0066-086-00).

Staff recommend that the City Council adopt a resolution declaring these parcels as surplus pursuant to the SLA. Staff also

File #: CONS 26-132

recommend that the Council authorizes the City Manager or their designee to begin the surplus property notice of availability process consistent with the SLA. If the City receives notices of interest in the parcels, staff will return to Council for further direction.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution



DATE: April 7, 2026

TO: Mayor and City Council

FROM: City Manager

SUBJECT: Adopt a Resolution Designating City-Owned Properties at City Center Drive (APNs 415-0250-111-02, 415-0250-112-00, 415-0250-113-00), C Street and Main Street (1026 C Street & 22696 Main Street; APNs 428-0066-037-00, 428-0066-038-02, 428-0066-038-01), and Cinema Place (22631 Foothill Boulevard; APNs 428-0066-085-00, 428-0066-086-00) as Surplus Land, Authorizing Notices of Availability, and Finding the Action Exempt from California Environmental Quality Act Review

RECOMMENDATION

That the City Council adopt a resolution declaring three City-owned properties as surplus land pursuant to the California Surplus Land Act (Government Code Section 54220 et seq.) and authorizing the City Manager to issue Notices of Availability consistent with the requirements of the Act. The properties include the City Center Drive site (APNs 415-0250-111-02, 415-0250-112-00, and 415-0250-113-00), the C Street and Main Street parcels located at 1026 C Street and 22696 Main Street (APNs 428-0066-037-00, 428-0066-038-02, and 428-0066-038-01), and the Cinema Place property located at 22631 Foothill Boulevard (APNs 428-0066-085-00 and 428-0066-086-00). Adoption of the resolution will allow the City to initiate the Surplus Land Act notification process prior to any potential future disposition or redevelopment of the properties. The action is also recommended to be found exempt from the California Environmental Quality Act (CEQA) because it does not constitute a project under CEQA.

SUMMARY

The Surplus Land Act (SLA), Government Code section 54220, et seq., requires a local agency to follow specific procedural steps before disposing of land or negotiating to dispose of land that is no longer needed for the agency's use. The steps generally involve (1) adopting a resolution declaring the property surplus or exempt surplus, (2) sending notices of availability to entities designated in the SLA, primarily affordable housing developers/sponsors, and (3) negotiating in good faith for ninety (90) days with any entity that submits a notice of interest within sixty (60) days of the issuance of the notice of availability.

This item involves the City Center Drive site, totaling approximately 5.79 acres across three parcels (APNs 415-0250-111-02, 415-0250-112-00, and 415-0250-113-00); the C Street and

Main Street parcels, located at 1026 C Street and 22696 Main Street, totaling approximately 0.70 acres (APNs 428-0066-037-00, 428-0066-038-02, and 428-0066-038-01); and the Cinema Place property, located at 22631 Foothill Boulevard, consisting of approximately 1.54 acres (APNs 428-0066-085-00 and 428-0066-086-00).

Staff recommend that the City Council adopt a resolution declaring these parcels as surplus pursuant to the SLA. Staff also recommend that the Council authorizes the City Manager or their designee to begin the surplus property notice of availability process consistent with the SLA. If the City receives notices of interest in the parcels, staff will return to Council for further direction.

FISCAL IMPACT

There is no fiscal impact from the adoption of the attached resolution. The sale of these parcels will result in potential revenue for the City to restore the City's General Fund reserves. The price for the properties will be determined by staff based primarily on current market rates and as part of any subsequent land sale negotiation process.

BACKGROUND

The City of Hayward is initiating the process to declare several City-owned properties as surplus land in accordance with the SLA. This action includes the City Center Drive site, the C Street and Main Street parcels, and the Cinema Place property. Designating these properties as Surplus allows the City to begin the required Notices of Availability and explore opportunities for redevelopment, strategic disposition, or partnership that support the City's ongoing efforts to revitalize key areas, enhance economic activity, and optimize underutilized public assets.

The City Center Drive site (APNs 415-0250-111-02, 415-0250-112-00, 415-0250-113-00) became Hayward's municipal center in 1969, originally housing the City Hall and Centennial Hall Convention Center. During the 1980s, the adjacent Plaza Center retail and commercial complex was constructed on the former Hayward High School grounds. The Convention Center closed in November 2009 and was later demolished. In 2019, the City repurchased the middle parcel and demolished the former City Hall building. Today, the approximately 5.79-acre site consists primarily of vacant land with an existing three-story parking structure and is located within the City's civic district near the Hayward Senior Center, Japanese Gardens, and Douglas Morrisson Theatre.

The C Street and Main Street parcels (1026 C Street and 22696 Main Street; APNs 428-0066-037-00, 428-0066-038-02, 428-0066-038-01) were purchased by the City in 2014 for approximately \$950,000 as a strategic acquisition to encourage redevelopment and support downtown revitalization. The parcels total approximately 0.70 acres and currently consist of vacant land with a small, unoccupied office building at the corner of C Street and Main Street. Due to structural damage, the building is anticipated to be demolished as part of future redevelopment. The site is adjacent to the historic Green Shutter property, which was acquired by Structure Properties in 2016 and redeveloped into a mixed-use project featuring residential units and ground-floor commercial space.

The Cinema Place property (22631 Foothill Boulevard; APNs 428-0066-085-00 and 428-0066-086-00) was originally developed in 2008 through a partnership between the former Hayward Redevelopment Agency and a private developer to support downtown revitalization. The approximately 1.54-acre site is improved with a 52,928-square-foot retail and theater building, including multiple retail tenant spaces and a movie theater that anchors entertainment and dining activity in downtown Hayward. In March 2024, the City of Hayward Economic Development Corporation acquired the property as a strategic investment to sustain economic activity and continued revitalization within the downtown core.

DISCUSSION

Before disposing of, or negotiating disposition of surplus land, the SLA requires the City to follow specific procedural steps.

1. The City Council must declare the land to be surplus or exempt surplus at a public meeting.
2. The City must send notices of availability (NOA) of the property to (1) the California Department of Housing and Community Development (HCD), (2) specified public entities within whose jurisdiction the surplus land is located, and (3) any housing sponsors certified by California Housing Finance Agency (CalHFA) that have provided notice to HCD of their interest in receiving SLA notices.
3. The City must negotiate in good faith for no less than ninety (90) days with any entity that submits a notice of interest within sixty (60) days of the issuance of NOA.
4. If no notices of interest are received in a timely manner, or good faith negotiations do not result in an agreement on disposition within the ninety (90) day negotiating period, the City may dispose of the property without further regard to the SLA, subject only to the requirement that a covenant is recorded against the property imposing affordability conditions on any development involving construction of ten (10) or more residential units on the property. At least 15% of the total units must be sold or rented at affordable housing cost to lower income households as defined by state law and must remain affordable for at least 55 years for rental housing and 45 years for ownership housing.

HCD and the Attorney General have authority to enforce the SLA. A local agency that is found to be in violation of the SLA for the first time faces monetary penalties of 30% of the property's disposition value, which is the greater of the fair market value and the actual sale price. Subsequent violations result in penalties of 50% of disposition value. The penalty is required to be deposited in a local housing trust fund and used within five (5) years, otherwise the funds will revert to the State.

Staff have determined that properties are no longer necessary for the City's use and may be declared surplus.

ENVIRONMENTAL REVIEW

The designation of the parcels as surplus does not have the potential for creating a significant effect on the environment and is therefore exempt from further review under CEQA pursuant to State CEQA Guidelines Section 15060(c)(3) because it is not a project as defined by the

CEQA Guidelines Section 15378. Adoption of the Resolution does not have the potential for resulting in either a direct physical change in the environment or a reasonably foreseeable indirect physical change in the environment. Development applications related to the parcels will be subject to environmental review as required by law.

ECONOMIC IMPACT

Designating these properties as surplus will also attract private investment and support redevelopment and mixed-use projects, which can create jobs, expand the tax base, and draw new businesses and residents. Redeveloping these key sites, especially in the civic and downtown core, will enhance commercial activity, strengthen economic vitality, and advance long-term community goals such as improved public spaces, cultural amenities, and housing.

STRATEGIC ROADMAP

This agenda item is a routine operational item and does not relate to any of the six priorities outlined in the Council’s Strategic Roadmap.

PUBLIC CONTACT AND NEXT STEPS

Upon adoption of the attached resolution, the City Manager and staff will send a notice of availability to all entities required to receive notice under the Surplus Land Act and HCD’s Surplus Land Act Guidelines. If notices of interest are received within the 60-day NOA timeframe, staff will return to Council for further direction prior to commencing negotiations.

Prepared by: Tracy Irvin, Real Property Manager
Michael Vigilia, Senior Assistant City Attorney

Recommended by: Mary Thomas, Assistant City Manager
Michael Lawson, City Attorney

Approved by:



Jennifer Ott, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 26-___

Introduced by Council Member _____

RESOLUTION DESIGNATING CERTAIN CITY-OWNED PROPERTIES LOCATED AT CITY CENTER DRIVE (APNs 415-0250-111-02, 415-0250-112-00, 415-0250-113-00), C STREET AND MAIN STREET (1026 C STREET & 22696 MAIN STREET; APNs 428-0066-037-00, 428-0066-038-02, 428-0066-038-01), AND 22631 FOOTHILL BOULEVARD (APNs 428-0066-085-00 AND 428-0066-086-00), HAYWARD, CALIFORNIA AS SURPLUS LAND PURSUANT TO GOVERNMENT CODE SECTION 54221; AUTHORIZING THE CITY MANAGER TO ISSUE NOTICES OF AVAILABILITY AS REQUIRED BY THE SURPLUS LAND ACT; AND FINDING THAT THE ACTION IS EXEMPT FROM ENVIRONMENTAL REVIEW

WHEREAS, the Surplus Land Act (Government Code section 54220, et seq.) imposes procedural steps that a local agency must follow before disposing of, or negotiating disposition of surplus land; and

WHEREAS, Government Code section 54221(b)(1) requires a local agency to declare property as surplus and not necessary for the agency's use during a regular public meeting prior to taking any action to dispose of the property; and

WHEREAS, after declaration of property as surplus, Government Code section 54222 requires a public agency to issue a Notice of Availability ("NOA") of the surplus property to entities identified in the statute, including the California Department of Housing and Community Development (HCD), local public entities, and affordable housing developers; and

WHEREAS, the City of Hayward owns in fee simple approximately 5.79 acres across three parcels located at City Center Drive, identified as Assessor's Parcel Numbers (APNs) 415-0250-111-02, 415-0250-112-00, and 415-0250-113-00 (hereafter "City Center Drive Site"); and

WHEREAS, the City Center Drive Site formerly served as the location of City Hall and the Centennial Hall Convention Center, is now primarily vacant with a three-story parking structure, and is not necessary for the City's current use; and

WHEREAS, the City of Hayward owns in fee simple approximately 0.70 acres located at 1026 C Street and 22696 Main Street, identified as APNs 428-0066-037-00, 428-0066-038-02, and 428-0066-038-01 (hereafter "C Street and Main Street Parcels"); and

WHEREAS, the C Street and Main Street Parcels were acquired by the City in 2014 to support downtown revitalization, currently consist of largely vacant land with a small unoccupied structure, and are not necessary for the City's current use; and

WHEREAS, the City of Hayward owns in fee simple approximately 1.54 acres located at 22631 Foothill Boulevard, identified as APNs 428-0066-085-00 and 428-0066-086-00 (hereafter "Cinema Place Property"); and

WHEREAS, the Cinema Place Property was developed as part of downtown revitalization efforts, is improved with a retail and theater building, and has been acquired as a strategic economic asset but is not necessary for the City's direct operational use; and

WHEREAS, the City has determined that the City Center Drive Site, the C Street and Main Street Parcels, and the Cinema Place Property (collectively, the "Properties") are not necessary for the City's use and may be declared surplus.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Hayward finds and declares as follows:

1. The City Center Drive Site, consisting of approximately 5.79 acres, more or less, across three parcels (APNs 415-0250-111-02, 415-0250-112-00, and 415-0250-113-00), as more particularly described in Exhibit A attached hereto and incorporated herein, is owned in fee simple by the City of Hayward, is not necessary for the City's use, and is hereby declared surplus.
2. The C Street and Main Street Parcels, consisting of approximately 0.70 acres, more or less, located at 1026 C Street and 22696 Main Street (APNs 428-0066-037-00, 428-0066-038-02, and 428-0066-038-01), as more particularly described in Exhibit B attached hereto and incorporated herein, are owned in fee simple by the City of Hayward, are not necessary for the City's use, and are hereby declared surplus.
3. The Cinema Place Property, consisting of approximately 1.54 acres, more or less, located at 22631 Foothill Boulevard (APNs 428-0066-085-00 and 428-0066-086-00), as more particularly described in Exhibit C attached hereto and incorporated herein, is owned in fee simple by the City of Hayward, is not necessary for the City's use, and is hereby declared surplus.

BE IT FURTHER RESOLVED, that the City Manager or their designee is authorized and directed to issue a Notice of Availability for Parcel 1 and 2 to the entities identified in Government Code section 54222 and the Surplus Land Act Guidelines issued by HCD.

BE IT FURTHER RESOLVED that the City Manager or their designee is authorized and directed to issue Notices of Availability for the Properties to the entities identified in Government Code section 54222 and in accordance with the Surplus Land Act Guidelines issued by HCD.

ATTACHMENT II

BE IT FURTHER RESOLVED that the City Manager or their designee is authorized to take any further actions necessary to comply with the Surplus Land Act and applicable guidelines.

BE IT FURTHER RESOLVED that the designation of the Properties as surplus does not have the potential for creating a significant effect on the environment and is therefore exempt from further review under the California Environmental Quality Act (CEQA) pursuant to State CEQA Guidelines Section 15060(c)(3), because it is not a project as defined by CEQA Guidelines Section 15378. Adoption of this Resolution does not have the potential to result in either a direct physical change in the environment or a reasonably foreseeable indirect physical change in the environment. Development of the Properties will be subject to environmental review as required by law.

IN COUNCIL, HAYWARD, CALIFORNIA, _____, 2026

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
 MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

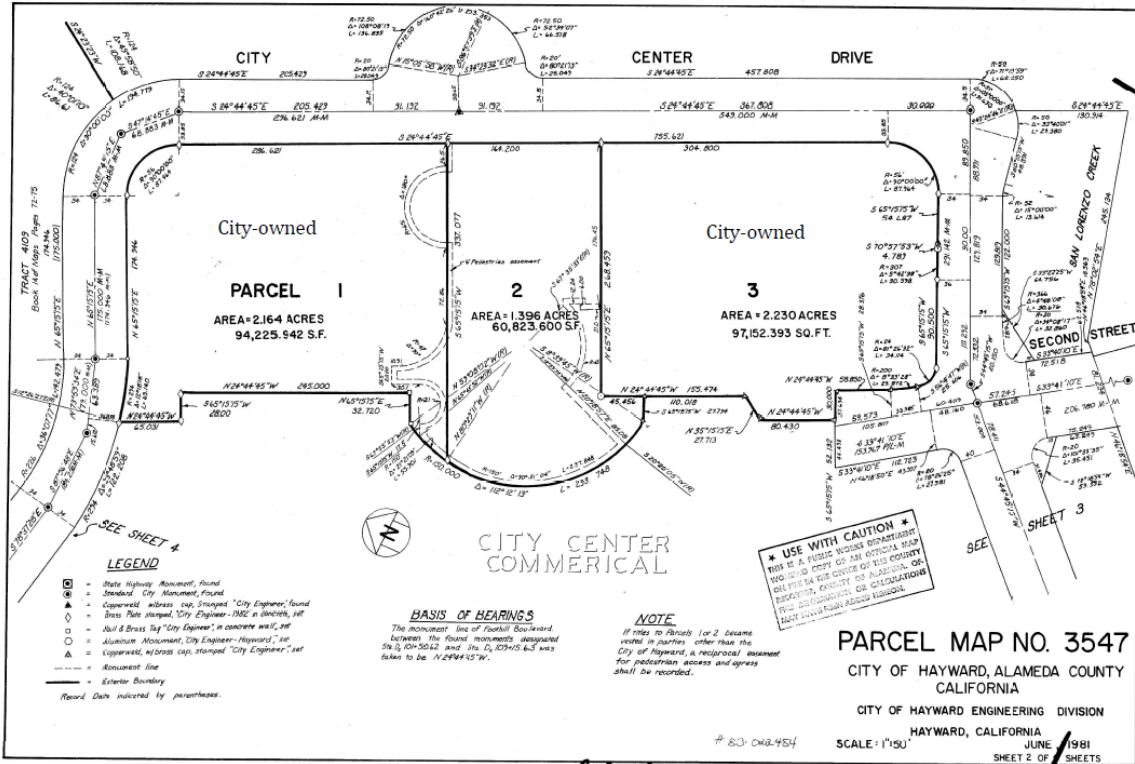
ABSENT: COUNCIL MEMBERS:

ATTEST: _____
 City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward

EXHIBIT A
CITY CENTER DRIVE PARCEL MAP
(APNS 415-0250-111-02, 415-0250-112-00, AND 415-0250-113-00)



filed 2-9-83

137/63

137/63



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: CONS 26-133

DATE: April 7, 2026

TO: Mayor and City Council

FROM: City Manager

SUBJECT

Adopt a Resolution (1) Authorizing the City Manager to Negotiate and Execute an Agreement to Transfer the Open Space Subdivision of Parcel Group 8 to Hayward Area Recreation and Park District and Grant an Easement for a Trail Across the Market Rate Middle Segment, and (2) Finding that the Transfer is Exempt from California Environmental Quality Act Review

RECOMMENDATION

That the City Council adopts a Resolution (Attachment II) (1) authorizing the City Manager to negotiate and execute an agreement to transfer the open space subdivision of Parcel Group 8 to the Hayward Area Recreation and Park District (HARD), and to grant an easement to HARD for a trail across the Market Rate Middle Segment, and (2) finding that the transfer is exempt from California Environmental Quality Act (CEQA) review.

SUMMARY

The purpose of this agenda item is to authorize the City Manager to negotiate and execute an agreement to transfer the Open Space Segment of Parcel Group 8 to HARD. This action is consistent with prior City Council direction and discussions in 2020, 2024, and 2025 regarding the intended disposition of the Open Space Segment

The City of Hayward entered into a Purchase and Sale Agreement (PSA) with the California Department of Transportation (Caltrans) in January 2016 for ten parcel groups comprised of former State Route 238 properties. These properties are being managed to implement the City's vision for redevelopment, including housing, open space, and economic development opportunities.

Parcel Group 8 has been subdivided into three segments: (1) Affordable Housing Segment, (2) Open Space Segment, and (3) Market Rate Middle Segment. This subdivision was authorized by Caltrans to allow independent development and disposition of each segment.

Consistent with prior City Council direction and community engagement, the Open Space Segment is intended to be transferred to HARD for expansion of Carlos Bee Park. This transfer fulfills the City's park

File #: CONS 26-133

dedication requirements associated with the overall development of Parcel Group 8 and supports long-term community benefits.

ATTACHMENTS

Attachment I Staff Report
Attachment II Resolution



DATE: April 7, 2026
TO: Mayor and City Council
FROM: City Manager
SUBJECT:

Adopt a Resolution (1) Authorizing the City Manager to Negotiate and Execute an Agreement to Transfer the Open Space Subdivision of Parcel Group 8 to Hayward Area Recreation and Park District and Grant an Easement for a Trail Across the Market Rate Middle Segment, and (2) Finding that the Transfer is Exempt from California Environmental Quality Act Review

RECOMMENDATION

That the City Council adopts a Resolution (1) authorizing the City Manager to negotiate and execute an agreement to transfer the open space subdivision of Parcel Group 8 to the Hayward Area Recreation and Park District (HARD) and to grant an easement to HARD for a trail across the Market Rate Middle Segment, and (2) finding that the transfer is exempt from CEQA review.

SUMMARY

The purpose of this agenda item is to authorize the City Manager to negotiate and execute an agreement to transfer the Open Space Segment of Parcel Group 8 to HARD. This action is consistent with prior City Council direction and discussions in 2020, 2024, and 2025 regarding the intended disposition of the Open Space Segment.

The City of Hayward entered into a Purchase and Sale Agreement (PSA) with the California Department of Transportation (Caltrans) in January 2016 for ten parcel groups comprised of former State Route 238 properties. These properties are being managed to implement the City’s vision for redevelopment, including housing, open space, and economic development opportunities.

Parcel Group 8 has been subdivided into three segments: (1) Affordable Housing Segment, (2) Open Space Segment, and (3) Market Rate Middle Segment. This subdivision was authorized by Caltrans to allow independent development and disposition of each segment.

Consistent with prior City Council direction and community engagement, the Open Space Segment is intended to be transferred to HARD for expansion of Carlos Bee Park. This transfer

fulfills the City's park dedication requirements associated with the overall development of Parcel Group 8 and supports long-term community benefits.

FISCAL IMPACT

By transferring this property to HARD, the City will no longer be responsible for property maintenance, which reduces operating costs.

BACKGROUND

Following the abandonment of the State Route 238 Bypass Project, Caltrans began disposing of surplus properties. In 2016, the City entered into a PSA with Caltrans to acquire and manage ten parcel groups to ensure development aligns with the City's land use policies and community vision.

Parcel Group 8 is a complex site spanning both the City of Hayward and unincorporated Alameda County, with varying zoning and land use designations. Between 2019 and 2022, the City conducted extensive community outreach, including meetings with neighborhood groups, municipal advisory councils, tenants, and regional stakeholders.

Based on this outreach, the City developed a three-part strategy for Parcel Group 8:

1. Affordable Housing Segment – Partner with Resources for Community Development (RCD) to construct new affordable housing and rehabilitate existing units. The project is expected to deliver approximately 82 new affordable units and rehabilitate existing units, contributing toward the City's Regional Housing Needs Allocation (RHNA) goals.
2. Open Space Segment – Dedicate land to HARD to facilitate the expansion of Carlos Bee Park and provide recreational amenities to the community.
3. Market Rate Middle Segment – Pursue a market-rate residential development that includes trail improvements and generates land value sufficient to satisfy the City's financial obligations under the PSA.

Caltrans agreed to authorize the separate and independent subdivision and development of the three distinct segments described above and, on September 15, 2020, the City Council memorialized that the proposed affordable housing development and open space dedication for Parcel Group 8 satisfies the City's park dedication and affordable housing obligations for any new housing proposed on the Market Rate Middle Segment.

As previously presented to the City Council in the August 19, 2025 staff report regarding the Second Amendment to the Disposition, Development, and Loan Agreement (DDA), the Affordable Housing Segment is being advanced in partnership with Resources for Community Development (Developer), whose mission is to create and preserve affordable housing, build community, and enrich lives.

DISCUSSION

The proposed action in the attached resolution authorizes the transfer of the Open Space Segment of Parcel Group 8 to HARD.

This transfer is a key component of the City's overall strategy for the site and reflects years of community input prioritizing open space and recreational amenities. Additionally, this action includes authorization for the City Manager to grant an easement to HARD for a trail across the Market Rate Middle Segment, further enhancing connectivity and public access throughout the site.

HARD's ownership and management of the site will ensure long-term public access, maintenance, and integration with the existing Carlos Bee Park. The transfer also allows the City to meet its park dedication obligations without requiring additional resources from future development.

The transfer is consistent with prior Council actions, Caltrans requirements, and the broader development framework for Parcel Group 8. Additionally, the transfer is categorically exempt from CEQA review pursuant to Section 15613, 15325 and 15204 of the California Code of Regulations.

ECONOMIC IMPACT

While the Open Space Segment will not generate property tax revenue, its transfer to HARD will provide significant community benefits, including expanded parkland, recreational opportunities, and enhanced neighborhood quality of life.

The overall Parcel Group 8 strategy is expected to generate economic benefits through development of the Market Rate Middle Segment, which will produce new property tax revenue, and through the Affordable Housing Segment, which will leverage substantial external funding and support housing stability.

Additionally, development of Parcel Group 8 is anticipated to generate construction jobs, long-term economic activity, and increased surrounding property values.

STRATEGIC ROADMAP

This action supports the City's Strategic Priority of Growing the Economy and advancing housing and community development goals. Specifically, it aligns with ongoing efforts to implement redevelopment of remaining Route 238 parcel groups.

PUBLIC CONTACT

The proposed transfer is the result of extensive public outreach conducted between 2019 and 2022. Engagement included community meetings, coordination with advisory councils, tenant discussions, and collaboration with regional agencies and stakeholders.

NEXT STEPS

Following Council approval, staff will finalize and execute the transfer agreement with HARD and complete all necessary steps to convey the Open Space Segment and Grant an Easement for a Trail Across the Market Rate Middle Segment.

Prepared by: Tracy Irvin, Real Property Manager

Recommended by: Mary Thomas, Assistant City Manager

Approved by:

A handwritten signature in blue ink, appearing to read "Jennifer Ott".

Jennifer Ott, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 26-____

Introduced by Council Member _____

RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE AN AGREEMENT TO TRANSFER THE OPEN SPACE SUBDIVISION OF PARCEL GROUP 8 AND GRANT AN EASEMENT FOR A TRAIL ACROSS THE MARKET RATE SUBPARCEL TO HAYWARD AREA PARKS AND RECREATION DISTRICT (HARD); AND FINDING THAT THE ACTION IS EXEMPT FROM ENVIRONMENTAL REVIEW

WHEREAS, in 2016, the City and Caltrans entered into a purchase and sale agreement (PSA) for several parcels of property owned by Caltrans in the City of Hayward and unincorporated Alameda County, and Parcel Group 8 is one parcel group subject to the Caltrans PSA.

WHEREAS, the Caltrans PSA allows for Parcel 8 to be divided into subparcels, subject to Caltrans consent, and the City and Caltrans desire to divide Parcel 8 into three subparcels, one of which is used for park purposes; and

WHEREAS, resolution 20-146 sets forth Caltrans' agreement to divide Parcel 8 into three subparcels and to assign no value to the open space segment or the affordable housing subparcel, as conditions on City crediting the Market Rate subparcel with land dedication for park and affordable housing purposes; and

WHEREAS, City and HARD desire for City to transfer the open space segment to HARD for HARD to operate the property for public park purposes, to allow for the continuation of the Hayward Foothill Trail, consistent with current zoning, including connectivity across adjacent segments of Parcel Group 8; and

WHEREAS, in furtherance of the City's goal to provide connectivity and expand the Hayward Foothill Trail, the City desires to grant an easement to HARD across the Market Rate subparcel of Parcel Group 8 to allow for the construction, operation, and maintenance of a public trail; and

WHEREAS, the City intends that the open space segment will be considered a land dedication for park purposes pursuant to Chapter 10, Article 16 of the Hayward Municipal Code (or successor ordinance thereto), which land dedication will be credited to park fees or land dedication that might otherwise be owed in connection with the development of the Market Rate subparcel if developed and to the extent appropriate depending upon the use of the Market Rate subparcel; and

NOW, THEREFORE, BE IT RESOLVED, that the City Council hereby authorizes the City Manager to execute an agreement with HARD to transfer the open space subdivision of Parcel Group 8, and to grant an easement to HARD across the Market Rate subparcel of Parcel Group 8 for the construction, operation, and maintenance of a public trail, in form approved by the City Attorney.

BE IT FURTHER RESOLVED that the City Council finds that the transfer is categorically exempt from California Environmental Quality Act pursuant to Section 15613, 15325 and 15204 of the California Code of Regulations.

IN COUNCIL, HAYWARD, CALIFORNIA, _____, 2026

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: WS 26-010

DATE: April 7, 2026

TO: Mayor and City Council

FROM: City Manager

SUBJECT

Work Session: Potential Ballot Measure to Modernize the City of Hayward Business License Tax Ordinance

RECOMMENDATION

That Council receives this report on a potential modernization of the Business License Tax (BLT) ordinance, including results of public opinion research and business engagement efforts, and provides direction on the proposed framework for returning next month for legislative action.

SUMMARY

The City of Hayward is currently evaluating potential modernization of its BLT structure. The current structure, which has remained largely unchanged since 1978, relies primarily on flat annual fees, employee counts, and limited gross receipts categories.

As part of this effort, staff have conducted research, engaged the Hayward business community, and commissioned public opinion polling to better understand feedback on potential updates to the tax structure. At this work session, staff will present the results of the public opinion polling conducted by FM3 Research, summarize feedback received through business engagement efforts, and present a refined proposed fee framework informed by previous Council feedback at the Budget Work Session held on February 28, 2026.

ATTACHMENTS

Attachment I Staff Report



DATE: April 7, 2026
TO: Mayor and City Council
FROM: City Manager
SUBJECT: Potential Ballot Measure to Modernize the City of Hayward Business License Tax Ordinance

RECOMMENDATION

That the City Council receives this report on a potential modernization of the Business License Tax (BLT) ordinance, including results of public opinion research and business engagement efforts, and provides direction on the proposed framework for updating the ordinance and for returning next month for legislative action.

SUMMARY

The City of Hayward is currently evaluating potential modernization of its BLT structure. The current structure, which has remained largely unchanged since 1978, relies primarily on flat annual fees, employee counts, and limited gross receipts categories.

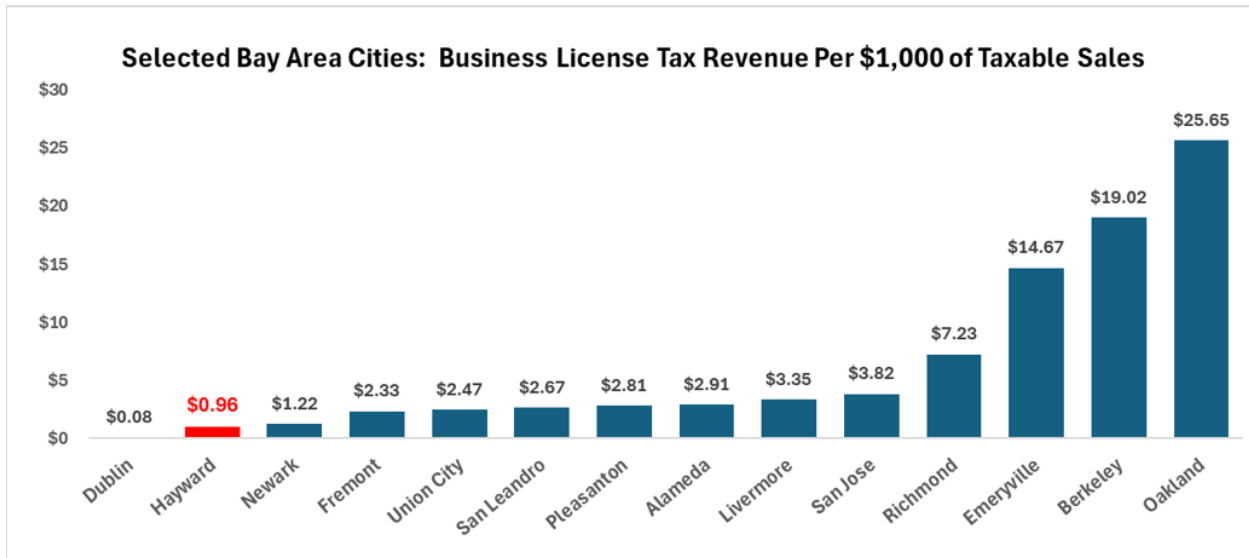
As part of this effort, staff have conducted research, engaged the Hayward business community, and commissioned public opinion polling to better understand feedback on potential updates to the tax structure. At this work session, staff will present the results of the public opinion polling conducted by FM3 Research, summarize feedback received through business engagement efforts, and present a refined proposed BLT framework informed by previous Council feedback received at the Budget Work Session held on February 28, 2026.

BACKGROUND AND DISCUSSION

The City of Hayward adopted the current business license tax structure on July 11, 1978. This current system generates approximately \$3.3 million in revenue from about 10,000 business license payers. The current tax structure is primarily based on flat annual fees applied by business categories, employee counts and limited gross receipt categories. As a result, many businesses within the same category pay similar taxes regardless of business size or revenue. Over time, changes in the local economy and business environments have prompted consideration of whether the structure reflects today's business landscape. For example, newer industries like data centers are not specifically captured in the City's current rate categories.

To support this effort, staff worked with Blue Sky Consulting Group to analyze the City’s current tax structure, compare it to neighboring and comparable jurisdictions, and develop a proposed tax structure that is more progressive and reflective of today’s business activity.

Initial analysis showed that, compared to neighboring jurisdictions, Hayward generates lower overall business license tax revenue, suggesting that the current structure may not fully capture the value of today’s business environment.



During the February 28 Budget Work Session, staff presented two potential proposals for Council consideration and feedback:

- A “Match Neighbors” scenario, which aligns Hayward’s tax rates more closely with surrounding jurisdictions; and
- A “7x Revenue Scenario” that raises 7x more revenue by significantly increasing rates across all categories which would put Hayward on par with BLT revenue collected by the City of Richmond but still below Emeryville, Berkeley and Oakland.

At the Budget Work Sessions, Council expressed interest in exploring the “Match Neighbors” structure and directed staff to conduct public opinion polling and business engagement to better inform the next phase of this effort.

Public Opinion Research (FM3 Poll Results)

Because a Business License Tax ordinance update would require voter approval, the City conducted a round of public opinion research to gauge voter support for a potential measure appearing on the November 3, 2026, general election ballot. To accomplish this, staff worked with a public opinion research consultant, FM3, to survey a representative sample of likely Hayward voters.

The survey of 625 likely voters was carried out in English and Spanish by telephone and online between March 10 and March 19. It found that 59 percent of voters said they would definitely or probably vote “yes” or leaned “yes” on the ballot question below, while 33 percent said they would definitely or probably vote “no” or leaned “no”. Eight percent said they were undecided.

Polled Ballot Question:

***“Hayward Business License Tax Modernization.** Shall the measure updating the Hayward Business License Tax for the first time since 1978 to support core city services, including neighborhood police protection, firefighting, 911 response, libraries and pothole repair, generating an additional \$10.5 million annually, with a minimum annual tax of \$60 and rates ranging from \$0.30 to \$3.00 per \$1,000 of annual gross receipts, with higher rates for higher-grossing businesses, as stated in the ordinance, be adopted?”*

After survey respondents were provided general explanatory information about business license taxes, how long it has been since the Hayward tax had been updated, how revenue from the tax would be used, and how the updated BLT ordinance would be structured, support for the measure increased to the following:

TOTAL YES	68%
Definitely Yes	39%
Probably Yes	28%
Undecided, Lean Yes	2%
TOTAL NO	24%
Definitely No	5%
Probably No	6%
Undecided, Lean No	13%
UNDECIDED	7%

A simple majority of votes in favor (greater than 50 percent) is required for approval of a BLT ordinance update. All else being equal, the survey results give staff a high degree of confidence that likely Hayward voters in the November 2026 would vote to pass the ordinance update as presented in the survey. Staff also recommends carrying out a neutral program of public engagement and education to inform the community about the BLT ordinance, the changes proposed, and planned uses of the revenue.

Business Engagement Summary

In addition to a representative poll, staff conducted outreach to the Hayward business community in partnership with the Hayward Chamber of Commerce, Downtown Hayward Improvement Association (DHIA), and East Bay Rental Housing Association (EBRHA).

Engagement efforts included attending the Hayward Chamber of Commerce’s Government Relations Committee in February and March to introduce the City’s efforts to modernizing the BLT structure and to provide an update following the February 28 Budget Work Session.

Staff also distributed a qualitative survey to Hayward business license holders to gather feedback on potential updates to the BLT structure. The survey was shared through the City’s business license database and partner organizations to capture a wide range of business perspectives.

154 businesses took the survey. Survey respondents were primarily small and established businesses, with approximately 68 percent reporting between 1-5 employees. In addition, most of the respondents had operated in Hayward for more than 10 years, indicating a strong representation of long-standing businesses. Responses also reflected a diverse mix of industries, with the largest share representing retail sales and professional services.

Key themes from business feedback included:

- Businesses emphasized the importance of maintaining a balanced approach that considered impacts on small businesses, which made up the majority of survey participants.
- Businesses had mixed feelings regarding whether the current BLT structure should be updated:
 - Roughly a third of survey respondents expressed neutral views, a third expressed agreement, and a third expressed disagreement.
- Businesses shared concerns about how overall increases in costs impact their ability to operate in Hayward and the Bay Area. These include taxes and fees, as well as recent increases in the cost of supplies, rent, and utilities.
- A majority of survey respondents reported moderate to extreme sensitivity to increases in the BLT, with roughly half indicating they are very or extremely sensitive to increases.

Proposed BLT Structure

Based on Council feedback from the February 28 Work Session, staff have refined the proposed “Match Neighbors” framework.

The framework proposes a gross receipts-based structure intended to better align tax obligations with business size and revenue. This approach differs from the City’s current structure, which relies largely on flat fees and limited categories, toward a more progressive framework that reflects differences in business scale and economic activity.

The table below shows the proposed tax rates by bracket of gross receipts and compares the proposal to the current law.

New Match Neighbors vs Current Law

TAX CATEGORY	Payers	Gross Receipts (2026 \$)*	Tax Rates by Bracket				Tax Revenue (2026 \$)		Avg Tax Rate (per \$1,000)			
			Min tax	Alt Payroll Tax	\$0 mil - \$5 mil	\$5 mil - \$10 mil	\$10 mil - \$25 mil	\$25 mil +	Current Law	New Match Neighbors	Current Law	New Match Neighbors
Retail Sales	1,341	\$2,917,255,148	\$60	\$0.70	\$0.30	\$0.40	\$0.50	\$0.60	\$694,021	\$1,377,962	\$0.24	\$0.47
Grocers	58	\$311,466,346	\$60	\$0.70	\$0.30	\$0.40	\$0.50	\$0.60	\$36,695	\$132,638	\$0.12	\$0.43
Automobile Sales	103	\$671,723,379	\$60	\$0.70	\$0.30	\$0.40	\$0.50	\$0.60	\$71,859	\$346,169	\$0.11	\$0.52
Wholesale Trade/Warehouse	701	\$4,646,990,288	\$60	\$0.70	\$0.50	\$0.60	\$0.70	\$0.80	\$549,313	\$3,100,484	\$0.12	\$0.67
Manufacturing (Value Add)	365	\$1,474,924,344	\$60	\$0.70	\$0.60	\$0.80	\$0.90	\$1.00	\$390,021	\$1,299,352	\$0.26	\$0.88
Business/Personal Svcs	1,537	\$920,476,690	\$60	\$0.70	\$0.50	\$1.00	\$1.25	\$1.50	\$169,286	\$704,892	\$0.18	\$0.77
Professional Svcs	1,376	\$1,419,045,992	\$60	\$0.70	\$1.50	\$1.50	\$1.50	\$1.50	\$1,027,473	\$2,246,783	\$0.72	\$1.58
Contractors	2,107	\$700,214,941	\$60	\$0.70	\$0.50	\$0.90	\$1.15	\$1.25	\$191,275	\$400,589	\$0.27	\$0.57
Hotel/Motel	19	\$28,944,004	\$60	\$0.70	\$0.30	\$0.40	\$0.45	\$0.50	\$8,282	\$9,215	\$0.29	\$0.32
Utility Companies	8	\$145,564,178	\$60	\$0.70	\$2.50	\$2.50	\$2.50	\$2.50	\$1,075	\$365,827	\$0.01	\$2.51
Trucking/Transportation	320	\$576,448,601	\$60	\$0.70	\$0.50	\$0.60	\$0.70	\$0.80	\$111,582	\$364,440	\$0.19	\$0.63
Data Centers	6	\$34,574,216	\$60	\$0.70	\$2.50	\$2.50	\$2.50	\$2.50	\$2,359	\$86,491	\$0.07	\$2.50
Miscellaneous	44	\$17,208,925	\$60	\$0.70	\$2.50	\$2.50	\$2.50	\$2.50	\$3,481	\$45,296	\$0.20	\$2.63
Commercial Rental	1,107	\$740,542,575	\$60	\$0.70	\$3.00	\$3.00	\$3.00	\$3.00	\$221,232	\$2,238,437	\$0.30	\$3.02
Residential Rental (4+ Units)	515	\$282,637,889	\$60	\$0.70	\$3.00	\$3.00	\$3.00	\$3.00	\$86,982	\$852,077	\$0.31	\$3.01
Residential Rental (1-3 Unit)	4,858	\$154,719,415	\$60	\$0.70	\$3.00	\$3.00	\$3.00	\$3.00	\$0	\$464,158	\$0.00	\$3.00
Total	14,466	\$15,042,736,931	Total Estimated Base Taxes (excluding penalties)				\$3,564,937	\$14,034,809	\$0.24	\$0.93		
			Estimated Penalties				\$95,866	\$377,417				
			Total Estimated Business Tax Revenue				\$3,660,804	\$14,412,226				

* Represents estimated gross receipts for payers not currently reporting gross receipts

The proposed structure includes the following:

1. A minimum tax payment of \$60 applicable to all businesses, to ensure a baseline contribution across all business types and cover the City's costs in processing business license tax renewals and customer service functions.
2. An alternative payroll tax of \$0.70 per \$1,000 of payroll, for businesses that do not report gross receipts in Hayward but have employees working within the City. This ensures that businesses benefiting from operating in Hayward contribute to City services, even if their revenue is generated elsewhere.
3. A tax rate based on gross receipts. Since the February work session, staff added an additional gross receipts category for businesses generating between \$5 million and \$10 million annually. This added tier creates a more gradual progression between mid-sized and larger businesses.

To help illustrate how Hayward's current and potential BLT structure compares to neighboring jurisdictions, the table on the next page provides estimated tax amounts across a range of representative business types and sizes. The amounts shown for each category are an example based on the gross receipts shown in the top row. For example, the tax amounts listed for large retail are for a sample business with gross receipts of \$400 million annually.

These estimates are based on standard assumptions for employe counts and gross receipts to allow for side-by-side comparisons across cities. As such, they are intended for illustrative purposes and may not reflect the exact tax obligation for a specific business.

Estimated Business Taxes by City:

	Large Retail	Small Retail	Restaurant	Professional Services Firm	Large Professional Services Firm	Small Contractor	Large Contractor	Manufacturer	Auto Dealer	Residential Rental (50 Units)	Grocery	Hotel/Motel (84 rooms)
Employees	200	5	25	20	150	5	55	90	30	N/A	60	15
Gross Receipts	\$400,000,000	\$1,500,000	\$1,900,000	\$10,000,000	\$70,000,000	\$2,000,000	\$18,000,000	\$30,000,000	\$20,000,000	\$1,700,000	\$10,000,000	\$2,500,000
Estimated Business Taxes by City:												
Hayward:												
Current Law	\$107,999	\$404	\$512	\$13,267	\$93,067	\$80	\$167	\$133	\$2,243	\$566	\$1,143	\$674
Old Match Neighbors	\$197,000	\$450	\$570	\$15,000	\$105,000	\$1,000	\$13,940	\$8,690	\$7,500	\$3,400	\$3,500	\$750
New Match Neighbors	\$236,000	\$450	\$570	\$15,000	\$105,000	\$1,000	\$16,200	\$8,902	\$8,500	\$5,100	\$3,500	\$750
San Leandro	\$10,711	\$435	\$1,489	\$2,811	\$19,971	\$699	\$5,979	\$4,914	\$1,752	\$961	\$3,333	\$962
Fremont	\$100,030	\$405	\$505	\$13,030	\$91,030	\$295	\$1,895	\$9,030	\$5,030	\$2,240	\$2,530	\$2,530
Pleasanton	\$120,000	\$450	\$570	\$3,000	\$21,000	\$600	\$5,400	\$9,000	\$6,000	\$510	\$3,000	\$750
Alameda	\$160,000	\$600	\$760	\$4,000	\$28,000	\$800	\$7,200	\$4,845	\$8,000	\$1,000	\$4,000	\$420
Emeryville	\$400,000	\$1,500	\$1,900	\$10,000	\$70,000	\$2,000	\$18,000	\$30,000	\$20,000	\$1,700	\$10,000	NA *
Berkeley	\$480,000	\$1,800	\$2,280	\$36,000	\$252,000	\$3,600	\$32,400	\$14,536	\$24,000	\$48,960	\$6,000	\$27,025
Oakland	\$969,050	\$1,450	\$1,890	\$45,600	\$343,100	\$3,900	\$48,350	\$17,599	\$34,875	\$23,715	\$8,825	\$4,950
Richmond	\$1,228,600	\$2,000	\$2,640	\$43,500	\$372,000	\$4,500	\$61,650	\$34,300	\$58,750	\$48,960	\$11,850	\$6,000

* Emeryville requires hotels to pay \$1.00 per thousand dollars of gross receipts only for revenue not subject to its 12% transient occupancy tax. Industry sources indicate 95% of self-service hotel revenues are room revenues. (<https://wolffgramm.com/education/understanding-the-economics-of-hotels/>)

Seeking Council Feedback

At this work session, staff is seeking Council feedback on this proposed BLT rate structure after hearing the results from public opinion research and business engagement efforts. In addition, staff is seeking direction on legislative action to be brought back to Council in May for a placement on the November 3, 2026, ballot.

FISCAL IMPACT

There is no fiscal impact as a result of receiving this report. If staff is directed to proceed with the proposed fee structure and the ballot measure passes, the City is projected to generate approximately \$14 million in annual BLT revenue, which is an increase of roughly \$10 million over collections under the current law.

NEXT STEPS

Based on Council feedback, staff are prepared to return next month with ordinance language and the actions necessary to place an extension measure on the November 3, 2026, ballot.

Prepared by: Irene Perez, Management Analyst II
 Chuck Finnie, Communications & Marketing Officer

Recommended by: Mary Thomas, Assistant City Manager

Approved by:



Jennifer Ott, City Manager



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: WS 26-011

DATE: April 7, 2026

TO: Mayor and City Council

FROM: Development Services Director

SUBJECT

Work Session on Tree Mitigation In-Lieu Fees

RECOMMENDATION

That the City Council review the proposed recommendations and provide feedback, as necessary, on the allocation of collected Tree Mitigation In-Lieu Fee funds.

SUMMARY

In December 2025, the City Council approved updates to the City's Tree Preservation Ordinance (Ordinance). The Ordinance is contained within the Hayward Municipal Code (HMC) and establishes the guidelines for the protection of existing trees in the City of Hayward, as well as establishes the process for removing, replacement, and mitigation for trees covered by the Ordinance.

Tree replacement and mitigation on site is the preferred option when trees are removed to help re-establish tree canopy. There are, however, instances when trees cannot be replaced on site and as such the Ordinance establishes parameters to allow the applicant to provide off-site mitigation through the payment of in-lieu fees. The amount of mitigation required is based on the appraised value of the existing trees and any on or off-site mitigation is verified during the building permit process. Applicants have the option to mitigate all their tree removals on-site, pay an in-lieu fee for off-site mitigation equal to 125% of the assessed value, or provide some combination thereof.

Since Ordinance adoption, staff has identified options to allocate funds that align with the City's long-term environmental and tree canopy goals. This report proposes an allocation of in-lieu fees for an annual estimated budget of \$250,000. Staff is seeking feedback from Council on the proposed allocation and distribution of these funds, pending availability. Following Council feedback and direction, staff will finalize the program options in preparation for the FY27 budget adoption and update the funding tied to those programs accordingly.

ATTACHMENTS

File #: WS 26-011

Attachment I	Staff Report
Attachment II	Tree Canopy Cover by Parcel
Attachment III	Canopy Cover Map



DATE: April 7, 2026
TO: City Council
FROM: Development Services Director
SUBJECT: Work Session on Tree Mitigation In-Lieu Fees

RECOMMENDATION

That the City Council review the proposed recommendations and provide feedback, as necessary, on the allocation of collected Tree Mitigation In-Lieu Fee funds.

SUMMARY

In December 2025, the City Council approved updates to the City's Tree Preservation Ordinance (Ordinance). The Ordinance¹ is contained within the Hayward Municipal Code (HMC) and establishes the guidelines for the protection of existing trees in the City of Hayward, as well as establishes the process for removing, replacement, and mitigation for trees covered by the Ordinance.

Tree replacement and mitigation on site is the preferred option when trees are removed to help re-establish tree canopy. There are, however, instances when trees cannot be replaced on-site and as such the Ordinance establishes parameters to allow the applicant to provide off-site mitigation through the payment of in-lieu fees. The amount of mitigation required is based on the appraised value of the existing trees and any on or off-site mitigation is verified during the building permit process. Applicants have the option to mitigate all their tree removals on-site, pay an in-lieu fee for off-site mitigation equal to 125% of the assessed value, or provide some combination thereof.

Since Ordinance adoption, staff has identified options to allocate funds that align with the City's long-term environmental and tree canopy goals. This report proposes an allocation of in-lieu fees for an annual estimated budget of \$250,000. Staff is seeking feedback from Council on the proposed allocation and distribution of these funds, pending availability. Following Council feedback and direction, staff will finalize the program options in preparation for the FY27 budget adoption and update the funding tied to those programs accordingly.

¹ Tree Preservation Ordinance: https://library.municode.com/ca/hayward/codes/municipal_code?nodeId=HAYWARD_MUNICIPAL_CODE_CH10PLZOSU_ART15TRPROR

FISCAL IMPACT

The in-lieu fees discussed in this report supplement City programs. Allocating these monies towards some of the existing programs the City offers would reduce future financial burdens to the General Fund, assuming the program generates an average of \$250,000 annually. The implementation of this program does involve staff time, including the distribution and tracking of these funds. For this reason, staff recommends allocating 15% of the in-lieu fees towards program administration to ensure program sustainability.

BACKGROUND

Since 1986 and for the past thirty-four consecutive years until 2019, Hayward has been recognized as “Tree City USA” by the Arbor Day Foundation until the temporary suspension due to COVID-19. Tree City USA is a nationwide movement established in collaboration with the U.S. Forest Service and the National Association of State Foresters in 1976. The program aims to recognize communities nationwide that are taking steps toward effectively managing and expanding public trees.

The City of Hayward adopted its first tree preservation ordinance in the late 1950s, establishing a need to preserve significant trees based on size and species. There have been three updates since then: 1971, 2002, and 2025. These updates ranged from minor clarifications to more significant policy changes, with the most substantial update occurring in 2025. The idea of In-Lieu fees as a mitigation measure existed within the 2002 update and may have existed prior to that date; however, the Ordinance update in 2025 modified the program by adding a 25% surcharge to the appraised value of the trees to cover the City’s cost of purchasing, installing and maintaining the trees for the first three years following planting.

Since the previous update in 2002, the City’s population has grown significantly leading to a higher demand for more housing and development. To address the housing crisis in California, the State enacted new legislation intended to streamline development review processes and spur new housing construction, including ministerial reviews of some residential projects. These new State laws have subsequently required updates to the City’s General Plan, Zoning Ordinance, and related development standards to establish a streamlined review process and enable higher-density developments. However, many projects are located on infill sites, which require the removal of existing mature trees and a reduction in the amount of total landscape area in order to make a project feasible. These competing interests limit an applicant’s opportunity to mitigate tree removals on-site but still would allow the City to target off-site locations in underserved areas of the City where additional tree plantings are desired and tree canopy is lacking.

As part of the updates to the Tree Preservation Ordinance, the City completed a Tree Canopy Survey, which included all trees located on public and private property, open space and natural resource areas, including creek and riparian areas and within golf courses.

Prior to the Ordinance update in 2025, the State of California and City of Hayward adopted several goals and policies that focus on sustainability, climate change, and the environment, including the reduction of greenhouse gas emissions, and the adoption of new hazard mitigation strategies, including Zone Zero, to combat wildfires in the High Severity Fire Zones

as well as Defensible Space planning in the Wildland-Urban Interface areas. Supplementing these efforts, the City also adopted or updated several other plans to support these initiatives, including adoption of the Shoreline Adaptation Plan to combat sea-level rise and updates to the Climate Action Plan to reduce our carbon footprint and greenhouse gas emissions. Prior to the addition to the Shoreline Adaptation Plan and updates to the Climate Action Plan, the City updated the *Hayward 2040 General Plan*² in 2014, which contains several goals and policies for protecting the natural environment.

Tree Canopy Survey

As part of the update to the Tree Preservation Ordinance, the City's consultant, Dudek, completed a city-wide Tree Canopy Survey in 2023 (Attachment III) using LiDAR satellite imagery taken from 2020 to measure the overall canopy coverage of the city and establish a baseline of coverage by census tract. The Survey is a valuable tool that is typically updated every five years and helps provide insight as to how the overall tree canopy is expanding or contracting throughout the City. Maintaining and expanding the tree canopy in Hayward provides significant public benefits (as shown in Attachment III) and supports several key goals and policies found in the City's Strategic Roadmap, Climate Action Plan and *Hayward 2040 General Plan* by the following:

- Reducing the heat island effect
- Filtering and reducing air pollutants
- Slowing runoff in storm events that overwhelm city drainage systems
- Increasing carbon sequestration
- Beautifying the City
- Creating a better quality of life in to work and live

The Survey results were shared with the City Council at a work session on September 17, 2024³, which showed that within the urban boundary of Hayward, the canopy coverage is estimated at 14.6% with the overall city-wide canopy coverage, which includes native oak woodlands on the upper hillside areas of Hayward, estimated at 20.8%. This data demonstrates the importance of protecting and maintaining the native oak woodland canopy throughout the City as it makes up nearly 30% of the overall canopy citywide. As shown in Attachment II, the canopy analysis is broken down between public parcels (city owned land like parks), private parcels and street right of ways.

It should also be noted that areas closer to the Hayward shoreline have the least amount of canopy coverage as no native trees would have naturally grown in these areas. Additionally, the height and number of trees near the Hayward Executive Airport is also limited due to FAA regulations, resulting in far less canopy than other parts of Hayward. Furthermore, it must be noted that the Shoreline area is naturally free from trees within the natural habitat. Therefore, the goal for new plantings in these areas must be reduced due to suitability of soil, saltwater intrusion, and natural habitat ecosystems.

² Hayward General Plan: [Hayward 2040 General Plan FINAL.pdf \(hayward-ca.gov\)](#)

³ City Council Work Session: <https://hayward.legistar.com/MeetingDetail.aspx?ID=1226856&GUID=A4929F6C-4D31-4E1E-AFFB-6ADA15B90CAF&Options=info|&Search=>

Current and Estimated Funding Available

Prior to 2025, most of the In-Lieu Fees collected (approx. \$525,000) were allocated for the development of La Vista Park. Once the project went to bid in 2025, the collection of fees were directed to the City's Tree Replacement Fund. Currently, the fund contains approx. \$311,367. This amount is expected to increase over time as developers opt to maximize their development potential in lieu of allocating space for new tree planting on site.

While staff has not historically tracked the amount of fees collected, staff estimates the updated in-lieu program, which provides applicants with additional flexibility, will provide approximately \$250,000 annually for tree replacement and maintenance, including program administration. This estimate is based on staff's monitoring of current development trends for projects that are subject to development review and based on inquiries from residents about tree removal and replacement requirements.

While many large redevelopment projects do provide some trees and shrubs to satisfy the on-site mitigation requirement, current practice allows applicants to satisfy the mitigation requirement through other site improvements, such as installation of permeable pavers, raised planter beds, and smaller ornamental trees that do not support wildlife habitat and provide limited shade. While staff supports the flexibility this approach has historically provided to applicants, often the trees proposed for removal are mature and the replacement landscaping materials, including the tree canopy is not easily or quickly replaced. In many cases, applicants will remove a mature, native tree and in exchange, plant a series of new ornamental trees or shrubs that never fully replace the canopy of the tree to be removed. While this flexibility has been supported by applicants, this approach does not help the City achieve its environmental and canopy replacement goals.

As such, staff believes applicants will continue to choose a hybrid approach by providing on-site tree replacement when feasible and paying an in-lieu fee for the remainder of the mitigation off-site. Staff will continue to monitor the funds contributed to the in-lieu fee program and will adjust the program estimates annually as part of the City's annual budget update.

DISCUSSION

Staff is looking for Council direction on a proposed allocation of in-lieu fees, assuming the program provides an estimated \$250,000 annually. In weighing various options, staff believes there are three main components for Council to consider:

- A. Administrative support and program management,
- B. Social equity and community partnerships, and
- C. Environmental resiliency and sustainability planning.

Additional details on each component, including staff analysis and recommendations, are discussed in greater detail below. Following the detailed descriptions, there is a summary chart, Figure 1, which summarizes the estimated costs of each for ease in referencing and providing feedback to staff.

Administrative Support and Program Management

PlanIt Geo Software. Shortly after the Survey was completed, the City's Maintenance Services, Landscape Division was awarded a federal grant and acquired software called *PlanIt Geo*. This software enables the staff to physically document tree species, size, and characteristics. Additionally, the software allows those individuals to mark potential new tree planting opportunities but currently, the contract only covers the downtown Hayward area. With possible use of in-lieu fees, there are opportunities to expand the areas covered by the software to capture more accurate data throughout the City. Having this data will help staff better identify underserved areas of the City and provide opportunities for additional urban forestry grants to help meet Hayward's climate tree and canopy goals. A three-year subscription is currently \$58,425, averaging close to \$20,000 per year with the subscription renewal due in 2028.

Street Tree Program. The City's Maintenance Services Department was awarded a Tree Planting Grant from the USDA in 2024. Tree planting is to be completed in disadvantaged areas or areas needing trees that have a clear void and need but lack economic or social programs to make tree planting and care challenging. The Grant award was \$185,000 for 400 trees with the term ending November 30, 2027. This rate equates to an average of \$462 per 15-gallon size tree planted, as per City of Hayward standards. As currently estimated, planting blocks of 100 trees is estimated to cost approximately \$46,200 per fiscal year.

Tree Maintenance. New planting of street trees require care and maintenance for success. Allotments of funding must be maintained to ensure the projects succeed until established at the two-year mark. This work is best done with contract help as current City Maintenance Services does not have capacity for this additional workload. Funding would be relative to RFQ responses on a project basis. An estimated minimum for water and maintenance is equal to planting costs, which is \$46,000.

Program Administration and Management. Administration, management and implementation of these new programs, as recommended by staff, require significant staff and fiscal resources. To make these programs closer to full cost recovery and cover the additional administrative burden of managing the programs and consultants, staff recommends that 15% of the program funds be set aside for administrative and staff support. While most of the on-site mitigation can be charged hourly for time and materials associated with development review, many of the new programs are not billable and rely on the General Fund. As such, dedicating an additional revenue stream to fund the administration of the in-lieu fee program will help reduce the burden to the City's General Fund while establishing a funding mechanism to maintain these programs in the future.

Social Equity and Community Partnerships

Grant Assistance Program for Low-Income Households. This program could be renewed each fiscal year and assist low-income homeowners needing financial support with a City-sponsored grant to remove, replace and/or maintain protected trees on private property. As envisioned by staff, the City could hire a preferred vendor to provide on-call services when needed. To gauge public support, staff recommends an initial allocation of \$20,000 per year

be provided towards this program, which could be re-evaluated annually based on public demand and funding availability. Staff envisions this program would offer a one-time \$500 grant for eligible tree services per household, for a total of up to 40 households per year.

Non-Profit/Partnership Planting Programs. The City currently partners with several community and non-profit groups, such as 100k Trees for Humanity, to provide new tree plantings throughout the City in an effort to expand the tree canopy and improve quality of life for Hayward residents. To support and expand these community partnerships, staff would engage non-profit groups, community members, and organize volunteers to support neighborhood planting programs for underserved areas in Hayward. The estimated cost to support these partnerships is \$50,000 to \$75,000, depending on funding availability and the number of neighborhood areas served.

Environmental Resiliency and Sustainability Planning

Future Tree Canopy Study. Conducting regular Tree Canopy Surveys is an important way to gauge if the City is meeting its tree canopy goals. Based on tree growth rates and canopy data and methodology, staff recommend the Canopy Survey being conducted at 10-year intervals. The estimated cost for each Survey's is approx. \$8,000.

Urban Forest Management Plan. Establishing goals, methods, and planning for Hayward's urban forest as part of an Urban Forest Management Plan is an essential way for the City to reach its climate, sustainable and environmental goals. Development of an Urban Forest Management Plan was identified as a goal of the Council's Strategic Roadmap and listed for implementation in the *Hayward 2040 General Plan*. As these Plans require significant funding, time and staff resources, proactive planning for this effort is recommended. In neighboring Fremont, the City developed their Forestry Management Plan at a cost of \$800,000. Similarly, the City of Oakland obtained a grant to develop their Urban Forest Management Plan at a cost of approx. \$1 million. Given the cost to prepare this Plan, staff recommends the City set aside some monies from the in-lieu fee program to serve as a possible grant match in the event future grant opportunities be provided. In addition, having an adopted Plan will also help the City become eligible for future grant funding opportunities for implementation. As such, staff recommends the City set aside approx. \$50,000 annually to serve as a grant match to help with future planning and policy development around an Urban Forest Management Plan.

Defensible Space Planning in High Severity Fire Areas. Given recent State legislation and the need to create defensible space and minimize risk in High Severity Fire Zones and Wildland Urban Interface areas, staff recommends a portion of the in-lieu fee program be dedicated towards creating additional educational materials and performing community outreach in areas within the City designated by CalFire as a High Severity Fire Area. Estimated costs to develop the initial educational materials is approximately \$5,000; however, the actual removal, pruning, and creation of defensible space in High Severity Fire areas will be an additional cost, which will also be dependent on the scope of work and funding available. Staff suggests an allocation of \$20,000 for this program, annually.

Figure 1 In-Lieu Fee Allocation Summary Chart

ADMINISTRATIVE SUPPORT AND PROGRAM MANAGEMENT	Annual Cost
• PlanIt Geo software	\$20,000
• Street Tree Planting Program (COH)	\$46,000
• Street Tree Maintenance Program (COH)	\$46,000
• Program Administration and Management (15% of funding)	\$37,500 (based on \$250,000)
SOCIAL EQUITY & COMMUNITY PARTNERSHIP	
• Grant Assistance Program	\$8,000
• Non-Profit Planting and Outreach Programs	\$75,000
ENVIRONMENTAL RESILLIANCE SUSTAINABILTY PLANNING	
• Future Tree Canopy Study	\$8,000
• Urban Forest Master Plan	\$50,000
• Defensible Space Planning	\$20,000
TOTAL COST	\$285,000

Feedback Requested

Staff is requesting feedback from Council on the proposed allocation in-lieu fee monies summarized in Figure 1, including the following items:

- Does Council support staff’s recommendation to fund program administration, planning and programming at 15%?
- Does Council support the funding of community projects, partnerships, and programs, as recommended by staff?
- Are there other programs or initiatives that Council would like staff to focus on?

ECONOMIC IMPACT

Economic impacts associated with the potential allocation have not been identified as each option requires cost analysis to determine the anticipated expenditure per year. In-Lieu Fees are not guaranteed from year to year and as such, annual evaluation of this program and the funding available should be completed. However, staff believes there is a potential positive economic, social, and environmental justice impacts to residents and businesses located in neighborhoods currently underserved by tree canopy.

STRATEGIC ROADMAP

This agenda item supports the Strategic Roadmap priorities to confront Climate Crisis and Champion Environmental Justice objectives. Establishing a larger inventory of the actual number, species, size and health of the trees in Hayward helps with the potential future grant opportunities which could be used to fund an Urban Forestry Management Plan.

NEXT STEPS

Following direction from the City Council, staff will update the in-lieu fee program with expected expenditures for each program area and work to incorporate those programs into the FY26/27 draft budget.

Prepared by: Theodore Spores, Landscape Architect
Jeremy Lochirco, Planning Manager

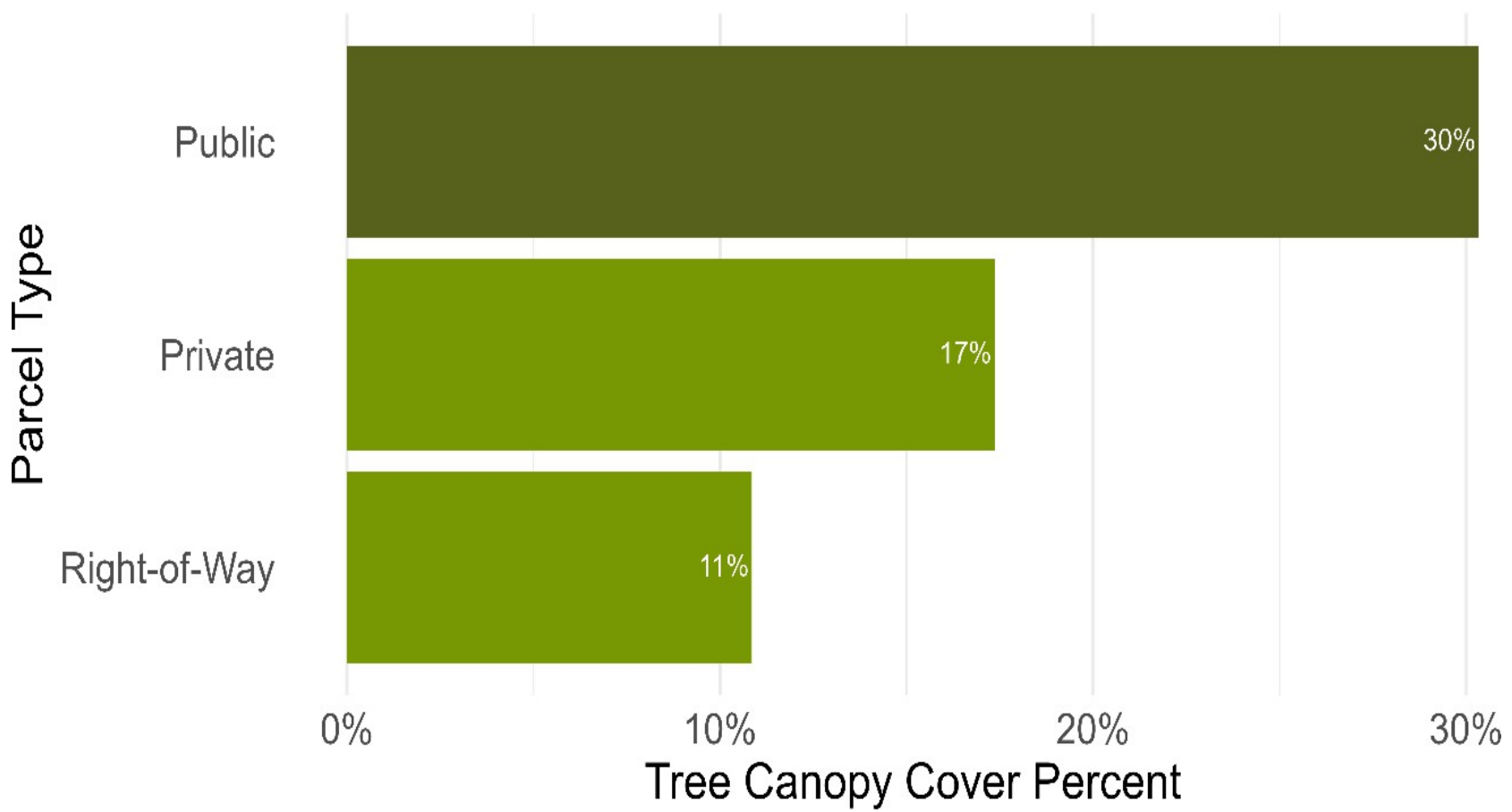
Recommended by: Sara Buizer, AICP, Development Services Director

Approved by:

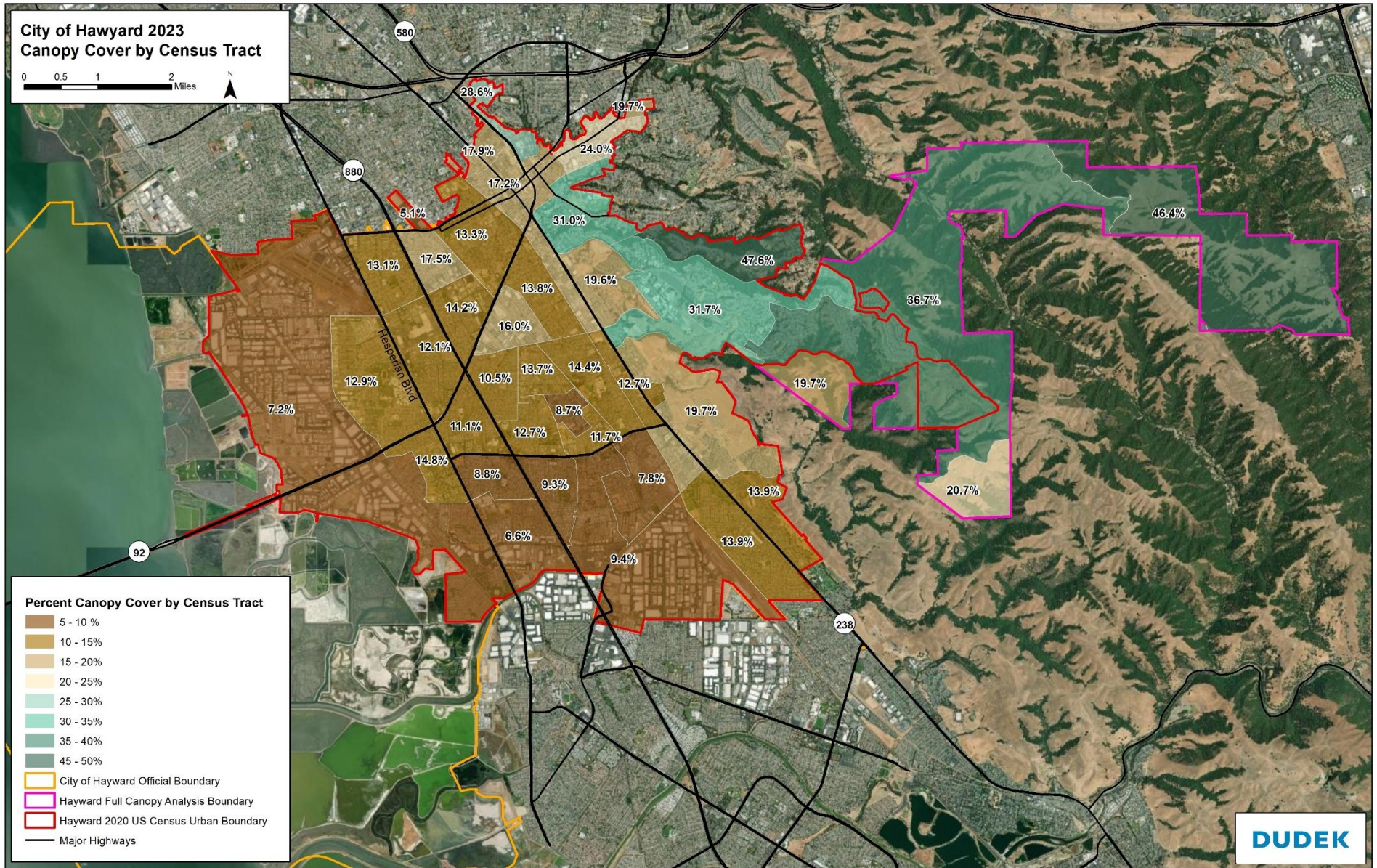
A handwritten signature in blue ink, appearing to read "Jennifer Ott".

Jennifer Ott, City Manger

City of Hayward - Parcel Type Tree Canopy Cover by Parcel Type



City-wide canopy cover is 20.8%



Attachment III



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: LB 26-006

DATE: April 7, 2026

TO: Mayor and City Council

FROM: Director of Human Resources

SUBJECT

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

RECOMMENDATION

That the City Council adopts a Resolution (Attachment II) approving an amendment to the City of Hayward Salary Plan for Fiscal Year 2026, which designates all classifications and corresponding salary ranges for employment with the City of Hayward effective April 6, 2026, superseding Resolution 25-208.

SUMMARY

As required by the Municipal Code, the Fiscal Year 2026 Salary Plan has been revised to reflect compaction adjustments to two (2) classifications in the City's classified service and a salary adjustment for a single classification in the City's unclassified service for Fiscal Year 2026, effective April 6, 2026.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution
Attachment III	FY 2026 Revised Salary Plan



DATE: April 7, 2026
TO: Mayor and City Council
FROM: Director of Human Resources
SUBJECT: Fiscal Year 2026 Salary Plan Amendment: Adopt a Resolution Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2026

RECOMMENDATION

That the City Council adopts a Resolution (Attachment II) approving amendments to the City of Hayward Salary Plan for Fiscal Year 2026, which designate all classifications and corresponding salary ranges for employment with the City of Hayward effective April 6, 2026, superseding Resolution 25-208.

SUMMARY

As required by the Municipal Code, the Fiscal Year 2026 Salary Plan has been revised to reflect compaction adjustments to two (2) classifications in the City’s classified service and a salary adjustment for a single classification in the City’s unclassified service for Fiscal Year 2026, effective April 6, 2026.

FISCAL IMPACT

FY 2024-25: The additional fiscal impact to the FY 2024-25 budget for the salary adjustments to Utility Leader – Water and Senior Utility Leader – Water is \$28, 305 to the Water Enterprise Fund.

FY 2025-26: The additional fiscal impact to the FY 2025-26 budget for the salary adjustments to Utility Leader – Water and Senior Utility Leader – Water is \$35, 643 to the Water Enterprise Fund.

FY-2025-26: The salary adjustment to the Director of Public Works is cost neutral because this change replaces a historic 10% special assignment pay, which is cost equivalent. The adjustment to the salary plan is \$10, 284 annually, which is budgeted to the combination of the Water Enterprise Fund, Sewer and Stormwater Fund, and Measure D Recycling Fund.

These changes do not impact the City’s General Fund.

BACKGROUND/DISCUSSION

In accordance with Municipal Code Sections 2-4.30, 2-4.31, and 2-4.32, at least once each year, a salary plan for each classification within the City's classified service is prepared. The Personnel Commission reviews the salary plan and, after a public hearing thereon, recommends a salary plan to the Council for adoption. The salary plan may be revised or amended if circumstances require. The updates to the salary plan for Fiscal Year 2026 include salary adjustments that maintain differentials in pay agreed to in the related Memorandum of Understanding (MOU), and a salary adjustment to a single unclassified position.

On March 17, 2026, the Personnel Commission held a public hearing and recommended that the City Council approve the amended Fiscal Year 2026 Salary Plan for salaries in the classified service.

In 2019, the Public Works Department underwent an organizational restructuring following the departure of the Director of Public Works. At the time, the Department's leadership model included two Deputy Director classifications: one overseeing Engineering and Transportation, and the other overseeing Utilities and Environmental Services. Upon the vacancy, the City implemented an interim operational model consolidating the functional responsibilities of both areas under a single executive. To support continuity of operation and account for the expanded scope of duties, the incumbent Director of Public Works was assigned additional responsibilities previously distributed across two positions. In recognition of these expanded duties, the City authorized a ten (10%) percent salary adjustment, which has been administered on an ongoing basis since 2019 in the form of special assignment pay (SAP). Over time, this interim structure evolved into a sustained organizational model, effectively consolidating the prior dual-deputy framework into a single Director-level position with broader departmental oversight.

The proposed action formalizes this long-standing structural change by incorporating the previously authorized 10% SAP into the classification's base salary. This adjustment eliminates the need for continued annual renewal of special assignment compensation and aligns the Director classification's base salary with the full scope of assigned responsibilities. This action is cost-neutral to the City, as it reflects the reclassification of existing compensation rather than an increase in overall salary expenditure.

Salary Adjustment

Pursuant to Section 9.02 Lead and Senior Differential Pay of the MOU between the City of Hayward and the Service Employees International Union, SEIU Local 1021, Maintenance Unit, the wage rates for "Lead" classifications shall be set ten percent (10%) above its highest paid linked classification. Due to the level of responsibility, select "Senior" level classifications shall be set at fifteen percent (15%). On July 29, 2024, Equipment Operator (M400), the highest paid linked classification to Utility Leader -Water (M840) received an equity adjustment resulting in compaction between the Utility Leader-Water and Equipment Operator. As a result, the following salary adjustments shall be made in accordance with section 9.02:

UTILITY LEADER – WATER (M840): To maintain a ten percent differential between Utility Leader – Water (M840) and Equipment Operator (M400), a five percent (5.00%) adjustment shall be applied to Utility Leader-Water retroactive to July 29, 2024. The salary range for Utility Leader – Water is \$54.56 Step A and \$63.50 at Step E.

SENIOR UTILITY LEADER – WATER (M845): To maintain a fifteen percent (15%) differential between Senior Utility Leader – Water (M845) and Utility Leader – Water (M840), a five percent (5.00%) adjustment shall be applied to Senior Utility Leader - Water retroactive to July 29, 2024. The salary range for Senior Utility Leader – Water is \$62.70 Step A and \$73.01 at Step E.

DIRECTOR OF PUBLIC WORKS – (U730): Rolling a ten percent (10%) special assignment pay into the base salary for the Director of Public Works (U730), the salary range will be \$138.45 Step A and \$168.29 at Step E.

STRATEGIC ROADMAP

This agenda item is a routine operational item and does not relate to one of the City Council's Strategic Roadmap initiatives.

NEXT STEPS

This salary plan will be implemented by the Human Resources and Finance Departments and will be reflected in the employees' paychecks dated April 24, 2026, with retroactive payments to follow.

Prepared by: Valeria Cazares, Human Resources Analyst II

Recommended by: Marisa Guerrero, Human Resources Manager
Ian Tecson, Director of Human Resources

Approved by:



Jennifer Ott, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 26-____

Introduced by Council Member ____

RESOLUTION APPROVING THE AMENDED FISCAL YEAR 2026 SALARY PLAN DESIGNATING POSITIONS OF EMPLOYMENT IN THE CITY OF HAYWARD AND SALARY RANGE; AND SUPERSEDING RESOLUTION NO. 25-208 AND ALL AMENDMENTS THERETO

WHEREAS, the salaries for two (2) classifications are being revised to reflect compaction adjustments retroactive to July 29, 2024;

WHEREAS, the salary for a single classification is being adjusted to reflect a ten (10%) percent salary increase to base salary effective April 6, 2026;

WHEREAS, the California Public Employees Retirement System (CalPERS) requires the City of Hayward to amend and publish Council-adopted pay schedules; and

WHEREAS, the Fiscal Year 2026 Salary Plan requires amendments to reflect these corrections and a single salary increase adjustment.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward, as follows:

Section 1. That a revised Positions and Salaries Schedule relating to the positions of employment in the City of Hayward, and the hourly rates of pay for those positions, is hereby set forth in Attachment "III," attached hereto and made a part hereof. The positions enumerated under the columns headed "Classification Title" are hereby designated as the positions of employment in the City of Hayward, and the hourly, bi-weekly, monthly, and annual rates of pay shown in the adjacent rows under the headings "Step A" through "Step E" are the salary rates or the minimum and maximum rates of pay for such positions.

Section 2. Salaries paid to occupants of said positions shall be administered in accordance with the Personnel Rules and Memoranda of Understanding and Side Letter Agreements approved by the City Council and currently in effect.

Section 3. All class titles used herein refer to the specifications of the position classification plan as reviewed by the Personnel Commission of the City of Hayward, or as set forth in the City Charter.

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2026**

Attachment III
²Recommended by Personnel Commission on March 18, 2026
 Adopted by Council on April 7, 2026

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
CITY ELECTED OFFICIALS/APPOINTED OFFICERS/EXECUTIVES								
MAYOR	E100	Unclassified	Hourly					
			Bi-Weekly					
			Monthly					
			Annual				67,930.00	
CITY COUNCIL	E110	Unclassified	Hourly					
			Bi-Weekly					
			Monthly					
			Annual				42,456.00	
CITY MANAGER	A120	Unclassified	Hourly				188.95	
			Bi-Weekly				15,116.00	
			Monthly				32,751.33	
			Annual				393,016.00	
CITY ATTORNEY	A100	Unclassified	Hourly				176.20	
			Bi-Weekly				14,096.00	
			Monthly				30,541.33	
			Annual				366,496.00	
CITY CLERK	A110	Unclassified	Hourly				111.80	
			Bi-Weekly				8,944.00	
			Monthly				19,378.67	
			Annual				232,544.00	
ASSISTANT CITY MANAGER	U735	Unclassified	Hourly	138.70	145.66	152.93	160.59	168.62
			Bi-Weekly	11,096.00	11,652.80	12,234.40	12,847.20	13,489.60
			Monthly	24,041.33	25,247.73	26,507.87	27,835.60	29,227.47
			Annual	288,496.00	302,972.80	318,094.40	334,027.20	350,729.60
CHIEF OF POLICE	P500	Unclassified	Hourly	148.10	155.48	163.29	171.44	179.98
			Bi-Weekly	11,848.00	12,438.40	13,063.20	13,715.20	14,398.40
			Monthly	25,670.67	26,949.87	28,303.60	29,716.27	31,196.53
			Annual	308,048.00	323,398.40	339,643.20	356,595.20	374,358.40
COMMUNICATIONS AND MARKETING OFFICER / PUBLIC INFORMATION OFFICER (PIO)	U311	Unclassified	Hourly	84.03	88.24	92.63	97.28	102.16
			Bi-Weekly	6,722.40	7,059.20	7,410.40	7,782.40	8,172.80
			Monthly	14,565.20	15,294.93	16,055.87	16,861.87	17,707.73
			Annual	174,782.40	183,539.20	192,670.40	202,342.40	212,492.80
DEPUTY CITY MANAGER	U505	Unclassified	Hourly	108.47	113.88	119.59	125.58	131.84
			Bi-Weekly	8,677.60	9,110.40	9,567.20	10,046.40	10,547.20
			Monthly	18,801.47	19,739.20	20,728.93	21,767.20	22,852.27
			Annual	225,617.60	236,870.40	248,747.20	261,206.40	274,227.20
DIRECTOR OF DEVELOPMENT SERVICES	U700	Unclassified	Hourly	112.55	118.16	124.10	130.31	136.81
			Bi-Weekly	9,004.00	9,452.80	9,928.00	10,424.80	10,944.80
			Monthly	19,508.67	20,481.07	21,510.67	22,587.07	23,713.73
			Annual	234,104.00	245,772.80	258,128.00	271,044.80	284,564.80
DIRECTOR OF FINANCE	U725	Unclassified	Hourly	116.43	122.23	128.37	134.77	141.50
			Bi-Weekly	9,314.40	9,778.40	10,269.60	10,781.60	11,320.00
			Monthly	20,181.20	21,186.53	22,250.80	23,360.13	24,526.67
			Annual	242,174.40	254,238.40	267,009.60	280,321.60	294,320.00
DIRECTOR OF HUMAN RESOURCES	U705	Unclassified	Hourly	113.38	119.03	124.99	131.24	137.79
			Bi-Weekly	9,070.40	9,522.40	9,999.20	10,499.20	11,023.20
			Monthly	19,652.53	20,631.87	21,664.93	22,748.27	23,883.60
			Annual	235,830.40	247,582.40	259,979.20	272,979.20	286,603.20
DIRECTOR OF INFORMATION TECHNOLOGY / CHIEF INFORMATION OFFICER (CIO)	U720	Unclassified	Hourly	126.13	132.39	139.04	146.01	153.29
			Bi-Weekly	10,090.40	10,591.20	11,123.20	11,680.80	12,263.20
			Monthly	21,862.53	22,947.60	24,100.27	25,308.40	26,570.27
			Annual	262,350.40	275,371.20	289,203.20	303,700.80	318,843.20
DIRECTOR OF LIBRARY SERVICES	U710	Unclassified	Hourly	106.08	111.37	116.97	122.81	128.95
			Bi-Weekly	8,486.40	8,909.60	9,357.60	9,824.80	10,316.00
			Monthly	18,387.20	19,304.13	20,274.80	21,287.07	22,351.33
			Annual	220,646.40	231,649.60	243,297.60	255,444.80	268,216.00
DIRECTOR OF MAINTENANCE SERVICES	U715	Unclassified	Hourly	125.58	131.85	138.47	145.39	152.65
			Bi-Weekly	10,046.40	10,548.00	11,077.60	11,631.20	12,212.00
			Monthly	21,767.20	22,854.00	24,001.47	25,200.93	26,459.33
			Annual	261,206.40	274,248.00	288,017.60	302,411.20	317,512.00
DIRECTOR OF PUBLIC WORKS	U730	Unclassified	Hourly	138.45	145.40	152.67	160.34	168.29
			Bi-Weekly	11,076.00	11,632.00	12,213.60	12,827.20	13,463.20
			Monthly	23,998.00	25,202.67	26,462.80	27,792.27	29,170.27
			Annual	287,976.00	302,432.00	317,553.60	333,507.20	350,043.20
FIRE CHIEF	F800	Unclassified	Hourly	139.41	146.36	153.69	161.38	169.45
			Bi-Weekly	11,152.80	11,708.80	12,295.20	12,910.40	13,556.00
			Monthly	24,164.40	25,369.07	26,639.60	27,972.53	29,371.33
			Annual	289,972.80	304,428.80	319,675.20	335,670.40	352,456.00

Salaries Effective April 6, 2026

¹Salaries reflect retroactive adjustments effective July 29, 2024 and June 30, 2025

²Personnel Commission provides recommendations for classified positions

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2026**

Attachment III
²Recommended by Personnel Commission on March 18, 2026
 Adopted by Council on April 7, 2026

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
CITY WIDE ADMINISTRATIVE/ANALYTICAL SUPPORT								
SENIOR MANAGEMENT ANALYST	H115	Classified	Hourly	70.84	74.35	78.08	81.96	86.06
			Bi-Weekly	5,667.20	5,948.00	6,246.40	6,556.80	6,884.80
			Monthly	12,278.93	12,887.33	13,533.87	14,206.40	14,917.07
			Annual	147,347.20	154,648.00	162,406.40	170,476.80	179,004.80
MANAGEMENT ANALYST II	H110	Classified	Hourly	64.42	67.62	71.00	74.56	78.26
			Bi-Weekly	5,153.60	5,409.60	5,680.00	5,964.80	6,260.80
			Monthly	11,166.13	11,720.80	12,306.67	12,923.73	13,565.07
			Annual	133,993.60	140,649.60	147,680.00	155,084.80	162,780.80
MANAGEMENT ANALYST I	H105	Classified	Hourly	58.56	61.52	64.56	67.78	71.17
			Bi-Weekly	4,684.80	4,921.60	5,164.80	5,422.40	5,693.60
			Monthly	10,150.40	10,663.47	11,190.40	11,748.53	12,336.13
			Annual	121,804.80	127,961.60	134,284.80	140,982.40	148,033.60
EXECUTIVE ASSISTANT	U315	Unclassified	Hourly	51.42	53.79	56.21	58.62	61.20
			Bi-Weekly	4,113.60	4,303.20	4,496.80	4,689.60	4,896.00
			Monthly	8,912.80	9,323.60	9,743.07	10,160.80	10,608.00
			Annual	106,953.60	111,883.20	116,916.80	121,929.60	127,296.00
ADMINISTRATIVE SUPERVISOR	H120	Classified	Hourly	54.95	57.68	60.58	63.58	66.76
			Bi-Weekly	4,396.00	4,614.40	4,846.40	5,086.40	5,340.80
			Monthly	9,524.67	9,997.87	10,500.53	11,020.53	11,571.73
			Annual	114,296.00	119,974.40	126,006.40	132,246.40	138,860.80
ADMINISTRATIVE SECRETARY	C120	Classified	Hourly	48.12	50.10	52.06	54.03	56.18
			Bi-Weekly	3,849.60	4,008.00	4,164.80	4,322.40	4,494.40
			Monthly	8,340.80	8,684.00	9,023.73	9,365.20	9,737.87
			Annual	100,089.60	104,208.00	108,284.80	112,382.40	116,854.40
SENIOR SECRETARY	C115	Classified	Hourly	43.98	45.70	47.56	49.31	51.21
			Bi-Weekly	3,518.40	3,656.00	3,804.80	3,944.80	4,096.80
			Monthly	7,623.20	7,921.33	8,243.73	8,547.07	8,876.40
			Annual	91,478.40	95,056.00	98,924.80	102,564.80	106,516.80
SECRETARY	C110	Classified	Hourly	38.71	40.48	42.53	44.49	46.60
			Bi-Weekly	3,096.80	3,238.40	3,402.40	3,559.20	3,728.00
			Monthly	6,709.73	7,016.53	7,371.87	7,711.60	8,077.33
			Annual	80,516.80	84,198.40	88,462.40	92,539.20	96,928.00
ADMINISTRATIVE CLERK II	C105	Classified	Hourly	35.47	36.94	38.44	40.16	42.13
			Bi-Weekly	2,837.60	2,955.20	3,075.20	3,212.80	3,370.40
			Monthly	6,148.13	6,402.93	6,662.93	6,961.07	7,302.53
			Annual	73,777.60	76,835.20	79,955.20	83,532.80	87,630.40
ADMINISTRATIVE CLERK I	C100	Classified	Hourly	31.23	32.90	34.56	36.40	38.31
			Bi-Weekly	2,498.40	2,632.00	2,764.80	2,912.00	3,064.80
			Monthly	5,413.20	5,702.67	5,990.40	6,309.33	6,640.40
			Annual	64,958.40	68,432.00	71,884.80	75,712.00	79,684.80
ADMINISTRATIVE INTERN	Z120	Classified	Hourly				19.07	24.13
			Bi-Weekly				1,525.60	1,930.40
			Monthly				3,305.47	4,182.53
			Annual				39,665.60	50,190.40
MAIL CLERK	C410	Classified	Hourly			20.53	21.52	22.61
			Bi-Weekly			1,642.40	1,721.60	1,808.80
			Monthly			3,558.53	3,730.13	3,919.07
			Annual			42,702.40	44,761.60	47,028.80

Salaries Effective April 6, 2026

¹Salaries reflect retroactive adjustments effective July 29, 2024 and June 30, 2025

²Personnel Commission provides recommendations for classified positions

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2026**

Attachment III
²Recommended by Personnel Commission on March 18, 2026
 Adopted by Council on April 7, 2026

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
CITY WIDE MAINTENANCE								
ELECTRICIAN II	M410	Classified	Hourly	61.32	63.75	66.27	69.09	71.94
			Bi-Weekly	4,905.60	5,100.00	5,301.60	5,527.20	5,755.20
			Monthly	10,628.80	11,050.00	11,486.80	11,975.60	12,469.60
			Annual	127,545.60	132,600.00	137,841.60	143,707.20	149,635.20
ELECTRICIAN I	M405	Classified	Hourly	51.18	53.28	55.38	57.70	60.06
			Bi-Weekly	4,094.40	4,262.40	4,430.40	4,616.00	4,804.80
			Monthly	8,871.20	9,235.20	9,599.20	10,001.33	10,410.40
			Annual	106,454.40	110,822.40	115,190.40	120,016.00	124,924.80
MAINTENANCE WORKER	M305	Classified	Hourly	46.70	48.55	50.52	52.32	54.34
			Bi-Weekly	3,736.00	3,884.00	4,041.60	4,185.60	4,347.20
			Monthly	8,094.67	8,415.33	8,756.80	9,068.80	9,418.93
			Annual	97,136.00	100,984.00	105,081.60	108,825.60	113,027.20
LABORER	M200 M300 M830 M905	Classified	Hourly	36.57	37.91	39.43	41.03	42.49
			Bi-Weekly	2,925.60	3,032.80	3,154.40	3,282.40	3,399.20
			Monthly	6,338.80	6,571.07	6,834.53	7,111.87	7,364.93
			Annual	76,065.60	78,852.80	82,014.40	85,342.40	88,379.20
CITY ATTORNEY DEPARTMENT								
SENIOR ASSISTANT CITY ATTORNEY	U215	Classified	Hourly	121.28	127.40	133.75	140.45	147.48
			Bi-Weekly	9,702.40	10,192.00	10,700.00	11,236.00	11,798.40
			Monthly	21,021.87	22,082.67	23,183.33	24,344.67	25,563.20
			Annual	252,262.40	264,992.00	278,200.00	292,136.00	306,758.40
ASSISTANT CITY ATTORNEY	U210	Classified	Hourly	105.94	111.23	116.84	122.67	128.78
			Bi-Weekly	8,475.20	8,898.40	9,347.20	9,813.60	10,302.40
			Monthly	18,362.93	19,279.87	20,252.27	21,262.80	22,321.87
			Annual	220,355.20	231,358.40	243,027.20	255,153.60	267,862.40
DEPUTY CITY ATTORNEY II	U205	Classified	Hourly	85.35	89.59	94.06	98.74	103.72
			Bi-Weekly	6,828.00	7,167.20	7,524.80	7,899.20	8,297.60
			Monthly	14,794.00	15,528.93	16,303.73	17,114.93	17,978.13
			Annual	177,528.00	186,347.20	195,644.80	205,379.20	215,737.60
DEPUTY CITY ATTORNEY I	U200	Classified	Hourly	72.64	76.25	80.07	84.08	88.28
			Bi-Weekly	5,811.20	6,100.00	6,405.60	6,726.40	7,062.40
			Monthly	12,590.93	13,216.67	13,878.80	14,573.87	15,301.87
			Annual	151,091.20	158,600.00	166,545.60	174,886.40	183,622.40
SENIOR PARALEGAL	U196	Classified	Hourly	52.87	55.54	58.30	61.20	64.27
			Bi-Weekly	4,229.60	4,443.20	4,664.00	4,896.00	5,141.60
			Monthly	9,164.13	9,626.93	10,105.33	10,608.00	11,140.13
			Annual	109,969.60	115,523.20	121,264.00	127,296.00	133,681.60
PARALEGAL	U195	Classified	Hourly	48.06	50.46	53.01	55.63	58.43
			Bi-Weekly	3,844.80	4,036.80	4,240.80	4,450.40	4,674.40
			Monthly	8,330.40	8,746.40	9,188.40	9,642.53	10,127.87
			Annual	99,964.80	104,956.80	110,260.80	115,710.40	121,534.40
LEGAL SECRETARY II	C935	Classified	Hourly	41.77	44.21	47.53	48.53	51.01
			Bi-Weekly	3,341.60	3,536.80	3,802.40	3,882.40	4,080.80
			Monthly	7,240.13	7,663.07	8,238.53	8,411.87	8,841.73
			Annual	86,881.60	91,956.80	98,862.40	100,942.40	106,100.80
LEGAL SECRETARY I	C930	Classified	Hourly	37.63	39.60	41.69	43.94	46.26
			Bi-Weekly	3,010.40	3,168.00	3,335.20	3,515.20	3,700.80
			Monthly	6,522.53	6,864.00	7,226.27	7,616.27	8,018.40
			Annual	78,270.40	82,368.00	86,715.20	91,395.20	96,220.80
CITY CLERK DEPARTMENT								
DEPUTY CITY CLERK	H500	Classified	Hourly	58.50	61.43	64.49	67.72	71.09
			Bi-Weekly	4,680.00	4,914.40	5,159.20	5,417.60	5,687.20
			Monthly	10,140.00	10,647.87	11,178.27	11,738.13	12,322.27
			Annual	121,680.00	127,774.40	134,139.20	140,857.60	147,867.20

Salaries Effective April 6, 2026

¹Salaries reflect retroactive adjustments effective July 29, 2024 and June 30, 2025

²Personnel Commission provides recommendations for classified positions

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2026**

Attachment III
²Recommended by Personnel Commission on March 18, 2026
 Adopted by Council on April 7, 2026

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
CITY MANAGER DEPARTMENT								
OFFICE OF THE CITY MANAGER								
EQUITY AND INCLUSION OFFICER	U340	Classified	Hourly	79.80	83.78	87.97	92.37	96.97
			Bi-Weekly	6,384.00	6,702.40	7,037.60	7,389.60	7,757.60
			Monthly	13,832.00	14,521.87	15,248.13	16,010.80	16,808.13
			Annual	165,984.00	174,262.40	182,977.60	192,129.60	201,697.60
ASSISTANT TO CITY MANAGER	U320	Unclassified	Hourly	89.40	93.87	98.55	103.49	108.64
			Bi-Weekly	7,152.00	7,509.60	7,884.00	8,279.20	8,691.20
			Monthly	15,496.00	16,270.80	17,082.00	17,938.27	18,830.93
			Annual	185,952.00	195,249.60	204,984.00	215,259.20	225,971.20
GRAPHICS AND MEDIA RELATIONS TECHNICIAN	T300	Classified	Hourly	42.23	44.29	46.66	48.98	51.34
			Bi-Weekly	3,378.40	3,543.20	3,732.80	3,918.40	4,107.20
			Monthly	7,319.87	7,676.93	8,087.73	8,489.87	8,898.93
			Annual	87,838.40	92,123.20	97,052.80	101,878.40	106,787.20
DIGITAL APPLICATIONS DEVELOPER	T470	Classified	Hourly	59.96	62.94	66.08	69.39	72.87
			Bi-Weekly	4,796.80	5,035.20	5,286.40	5,551.20	5,829.60
			Monthly	10,393.07	10,909.60	11,453.87	12,027.60	12,630.80
			Annual	124,716.80	130,915.20	137,446.40	144,331.20	151,569.60
MANAGEMENT FELLOW	U300	Classified	Hourly					52.71
			Bi-Weekly					4,216.80
			Monthly					9,136.40
			Annual					109,636.80
COMMUNITY SERVICES								
COMMUNITY SERVICES MANAGER	H745	Classified	Hourly	80.70	84.74	88.98	93.46	98.10
			Bi-Weekly	6,456.00	6,779.20	7,118.40	7,476.80	7,848.00
			Monthly	13,988.00	14,688.27	15,423.20	16,199.73	17,004.00
			Annual	167,856.00	176,259.20	185,078.40	194,396.80	204,048.00
COMMUNITY PROGRAMS SPECIALIST	T705	Classified	Hourly	52.68	55.41	58.23	61.08	64.07
			Bi-Weekly	4,214.40	4,432.80	4,658.40	4,886.40	5,125.60
			Monthly	9,131.20	9,604.40	10,093.20	10,587.20	11,105.47
			Annual	109,574.40	115,252.80	121,118.40	127,046.40	133,265.60
SENIOR PROPERTY REHABILITATION SPECIALIST	T730	Classified	Hourly	57.91	60.92	64.01	67.18	70.45
			Bi-Weekly	4,632.80	4,873.60	5,120.80	5,374.40	5,636.00
			Monthly	10,037.73	10,559.47	11,095.07	11,644.53	12,211.33
			Annual	120,452.80	126,713.60	133,140.80	139,734.40	146,536.00
PROPERTY REHABILITATION SPECIALIST	T725	Classified	Hourly	52.68	55.41	58.23	61.08	64.07
			Bi-Weekly	4,214.40	4,432.80	4,658.40	4,886.40	5,125.60
			Monthly	9,131.20	9,604.40	10,093.20	10,587.20	11,105.47
			Annual	109,574.40	115,252.80	121,118.40	127,046.40	133,265.60
PARATRANSIT COORDINATOR	T715	Classified	Hourly	50.21	52.72	55.27	58.07	60.91
			Bi-Weekly	4,016.80	4,217.60	4,421.60	4,645.60	4,872.80
			Monthly	8,703.07	9,138.13	9,580.13	10,065.47	10,557.73
			Annual	104,436.80	109,657.60	114,961.60	120,785.60	126,692.80
ECONOMIC DEVELOPMENT								
CHIEF ECONOMIC DEVELOPMENT OFFICER	U330	Classified	Hourly	94.84	99.60	104.59	109.83	115.30
			Bi-Weekly	7,587.20	7,968.00	8,367.20	8,786.40	9,224.00
			Monthly	16,438.93	17,264.00	18,128.93	19,037.20	19,985.33
			Annual	197,267.20	207,168.00	217,547.20	228,446.40	239,824.00
ECONOMIC DEVELOPMENT MANAGER	H710	Classified	Hourly	83.12	87.29	91.67	96.26	101.04
			Bi-Weekly	6,649.60	6,983.20	7,333.60	7,700.80	8,083.20
			Monthly	14,407.47	15,130.27	15,889.47	16,685.07	17,513.60
			Annual	172,889.60	181,563.20	190,673.60	200,220.80	210,163.20
ECONOMIC DEVELOPMENT SPECIALIST	T745	Classified	Hourly	57.16	60.03	62.96	66.16	69.40
			Bi-Weekly	4,572.80	4,802.40	5,036.80	5,292.80	5,552.00
			Monthly	9,907.73	10,405.20	10,913.07	11,467.73	12,029.33
			Annual	118,892.80	124,862.40	130,956.80	137,612.80	144,352.00
NEIGHBORHOOD PARTNERSHIP SERVICES								
NEIGHBORHOOD DEVELOPMENT MANAGER	H735	Classified	Hourly	87.76	92.08	96.69	101.52	106.60
			Bi-Weekly	7,020.80	7,366.40	7,735.20	8,121.60	8,528.00
			Monthly	15,211.73	15,960.53	16,759.60	17,596.80	18,477.33
			Annual	182,540.80	191,526.40	201,115.20	211,161.60	221,728.00
COMMUNITY PARTNERSHIP MANAGER	H730	Classified	Hourly	78.96	82.90	87.02	91.38	95.96
			Bi-Weekly	6,316.80	6,632.00	6,961.60	7,310.40	7,676.80
			Monthly	13,686.40	14,369.33	15,083.47	15,839.20	16,633.07
			Annual	164,236.80	172,432.00	181,001.60	190,070.40	199,596.80

Salaries Effective April 6, 2026

¹Salaries reflect retroactive adjustments effective July 29, 2024 and June 30, 2025

²Personnel Commission provides recommendations for classified positions

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2026**

Attachment III
²Recommended by Personnel Commission on March 18, 2026
 Adopted by Council on April 7, 2026

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
HOUSING AUTHORITY								
HOUSING MANAGER	H715	Classified	Hourly	83.12	87.29	91.67	96.26	101.04
			Bi-Weekly	6,649.60	6,983.20	7,333.60	7,700.80	8,083.20
			Monthly	14,407.47	15,130.27	15,889.47	16,685.07	17,513.60
			Annual	172,889.60	181,563.20	190,673.60	200,220.80	210,163.20
HOUSING DEVELOPMENT SPECIALIST	T750	Classified	Hourly	57.16	60.03	62.96	66.16	69.40
			Bi-Weekly	4,572.80	4,802.40	5,036.80	5,292.80	5,552.00
			Monthly	9,907.73	10,405.20	10,913.07	11,467.73	12,029.33
			Annual	118,892.80	124,862.40	130,956.80	137,612.80	144,352.00
HOMEOWNERSHIP COORDINATOR	T710	Classified	Hourly	50.21	52.72	55.27	58.07	60.91
			Bi-Weekly	4,016.80	4,217.60	4,421.60	4,645.60	4,872.80
			Monthly	8,703.07	9,138.13	9,580.13	10,065.47	10,557.73
			Annual	104,436.80	109,657.60	114,961.60	120,785.60	126,692.80
DEVELOPMENT SERVICES DEPARTMENT								
DEVELOPMENT SERVICE ADMINISTRATION								
DEPUTY DIRECTOR OF DEVELOPMENT SERVICES	U515	Classified	Hourly	95.74	100.56	105.58	110.86	116.43
			Bi-Weekly	7,659.20	8,044.80	8,446.40	8,868.80	9,314.40
			Monthly	16,594.93	17,430.40	18,300.53	19,215.73	20,181.20
			Annual	199,139.20	209,164.80	219,606.40	230,588.80	242,174.40
BUILDING DIVISION								
CITY BUILDING OFFICIAL	H335	Classified	Hourly	94.76	99.53	104.48	109.73	115.20
			Bi-Weekly	7,580.80	7,962.40	8,358.40	8,778.40	9,216.00
			Monthly	16,425.07	17,251.87	18,109.87	19,019.87	19,968.00
			Annual	197,100.80	207,022.40	217,318.40	228,238.40	239,616.00
SUPERVISING BUILDING INSPECTOR	H330	Classified	Hourly	70.70	74.24	77.95	81.86	85.95
			Bi-Weekly	5,656.00	5,939.20	6,236.00	6,548.80	6,876.00
			Monthly	12,254.67	12,868.27	13,511.33	14,189.07	14,898.00
			Annual	147,056.00	154,419.20	162,136.00	170,268.80	178,776.00
SENIOR BUILDING INSPECTOR/STRUCTURAL	T365	Classified	Hourly	62.24	65.56	68.88	72.12	75.71
			Bi-Weekly	4,979.20	5,244.80	5,510.40	5,769.60	6,056.80
			Monthly	10,788.27	11,363.73	11,939.20	12,500.80	13,123.07
			Annual	129,459.20	136,364.80	143,270.40	150,009.60	157,476.80
SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL	T360	Classified	Hourly	62.24	65.56	68.88	72.12	75.71
			Bi-Weekly	4,979.20	5,244.80	5,510.40	5,769.60	6,056.80
			Monthly	10,788.27	11,363.73	11,939.20	12,500.80	13,123.07
			Annual	129,459.20	136,364.80	143,270.40	150,009.60	157,476.80
SENIOR BUILDING INSPECTOR/ELECTRICAL	T355	Classified	Hourly	62.24	65.56	68.88	72.12	75.71
			Bi-Weekly	4,979.20	5,244.80	5,510.40	5,769.60	6,056.80
			Monthly	10,788.27	11,363.73	11,939.20	12,500.80	13,123.07
			Annual	129,459.20	136,364.80	143,270.40	150,009.60	157,476.80
BUILDING INSPECTOR	T350	Classified	Hourly	53.73	56.26	59.12	62.13	66.20
			Bi-Weekly	4,298.40	4,500.80	4,729.60	4,970.40	5,296.00
			Monthly	9,313.20	9,751.73	10,247.47	10,769.20	11,474.67
			Annual	111,758.40	117,020.80	122,969.60	129,230.40	137,696.00
SENIOR PLAN CHECKING ENGINEER	T340	Classified	Hourly	72.61	76.12	79.97	84.13	88.40
			Bi-Weekly	5,808.80	6,089.60	6,397.60	6,730.40	7,072.00
			Monthly	12,585.73	13,194.13	13,861.47	14,582.53	15,322.67
			Annual	151,028.80	158,329.60	166,337.60	174,990.40	183,872.00
PLAN CHECKING ENGINEER	T335	Classified	Hourly	66.01	69.20	72.70	76.48	80.36
			Bi-Weekly	5,280.80	5,536.00	5,816.00	6,118.40	6,428.80
			Monthly	11,441.73	11,994.67	12,601.33	13,256.53	13,929.07
			Annual	137,300.80	143,936.00	151,216.00	159,078.40	167,148.80
SUPERVISING PLAN CHECKER AND EXPEDITOR	H325	Classified	Hourly	79.97	83.96	88.17	92.59	97.24
			Bi-Weekly	6,397.60	6,716.80	7,053.60	7,407.20	7,779.20
			Monthly	13,861.47	14,553.07	15,282.80	16,048.93	16,854.93
			Annual	166,337.60	174,636.80	183,393.60	192,587.20	202,259.20
SENIOR PLAN CHECKER	T330	Classified	Hourly	62.24	65.56	68.88	72.12	75.71
			Bi-Weekly	4,979.20	5,244.80	5,510.40	5,769.60	6,056.80
			Monthly	10,788.27	11,363.73	11,939.20	12,500.80	13,123.07
			Annual	129,459.20	136,364.80	143,270.40	150,009.60	157,476.80
PLAN CHECKER	T325	Classified	Hourly	56.61	59.56	62.61	65.58	68.86
			Bi-Weekly	4,528.80	4,764.80	5,008.80	5,246.40	5,508.80
			Monthly	9,812.40	10,323.73	10,852.40	11,367.20	11,935.73
			Annual	117,748.80	123,884.80	130,228.80	136,406.40	143,228.80

Salaries Effective April 6, 2026

¹Salaries reflect retroactive adjustments effective July 29, 2024 and June 30, 2025

²Personnel Commission provides recommendations for classified positions

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2026**

Attachment III
²Recommended by Personnel Commission on March 18, 2026
 Adopted by Council on April 7, 2026

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
SUPERVISING PERMIT TECHNICIAN	H340	Classified	Hourly	55.52	58.29	61.19	64.27	67.46
			Bi-Weekly	4,441.60	4,663.20	4,895.20	5,141.60	5,396.80
			Monthly	9,623.47	10,103.60	10,606.27	11,140.13	11,693.07
			Annual	115,481.60	121,243.20	127,275.20	133,681.60	140,316.80
SENIOR PERMIT TECHNICIAN	C205	Classified	Hourly	46.53	48.45	50.33	52.51	55.17
			Bi-Weekly	3,722.40	3,876.00	4,026.40	4,200.80	4,413.60
			Monthly	8,065.20	8,398.00	8,723.87	9,101.73	9,562.80
			Annual	96,782.40	100,776.00	104,686.40	109,220.80	114,753.60
PERMIT TECHNICIAN II	C200	Classified	Hourly	41.95	43.61	45.39	47.36	49.74
			Bi-Weekly	3,356.00	3,488.80	3,631.20	3,788.80	3,979.20
			Monthly	7,271.33	7,559.07	7,867.60	8,209.07	8,621.60
			Annual	87,256.00	90,708.80	94,411.20	98,508.80	103,459.20
PERMIT TECHNICIAN I	C199	Classified	Hourly	38.15	39.64	41.26	43.01	45.21
			Bi-Weekly	3,052.00	3,171.20	3,300.80	3,440.80	3,616.80
			Monthly	6,612.67	6,870.93	7,151.73	7,455.07	7,836.40
			Annual	79,352.00	82,451.20	85,820.80	89,460.80	94,036.80
PLANNING DIVISION								
PLANNING MANAGER	H320	Classified	Hourly	93.13	97.79	102.68	107.79	113.20
			Bi-Weekly	7,450.40	7,823.20	8,214.40	8,623.20	9,056.00
			Monthly	16,142.53	16,950.27	17,797.87	18,683.60	19,621.33
			Annual	193,710.40	203,403.20	213,574.40	224,203.20	235,456.00
PRINCIPAL PLANNER	H315	Classified	Hourly	79.50	83.46	87.61	92.02	96.63
			Bi-Weekly	6,360.00	6,676.80	7,008.80	7,361.60	7,730.40
			Monthly	13,780.00	14,466.40	15,185.73	15,950.13	16,749.20
			Annual	165,360.00	173,596.80	182,228.80	191,401.60	200,990.40
SENIOR PLANNER	H310	Classified	Hourly	66.13	69.42	72.89	76.54	80.35
			Bi-Weekly	5,290.40	5,553.60	5,831.20	6,123.20	6,428.00
			Monthly	11,462.53	12,032.80	12,634.27	13,266.93	13,927.33
			Annual	137,550.40	144,393.60	151,611.20	159,203.20	167,128.00
ASSOCIATE PLANNER	T315	Classified	Hourly	57.31	60.12	63.13	66.36	69.53
			Bi-Weekly	4,584.80	4,809.60	5,050.40	5,308.80	5,562.40
			Monthly	9,933.73	10,420.80	10,942.53	11,502.40	12,051.87
			Annual	119,204.80	125,049.60	131,310.40	138,028.80	144,622.40
ASSISTANT PLANNER	T310	Classified	Hourly	47.04	49.34	51.99	54.54	57.31
			Bi-Weekly	3,763.20	3,947.20	4,159.20	4,363.20	4,584.80
			Monthly	8,153.60	8,552.27	9,011.60	9,453.60	9,933.73
			Annual	97,843.20	102,627.20	108,139.20	113,443.20	119,204.80
JUNIOR PLANNER	T305	Classified	Hourly	41.70	43.90	45.96	48.28	50.63
			Bi-Weekly	3,336.00	3,512.00	3,676.80	3,862.40	4,050.40
			Monthly	7,228.00	7,609.33	7,966.40	8,368.53	8,775.87
			Annual	86,736.00	91,312.00	95,596.80	100,422.40	105,310.40
SENIOR DEVELOPMENT REVIEW SPECIALIST	T322	Classified	Hourly	57.88	60.66	64.00	67.14	70.56
			Bi-Weekly	4,630.40	4,852.80	5,120.00	5,371.20	5,644.80
			Monthly	10,032.53	10,514.40	11,093.33	11,637.60	12,230.40
			Annual	120,390.40	126,172.80	133,120.00	139,651.20	146,764.80
DEVELOPMENT REVIEW SPECIALIST	T320	Classified	Hourly	52.61	55.15	58.19	61.04	64.14
			Bi-Weekly	4,208.80	4,412.00	4,655.20	4,883.20	5,131.20
			Monthly	9,119.07	9,559.33	10,086.27	10,580.27	11,117.60
			Annual	109,428.80	114,712.00	121,035.20	126,963.20	133,411.20
LANDSCAPE ARCHITECT	H300	Classified	Hourly	79.14	83.09	87.26	91.61	96.22
			Bi-Weekly	6,331.20	6,647.20	6,980.80	7,328.80	7,697.60
			Monthly	13,717.60	14,402.27	15,125.07	15,879.07	16,678.13
			Annual	164,611.20	172,827.20	181,500.80	190,548.80	200,137.60
ASSOCIATE LANDSCAPE ARCHITECT	T370	Classified	Hourly	57.31	60.12	63.13	66.36	69.53
			Bi-Weekly	4,584.80	4,809.60	5,050.40	5,308.80	5,562.40
			Monthly	9,933.73	10,420.80	10,942.53	11,502.40	12,051.87
			Annual	119,204.80	125,049.60	131,310.40	138,028.80	144,622.40
CODE ENFORCEMENT DIVISION								
CODE ENFORCEMENT MANAGER	H703	Classified	Hourly	78.86	82.80	86.92	91.26	95.80
			Bi-Weekly	6,308.80	6,624.00	6,953.60	7,300.80	7,664.00
			Monthly	13,669.07	14,352.00	15,066.13	15,818.40	16,605.33
			Annual	164,028.80	172,224.00	180,793.60	189,820.80	199,264.00
CODE ENFORCEMENT SUPERVISOR	H700	Classified	Hourly	56.92	59.77	62.77	65.89	69.20
			Bi-Weekly	4,553.60	4,781.60	5,021.60	5,271.20	5,536.00
			Monthly	9,866.13	10,360.13	10,880.13	11,420.93	11,994.67
			Annual	118,393.60	124,321.60	130,561.60	137,051.20	143,936.00
SENIOR CODE ENFORCEMENT INSPECTOR	T610	Classified	Hourly	56.21	59.02	61.96	65.06	68.32
			Bi-Weekly	4,496.80	4,721.60	4,956.80	5,204.80	5,465.60
			Monthly	9,743.07	10,230.13	10,739.73	11,277.07	11,842.13
			Annual	116,916.80	122,761.60	128,876.80	135,324.80	142,105.60
CODE ENFORCEMENT INSPECTOR II	T605	Classified	Hourly	51.10	53.63	56.30	59.13	62.08
			Bi-Weekly	4,088.00	4,290.40	4,504.00	4,730.40	4,966.40
			Monthly	8,857.33	9,295.87	9,758.67	10,249.20	10,760.53
			Annual	106,288.00	111,550.40	117,104.00	122,990.40	129,126.40
CODE ENFORCEMENT INSPECTOR I	T600	Classified	Hourly	46.45	48.76	51.18	53.75	56.45
			Bi-Weekly	3,716.00	3,900.80	4,094.40	4,300.00	4,516.00
			Monthly	8,051.33	8,451.73	8,871.20	9,316.67	9,784.67
			Annual	96,616.00	101,420.80	106,454.40	111,800.00	117,416.00

Salaries Effective April 6, 2026

¹Salaries reflect retroactive adjustments effective July 29, 2024 and June 30, 2025

²Personnel Commission provides recommendations for classified positions

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2026**

Attachment III
²Recommended by Personnel Commission on March 18, 2026
 Adopted by Council on April 7, 2026

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
FINANCE DEPARTMENT								
ADMINISTRATION DIVISION								
DEPUTY DIRECTOR OF FINANCE	U500	Classified	Hourly	100.08	105.07	110.33	115.87	121.63
			Bi-Weekly	8,006.40	8,405.60	8,826.40	9,269.60	9,730.40
			Monthly	17,347.20	18,212.13	19,123.87	20,084.13	21,082.53
			Annual	208,166.40	218,545.60	229,486.40	241,009.60	252,990.40
BUDGET OFFICER	H170	Classified	Hourly	78.57	82.51	86.61	90.95	95.47
			Bi-Weekly	6,285.60	6,600.80	6,928.80	7,276.00	7,637.60
			Monthly	13,618.80	14,301.73	15,012.40	15,764.67	16,548.13
			Annual	163,425.60	171,620.80	180,148.80	189,176.00	198,577.60
FINANCIAL ANALYST	H165	Classified	Hourly	61.33	64.38	67.58	70.96	74.53
			Bi-Weekly	4,906.40	5,150.40	5,406.40	5,676.80	5,962.40
			Monthly	10,630.53	11,159.20	11,713.87	12,299.73	12,918.53
			Annual	127,566.40	133,910.40	140,566.40	147,596.80	155,022.40
FINANCE TECHNICIAN	C320	Classified	Hourly	44.88	47.11	49.46	51.94	54.56
			Bi-Weekly	3,590.40	3,768.80	3,956.80	4,155.20	4,364.80
			Monthly	7,779.20	8,165.73	8,573.07	9,002.93	9,457.07
			Annual	93,350.40	97,988.80	102,876.80	108,035.20	113,484.80
ACCOUNTING DIVISION								
ACCOUNTING MANAGER	H150	Classified	Hourly	89.15	93.58	98.26	103.16	108.36
			Bi-Weekly	7,132.00	7,486.40	7,860.80	8,252.80	8,668.80
			Monthly	15,452.67	16,220.53	17,031.73	17,881.07	18,782.40
			Annual	185,432.00	194,646.40	204,380.80	214,572.80	225,388.80
SENIOR ACCOUNTANT	H145	Classified	Hourly	61.69	64.75	67.97	71.36	74.92
			Bi-Weekly	4,935.20	5,180.00	5,437.60	5,708.80	5,993.60
			Monthly	10,692.93	11,223.33	11,781.47	12,369.07	12,986.13
			Annual	128,315.20	134,680.00	141,377.60	148,428.80	155,833.60
ACCOUNTANT	H140	Classified	Hourly	56.05	58.83	61.79	64.85	68.12
			Bi-Weekly	4,484.00	4,706.40	4,943.20	5,188.00	5,449.60
			Monthly	9,715.33	10,197.20	10,710.27	11,240.67	11,807.47
			Annual	116,584.00	122,366.40	128,523.20	134,888.00	141,689.60
SENIOR ACCOUNT CLERK	C305	Classified	Hourly	40.11	42.07	43.90	45.99	48.14
			Bi-Weekly	3,208.80	3,365.60	3,512.00	3,679.20	3,851.20
			Monthly	6,952.40	7,292.13	7,609.33	7,971.60	8,344.27
			Annual	83,428.80	87,505.60	91,312.00	95,659.20	100,131.20
ACCOUNT CLERK	C300	Classified	Hourly	35.40	36.98	38.72	40.49	42.55
			Bi-Weekly	2,832.00	2,958.40	3,097.60	3,239.20	3,404.00
			Monthly	6,136.00	6,409.87	6,711.47	7,018.27	7,375.33
			Annual	73,632.00	76,918.40	80,537.60	84,219.20	88,504.00
REVENUE DIVISION								
REVENUE MANAGER	H160	Classified	Hourly	86.56	90.84	95.39	100.16	105.20
			Bi-Weekly	6,924.80	7,267.20	7,631.20	8,012.80	8,416.00
			Monthly	15,003.73	15,745.60	16,534.27	17,361.07	18,234.67
			Annual	180,044.80	188,947.20	198,411.20	208,332.80	218,816.00
FINANCE SUPERVISOR	H155	Classified	Hourly	61.33	64.39	67.59	70.95	74.53
			Bi-Weekly	4,906.40	5,151.20	5,407.20	5,676.00	5,962.40
			Monthly	10,630.53	11,160.93	11,715.60	12,298.00	12,918.53
			Annual	127,566.40	133,931.20	140,587.20	147,576.00	155,022.40
SUPERVISING CUSTOMER ACCOUNT CLERK	C332	Classified	Hourly	43.56	45.75	48.01	50.42	52.96
			Bi-Weekly	3,484.80	3,660.00	3,840.80	4,033.60	4,236.80
			Monthly	7,550.40	7,930.00	8,321.73	8,739.47	9,179.73
			Annual	90,604.80	95,160.00	99,860.80	104,873.60	110,156.80
SENIOR CUSTOMER ACCOUNT CLERK	C330	Classified	Hourly	40.11	42.07	43.90	45.99	48.14
			Bi-Weekly	3,208.80	3,365.60	3,512.00	3,679.20	3,851.20
			Monthly	6,952.40	7,292.13	7,609.33	7,971.60	8,344.27
			Annual	83,428.80	87,505.60	91,312.00	95,659.20	100,131.20
CUSTOMER ACCOUNT CLERK	C325	Classified	Hourly	36.55	38.19	39.98	41.81	43.92
			Bi-Weekly	2,924.00	3,055.20	3,198.40	3,344.80	3,513.60
			Monthly	6,335.33	6,619.60	6,929.87	7,247.07	7,612.80
			Annual	76,024.00	79,435.20	83,158.40	86,964.80	91,353.60
MAIL AND REVENUE CLERK	C322	Classified	Hourly	31.23	32.90	34.56	36.40	38.31
			Bi-Weekly	2,498.40	2,632.00	2,764.80	2,912.00	3,064.80
			Monthly	5,413.20	5,702.67	5,990.40	6,309.33	6,640.40
			Annual	64,958.40	68,432.00	71,884.80	75,712.00	79,684.80
PURCHASING DIVISION								
PURCHASING AND SERVICES MANAGER	H180	Classified	Hourly	91.00	95.56	100.33	105.34	110.57
			Bi-Weekly	7,280.00	7,644.80	8,026.40	8,427.20	8,845.60
			Monthly	15,773.33	16,563.73	17,390.53	18,258.93	19,165.47
			Annual	189,280.00	198,764.80	208,686.40	219,107.20	229,985.60
PURCHASING TECHNICIAN	C345	Classified	Hourly	44.90	47.16	49.46	51.92	54.56
			Bi-Weekly	3,592.00	3,772.80	3,956.80	4,153.60	4,364.80
			Monthly	7,782.67	8,174.40	8,573.07	8,999.47	9,457.07
			Annual	93,392.00	98,092.80	102,876.80	107,993.60	113,484.80
MAIL AND PURCHASING CLERK	C335	Classified	Hourly	33.68	35.38	37.03	38.96	40.86
			Bi-Weekly	2,694.40	2,830.40	2,962.40	3,116.80	3,268.80
			Monthly	5,837.87	6,132.53	6,418.53	6,753.07	7,082.40
			Annual	70,054.40	73,590.40	77,022.40	81,036.80	84,988.80

Salaries Effective April 6, 2026

¹Salaries reflect retroactive adjustments effective July 29, 2024 and June 30, 2025

²Personnel Commission provides recommendations for classified positions

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2026**

Attachment III
²Recommended by Personnel Commission on March 18, 2026
 Adopted by Council on April 7, 2026

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
FIRE DEPARTMENT								
SWORN								
DEPUTY FIRE CHIEF (40 HR)	F600	Classified	Hourly	126.74	133.08	139.73	146.72	154.04
			Bi-Weekly	10,139.20	10,646.40	11,178.40	11,737.60	12,323.20
			Monthly	21,968.27	23,067.20	24,219.87	25,431.47	26,700.27
			Annual	263,619.20	276,806.40	290,638.40	305,177.60	320,403.20
FIRE MARSHAL - EMT (40 HR)	F401	Classified	Hourly	104.30	109.51	115.00	120.74	126.76
			Bi-Weekly	8,344.00	8,760.80	9,200.00	9,659.20	10,140.80
			Monthly	18,078.67	18,981.73	19,933.33	20,928.27	21,971.73
			Annual	216,944.00	227,780.80	239,200.00	251,139.20	263,660.80
FIRE MARSHAL (40 HR)	F400	Classified	Hourly	112.66	118.29	124.20	130.40	136.92
			Bi-Weekly	9,012.80	9,463.20	9,936.00	10,432.00	10,953.60
			Monthly	19,527.73	20,503.60	21,528.00	22,602.67	23,732.80
			Annual	234,332.80	246,043.20	258,336.00	271,232.00	284,793.60
FIRE TRAINING OFFICER (40 HR)	F420	Classified	Hourly	112.66	118.29	124.20	130.40	136.92
			Bi-Weekly	9,012.80	9,463.20	9,936.00	10,432.00	10,953.60
			Monthly	19,527.73	20,503.60	21,528.00	22,602.67	23,732.80
			Annual	234,332.80	246,043.20	258,336.00	271,232.00	284,793.60
BATTALION CHIEF (56 HR)	F410	Classified	Hourly	73.14	76.81	80.64	84.68	88.92
			Bi-Weekly	8,191.68	8,602.72	9,031.68	9,484.16	9,959.04
			Monthly	17,748.64	18,639.23	19,568.64	20,549.01	21,577.92
			Annual	212,983.68	223,670.72	234,823.68	246,588.16	258,935.04
BATTALION CHIEF (40 HR)	F415	Classified	Hourly	102.39	107.52	112.91	118.55	124.46
			Bi-Weekly	8,191.20	8,601.60	9,032.80	9,484.00	9,956.80
			Monthly	17,747.60	18,636.80	19,571.07	20,548.67	21,573.07
			Annual	212,971.20	223,641.60	234,852.80	246,584.00	258,876.80
STAFF FIRE CAPTAIN (40 HR)	F240	Classified	Hourly			98.60	103.54	108.72
			Bi-Weekly			7,888.00	8,283.20	8,697.60
			Monthly			17,090.67	17,946.93	18,844.80
			Annual			205,088.00	215,363.20	226,137.60
STAFF FIRE CAPTAIN - EMT (40 HR)	F241	Classified	Hourly			91.28	95.86	100.65
			Bi-Weekly			7,302.40	7,668.80	8,052.00
			Monthly			15,821.87	16,615.73	17,446.00
			Annual			189,862.40	199,388.80	209,352.00
FIRE CAPTAIN (56 HR)	F245	Classified	Hourly			64.01	67.21	70.59
			Bi-Weekly			7,169.12	7,527.52	7,906.08
			Monthly			15,533.09	16,309.63	17,129.84
			Annual			186,397.12	195,715.52	205,558.08
FIRE CAPTAIN (40 HR)	F250	Classified	Hourly			89.65	94.11	98.81
			Bi-Weekly			7,172.00	7,528.80	7,904.80
			Monthly			15,539.33	16,312.40	17,127.07
			Annual			186,472.00	195,748.80	205,524.80
FIRE PREVENTION INSPECTOR (56 HR)	F225	Classified	Hourly	54.26	56.94	59.78	62.77	65.90
			Bi-Weekly	6,077.12	6,377.28	6,695.36	7,030.24	7,380.80
			Monthly	13,167.09	13,817.44	14,506.61	15,232.19	15,991.73
			Annual	158,005.12	165,809.28	174,079.36	182,786.24	191,900.80
FIRE PREVENTION INSPECTOR - EMT (40 HR)	F221	Classified	Hourly	70.26	73.77	77.47	81.36	85.42
			Bi-Weekly	5,620.80	5,901.60	6,197.60	6,508.80	6,833.60
			Monthly	12,178.40	12,786.80	13,428.13	14,102.40	14,806.13
			Annual	146,140.80	153,441.60	161,137.60	169,228.80	177,673.60
FIRE PREVENTION INSPECTOR (40 HR)	F220	Classified	Hourly	75.88	79.69	83.67	87.86	92.22
			Bi-Weekly	6,070.40	6,375.20	6,693.60	7,028.80	7,377.60
			Monthly	13,152.53	13,812.93	14,502.80	15,229.07	15,984.80
			Annual	157,830.40	165,755.20	174,033.60	182,748.80	191,817.60
APPARATUS OPERATOR (56 HR)	F210	Classified	Hourly	51.35	53.92	56.61	59.45	62.43
			Bi-Weekly	5,751.20	6,039.04	6,340.32	6,658.40	6,992.16
			Monthly	12,460.93	13,084.59	13,737.36	14,426.53	15,149.68
			Annual	149,531.20	157,015.04	164,848.32	173,118.40	181,796.16
APPARATUS OPERATOR - EMT (56 HR)	F211	Classified	Hourly	47.57	49.91	52.43	55.04	57.80
			Bi-Weekly	5,327.84	5,589.92	5,872.16	6,164.48	6,473.60
			Monthly	11,543.65	12,111.49	12,723.01	13,356.37	14,026.13
			Annual	138,523.84	145,337.92	152,676.16	160,276.48	168,313.60
APPARATUS OPERATOR (40 HR)	F215	Classified	Hourly	71.82	75.42	79.18	83.14	87.31
			Bi-Weekly	5,745.60	6,033.60	6,334.40	6,651.20	6,984.80
			Monthly	12,448.80	13,072.80	13,724.53	14,410.93	15,133.73
			Annual	149,385.60	156,873.60	164,694.40	172,931.20	181,604.80
FIREFIGHTER (56 HR)	F200	Classified	Hourly	48.39	50.82	53.35	56.04	58.85
			Bi-Weekly	5,419.68	5,691.84	5,975.20	6,276.48	6,591.20
			Monthly	11,742.64	12,332.32	12,946.27	13,599.04	14,280.93
			Annual	140,911.68	147,987.84	155,355.20	163,188.48	171,371.20
FIREFIGHTER (40 HR)	F205	Classified	Hourly	67.77	71.15	74.69	78.43	82.37
			Bi-Weekly	5,421.60	5,692.00	5,975.20	6,274.40	6,589.60
			Monthly	11,746.80	12,332.67	12,946.27	13,594.53	14,277.47
			Annual	140,961.60	147,992.00	155,355.20	163,134.40	171,329.60
FIREFIGHTER TRAINEE (40 HR)	F100	Classified	Hourly	58.69	61.62			
			Bi-Weekly	4,695.20	4,929.60			
			Monthly	10,172.93	10,680.80			
			Annual	122,075.20	128,169.60			

Salaries Effective April 6, 2026

¹Salaries reflect retroactive adjustments effective July 29, 2024 and June 30, 2025

²Personnel Commission provides recommendations for classified positions

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2026**

Attachment III
²Recommended by Personnel Commission on March 18, 2026
 Adopted by Council on April 7, 2026

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
PROFESSIONAL STAFF								
HAZARDOUS MATERIALS PROGRAM COORDINATOR	H590	Classified	Hourly	80.44	84.47	88.69	93.13	97.77
			Bi-Weekly	6,435.20	6,757.60	7,095.20	7,450.40	7,821.60
			Monthly	13,942.93	14,641.47	15,372.93	16,142.53	16,946.80
			Annual	167,315.20	175,697.60	184,475.20	193,710.40	203,361.60
SENIOR FIRE PROTECTION ENGINEER	T515	Classified	Hourly	79.16	83.11	87.30	91.64	96.22
			Bi-Weekly	6,332.80	6,648.80	6,984.00	7,331.20	7,697.60
			Monthly	13,721.07	14,405.73	15,132.00	15,884.27	16,678.13
			Annual	164,652.80	172,868.80	181,584.00	190,611.20	200,137.60
FIRE PROTECTION ENGINEER	T510	Classified	Hourly	66.01	69.20	72.70	76.48	80.36
			Bi-Weekly	5,280.80	5,536.00	5,816.00	6,118.40	6,428.80
			Monthly	11,441.73	11,994.67	12,601.33	13,256.53	13,929.07
			Annual	137,300.80	143,936.00	151,216.00	159,078.40	167,148.80
EMERGENCY MEDICAL SERVICES COORDINATOR	H585	Classified	Hourly	68.73	72.18	75.74	79.53	83.53
			Bi-Weekly	5,498.40	5,774.40	6,059.20	6,362.40	6,682.40
			Monthly	11,913.20	12,511.20	13,128.27	13,785.20	14,478.53
			Annual	142,958.40	150,134.40	157,539.20	165,422.40	173,742.40
ENVIRONMENTAL SPECIALIST	T505	Classified	Hourly	64.37	67.58	70.96	74.53	78.25
			Bi-Weekly	5,149.60	5,406.40	5,676.80	5,962.40	6,260.00
			Monthly	11,157.47	11,713.87	12,299.73	12,918.53	13,563.33
			Annual	133,889.60	140,566.40	147,596.80	155,022.40	162,760.00
HAZARDOUS MATERIALS INSPECTOR	T500	Classified	Hourly	61.33	64.38	67.61	70.99	74.53
			Bi-Weekly	4,906.40	5,150.40	5,408.80	5,679.20	5,962.40
			Monthly	10,630.53	11,159.20	11,719.07	12,304.93	12,918.53
			Annual	127,566.40	133,910.40	140,628.80	147,659.20	155,022.40
FIRE PLANS EXAMINER	T495	Classified	Hourly	56.61	59.56	62.61	65.58	68.86
			Bi-Weekly	4,528.80	4,764.80	5,008.80	5,246.40	5,508.80
			Monthly	9,812.40	10,323.73	10,852.40	11,367.20	11,935.73
			Annual	117,748.80	123,884.80	130,228.80	136,406.40	143,228.80
FIRE SERVICES ADMINISTRATOR	H580	Classified	Hourly	81.10	85.17	89.40	93.84	98.56
			Bi-Weekly	6,488.00	6,813.60	7,152.00	7,507.20	7,884.80
			Monthly	14,057.33	14,762.80	15,496.00	16,265.60	17,083.73
			Annual	168,688.00	177,153.60	185,952.00	195,187.20	205,004.80
SENIOR FIRE TECHNICIAN	C260	Classified	Hourly	46.53	48.45	50.33	52.51	55.17
			Bi-Weekly	3,722.40	3,876.00	4,026.40	4,200.80	4,413.60
			Monthly	8,065.20	8,398.00	8,723.87	9,101.73	9,562.80
			Annual	96,782.40	100,776.00	104,686.40	109,220.80	114,753.60
FIRE TECHNICIAN II	C255	Classified	Hourly	40.93	42.97	45.13	47.39	49.74
			Bi-Weekly	3,274.40	3,437.60	3,610.40	3,791.20	3,979.20
			Monthly	7,094.53	7,448.13	7,822.53	8,214.27	8,621.60
			Annual	85,134.40	89,377.60	93,870.40	98,571.20	103,459.20
FIRE TECHNICIAN I	C250	Classified	Hourly	37.18	39.03	40.99	43.04	45.20
			Bi-Weekly	2,974.40	3,122.40	3,279.20	3,443.20	3,616.00
			Monthly	6,444.53	6,765.20	7,104.93	7,460.27	7,834.67
			Annual	77,334.40	81,182.40	85,259.20	89,523.20	94,016.00
HUMAN RESOURCES DEPARTMENT								
DEPUTY DIRECTOR OF HUMAN RESOURCES	U520	Classified	Hourly	102.77	107.90	113.30	118.98	124.90
			Bi-Weekly	8,221.60	8,632.00	9,064.00	9,518.40	9,992.00
			Monthly	17,813.47	18,702.67	19,638.67	20,623.20	21,649.33
			Annual	213,761.60	224,432.00	235,664.00	247,478.40	259,792.00
HUMAN RESOURCES MANAGER	U135	Classified	Hourly	88.49	92.91	97.57	102.45	107.58
			Bi-Weekly	7,079.20	7,432.80	7,805.60	8,196.00	8,606.40
			Monthly	15,338.27	16,104.40	16,912.13	17,758.00	18,647.20
			Annual	184,059.20	193,252.80	202,945.60	213,096.00	223,766.40
SENIOR HUMAN RESOURCES ANALYST	U120	Classified	Hourly	65.67	68.92	72.35	75.98	79.78
			Bi-Weekly	5,253.60	5,513.60	5,788.00	6,078.40	6,382.40
			Monthly	11,382.80	11,946.13	12,540.67	13,169.87	13,828.53
			Annual	136,593.60	143,353.60	150,488.00	158,038.40	165,942.40
HUMAN RESOURCES ANALYST II	U115	Classified	Hourly	59.70	62.68	65.82	69.09	72.55
			Bi-Weekly	4,776.00	5,014.40	5,265.60	5,527.20	5,804.00
			Monthly	10,348.00	10,864.53	11,408.80	11,975.60	12,575.33
			Annual	124,176.00	130,374.40	136,905.60	143,707.20	150,904.00
HUMAN RESOURCES ANALYST I	U110	Classified	Hourly	54.28	57.00	59.84	62.82	65.96
			Bi-Weekly	4,342.40	4,560.00	4,787.20	5,025.60	5,276.80
			Monthly	9,408.53	9,880.00	10,372.27	10,888.80	11,433.07
			Annual	112,902.40	118,560.00	124,467.20	130,665.60	137,196.80
HUMAN RESOURCES TECHNICIAN	U100	Classified	Hourly	49.36	51.82	54.42	57.13	59.97
			Bi-Weekly	3,948.80	4,145.60	4,353.60	4,570.40	4,797.60
			Monthly	8,555.73	8,982.13	9,432.80	9,902.53	10,394.80
			Annual	102,668.80	107,785.60	113,193.60	118,830.40	124,737.60
HUMAN RESOURCES ADMINISTRATIVE ASSISTANT	U105	Classified	Hourly	50.06	52.11	54.16	56.20	58.44
			Bi-Weekly	4,004.80	4,168.80	4,332.80	4,496.00	4,675.20
			Monthly	8,677.07	9,032.40	9,387.73	9,741.33	10,129.60
			Annual	104,124.80	108,388.80	112,652.80	116,896.00	121,555.20

Salaries Effective April 6, 2026

¹Salaries reflect retroactive adjustments effective July 29, 2024 and June 30, 2025

²Personnel Commission provides recommendations for classified positions

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2026**

Attachment III
²Recommended by Personnel Commission on March 18, 2026
 Adopted by Council on April 7, 2026

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
LIBRARY SERVICES DEPARTMENT								
DEPUTY DIRECTOR OF LIBRARY SERVICES	U535	Classified	Hourly	95.80	100.60	105.62	110.92	116.44
			Bi-Weekly	7,664.00	8,048.00	8,449.60	8,873.60	9,315.20
			Monthly	16,605.33	17,437.33	18,307.47	19,226.13	20,182.93
			Annual	199,264.00	209,248.00	219,689.60	230,713.60	242,195.20
LIBRARY SERVICES DIVISION								
LIBRARY OPERATIONS MANAGER	H755	Classified	Hourly	61.33	64.38	67.60	70.96	74.52
			Bi-Weekly	4,906.40	5,150.40	5,408.00	5,676.80	5,961.60
			Monthly	10,630.53	11,159.20	11,717.33	12,299.73	12,916.80
			Annual	127,566.40	133,910.40	140,608.00	147,596.80	155,001.60
SUPERVISING LIBRARIAN I	H750	Classified	Hourly	57.41	60.28	63.28	66.45	69.77
			Bi-Weekly	4,592.80	4,822.40	5,062.40	5,316.00	5,581.60
			Monthly	9,951.07	10,448.53	10,968.53	11,518.00	12,093.47
			Annual	119,412.80	125,382.40	131,622.40	138,216.00	145,121.60
LIBRARIAN II	T795	Classified	Hourly	48.40	50.82	53.28	55.99	58.62
			Bi-Weekly	3,872.00	4,065.60	4,262.40	4,479.20	4,689.60
			Monthly	8,389.33	8,808.80	9,235.20	9,704.93	10,160.80
			Annual	100,672.00	105,705.60	110,822.40	116,459.20	121,929.60
LIBRARIAN I	T790	Classified	Hourly	43.90	46.09	48.40	50.70	53.29
			Bi-Weekly	3,512.00	3,687.20	3,872.00	4,056.00	4,263.20
			Monthly	7,609.33	7,988.93	8,389.33	8,788.00	9,236.93
			Annual	91,312.00	95,867.20	100,672.00	105,456.00	110,843.20
LEAD LIBRARY ASSISTANT	C520	Classified	Hourly	41.75	43.87	45.96	48.20	50.75
			Bi-Weekly	3,340.00	3,509.60	3,676.80	3,856.00	4,060.00
			Monthly	7,236.67	7,604.13	7,966.40	8,354.67	8,796.67
			Annual	86,840.00	91,249.60	95,596.80	100,256.00	105,560.00
SENIOR LIBRARY ASSISTANT	C515	Classified	Hourly	38.55	40.26	42.11	43.95	46.08
			Bi-Weekly	3,084.00	3,220.80	3,368.80	3,516.00	3,686.40
			Monthly	6,682.00	6,978.40	7,299.07	7,618.00	7,987.20
			Annual	80,184.00	83,740.80	87,588.80	91,416.00	95,846.40
LIBRARY ASSISTANT	C510	Classified	Hourly	34.93	36.56	38.21	39.95	41.84
			Bi-Weekly	2,794.40	2,924.80	3,056.80	3,196.00	3,347.20
			Monthly	6,054.53	6,337.07	6,623.07	6,924.67	7,252.27
			Annual	72,654.40	76,044.80	79,476.80	83,096.00	87,027.20
SENIOR LIBRARY PAGE (.6 FTE)	C505	Classified	Hourly					26.22
			Bi-Weekly					1,258.56
			Monthly					2,726.88
			Annual					32,722.56
LIBRARY PAGE (.3 FTE)	C500	Classified	Hourly					23.83
			Bi-Weekly					571.92
			Monthly					1,239.16
			Annual					14,869.92
EDUCATION SERVICES MANAGER	H760	Classified	Hourly	57.41	60.28	63.28	66.45	69.77
			Bi-Weekly	4,592.80	4,822.40	5,062.40	5,316.00	5,581.60
			Monthly	9,951.07	10,448.53	10,968.53	11,518.00	12,093.47
			Annual	119,412.80	125,382.40	131,622.40	138,216.00	145,121.60
EDUCATIONAL SERVICES COORDINATOR	T780	Classified	Hourly	39.14	41.11	43.18	45.32	47.60
			Bi-Weekly	3,131.20	3,288.80	3,454.40	3,625.60	3,808.00
			Monthly	6,784.27	7,125.73	7,484.53	7,855.47	8,250.67
			Annual	81,411.20	85,508.80	89,814.40	94,265.60	99,008.00
LITERACY PROGRAM COORDINATOR	T785	Classified	Hourly	39.18	41.17	43.21	45.27	47.60
			Bi-Weekly	3,134.40	3,293.60	3,456.80	3,621.60	3,808.00
			Monthly	6,791.20	7,136.13	7,489.73	7,846.80	8,250.67
			Annual	81,494.40	85,633.60	89,876.80	94,161.60	99,008.00
LEAD PROGRAM ASSISTANT	C508	Classified	Hourly	41.75	43.87	45.96	48.20	50.75
			Bi-Weekly	3,340.00	3,509.60	3,676.80	3,856.00	4,060.00
			Monthly	7,236.67	7,604.13	7,966.40	8,354.67	8,796.67
			Annual	86,840.00	91,249.60	95,596.80	100,256.00	105,560.00
PROGRAM ASSISTANT	C506	Classified	Hourly	34.93	36.56	38.21	39.95	41.84
			Bi-Weekly	2,794.40	2,924.80	3,056.80	3,196.00	3,347.20
			Monthly	6,054.53	6,337.07	6,623.07	6,924.67	7,252.27
			Annual	72,654.40	76,044.80	79,476.80	83,096.00	87,027.20

Salaries Effective April 6, 2026

¹Salaries reflect retroactive adjustments effective July 29, 2024 and June 30, 2025

²Personnel Commission provides recommendations for classified positions

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2026**

Attachment III
²Recommended by Personnel Commission on March 18, 2026
 Adopted by Council on April 7, 2026

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
MAINTENANCE SERVICES DEPARTMENT								
DEPUTY DIRECTOR OF MAINTENANCE SERVICES	U540	Classified	Hourly	96.11	100.89	105.97	111.25	116.82
			Bi-Weekly	7,688.80	8,071.20	8,477.60	8,900.00	9,345.60
			Monthly	16,659.07	17,487.60	18,368.13	19,283.33	20,248.80
			Annual	199,908.80	209,851.20	220,417.60	231,400.00	242,985.60
FACILITIES MANAGEMENT								
FACILITIES AND BUILDING MANAGER	H605	Classified	Hourly	74.40	78.09	82.00	86.12	90.43
			Bi-Weekly	5,952.00	6,247.20	6,560.00	6,889.60	7,234.40
			Monthly	12,896.00	13,535.60	14,213.33	14,927.47	15,674.53
			Annual	154,752.00	162,427.20	170,560.00	179,129.60	188,094.40
FACILITIES MAINTENANCE SUPERVISOR	H600	Classified	Hourly	69.96	72.75	75.56	78.68	82.01
			Bi-Weekly	5,596.80	5,820.00	6,044.80	6,294.40	6,560.80
			Monthly	12,126.40	12,610.00	13,097.07	13,637.87	14,215.07
			Annual	145,516.80	151,320.00	157,164.80	163,654.40	170,580.80
FACILITIES LEADWORKER	M135	Classified	Hourly	69.96	72.75	75.56	78.68	82.01
			Bi-Weekly	5,596.80	5,820.00	6,044.80	6,294.40	6,560.80
			Monthly	12,126.40	12,610.00	13,097.07	13,637.87	14,215.07
			Annual	145,516.80	151,320.00	157,164.80	163,654.40	170,580.80
HVAC MECHANIC	M140	Classified	Hourly	61.32	63.75	66.27	69.09	71.94
			Bi-Weekly	4,905.60	5,100.00	5,301.60	5,527.20	5,755.20
			Monthly	10,628.80	11,050.00	11,486.80	11,975.60	12,469.60
			Annual	127,545.60	132,600.00	137,841.60	143,707.20	149,635.20
FACILITIES PAINTER II	M130	Classified	Hourly	49.37	51.39	53.39	55.60	57.92
			Bi-Weekly	3,949.60	4,111.20	4,271.20	4,448.00	4,633.60
			Monthly	8,557.47	8,907.60	9,254.27	9,637.33	10,039.47
			Annual	102,689.60	106,891.20	111,051.20	115,648.00	120,473.60
FACILITIES PAINTER I	M125	Classified	Hourly	44.91	46.75	48.62	50.65	52.68
			Bi-Weekly	3,592.80	3,740.00	3,889.60	4,052.00	4,214.40
			Monthly	7,784.40	8,103.33	8,427.47	8,779.33	9,131.20
			Annual	93,412.80	97,240.00	101,129.60	105,352.00	109,574.40
FACILITIES CARPENTER II	M120	Classified	Hourly	49.04	50.97	53.09	55.30	57.61
			Bi-Weekly	3,923.20	4,077.60	4,247.20	4,424.00	4,608.80
			Monthly	8,500.27	8,834.80	9,202.27	9,585.33	9,985.73
			Annual	102,003.20	106,017.60	110,427.20	115,024.00	119,828.80
FACILITIES CARPENTER I	M115	Classified	Hourly	44.61	46.45	48.35	50.30	52.41
			Bi-Weekly	3,568.80	3,716.00	3,868.00	4,024.00	4,192.80
			Monthly	7,732.40	8,051.33	8,380.67	8,718.67	9,084.40
			Annual	92,788.80	96,616.00	100,568.00	104,624.00	109,012.80
FACILITIES SERVICEWORKER II	M110	Classified	Hourly	42.45	44.14	45.94	47.55	49.40
			Bi-Weekly	3,396.00	3,531.20	3,675.20	3,804.00	3,952.00
			Monthly	7,358.00	7,650.93	7,962.93	8,242.00	8,562.67
			Annual	88,296.00	91,811.20	95,555.20	98,904.00	102,752.00
FACILITIES SERVICEWORKER I	M105	Classified	Hourly	38.59	40.12	41.75	43.23	44.90
			Bi-Weekly	3,087.20	3,209.60	3,340.00	3,458.40	3,592.00
			Monthly	6,688.93	6,954.13	7,236.67	7,493.20	7,782.67
			Annual	80,267.20	83,449.60	86,840.00	89,918.40	93,392.00
FLEET MANAGEMENT DIVISION								
FLEET MAINTENANCE MANAGER	H635	Classified	Hourly	74.40	78.09	82.00	86.12	90.43
			Bi-Weekly	5,952.00	6,247.20	6,560.00	6,889.60	7,234.40
			Monthly	12,896.00	13,535.60	14,213.33	14,927.47	15,674.53
			Annual	154,752.00	162,427.20	170,560.00	179,129.60	188,094.40
FLEET MAINTENANCE SUPERVISOR	H630	Classified	Hourly	69.96	72.75	75.56	78.68	82.01
			Bi-Weekly	5,596.80	5,820.00	6,044.80	6,294.40	6,560.80
			Monthly	12,126.40	12,610.00	13,097.07	13,637.87	14,215.07
			Annual	145,516.80	151,320.00	157,164.80	163,654.40	170,580.80
SENIOR EQUIPMENT MECHANIC	M620	Classified	Hourly	55.61	58.22	61.15	64.32	67.51
			Bi-Weekly	4,448.80	4,657.60	4,892.00	5,145.60	5,400.80
			Monthly	9,639.07	10,091.47	10,599.33	11,148.80	11,701.73
			Annual	115,668.80	121,097.60	127,192.00	133,785.60	140,420.80
EQUIPMENT MECHANIC II	M615	Classified	Hourly	47.91	50.15	52.70	55.45	58.18
			Bi-Weekly	3,832.80	4,012.00	4,216.00	4,436.00	4,654.40
			Monthly	8,304.40	8,692.67	9,134.67	9,611.33	10,084.53
			Annual	99,652.80	104,312.00	109,616.00	115,336.00	121,014.40
EQUIPMENT MECHANIC I	M610	Classified	Hourly	43.61	45.79	48.15	50.51	53.02
			Bi-Weekly	3,488.80	3,663.20	3,852.00	4,040.80	4,241.60
			Monthly	7,559.07	7,936.93	8,346.00	8,755.07	9,190.13
			Annual	90,708.80	95,243.20	100,152.00	105,060.80	110,281.60
EQUIPMENT PARTS STOREKEEPER	M605	Classified	Hourly	41.45	43.68	45.76	48.09	50.54
			Bi-Weekly	3,316.00	3,494.40	3,660.80	3,847.20	4,043.20
			Monthly	7,184.67	7,571.20	7,931.73	8,335.60	8,760.27
			Annual	86,216.00	90,854.40	95,180.80	100,027.20	105,123.20
EQUIPMENT SERVICE ATTENDANT	M600	Classified	Hourly	38.26	39.76	41.41	42.82	44.47
			Bi-Weekly	3,060.80	3,180.80	3,312.80	3,425.60	3,557.60
			Monthly	6,631.73	6,891.73	7,177.73	7,422.13	7,708.13
			Annual	79,580.80	82,700.80	86,132.80	89,065.60	92,497.60

Salaries Effective April 6, 2026

¹Salaries reflect retroactive adjustments effective July 29, 2024 and June 30, 2025

²Personnel Commission provides recommendations for classified positions

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2026**

Attachment III
²Recommended by Personnel Commission on March 18, 2026
 Adopted by Council on April 7, 2026

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
LANDSCAPE MAINTENANCE DIVISION								
LANDSCAPE MAINTENANCE MANAGER	H615	Classified	Hourly	74.40	78.09	82.00	86.12	90.43
			Bi-Weekly	5,952.00	6,247.20	6,560.00	6,889.60	7,234.40
			Monthly	12,896.00	13,535.60	14,213.33	14,927.47	15,674.53
			Annual	154,752.00	162,427.20	170,560.00	179,129.60	188,094.40
LANDSCAPE MAINTENANCE SUPERVISOR	H610	Classified	Hourly	69.96	72.75	75.56	78.68	82.01
			Bi-Weekly	5,596.80	5,820.00	6,044.80	6,294.40	6,560.80
			Monthly	12,126.40	12,610.00	13,097.07	13,637.87	14,215.07
			Annual	145,516.80	151,320.00	157,164.80	163,654.40	170,580.80
GROUNDSKEEPER III	M215	Classified	Hourly	62.07	64.47	67.14	69.51	72.18
			Bi-Weekly	4,965.60	5,157.60	5,371.20	5,560.80	5,774.40
			Monthly	10,758.80	11,174.80	11,637.60	12,048.40	12,511.20
			Annual	129,105.60	134,097.60	139,651.20	144,580.80	150,134.40
GROUNDSKEEPER II	M210	Classified	Hourly	51.40	53.40	55.62	57.56	59.77
			Bi-Weekly	4,112.00	4,272.00	4,449.60	4,604.80	4,781.60
			Monthly	8,909.33	9,256.00	9,640.80	9,977.07	10,360.13
			Annual	106,912.00	111,072.00	115,689.60	119,724.80	124,321.60
GROUNDSKEEPER I	M205	Classified	Hourly	46.70	48.55	50.52	52.32	54.34
			Bi-Weekly	3,736.00	3,884.00	4,041.60	4,185.60	4,347.20
			Monthly	8,094.67	8,415.33	8,756.80	9,068.80	9,418.93
			Annual	97,136.00	100,984.00	105,081.60	108,825.60	113,027.20
TREE TRIMMER	M220	Classified	Hourly	51.40	53.40	55.62	57.56	59.77
			Bi-Weekly	4,112.00	4,272.00	4,449.60	4,604.80	4,781.60
			Monthly	8,909.33	9,256.00	9,640.80	9,977.07	10,360.13
			Annual	106,912.00	111,072.00	115,689.60	119,724.80	124,321.60
STREET MAINTENANCE DIVISION								
STREETS MAINTENANCE MANAGER	H625	Classified	Hourly	74.40	78.09	82.00	86.12	90.43
			Bi-Weekly	5,952.00	6,247.20	6,560.00	6,889.60	7,234.40
			Monthly	12,896.00	13,535.60	14,213.33	14,927.47	15,674.53
			Annual	154,752.00	162,427.20	170,560.00	179,129.60	188,094.40
STREETS MAINTENANCE SUPERVISOR	H620	Classified	Hourly	69.96	72.75	75.56	78.68	82.01
			Bi-Weekly	5,596.80	5,820.00	6,044.80	6,294.40	6,560.80
			Monthly	12,126.40	12,610.00	13,097.07	13,637.87	14,215.07
			Annual	145,516.80	151,320.00	157,164.80	163,654.40	170,580.80
SENIOR MAINTENANCE LEADER	M315	Classified	Hourly	62.07	64.47	67.14	69.51	72.18
			Bi-Weekly	4,965.60	5,157.60	5,371.20	5,560.80	5,774.40
			Monthly	10,758.80	11,174.80	11,637.60	12,048.40	12,511.20
			Annual	129,105.60	134,097.60	139,651.20	144,580.80	150,134.40
MAINTENANCE LEADER	M310	Classified	Hourly	51.40	53.40	55.62	57.56	59.77
			Bi-Weekly	4,112.00	4,272.00	4,449.60	4,604.80	4,781.60
			Monthly	8,909.33	9,256.00	9,640.80	9,977.07	10,360.13
			Annual	106,912.00	111,072.00	115,689.60	119,724.80	124,321.60
LEAD SWEEPER EQUIPMENT OPERATOR	M702	Classified	Hourly	53.84	55.65	57.91	60.37	62.76
			Bi-Weekly	4,307.20	4,452.00	4,632.80	4,829.60	5,020.80
			Monthly	9,332.27	9,646.00	10,037.73	10,464.13	10,878.40
			Annual	111,987.20	115,752.00	120,452.80	125,569.60	130,540.80
SWEEPER EQUIPMENT OPERATOR	M700	Classified	Hourly	48.95	50.59	52.64	54.89	57.06
			Bi-Weekly	3,916.00	4,047.20	4,211.20	4,391.20	4,564.80
			Monthly	8,484.67	8,768.93	9,124.27	9,514.27	9,890.40
			Annual	101,816.00	105,227.20	109,491.20	114,171.20	118,684.80
POLICE DEPARTMENT								
SWORN								
POLICE CAPTAIN	P300	Classified	Hourly	128.78	135.20	141.99	149.08	156.50
			Bi-Weekly	10,302.40	10,816.00	11,359.20	11,926.40	12,520.00
			Monthly	22,321.87	23,434.67	24,611.60	25,840.53	27,126.67
			Annual	267,862.40	281,216.00	295,339.20	310,086.40	325,520.00
POLICE LIEUTENANT	P215	Classified	Hourly				108.69	113.99
			Bi-Weekly				8,695.20	9,119.20
			Monthly				18,839.60	19,758.27
			Annual				226,075.20	237,099.20
POLICE SERGEANT	P210	Classified	Hourly			90.99	95.38	100.28
			Bi-Weekly			7,279.20	7,630.40	8,022.40
			Monthly			15,771.60	16,532.53	17,381.87
			Annual			189,259.20	198,390.40	208,582.40
POLICE OFFICER	P200	Classified	Hourly	66.81	70.03	73.43	76.98	80.64
			Bi-Weekly	5,344.80	5,602.40	5,874.40	6,158.40	6,451.20
			Monthly	11,580.40	12,138.53	12,727.87	13,343.20	13,977.60
			Annual	138,964.80	145,662.40	152,734.40	160,118.40	167,731.20
POLICE OFFICER TRAINEE	P100	Classified	Hourly	44.52	46.73			
			Bi-Weekly	3,561.60	3,738.40			
			Monthly	7,716.80	8,099.87			
			Annual	92,601.60	97,198.40			

Salaries Effective April 6, 2026

¹Salaries reflect retroactive adjustments effective July 29, 2024 and June 30, 2025

²Personnel Commission provides recommendations for classified positions

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2026**

Attachment III
²Recommended by Personnel Commission on March 18, 2026
 Adopted by Council on April 7, 2026

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
PROFESSIONAL STAFF								
PERSONNEL AND TRAINING ADMINISTRATOR	H450	Classified	Hourly	94.83	99.57	104.57	109.76	115.26
			Bi-Weekly	7,586.40	7,965.60	8,365.60	8,780.80	9,220.80
			Monthly	16,437.20	17,258.80	18,125.47	19,025.07	19,978.40
			Annual	197,246.40	207,105.60	217,505.60	228,300.80	239,740.80
PERSONNEL OPERATIONS SPECIALIST	H460	Classified	Hourly	52.95	55.10	57.26	59.42	61.79
			Bi-Weekly	4,236.00	4,408.00	4,580.80	4,753.60	4,943.20
			Monthly	9,178.00	9,550.67	9,925.07	10,299.47	10,710.27
			Annual	110,136.00	114,608.00	119,100.80	123,593.60	128,523.20
POLICE MENTAL HEALTH PROFESSIONAL	H443	Classified	Hourly	66.77	70.12	73.61	77.27	81.16
			Bi-Weekly	5,341.60	5,609.60	5,888.80	6,181.60	6,492.80
			Monthly	11,573.47	12,154.13	12,759.07	13,393.47	14,067.73
			Annual	138,881.60	145,849.60	153,108.80	160,721.60	168,812.80
SENIOR CRIME AND INTELLIGENCE ANALYST	H406	Classified	Hourly	70.84	74.35	78.08	81.96	86.06
			Bi-Weekly	5,667.20	5,948.00	6,246.40	6,556.80	6,884.80
			Monthly	12,278.93	12,887.33	13,533.87	14,206.40	14,917.07
			Annual	147,347.20	154,648.00	162,406.40	170,476.80	179,004.80
CRIME AND INTELLIGENCE ANALYST	H405	Classified	Hourly	62.54	65.66	68.94	72.38	75.98
			Bi-Weekly	5,003.20	5,252.80	5,515.20	5,790.40	6,078.40
			Monthly	10,840.27	11,381.07	11,949.60	12,545.87	13,169.87
			Annual	130,083.20	136,572.80	143,395.20	150,550.40	158,038.40
POLICE PROGRAMS ANALYST	H400	Classified	Hourly	64.42	67.62	71.00	74.56	78.26
			Bi-Weekly	5,153.60	5,409.60	5,680.00	5,964.80	6,260.80
			Monthly	11,166.13	11,720.80	12,306.67	12,923.73	13,565.07
			Annual	133,993.60	140,649.60	147,680.00	155,084.80	162,780.80
SPECIAL OPERATIONS DIVISION								
CRIME PREVENTION SPECIALIST II	C671	Classified	Hourly	45.08	47.33	49.71	52.21	54.81
			Bi-Weekly	3,606.40	3,786.40	3,976.80	4,176.80	4,384.80
			Monthly	7,813.87	8,203.87	8,616.40	9,049.73	9,500.40
			Annual	93,766.40	98,446.40	103,396.80	108,596.80	114,004.80
CRIME PREVENTION SPECIALIST I	C670	Classified	Hourly	40.98	43.01	45.18	47.44	49.81
			Bi-Weekly	3,278.40	3,440.80	3,614.40	3,795.20	3,984.80
			Monthly	7,103.20	7,455.07	7,831.20	8,222.93	8,633.73
			Annual	85,238.40	89,460.80	93,974.40	98,675.20	103,604.80
RESERVE OFFICER COORDINATOR	H455	Classified	Hourly	86.27	90.57	95.11	99.69	104.78
			Bi-Weekly	6,901.60	7,245.60	7,608.80	7,975.20	8,382.40
			Monthly	14,953.47	15,698.80	16,485.73	17,279.60	18,161.87
			Annual	179,441.60	188,385.60	197,828.80	207,355.20	217,942.40
INVESTIGATION DIVISION								
YOUTH AND FAMILY SERVICES ADMINISTRATOR	H445	Classified	Hourly	94.83	99.57	104.57	109.76	115.26
			Bi-Weekly	7,586.40	7,965.60	8,365.60	8,780.80	9,220.80
			Monthly	16,437.20	17,258.80	18,125.47	19,025.07	19,978.40
			Annual	197,246.40	207,105.60	217,505.60	228,300.80	239,740.80
COUNSELING SUPERVISOR	H440	Classified	Hourly	60.69	63.74	66.91	70.24	73.79
			Bi-Weekly	4,855.20	5,099.20	5,352.80	5,619.20	5,903.20
			Monthly	10,519.60	11,048.27	11,597.73	12,174.93	12,790.27
			Annual	126,235.20	132,579.20	139,172.80	146,099.20	153,483.20
MOBILE MENTAL HEALTH CLINICIAN	T570	Classified	Hourly	51.52	54.07	56.79	59.39	62.49
			Bi-Weekly	4,121.60	4,325.60	4,543.20	4,751.20	4,999.20
			Monthly	8,930.13	9,372.13	9,843.60	10,294.27	10,831.60
			Annual	107,161.60	112,465.60	118,123.20	123,531.20	129,979.20
FAMILY COUNSELOR	T550	Classified	Hourly	49.07	51.49	54.09	56.57	59.52
			Bi-Weekly	3,925.60	4,119.20	4,327.20	4,525.60	4,761.60
			Monthly	8,505.47	8,924.93	9,375.60	9,805.47	10,316.80
			Annual	102,065.60	107,099.20	112,507.20	117,665.60	123,801.60
CERTIFIED LATENT PRINT EXAMINER	T560	Classified	Hourly	64.37	67.58	70.96	74.53	78.25
			Bi-Weekly	5,149.60	5,406.40	5,676.80	5,962.40	6,260.00
			Monthly	11,157.47	11,713.87	12,299.73	12,918.53	13,563.33
			Annual	133,889.60	140,566.40	147,596.80	155,022.40	162,760.00
SUPPORT SERVICES DIVISION								
OPERATIONS SUPPORT SERVICES MANAGER	U400	Classified	Hourly	94.65	99.37	105.38	110.64	116.14
			Bi-Weekly	7,572.00	7,949.60	8,430.40	8,851.20	9,291.20
			Monthly	16,406.00	17,224.13	18,265.87	19,177.60	20,130.93
			Annual	196,872.00	206,689.60	219,190.40	230,131.20	241,571.20
PROPERTY AND EVIDENCE SUPERVISOR	C676	Classified	Hourly	47.49	49.86	52.35	54.95	57.69
			Bi-Weekly	3,799.20	3,988.80	4,188.00	4,396.00	4,615.20
			Monthly	8,231.60	8,642.40	9,074.00	9,524.67	9,999.60
			Annual	98,779.20	103,708.80	108,888.00	114,296.00	119,995.20
POLICE ID SPECIALIST	T555	Classified	Hourly	43.25	45.42	47.70	50.11	52.47
			Bi-Weekly	3,460.00	3,633.60	3,816.00	4,008.80	4,197.60
			Monthly	7,496.67	7,872.80	8,268.00	8,685.73	9,094.80
			Annual	89,960.00	94,473.60	99,216.00	104,228.80	109,137.60
CRIME SCENE SPECIALIST II	C687	Classified	Hourly	49.41	51.65	54.02	56.43	59.11
			Bi-Weekly	3,952.80	4,132.00	4,321.60	4,514.40	4,728.80
			Monthly	8,564.40	8,952.67	9,363.47	9,781.20	10,245.73
			Annual	102,772.80	107,432.00	112,361.60	117,374.40	122,948.80
CRIME SCENE SPECIALIST I	C685	Classified	Hourly	44.93	46.96	49.10	51.30	53.73
			Bi-Weekly	3,594.40	3,756.80	3,928.00	4,104.00	4,298.40
			Monthly	7,787.87	8,139.73	8,510.67	8,892.00	9,313.20
			Annual	93,454.40	97,676.80	102,128.00	106,704.00	111,758.40
PROPERTY & EVIDENCE TECHNICIAN	C665	Classified	Hourly	41.54	43.35	45.44	47.52	49.76
			Bi-Weekly	3,323.20	3,468.00	3,635.20	3,801.60	3,980.80
			Monthly	7,200.27	7,514.00	7,876.27	8,236.80	8,625.07
			Annual	86,403.20	90,168.00	94,515.20	98,841.60	103,500.80

Salaries Effective April 6, 2026

¹Salaries reflect retroactive adjustments effective July 29, 2024 and June 30, 2025

²Personnel Commission provides recommendations for classified positions

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2026**

Attachment III
²Recommended by Personnel Commission on March 18, 2026
 Adopted by Council on April 7, 2026

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
ANIMAL SERVICES ADMINISTRATOR	H430	Classified	Hourly	73.73	77.39	81.24	85.32	89.60
			Bi-Weekly	5,898.40	6,191.20	6,499.20	6,825.60	7,168.00
			Monthly	12,779.87	13,414.27	14,081.60	14,788.80	15,530.67
			Annual	153,358.40	160,971.20	168,979.20	177,465.60	186,368.00
SHELTER OPERATIONS SUPERVISOR	C621	Classified	Hourly	43.48	45.41	47.53	49.71	52.06
			Bi-Weekly	3,478.40	3,632.80	3,802.40	3,976.80	4,164.80
			Monthly	7,536.53	7,871.07	8,238.53	8,616.40	9,023.73
			Annual	90,438.40	94,452.80	98,862.40	103,396.80	108,284.80
ANIMAL CONTROL OFFICER	C610	Classified	Hourly	37.37	39.30	41.08	43.01	45.05
			Bi-Weekly	2,989.60	3,144.00	3,286.40	3,440.80	3,604.00
			Monthly	6,477.47	6,812.00	7,120.53	7,455.07	7,808.67
			Annual	77,729.60	81,744.00	85,446.40	89,460.80	93,704.00
ANIMAL CARE ATTENDANT	C600	Classified	Hourly	31.09	32.42	33.71	35.19	36.94
			Bi-Weekly	2,487.20	2,593.60	2,696.80	2,815.20	2,955.20
			Monthly	5,388.93	5,619.47	5,843.07	6,099.60	6,402.93
			Annual	64,667.20	67,433.60	70,116.80	73,195.20	76,835.20
SHELTER VOLUNTEER COORDINATOR	C607	Classified	Hourly	35.21	36.71	38.18	39.85	41.84
			Bi-Weekly	2,816.80	2,936.80	3,054.40	3,188.00	3,347.20
			Monthly	6,103.07	6,363.07	6,617.87	6,907.33	7,252.27
			Annual	73,236.80	76,356.80	79,414.40	82,888.00	87,027.20
COMMUNICATIONS ADMINISTRATOR	H435	Classified	Hourly	73.73	77.39	81.24	85.32	89.60
			Bi-Weekly	5,898.40	6,191.20	6,499.20	6,825.60	7,168.00
			Monthly	12,779.87	13,414.27	14,081.60	14,788.80	15,530.67
			Annual	153,358.40	160,971.20	168,979.20	177,465.60	186,368.00
PUBLIC SAFETY DISPATCH SUPERVISOR	C645	Classified	Hourly	59.51	62.47	65.61	68.89	72.37
			Bi-Weekly	4,760.80	4,997.60	5,248.80	5,511.20	5,789.60
			Monthly	10,315.07	10,828.13	11,372.40	11,940.93	12,544.13
			Annual	123,780.80	129,937.60	136,468.80	143,291.20	150,529.60
PUBLIC SAFETY DISPATCHER	C635	Classified	Hourly	51.64	54.27	56.91	59.84	62.85
			Bi-Weekly	4,131.20	4,341.60	4,552.80	4,787.20	5,028.00
			Monthly	8,950.93	9,406.80	9,864.40	10,372.27	10,894.00
			Annual	107,411.20	112,881.60	118,372.80	124,467.20	130,728.00
PUBLIC SAFETY CALL TAKER	C633	Classified	Hourly	42.97	45.06	47.35	49.71	52.21
			Bi-Weekly	3,437.60	3,604.80	3,788.00	3,976.80	4,176.80
			Monthly	7,448.13	7,810.40	8,207.33	8,616.40	9,049.73
			Annual	89,377.60	93,724.80	98,488.00	103,396.80	108,596.80
PROPERTY, EVIDENCE AND RECORDS ADMINISTRATOR	H465	Classified	Hourly	81.10	85.11	89.37	93.86	98.55
			Bi-Weekly	6,488.00	6,808.80	7,149.60	7,508.80	7,884.00
			Monthly	14,057.33	14,752.40	15,490.80	16,269.07	17,082.00
			Annual	168,688.00	177,028.80	185,889.60	195,228.80	204,984.00
RECORDS SUPERVISOR	C705	Classified	Hourly	48.51	50.93	53.48	56.15	58.96
			Bi-Weekly	3,880.80	4,074.40	4,278.40	4,492.00	4,716.80
			Monthly	8,408.40	8,827.87	9,269.87	9,732.67	10,219.73
			Annual	100,900.80	105,934.40	111,238.40	116,792.00	122,636.80
POLICE RECORDS CLERK II	C695	Classified	Hourly	37.71	39.21	40.79	42.57	44.66
			Bi-Weekly	3,016.80	3,136.80	3,263.20	3,405.60	3,572.80
			Monthly	6,536.40	6,796.40	7,070.27	7,378.80	7,741.07
			Annual	78,436.80	81,556.80	84,843.20	88,545.60	92,892.80
POLICE RECORDS CLERK I	C690	Classified	Hourly	31.94	33.60	35.39	37.12	39.12
			Bi-Weekly	2,555.20	2,688.00	2,831.20	2,969.60	3,129.60
			Monthly	5,536.27	5,824.00	6,134.27	6,434.13	6,780.80
			Annual	66,435.20	69,888.00	73,611.20	77,209.60	81,369.60
JAIL ADMINISTRATOR	H420	Classified	Hourly	73.73	77.39	81.24	85.32	89.60
			Bi-Weekly	5,898.40	6,191.20	6,499.20	6,825.60	7,168.00
			Monthly	12,779.87	13,414.27	14,081.60	14,788.80	15,530.67
			Annual	153,358.40	160,971.20	168,979.20	177,465.60	186,368.00
JAIL SUPERVISOR	C660	Classified	Hourly	49.45	51.52	54.01	56.52	59.23
			Bi-Weekly	3,956.00	4,121.60	4,320.80	4,521.60	4,738.40
			Monthly	8,571.33	8,930.13	9,361.73	9,796.80	10,266.53
			Annual	102,856.00	107,161.60	112,340.80	117,561.60	123,198.40
COMMUNITY SERVICE OFFICER	C650	Classified	Hourly	43.20	45.07	47.24	49.41	51.77
			Bi-Weekly	3,456.00	3,605.60	3,779.20	3,952.80	4,141.60
			Monthly	7,488.00	7,812.13	8,188.27	8,564.40	8,973.47
			Annual	89,856.00	93,745.60	98,259.20	102,772.80	107,681.60

Salaries Effective April 6, 2026

¹Salaries reflect retroactive adjustments effective July 29, 2024 and June 30, 2025

²Personnel Commission provides recommendations for classified positions

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2026**

Attachment III
²Recommended by Personnel Commission on March 18, 2026
 Adopted by Council on April 7, 2026

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
PUBLIC WORKS & UTILITIES DEPARTMENT								
ADMINISTRATION								
ASSISTANT DIRECTOR OF PUBLIC WORKS-UTILITIES	U525	Classified	Hourly	110.64	116.18	121.98	128.07	134.49
			Bi-Weekly	8,851.20	9,294.40	9,758.40	10,245.60	10,759.20
			Monthly	19,177.60	20,137.87	21,143.20	22,198.80	23,311.60
			Annual	230,131.20	241,654.40	253,718.40	266,385.60	279,739.20
DEPUTY DIRECTOR OF PUBLIC WORKS	U510	Classified	Hourly	98.51	103.44	108.63	114.05	119.76
			Bi-Weekly	7,880.80	8,275.20	8,690.40	9,124.00	9,580.80
			Monthly	17,075.07	17,929.60	18,829.20	19,768.67	20,758.40
			Annual	204,900.80	215,155.20	225,950.40	237,224.00	249,100.80
WATER RESOURCES MANAGER	H875	Classified	Hourly	90.41	94.93	99.70	104.69	109.91
			Bi-Weekly	7,232.80	7,594.40	7,976.00	8,375.20	8,792.80
			Monthly	15,671.07	16,454.53	17,281.33	18,146.27	19,051.07
			Annual	188,052.80	197,454.40	207,376.00	217,755.20	228,612.80
WATER RESOURCES PLANNER	T870	Classified	Hourly	57.03	59.89	62.88	66.03	69.33
			Bi-Weekly	4,562.40	4,791.20	5,030.40	5,282.40	5,546.40
			Monthly	9,885.20	10,380.93	10,899.20	11,445.20	12,017.20
			Annual	118,622.40	124,571.20	130,790.40	137,342.40	144,206.40
UTILITIES ENGINEERING MANAGER	H880	Classified	Hourly	115.26	121.05	127.13	133.49	140.15
			Bi-Weekly	9,220.80	9,684.00	10,170.40	10,679.20	11,212.00
			Monthly	19,978.40	20,982.00	22,035.87	23,138.27	24,292.67
			Annual	239,740.80	251,784.00	264,430.40	277,659.20	291,512.00
SENIOR UTILITY SERVICE REPRESENTATIVE	M820	Classified	Hourly	52.02	54.57	57.19	60.13	63.07
			Bi-Weekly	4,161.60	4,365.60	4,575.20	4,810.40	5,045.60
			Monthly	9,016.80	9,458.80	9,912.93	10,422.53	10,932.13
			Annual	108,201.60	113,505.60	118,955.20	125,070.40	131,185.60
STOREKEEPER - EXPEDITER	M100	Classified	Hourly	43.31	45.12	46.78	48.55	50.40
			Bi-Weekly	3,464.80	3,609.60	3,742.40	3,884.00	4,032.00
			Monthly	7,507.07	7,820.80	8,108.53	8,415.33	8,736.00
			Annual	90,084.80	93,849.60	97,302.40	100,984.00	104,832.00
AIRPORT DIVISION SUMMARY								
AIRPORT MANAGER	H205	Classified	Hourly	83.67	87.82	92.21	96.81	101.66
			Bi-Weekly	6,693.60	7,025.60	7,376.80	7,744.80	8,132.80
			Monthly	14,502.80	15,222.13	15,983.07	16,780.40	17,621.07
			Annual	174,033.60	182,665.60	191,796.80	201,364.80	211,452.80
AIRPORT OPERATIONS SUPERVISOR	H200	Classified	Hourly	69.74	73.18	76.86	80.71	84.74
			Bi-Weekly	5,579.20	5,854.40	6,148.80	6,456.80	6,779.20
			Monthly	12,088.27	12,684.53	13,322.40	13,989.73	14,688.27
			Annual	145,059.20	152,214.40	159,868.80	167,876.80	176,259.20
AIRPORT BUSINESS SUPERVISOR	H198	Classified	Hourly	70.84	74.35	78.08	81.96	86.06
			Bi-Weekly	5,667.20	5,948.00	6,246.40	6,556.80	6,884.80
			Monthly	12,278.93	12,887.33	13,533.87	14,206.40	14,917.07
			Annual	147,347.20	154,648.00	162,406.40	170,476.80	179,004.80
AIRPORT OPERATIONS SPECIALIST	T270	Classified	Hourly	41.14	43.23	45.36	47.53	49.97
			Bi-Weekly	3,291.20	3,458.40	3,628.80	3,802.40	3,997.60
			Monthly	7,130.93	7,493.20	7,862.40	8,238.53	8,661.47
			Annual	85,571.20	89,918.40	94,348.80	98,862.40	103,937.60
SENIOR AIRPORT MAINTENANCE WORKER	M510	Classified	Hourly	53.78	55.75	57.98	60.34	62.77
			Bi-Weekly	4,302.40	4,460.00	4,638.40	4,827.20	5,021.60
			Monthly	9,321.87	9,663.33	10,049.87	10,458.93	10,880.13
			Annual	111,862.40	115,960.00	120,598.40	125,507.20	130,561.60
AIRPORT MAINTENANCE WORKER	M505	Classified	Hourly	49.04	51.00	53.05	54.93	57.05
			Bi-Weekly	3,923.20	4,080.00	4,244.00	4,394.40	4,564.00
			Monthly	8,500.27	8,840.00	9,195.33	9,521.20	9,888.67
			Annual	102,003.20	106,080.00	110,344.00	114,254.40	118,664.00
AIRPORT ATTENDANT	M500	Classified	Hourly	36.14	37.59	39.09	40.49	42.05
			Bi-Weekly	2,891.20	3,007.20	3,127.20	3,239.20	3,364.00
			Monthly	6,264.27	6,515.60	6,775.60	7,018.27	7,288.67
			Annual	75,171.20	78,187.20	81,307.20	84,219.20	87,464.00
ENGINEERING/TRANSPORTATION DIVISION								
REAL PROPERTY MANAGER	H225	Classified	Hourly	80.84	84.92	89.14	93.63	98.29
			Bi-Weekly	6,467.20	6,793.60	7,131.20	7,490.40	7,863.20
			Monthly	14,012.27	14,719.47	15,450.93	16,229.20	17,036.93
			Annual	168,147.20	176,633.60	185,411.20	194,750.40	204,443.20
REAL PROPERTY ASSOCIATE	T260	Classified	Hourly	51.88	54.61	57.34	60.12	63.10
			Bi-Weekly	4,150.40	4,368.80	4,587.20	4,809.60	5,048.00
			Monthly	8,992.53	9,465.73	9,938.93	10,420.80	10,937.33
			Annual	107,910.40	113,588.80	119,267.20	125,049.60	131,248.00
REAL PROPERTY ASSISTANT	T255	Classified	Hourly	44.23	46.45	48.64	51.08	53.64
			Bi-Weekly	3,538.40	3,716.00	3,891.20	4,086.40	4,291.20
			Monthly	7,666.53	8,051.33	8,430.93	8,853.87	9,297.60
			Annual	91,998.40	96,616.00	101,171.20	106,246.40	111,571.20
PRINCIPAL CIVIL ENGINEER	H242	Classified	Hourly	87.09	91.43	96.03	100.82	105.85
			Bi-Weekly	6,967.20	7,314.40	7,682.40	8,065.60	8,468.00
			Monthly	15,095.60	15,847.87	16,645.20	17,475.47	18,347.33
			Annual	181,147.20	190,174.40	199,742.40	209,705.60	220,168.00
SENIOR CIVIL ENGINEER	H240	Classified	Hourly	79.16	83.11	87.30	91.64	96.22
			Bi-Weekly	6,332.80	6,648.80	6,984.00	7,331.20	7,697.60
			Monthly	13,721.07	14,405.73	15,132.00	15,884.27	16,678.13
			Annual	164,652.80	172,868.80	181,584.00	190,611.20	200,137.60
ASSOCIATE CIVIL ENGINEER	T215	Classified	Hourly	67.93	71.36	74.83	78.63	82.46
			Bi-Weekly	5,434.40	5,708.80	5,986.40	6,290.40	6,596.80
			Monthly	11,774.53	12,369.07	12,970.53	13,629.20	14,293.07
			Annual	141,294.40	148,428.80	155,646.40	163,550.40	171,516.80
ASSISTANT CIVIL ENGINEER	T210	Classified	Hourly	58.51	61.56	64.71	67.81	71.23
			Bi-Weekly	4,680.80	4,924.80	5,176.80	5,424.80	5,698.40
			Monthly	10,141.73	10,670.40	11,216.40	11,753.73	12,346.53
			Annual	121,700.80	128,044.80	134,596.80	141,044.80	148,158.40

Salaries Effective April 6, 2026

¹Salaries reflect retroactive adjustments effective July 29, 2024 and June 30, 2025

²Personnel Commission provides recommendations for classified positions

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2026**

Attachment III
²Recommended by Personnel Commission on March 18, 2026
 Adopted by Council on April 7, 2026

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
ENGINEERING TECHNICIAN	T200	Classified	Hourly	44.27	46.44	48.79	51.20	53.65
			Bi-Weekly	3,541.60	3,715.20	3,903.20	4,096.00	4,292.00
			Monthly	7,673.47	8,049.60	8,456.93	8,874.67	9,299.33
			Annual	92,081.60	96,595.20	101,483.20	106,496.00	111,592.00
SURVEY ENGINEER	H230	Classified	Hourly	71.96	75.60	79.38	83.32	87.47
			Bi-Weekly	5,756.80	6,048.00	6,350.40	6,665.60	6,997.60
			Monthly	12,473.07	13,104.00	13,759.20	14,442.13	15,161.47
			Annual	149,676.80	157,248.00	165,110.40	173,305.60	181,937.60
SURVEYOR	T265	Classified	Hourly	55.32	58.05	60.92	63.95	67.17
			Bi-Weekly	4,425.60	4,644.00	4,873.60	5,116.00	5,373.60
			Monthly	9,588.80	10,062.00	10,559.47	11,084.67	11,642.80
			Annual	115,065.60	120,744.00	126,713.60	133,016.00	139,713.60
PRINCIPAL TRANSPORTATION ENGINEER	H217	Classified	Hourly	84.53	88.76	93.20	97.86	102.74
			Bi-Weekly	6,762.40	7,100.80	7,456.00	7,828.80	8,219.20
			Monthly	14,651.87	15,385.07	16,154.67	16,962.40	17,808.27
			Annual	175,822.40	184,620.80	193,856.00	203,548.80	213,699.20
SENIOR TRANSPORTATION ENGINEER	H215	Classified	Hourly	76.85	80.69	84.73	88.96	93.39
			Bi-Weekly	6,148.00	6,455.20	6,778.40	7,116.80	7,471.20
			Monthly	13,320.67	13,986.27	14,686.53	15,419.73	16,187.60
			Annual	159,848.00	167,835.20	176,238.40	185,036.80	194,251.20
ASSOCIATE TRANSPORTATION ENGINEER	T240	Classified	Hourly	67.93	71.36	74.83	78.63	82.46
			Bi-Weekly	5,434.40	5,708.80	5,986.40	6,290.40	6,596.80
			Monthly	11,774.53	12,369.07	12,970.53	13,629.20	14,293.07
			Annual	141,294.40	148,428.80	155,646.40	163,550.40	171,516.80
ASSISTANT TRANSPORTATION ENGINEER	T235	Classified	Hourly	58.51	61.56	64.71	67.81	71.23
			Bi-Weekly	4,680.80	4,924.80	5,176.80	5,424.80	5,698.40
			Monthly	10,141.73	10,670.40	11,216.40	11,753.73	12,346.53
			Annual	121,700.80	128,044.80	134,596.80	141,044.80	148,158.40
SENIOR TRANSPORTATION PLANNER	H210	Classified	Hourly	66.13	69.42	72.89	76.54	80.35
			Bi-Weekly	5,290.40	5,553.60	5,831.20	6,123.20	6,428.00
			Monthly	11,462.53	12,032.80	12,634.27	13,266.93	13,927.33
			Annual	137,550.40	144,393.60	151,611.20	159,203.20	167,128.00
ASSOCIATE TRANSPORTATION PLANNER	T225	Classified	Hourly	57.31	60.12	63.13	66.36	69.53
			Bi-Weekly	4,584.80	4,809.60	5,050.40	5,308.80	5,562.40
			Monthly	9,933.73	10,420.80	10,942.53	11,502.40	12,051.87
			Annual	119,204.80	125,049.60	131,310.40	138,028.80	144,622.40
TRAFFIC SIGNAL TECHNICIAN	T220	Classified	Hourly	46.50	48.74	51.22	53.76	56.33
			Bi-Weekly	3,720.00	3,899.20	4,097.60	4,300.80	4,506.40
			Monthly	8,060.00	8,448.27	8,878.13	9,318.40	9,763.87
			Annual	96,720.00	101,379.20	106,537.60	111,820.80	117,166.40
SUPERVISING CONSTRUCTION INSPECTOR	H235	Classified	Hourly	70.70	74.24	77.95	81.86	85.95
			Bi-Weekly	5,656.00	5,939.20	6,236.00	6,548.80	6,876.00
			Monthly	12,254.67	12,868.27	13,511.33	14,189.07	14,898.00
			Annual	147,056.00	154,419.20	162,136.00	170,268.80	178,776.00
SENIOR CONSTRUCTION INSPECTOR	T250	Classified	Hourly	62.24	65.56	68.88	72.12	75.71
			Bi-Weekly	4,979.20	5,244.80	5,510.40	5,769.60	6,056.80
			Monthly	10,788.27	11,363.73	11,939.20	12,500.80	13,123.07
			Annual	129,459.20	136,364.80	143,270.40	150,009.60	157,476.80
CONSTRUCTION INSPECTOR	T245	Classified	Hourly	52.15	54.82	57.38	60.29	63.36
			Bi-Weekly	4,172.00	4,385.60	4,590.40	4,823.20	5,068.80
			Monthly	9,039.33	9,502.13	9,945.87	10,450.27	10,982.40
			Annual	108,472.00	114,025.60	119,350.40	125,403.20	131,788.80

Salaries Effective April 6, 2026

¹Salaries reflect retroactive adjustments effective July 29, 2024 and June 30, 2025

²Personnel Commission provides recommendations for classified positions

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2026**

Attachment III
²Recommended by Personnel Commission on March 18, 2026
 Adopted by Council on April 7, 2026

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
RECYCLING-SOLID WASTE								
SOLID WASTE PROGRAM MANAGER	H800	Classified	Hourly	70.84	74.35	78.08	81.96	86.06
			Bi-Weekly	5,667.20	5,948.00	6,246.40	6,556.80	6,884.80
			Monthly	12,278.93	12,887.33	13,533.87	14,206.40	14,917.07
			Annual	147,347.20	154,648.00	162,406.40	170,476.80	179,004.80
RECYCLING SPECIALIST	T800	Classified	Hourly	44.62	46.83	49.10	51.60	54.17
			Bi-Weekly	3,569.60	3,746.40	3,928.00	4,128.00	4,333.60
			Monthly	7,734.13	8,117.20	8,510.67	8,944.00	9,389.47
			Annual	92,809.60	97,406.40	102,128.00	107,328.00	112,673.60
SENIOR SUSTAINABILITY SPECIALIST	T804	Classified	Hourly	56.20	58.99	61.95	65.04	68.30
			Bi-Weekly	4,496.00	4,719.20	4,956.00	5,203.20	5,464.00
			Monthly	9,741.33	10,224.93	10,738.00	11,273.60	11,838.67
			Annual	116,896.00	122,699.20	128,856.00	135,283.20	142,064.00
SUSTAINABILITY SPECIALIST	T803	Classified	Hourly	51.10	53.63	56.31	59.12	62.09
			Bi-Weekly	4,088.00	4,290.40	4,504.80	4,729.60	4,967.20
			Monthly	8,857.33	9,295.87	9,760.40	10,247.47	10,762.27
			Annual	106,288.00	111,550.40	117,124.80	122,969.60	129,147.20
SUSTAINABILITY TECHNICIAN	T802	Classified	Hourly	46.46	48.76	51.19	53.73	56.43
			Bi-Weekly	3,716.80	3,900.80	4,095.20	4,298.40	4,514.40
			Monthly	8,053.07	8,451.73	8,872.93	9,313.20	9,781.20
			Annual	96,636.80	101,420.80	106,475.20	111,758.40	117,374.40
WATER POLLUTION CONTROL FACILITY (WPCF)								
WATER POLLUTION CONTROL FACILITY MANAGER	H870	Classified	Hourly	105.63	110.90	116.48	122.30	128.40
			Bi-Weekly	8,450.40	8,872.00	9,318.40	9,784.00	10,272.00
			Monthly	18,309.20	19,222.67	20,189.87	21,198.67	22,256.00
			Annual	219,710.40	230,672.00	242,278.40	254,384.00	267,072.00
WPCF OPERATIONS AND MAINTENANCE MANAGER	H865	Classified	Hourly	75.95	79.76	83.76	87.95	92.35
			Bi-Weekly	6,076.00	6,380.80	6,700.80	7,036.00	7,388.00
			Monthly	13,164.67	13,825.07	14,518.40	15,244.67	16,007.33
			Annual	157,976.00	165,900.80	174,220.80	182,936.00	192,088.00
WPCF MAINTENANCE MANAGER	H860	Classified	Hourly	96.03	100.81	105.88	111.17	116.73
			Bi-Weekly	7,682.40	8,064.80	8,470.40	8,893.60	9,338.40
			Monthly	16,645.20	17,473.73	18,352.53	19,269.47	20,233.20
			Annual	199,742.40	209,684.80	220,230.40	231,233.60	242,798.40
WPCF OPERATIONS MANAGER	H855	Classified	Hourly	80.66	84.68	88.93	93.36	98.04
			Bi-Weekly	6,452.80	6,774.40	7,114.40	7,468.80	7,843.20
			Monthly	13,981.07	14,677.87	15,414.53	16,182.40	16,993.60
			Annual	167,772.80	176,134.40	184,974.40	194,188.80	203,923.20
WPCF LEAD OPERATOR	M935	Classified	Hourly	65.34	67.93	70.64	73.41	76.39
			Bi-Weekly	5,227.20	5,434.40	5,651.20	5,872.80	6,111.20
			Monthly	11,325.60	11,774.53	12,244.27	12,724.40	13,240.93
			Annual	135,907.20	141,294.40	146,931.20	152,692.80	158,891.20
WPCF OPERATOR	M930	Classified	Hourly	59.38	61.74	64.20	66.73	69.44
			Bi-Weekly	4,750.40	4,939.20	5,136.00	5,338.40	5,555.20
			Monthly	10,292.53	10,701.60	11,128.00	11,566.53	12,036.27
			Annual	123,510.40	128,419.20	133,536.00	138,798.40	144,435.20
OPERATOR-IN-TRAINING	M925	Classified	Hourly	49.10	51.02	53.15	54.98	57.14
			Bi-Weekly	3,928.00	4,081.60	4,252.00	4,398.40	4,571.20
			Monthly	8,510.67	8,843.47	9,212.67	9,529.87	9,904.27
			Annual	102,128.00	106,121.60	110,552.00	114,358.40	118,851.20
LABORATORY MANAGER	H850	Classified	Hourly	78.80	82.71	86.86	91.21	95.77
			Bi-Weekly	6,304.00	6,616.80	6,948.80	7,296.80	7,661.60
			Monthly	13,658.67	14,336.40	15,055.73	15,809.73	16,600.13
			Annual	163,904.00	172,036.80	180,668.80	189,716.80	199,201.60
CHEMIST	T807	Classified	Hourly	52.69	55.32	58.08	60.98	64.01
			Bi-Weekly	4,215.20	4,425.60	4,646.40	4,878.40	5,120.80
			Monthly	9,132.93	9,588.80	10,067.20	10,569.87	11,095.07
			Annual	109,595.20	115,065.60	120,806.40	126,838.40	133,140.80
LABORATORY TECHNICIAN	T805	Classified	Hourly	45.81	47.53	49.37	51.40	53.31
			Bi-Weekly	3,664.80	3,802.40	3,949.60	4,112.00	4,264.80
			Monthly	7,940.40	8,238.53	8,557.47	8,909.33	9,240.40
			Annual	95,284.80	98,862.40	102,689.60	106,912.00	110,884.80

Salaries Effective April 6, 2026

¹Salaries reflect retroactive adjustments effective July 29, 2024 and June 30, 2025

²Personnel Commission provides recommendations for classified positions

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2026**

Attachment III
²Recommended by Personnel Commission on March 18, 2026
 Adopted by Council on April 7, 2026

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
WATER POLLUTION SOURCE CONTROL								
ENVIRONMENTAL SERVICES MANAGER	H805	Classified	Hourly	81.27	85.32	89.63	94.09	98.80
			Bi-Weekly	6,501.60	6,825.60	7,170.40	7,527.20	7,904.00
			Monthly	14,086.80	14,788.80	15,535.87	16,308.93	17,125.33
			Annual	169,041.60	177,465.60	186,430.40	195,707.20	205,504.00
WATER POLLUTION CONTROL ADMINISTRATOR	H845	Classified	Hourly	70.63	74.19	77.88	81.80	85.88
			Bi-Weekly	5,650.40	5,935.20	6,230.40	6,544.00	6,870.40
			Monthly	12,242.53	12,859.60	13,499.20	14,178.67	14,885.87
			Annual	146,910.40	154,315.20	161,990.40	170,144.00	178,630.40
SENIOR WATER POLLUTION SOURCE CONTROL INSPECTOR	T815	Classified	Hourly	57.19	60.15	63.18	66.18	69.58
			Bi-Weekly	4,575.20	4,812.00	5,054.40	5,294.40	5,566.40
			Monthly	9,912.93	10,426.00	10,951.20	11,471.20	12,060.53
			Annual	118,955.20	125,112.00	131,414.40	137,654.40	144,726.40
WATER POLLUTION SOURCE CONTROL INSPECTOR II	T810	Classified	Hourly	51.98	54.69	57.18	60.12	63.13
			Bi-Weekly	4,158.40	4,375.20	4,574.40	4,809.60	5,050.40
			Monthly	9,009.87	9,479.60	9,911.20	10,420.80	10,942.53
			Annual	108,118.40	113,755.20	118,934.40	125,049.60	131,310.40
WATER POLLUTION SOURCE CONTROL INSPECTOR I	T809	Classified	Hourly	46.78	49.22	51.46	54.12	56.79
			Bi-Weekly	3,742.40	3,937.60	4,116.80	4,329.60	4,543.20
			Monthly	8,108.53	8,531.47	8,919.73	9,380.80	9,843.60
			Annual	97,302.40	102,377.60	107,036.80	112,569.60	118,123.20
TECHNICAL INTERN	Z125	Classified	Hourly					19.07
			Bi-Weekly					1,525.60
			Monthly					3,305.47
			Annual					39,665.60
SENIOR WATER RESOURCES ENGINEER	H813	Classified	Hourly	77.60	81.49	85.57	89.85	94.31
			Bi-Weekly	6,208.00	6,519.20	6,845.60	7,188.00	7,544.80
			Monthly	13,450.67	14,124.93	14,832.13	15,574.00	16,347.07
			Annual	161,408.00	169,499.20	177,985.60	186,888.00	196,164.80
PRINCIPAL UTILITIES ENGINEER	H812	Classified	Hourly	88.77	93.20	97.88	102.75	107.90
			Bi-Weekly	7,101.60	7,456.00	7,830.40	8,220.00	8,632.00
			Monthly	15,386.80	16,154.67	16,965.87	17,810.00	18,702.67
			Annual	184,641.60	193,856.00	203,590.40	213,720.00	224,432.00
SENIOR UTILITIES ENGINEER	H810	Classified	Hourly	80.70	84.73	88.98	93.41	98.09
			Bi-Weekly	6,456.00	6,778.40	7,118.40	7,472.80	7,847.20
			Monthly	13,988.00	14,686.53	15,423.20	16,191.07	17,002.27
			Annual	167,856.00	176,238.40	185,078.40	194,292.80	204,027.20
SEWER COLLECTIONS & WATER DISTRIBUTION								
UTILITIES OPERATIONS AND MAINTENANCE MANAGER	H835	Classified	Hourly	99.88	104.83	110.06	115.56	121.35
			Bi-Weekly	7,990.40	8,386.40	8,804.80	9,244.80	9,708.00
			Monthly	17,312.53	18,170.53	19,077.07	20,030.40	21,034.00
			Annual	207,750.40	218,046.40	228,924.80	240,364.80	252,408.00
UTILITIES ELECTRICAL AND MECHANICAL OPERATIONS AND MAINTENANCE MANAGER	H830	Classified	Hourly	77.41	81.26	85.35	89.61	94.09
			Bi-Weekly	6,192.80	6,500.80	6,828.00	7,168.80	7,527.20
			Monthly	13,417.73	14,085.07	14,794.00	15,532.40	16,308.93
			Annual	161,012.80	169,020.80	177,528.00	186,388.80	195,707.20
UTILITIES FIELD SERVICES MANAGER	H825	Classified	Hourly	78.27	82.17	86.31	90.62	95.14
			Bi-Weekly	6,261.60	6,573.60	6,904.80	7,249.60	7,611.20
			Monthly	13,566.80	14,242.80	14,960.40	15,707.47	16,490.93
			Annual	162,801.60	170,913.60	179,524.80	188,489.60	197,891.20
WASTEWATER COLLECTIONS SYSTEM MANAGER	H823	Classified	Hourly	74.40	78.09	82.00	86.12	90.43
			Bi-Weekly	5,952.00	6,247.20	6,560.00	6,889.60	7,234.40
			Monthly	12,896.00	13,535.60	14,213.33	14,927.47	15,674.53
			Annual	154,752.00	162,427.20	170,560.00	179,129.60	188,094.40
WATER INSTALLATION AND MAINTENANCE SUPERVISOR	H815	Classified	Hourly	54.67	57.43	60.27	63.30	66.47
			Bi-Weekly	4,373.60	4,594.40	4,821.60	5,064.00	5,317.60
			Monthly	9,476.13	9,954.53	10,446.80	10,972.00	11,521.47
			Annual	113,713.60	119,454.40	125,361.60	131,664.00	138,257.60

Salaries Effective April 6, 2026

¹Salaries reflect retroactive adjustments effective July 29, 2024 and June 30, 2025

²Personnel Commission provides recommendations for classified positions

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2026**

Attachment III
²Recommended by Personnel Commission on March 18, 2026
 Adopted by Council on April 7, 2026

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
UTILITIES CUSTOMER SERVICES SUPERVISOR	H817	Classified	Hourly	74.29	77.25	80.40	83.25	86.49
			Bi-Weekly	5,943.20	6,180.00	6,432.00	6,660.00	6,919.20
			Monthly	12,876.93	13,390.00	13,936.00	14,430.00	14,991.60
			Annual	154,523.20	160,680.00	167,232.00	173,160.00	179,899.20
SENIOR UTILITY FIELD SERVICES LEADER	M827	Classified	Hourly	67.54	70.23	73.09	75.68	78.62
			Bi-Weekly	5,403.20	5,618.40	5,847.20	6,054.40	6,289.60
			Monthly	11,706.93	12,173.20	12,668.93	13,117.87	13,627.47
			Annual	140,483.20	146,078.40	152,027.20	157,414.40	163,529.60
SENIOR UTILITY CUSTOMER SERVICE LEADER	M825	Classified	Hourly	54.77	56.64	58.86	61.32	63.81
			Bi-Weekly	4,381.60	4,531.20	4,708.80	4,905.60	5,104.80
			Monthly	9,493.47	9,817.60	10,202.40	10,628.80	11,060.40
			Annual	113,921.60	117,811.20	122,428.80	127,545.60	132,724.80
CROSS CONNECTION CONTROL SPECIALIST	M815	Classified	Hourly	58.66	60.69	63.09	65.72	68.37
			Bi-Weekly	4,692.80	4,855.20	5,047.20	5,257.60	5,469.60
			Monthly	10,167.73	10,519.60	10,935.60	11,391.47	11,850.80
			Annual	122,012.80	126,235.20	131,227.20	136,697.60	142,209.60
WATER METER MECHANIC	M810	Classified	Hourly	55.63	57.77	60.14	62.63	65.11
			Bi-Weekly	4,450.40	4,621.60	4,811.20	5,010.40	5,208.80
			Monthly	9,642.53	10,013.47	10,424.27	10,855.87	11,285.73
			Annual	115,710.40	120,161.60	125,091.20	130,270.40	135,428.80
CUSTOMER FIELD TECHNICIAN	M807	Classified	Hourly	49.72	51.71	53.79	55.78	58.00
			Bi-Weekly	3,977.60	4,136.80	4,303.20	4,462.40	4,640.00
			Monthly	8,618.13	8,963.07	9,323.60	9,668.53	10,053.33
			Annual	103,417.60	107,556.80	111,883.20	116,022.40	120,640.00
BACKFLOW/CROSS CONNECTION TESTER	M800	Classified	Hourly	40.02	41.91	43.86	46.00	48.24
			Bi-Weekly	3,201.60	3,352.80	3,508.80	3,680.00	3,859.20
			Monthly	6,936.80	7,264.40	7,602.40	7,973.33	8,361.60
			Annual	83,241.60	87,172.80	91,228.80	95,680.00	100,339.20
UTILITIES MAINTENANCE SUPERVISOR	H820	Classified	Hourly	62.87	65.99	69.30	72.78	76.42
			Bi-Weekly	5,029.60	5,279.20	5,544.00	5,822.40	6,113.60
			Monthly	10,897.47	11,438.27	12,012.00	12,615.20	13,246.13
			Annual	130,769.60	137,259.20	144,144.00	151,382.40	158,953.60
UTILITIES SERVICE WORKER	M900	Classified	Hourly	47.10	48.98	51.02	52.79	54.86
			Bi-Weekly	3,768.00	3,918.40	4,081.60	4,223.20	4,388.80
			Monthly	8,164.00	8,489.87	8,843.47	9,150.27	9,509.07
			Annual	97,968.00	101,878.40	106,121.60	109,803.20	114,108.80
GENERAL MAINTENANCE								
EQUIPMENT OPERATOR	M400	Classified	Hourly	49.46	51.43	53.59	55.43	57.58
			Bi-Weekly	3,956.80	4,114.40	4,287.20	4,434.40	4,606.40
			Monthly	8,573.07	8,914.53	9,288.93	9,607.87	9,980.53
			Annual	102,876.80	106,974.40	111,467.20	115,294.40	119,766.40
SENIOR UTILITY LEADER ¹	M845	Classified	Hourly	62.70	65.22	67.92	70.27	73.01
			Bi-Weekly	5,016.00	5,217.60	5,433.60	5,621.60	5,840.80
			Monthly	10,868.00	11,304.80	11,772.80	12,180.13	12,655.07
			Annual	130,416.00	135,657.60	141,273.60	146,161.60	151,860.80
UTILITY LEADER - WATER ¹	M840	Classified	Hourly	54.56	56.71	59.08	61.16	63.50
			Bi-Weekly	4,364.80	4,536.80	4,726.40	4,892.80	5,080.00
			Monthly	9,457.07	9,829.73	10,240.53	10,601.07	11,006.67
			Annual	113,484.80	117,956.80	122,886.40	127,212.80	132,080.00
UTILITY WORKER - WATER	M835	Classified	Hourly	47.10	48.98	51.02	52.79	54.86
			Bi-Weekly	3,768.00	3,918.40	4,081.60	4,223.20	4,388.80
			Monthly	8,164.00	8,489.87	8,843.47	9,150.27	9,509.07
			Annual	97,968.00	101,878.40	106,121.60	109,803.20	114,108.80
SENIOR UTILITY LEADER - SEWER	M920	Classified	Hourly	57.92	60.23	62.68	64.91	67.42
			Bi-Weekly	4,633.60	4,818.40	5,014.40	5,192.80	5,393.60
			Monthly	10,039.47	10,439.87	10,864.53	11,251.07	11,686.13
			Annual	120,473.60	125,278.40	130,374.40	135,012.80	140,233.60
UTILITY LEADER - SEWER	M915	Classified	Hourly	50.37	52.37	54.52	56.42	58.61
			Bi-Weekly	4,029.60	4,189.60	4,361.60	4,513.60	4,688.80
			Monthly	8,730.80	9,077.47	9,450.13	9,779.47	10,159.07
			Annual	104,769.60	108,929.60	113,401.60	117,353.60	121,908.80
UTILITY WORKER - SEWER	M910	Classified	Hourly	45.78	47.62	49.58	51.28	53.29
			Bi-Weekly	3,662.40	3,809.60	3,966.40	4,102.40	4,263.20
			Monthly	7,935.20	8,254.13	8,593.87	8,888.53	9,236.93
			Annual	95,222.40	99,049.60	103,126.40	106,662.40	110,843.20
SENIOR UTILITIES ELECTRICAL AND MECHANICAL OPERATIONS AND MAINTENANCE LEADER	M420	Classified	Hourly	67.45	70.13	72.89	75.99	79.13
			Bi-Weekly	5,396.00	5,610.40	5,831.20	6,079.20	6,330.40
			Monthly	11,691.33	12,155.87	12,634.27	13,171.60	13,715.87
			Annual	140,296.00	145,870.40	151,611.20	158,059.20	164,590.40
UTILITIES MAINTENANCE MECHANIC	M415	Classified	Hourly	59.38	61.74	64.20	66.73	69.44
			Bi-Weekly	4,750.40	4,939.20	5,136.00	5,338.40	5,555.20
			Monthly	10,292.53	10,701.60	11,128.00	11,566.53	12,036.27
			Annual	123,510.40	128,419.20	133,536.00	138,798.40	144,435.20

Salaries Effective April 6, 2026

¹Salaries reflect retroactive adjustments effective July 29, 2024 and June 30, 2025

²Personnel Commission provides recommendations for classified positions

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2026**

Attachment III
²Recommended by Personnel Commission on March 18, 2026
 Adopted by Council on April 7, 2026

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
INFORMATION TECHNOLOGY DEPARTMENT								
DEPUTY DIRECTOR OF INFORMATION TECHNOLOGY	U530	Classified	Hourly	100.08	105.07	110.33	115.87	121.63
			Bi-Weekly	8,006.40	8,405.60	8,826.40	9,269.60	9,730.40
			Monthly	17,347.20	18,212.13	19,123.87	20,084.13	21,082.53
			Annual	208,166.40	218,545.60	229,486.40	241,009.60	252,990.40
INFORMATION SYSTEMS MANAGER	H565	Classified	Hourly	71.31	74.86	78.61	82.56	86.67
			Bi-Weekly	5,704.80	5,988.80	6,288.80	6,604.80	6,933.60
			Monthly	12,360.40	12,975.73	13,625.73	14,310.40	15,022.80
			Annual	148,324.80	155,708.80	163,508.80	171,724.80	180,273.60
INFORMATION TECHNOLOGY MANAGER	H566	Classified	Hourly	83.19	87.34	91.73	96.32	101.16
			Bi-Weekly	6,655.20	6,987.20	7,338.40	7,705.60	8,092.80
			Monthly	14,419.60	15,138.93	15,899.87	16,695.47	17,534.40
			Annual	173,035.20	181,667.20	190,798.40	200,345.60	210,412.80
DATA AND SYSTEMS COORDINATOR	H560	Classified	Hourly	64.15	67.37	70.75	74.28	77.98
			Bi-Weekly	5,132.00	5,389.60	5,660.00	5,942.40	6,238.40
			Monthly	11,119.33	11,677.47	12,263.33	12,875.20	13,516.53
			Annual	133,432.00	140,129.60	147,160.00	154,502.40	162,198.40
NETWORK SYSTEMS SPECIALIST	H555	Classified	Hourly	66.59	69.94	73.44	77.10	80.96
			Bi-Weekly	5,327.20	5,595.20	5,875.20	6,168.00	6,476.80
			Monthly	11,542.27	12,122.93	12,729.60	13,364.00	14,033.07
			Annual	138,507.20	145,475.20	152,755.20	160,368.00	168,396.80
GEOGRAPHIC INFO SYSTEMS COORDINATOR	T460	Classified	Hourly	68.91	72.35	75.77	79.60	84.88
			Bi-Weekly	5,512.80	5,788.00	6,061.60	6,368.00	6,790.40
			Monthly	11,944.40	12,540.67	13,133.47	13,797.33	14,712.53
			Annual	143,332.80	150,488.00	157,601.60	165,568.00	176,550.40
SENIOR INFORMATION TECHNOLOGY SYSTEMS ANALYST	T456	Classified	Hourly	71.39	74.86	78.74	82.65	86.72
			Bi-Weekly	5,711.20	5,988.80	6,299.20	6,612.00	6,937.60
			Monthly	12,374.27	12,975.73	13,648.27	14,326.00	15,031.47
			Annual	148,491.20	155,708.80	163,779.20	171,912.00	180,377.60
SYSTEMS ANALYST II	T455	Classified	Hourly	64.89	68.06	71.58	75.13	78.83
			Bi-Weekly	5,191.20	5,444.80	5,726.40	6,010.40	6,306.40
			Monthly	11,247.60	11,797.07	12,407.20	13,022.53	13,663.87
			Annual	134,971.20	141,564.80	148,886.40	156,270.40	163,966.40
SYSTEMS ANALYST I	T454	Classified	Hourly	58.99	61.87	65.07	68.30	71.67
			Bi-Weekly	4,719.20	4,949.60	5,205.60	5,464.00	5,733.60
			Monthly	10,224.93	10,724.13	11,278.80	11,838.67	12,422.80
			Annual	122,699.20	128,689.60	135,345.60	142,064.00	149,073.60
WEB SPECIALIST	T450	Classified	Hourly	53.61	56.30	59.11	62.05	65.16
			Bi-Weekly	4,288.80	4,504.00	4,728.80	4,964.00	5,212.80
			Monthly	9,292.40	9,758.67	10,245.73	10,755.33	11,294.40
			Annual	111,508.80	117,104.00	122,948.80	129,064.00	135,532.80
INFORMATION TECHNOLOGY ANALYST II	T435	Classified	Hourly	59.96	62.94	66.08	69.39	72.87
			Bi-Weekly	4,796.80	5,035.20	5,286.40	5,551.20	5,829.60
			Monthly	10,393.07	10,909.60	11,453.87	12,027.60	12,630.80
			Annual	124,716.80	130,915.20	137,446.40	144,331.20	151,569.60
INFORMATION TECHNOLOGY ANALYST I	T430	Classified	Hourly	54.49	57.21	60.09	63.12	66.22
			Bi-Weekly	4,359.20	4,576.80	4,807.20	5,049.60	5,297.60
			Monthly	9,444.93	9,916.40	10,415.60	10,940.80	11,478.13
			Annual	113,339.20	118,996.80	124,987.20	131,289.60	137,737.60
TECHNOLOGY SOLUTIONS ANALYST II	T445	Classified	Hourly	59.96	62.94	66.08	69.39	72.87
			Bi-Weekly	4,796.80	5,035.20	5,286.40	5,551.20	5,829.60
			Monthly	10,393.07	10,909.60	11,453.87	12,027.60	12,630.80
			Annual	124,716.80	130,915.20	137,446.40	144,331.20	151,569.60
TECHNOLOGY SOLUTIONS ANALYST I	T440	Classified	Hourly	54.49	57.21	60.09	63.12	66.22
			Bi-Weekly	4,359.20	4,576.80	4,807.20	5,049.60	5,297.60
			Monthly	9,444.93	9,916.40	10,415.60	10,940.80	11,478.13
			Annual	113,339.20	118,996.80	124,987.20	131,289.60	137,737.60
GEOGRAPHIC INFO SYSTEM TECHNICIAN II	T465	Classified	Hourly	49.38	51.84	54.41	57.15	60.04
			Bi-Weekly	3,950.40	4,147.20	4,352.80	4,572.00	4,803.20
			Monthly	8,559.20	8,985.60	9,431.07	9,906.00	10,406.93
			Annual	102,710.40	107,827.20	113,172.80	118,872.00	124,883.20
GEOGRAPHIC INFO SYSTEM TECHNICIAN I	T464	Classified	Hourly	44.91	47.14	49.50	51.99	54.59
			Bi-Weekly	3,592.80	3,771.20	3,960.00	4,159.20	4,367.20
			Monthly	7,784.40	8,170.93	8,580.00	9,011.60	9,462.27
			Annual	93,412.80	98,051.20	102,960.00	108,139.20	113,547.20
INFORMATION TECHNOLOGY TECHNICIAN II	T425	Classified	Hourly	49.38	51.84	54.41	57.15	60.04
			Bi-Weekly	3,950.40	4,147.20	4,352.80	4,572.00	4,803.20
			Monthly	8,559.20	8,985.60	9,431.07	9,906.00	10,406.93
			Annual	102,710.40	107,827.20	113,172.80	118,872.00	124,883.20
INFORMATION TECHNOLOGY TECHNICIAN I	T424	Classified	Hourly	44.91	47.14	49.50	51.99	54.59
			Bi-Weekly	3,592.80	3,771.20	3,960.00	4,159.20	4,367.20
			Monthly	7,784.40	8,170.93	8,580.00	9,011.60	9,462.27
			Annual	93,412.80	98,051.20	102,960.00	108,139.20	113,547.20
INFORMATION SYSTEMS SUPPORT TECHNICIAN	T415	Classified	Hourly	40.46	42.45	44.64	46.85	49.10
			Bi-Weekly	3,236.80	3,396.00	3,571.20	3,748.00	3,928.00
			Monthly	7,013.07	7,358.00	7,737.60	8,120.67	8,510.67
			Annual	84,156.80	88,296.00	92,851.20	97,448.00	102,128.00

Salaries Effective April 6, 2026

¹Salaries reflect retroactive adjustments effective July 29, 2024 and June 30, 2025

²Personnel Commission provides recommendations for classified positions

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2026**

Attachment III
²Recommended by Personnel Commission on March 18, 2026
 Adopted by Council on April 7, 2026

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
			Hourly	Bi-Weekly	Monthly	Annual	Hourly	Bi-Weekly
DATA SYSTEMS OPERATOR	C450	Classified	Hourly	36.88	38.52	40.46	42.38	44.36
			Bi-Weekly	2,950.40	3,081.60	3,236.80	3,390.40	3,548.80
			Monthly	6,392.53	6,676.80	7,013.07	7,345.87	7,689.07
			Annual	76,710.40	80,121.60	84,156.80	88,150.40	92,268.80
AUDIO VIDEO SPECIALIST	T410	Classified	Hourly	38.53	40.42	42.49	44.60	46.71
			Bi-Weekly	3,082.40	3,233.60	3,399.20	3,568.00	3,736.80
			Monthly	6,678.53	7,006.13	7,364.93	7,730.67	8,096.40
			Annual	80,142.40	84,073.60	88,379.20	92,768.00	97,156.80
VIDEO ASSISTANT	T400	Classified	Hourly					21.15
			Bi-Weekly					1,692.00
			Monthly					3,666.00
			Annual					43,992.00
INFORMATION TECHNOLOGY INTERN	Z121	Classified	Hourly				19.07	24.13
			Bi-Weekly				1,525.60	1,930.40
			Monthly				3,305.47	4,182.53
			Annual				39,665.60	50,190.40

Salaries Effective April 6, 2026

¹Salaries reflect retroactive adjustments effective July 29, 2024 and June 30, 2025

²Personnel Commission provides recommendations for classified positions