



**SPECIAL JOINT CITY COUNCIL AND HAYWARD REDEVELOPMENT  
SUCCESSOR AGENCY BOARD MEETING**

**777 B Street, Hayward, CA 94541**

**Council Chambers**

**<https://hayward.zoom.us/j/84436141860?pwd=abgmgtlY6EMTite676VNawFCYUamix.1>**

**Tuesday, April 15, 2025, 5:30 p.m.**

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The Special Joint City Council/Hayward Redevelopment Successor Agency Board (HRSAB) meeting was called to order by Mayor/Chair Salinas at 5:30 p.m. in the Council Chambers.

**Pledge of Allegiance:** Council/HRSA Board Member Bonilla Jr.

**ROLL CALL**

Present: COUNCIL/HRSAB MEMBERS Andrews, Bonilla Jr., Goldstein, Roche, Syrop,  
Zermeño

MAYOR/CHAIR Salinas

Absent: NONE

Council/HRSA Board Member Roche arrived at approximately 5:34 p.m.

**PRESENTATION**

Mayor Salinas read a proclamation declaring April 13, 2025, through April 19, 2025, as National Public Safety Communications Week in the City of Hayward. Communications Administrator Michael DeOrion thanked the City Council and accepted the proclamation on behalf of the Hayward Police Department.

**PUBLIC COMMENTS**

The following City of Hayward employees spoke in support of maintaining the City's hybrid work policy indicating it allows for work-life balance, and better morale without compromising service or productivity; voiced disappointment over the decision to eliminate remote work without staff consultation; noted the policy change goes beyond what other Alameda County jurisdictions and the State are requiring; offered to provide data demonstrating effectiveness in serving the community when working from home; shared data from a randomized trial supporting hybrid work benefits; urged to avoid a "one-size-fits-all" policy and recommended that departments be trusted to tailor in-office staffing to meet public needs; emphasized that collaboration happens effectively with current technology; and urged the City Council to reconsider the decision and engage employees in shaping a sustainable hybrid model.

Elizabeth Blanton, Senior Planner

Rick Rivera, Management Analyst II

Steve Kowalski, Associate Planner

Sachiko Riddle, Assistant Planner

Colin Patterson, Associate Transportation Planner

Leigha Schmidt, Principal Planner

Calvin Wong, a state employee facing a similar return-to-office policy, expressed solidarity with Hayward staff; and encouraged the City to retain hybrid work as a pro-worker policy.

Rick Rivera, Management Analyst, announced the upcoming launch of Hayward's wheelchair-accessible and companion ride paratransit services, funded by Measure B.

Mayor Salinas acknowledged the speakers and emails received; and noted the City Council is actively listening and committed to working collaboratively with staff on any future workplace policy changes.

City Manager Dr. Ana Alvarez acknowledged the emotional impact of the return-to-office transition, stating it was aimed at improving collaboration and service delivery, and noted she remained committed to respectful dialogue with staff throughout the process.

Mayor Salinas recognized Gisselle Sanchez, a City Clerk's intern from the Rising Leaders Program, and commended her interest in pursuing a path in local government.

## CONSENT

Consent Item No. 6 received public comment.

1. Approve the City Council Minutes of the Meeting on March 25, 2025, **MIN 25-045**  
It was moved by Council Member Andrews, seconded by Council Member Roche, and carried out unanimously, to adopt the City Council meeting minutes of March 25, 2025.
2. Approve the City Council Minutes of the Meeting on April 1, 2025, **MIN 25-046**  
It was moved by Council Member Andrews, seconded by Council Member Roche, and carried out unanimously, to adopt the City Council meeting minutes of April 1, 2025.
3. Adopt a Resolution Authorizing the City Manager to Award a Construction Contract to Chrisp Company for the Mission Boulevard Parking Lane Pilot Project, Project No. 05237, in the Amount of \$102,602, and Approving \$25,000 in Administrative Construction Contingency **CONS 25-151**

Staff report submitted by Public Works Director Ameri, dated April 15, 2025, was filed.

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

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



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ABSENT: None

ABSTAIN: None

Resolution 25-045, "Resolution Authorizing the City Manager to Award a Construction Contract to Chrisp Company for the Mission Boulevard Parking Lane Pilot Project, Project No. 05237 in the Amount of \$102,602, and Approving \$25,000 in Administrative Construction Contingency"

4. Adopt a Resolution Authorizing the City Manager to Execute Amendment No. 4 to the Professional Services Agreement with EKI Environment & Water, Inc. for As-Needed Technical Support Related to Implementation of the Groundwater Sustainability Plan and Increasing the Contract Amount by \$90,000 for a Total Not-to-Exceed Amount of \$235,000 **CONS 25-154**

Staff report submitted by Public Works Director Ameri, dated April 15, 2025, was filed.

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

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

NOES: None

ABSENT: None

ABSTAIN: None

Resolution 25-046, "Resolution Authorizing the City Manager to Execute Amendment No. 4 to the Agreement with Eki Environment & Water, Inc. for as Needed Technical Support Related to the Implementation of the Groundwater Sustainability Plan at a Cost of \$90,000 for a Total Not-To-Exceed Amount of \$235,000"

5. Adopt a Resolution Accepting and Filing the Annual Comprehensive Financial Report for the Year Ended June 30, 2024, and Required Communications **CONS 25-155**

Staff report submitted by Interim Finance Director Etman, dated April 15, 2025, was filed.

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

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

Resolution 25-047, "Resolution Accepting the Comprehensive Annual Financial Report for the Year Ended June 30, 2024; and the Memorandum on Internal Control and Required Communications"

6. Adopt a Resolution Authorizing the City Manager to Execute a Professional Services Agreement with LPA, Inc., in a Not-to-Exceed Amount of \$550,000 for Site Assessment and Conceptual Design Services for Public Safety Center Project, Project No. 07423 and Appropriating Additional Funds in the Amount of \$125,000 **CONS 25-156**

Staff report submitted by Public Works Director Ameri, dated April 15, 2025, was filed.

TJ, with Hayward Concerned Citizens, expressed support for moving forward with a new Public Safety Center, citing the limitations of the current facility and advocating for the 1525 West Winton Avenue site due to its space, proximity to the fire training center, and potential for animal shelter expansion.

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

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

Resolution 25-048, "Resolution Authorizing the City Manager to Execute a Professional Services Agreement with LPA, Inc., In a Not-To Exceed Amount of \$550,000 for Site Assessment and Conceptual Design Services for Public Safety Center Project, Project No.07423 and Appropriating Additional Funds in the Amount of \$125,000"

7. Adopt a Resolution Authorizing the City Manager to Execute Amendment No. 2 to the Professional Services Agreement with Jones Hall, A Professional Law Corporation, and Increase the Contract Amount by \$111,000 for a Total Not-to-Exceed Amount of \$185,000, for Bond Counsel and Disclosure Counsel Services Related to the Water Resource Recovery Facility (WRRF) Improvements – Phase II Project **CONS 25-163**



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Staff report submitted by Public Works Director Ameri and City Attorney Lawson, dated April 15, 2025, was filed.

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

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

Resolution 25-049, "Resolution Authorizing the City Manager to Execute Amendment No. 2 to the Professional Services Agreement with Jones Hall, a Professional Law Corporation, and Increase the Contract Amount by \$111,000 for a Total Not-To-Exceed Amount of \$185,000, Bond Counsel and Disclosure Counsel Services Related to the Water Resource Recovery Facility (WRRF) Improvement – Phase II Project"

8. Adopt a Resolution Approving Plans and Specifications and Call for Bids, and Authorize the City Manager to Apply for and Execute Federal Aviation Administration (FAA) and Caltrans Division of Aeronautics Grant Applications and Grant Offers for the Taxiway A1 and Z West Reconstruction Project, Project No. 621-E-2240, at Hayward Executive Airport **CONS 25-165**

Staff report submitted by Public Works Director Ameri, dated April 15, 2025, was filed.

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

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

Resolution 25-050, "Resolution Approving Plans and Specifications and Call for Bids and Authorizing the City Manager to Apply for and Execute Federal Aviation Administration (FAA) and State of California

Department of Transportation Division of Aeronautics Grant Applications and Grant Offers for the Taxiway A1 and Z West Reconstruction Project, Project Nos. 06819, 06864 and 06890 at Hayward Executive Airport”

9. Adopt a Resolution of the City Council, Acting as the Governing Board of the Successor Agency for the Redevelopment Agency of the City of Hayward, Approving the Subordination of Loan Documents for the Façade Improvement Loan with RLW, LLC Property Located at 22401-22487 Foothill Boulevard (Richard Weinstein) **CONS 25-170**

Staff report submitted by Assistant City Manager Claussen and Assistant City Attorney Sidelnikov, dated April 15, 2025, was filed.

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

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

Resolution 25-051, “Resolution of the Board of Directors of the Redevelopment Successor Agency of the City of Hayward Approving Subordination Agreement and Related Matters for a Retail Attraction Loan”

The City Council took a recess, and Mayor Salinas reconvened the meeting at 6:30 p.m.

## **WORK SESSION**

10. Hayward’s Strategic Roadmap: Work Session Part 2 (Staff Report from City Manager Dr. Ana Alvarez) **WS 25-019**

Staff report submitted by City Manager Dr. Ana Alvarez, dated April 15, 2025, was filed.

City Manager Dr. Ana Alvarez announced the goals of the work session consisting of an update on the City’s fiscal state, discussion of proposed metrics and projects for Fiscal Year (FY) 2025-2026, and review of the Hayward Evaluation and Response Teams (HEART) program; and acknowledged the presence of City staff to answer questions.

Assistant to the City Manager Thomas noted the City Council through a pre-survey confirmed that the current vision statement and strategic priorities were appropriate for Hayward;



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noted recent feedback on the General Plan update, highlighted a desire for more streamlined and cross-referenced planning documents; and shared that staff is compiling three-year status reports of referrals to be delivered via a memo by June.

Interim Finance Director Etman provided an overview of the fiscal state for FY 2025-2026, highlighting a projected General Fund revenue of \$218 million, a projected General Fund expenses of \$230 million and a projected General Fund deficit of \$12.5 million; noted a Fall budget revision is planned to allow earlier intervention rather than waiting for mid-year adjustments; and encouraged the City Council to redefine core services and priorities, recognizing that not all initiatives can be financially supported.

Public Works Director Ameri provided an overview of Measure C/K1 current revenue and obligations and its alignment with key Capital Improvement Plan (CIP) projects at estimated costs - Public Safety Center (\$250 million), Corporation Yard Rehabilitation (\$140 million), Weekes Branch Library (\$50 million), Stack Center remaining phases (\$25 million), Fire Station Number 9 (\$15 million), and pavement improvement (\$4 million).

Discussion ensued among members of the City Council and City staff and the following clarifications/comments were made: proposed CIP projects reflect existing obligations, expected revenues and operating expenses cover staffing costs; La Vista Park project funding is sufficient if bids come in at or near the engineer's estimate; Fire Station 9 is the last remaining fire station in need of redevelopment; requested to seek potential partnerships to close funding gaps for the Stack Center and Weekes Library; \$4 million is required to maintain the City's pavement condition index (PCI) score of 76; it is important to boost local sales tax revenue through business development, encourage residents to support local businesses, and reopen long-closed storefronts to stimulate the local economy; it is important for the City Council to have an opportunity to weigh in before final funding decisions are made related to major proposed projects; while early-year funds appear limited, long-term projections showing increased revenue, could support borrowing up to \$290 million through structured loan payments; pavement improvements are proposed to be funded through Measure C and other funding sources; the existing \$13 million spent annually on streets should be sufficient, favoring instead prioritization Measure C funds for Public Safety Center and Corporation Yard Rehabilitation; expressed concern over the \$50 million cost estimate for a new Weekes Park library, suggesting a scaled-down approach focused on accessibility rather than a new build; supported the proposed Fall budget revision and multi-year deficit reduction strategy; supported reassessing Measure C fund allocations and growing capital project needs, advocating for a rebalancing of operational expenses; supported prioritizing the shovel-ready Stack Center project due to its immediate readiness

and benefit to South Hayward; supported delaying the Weekes Branch library in favor of current renovations; suggested a more modest, phased approach to the Public Safety Center and Corporation Yard Rehabilitation; stressed the long-term value of investing in Fire Station 9, especially for wildfire-prone areas; emphasized the importance of highlighting projects such as La Vista Park and the Mount Eden Event Center as key regional destinations; underscored the role of events, hospitality, and visitor spending in boosting Hayward's economy and improving basic infrastructure to make the city more accessible; emphasized commitment to honoring the promises made to voters during the Measure K1 campaign; and reaffirmed focus on restoring the City's 20 percent reserve policy, a benchmark adopted in response to the 2008–2010 economic downturn.

Mayor Salinas opened the public comment section at 7:17 p.m.

Arieana Castellano, a Hayward resident and mental health therapist, expressed support for development of the rental registry and continuing to fund the Hayward's People's Budget initiatives; emphasized the need for non-police responses to student mental health crises; and urged the City Council to sustain investments in mental health and community safety.

Calvin Wong, Community Services Commissioner, expressed support for the rental registry, noting its importance in protecting tenants and holding landlords accountable; and ensuring that housing investments through CSC funding are effective and sustainable.

Rose Aguilar emphasized the urgency of prioritizing housing, including the rent registry as a tool to enforce regulations and improve metrics on outcomes; and supported the project to engage Alameda County to collaborate in acquiring large-scale homeless housing to protect vulnerable residents.

Mayor Salinas closed the public comment section at 7:27 p.m.

Assistant to the City Manager Thomas facilitated the discussion of proposed metrics for FY 2025-26.

Members of the City Council offered the following comments for Invest in Infrastructure metrics: number of traffic fatalities and serious injuries metric would measure the progress towards reducing the number of traffic fatalities; encouraged including accessibility data alongside infrastructure measures; emphasized the importance of ensuring that each metric provides actionable insights rather than being a mere data point; confirmed that the selected metrics would appear on a public dashboard; proposed adding "number of public art projects" as a new metric under the "other" section, emphasizing the need to prioritize public art; and suggested to report on miles of bike lanes added, miles of repaving and sidewalks





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completed (including accessibility), miles of water and sewer line replacements, and traffic fatalities and serious injuries.

Members of the City Council offered the following comments for Strengthen Organizational Health metrics: recommended including metrics on employee demographics, turnover, hires, promotions, and customer service survey data to improve organizational transparency and public accountability; emphasized the importance of prioritizing the General Fund reserve metric, citing economic uncertainty and the need for organizational stability through achieving the 20 percent General Fund reserve target; and suggested combining the new employee experience survey with current employee satisfaction metrics.

Members of the City Council offered the following comments for Enhanced Community Safety metrics: stressed the importance of focusing on metrics that are meaningful to the community; supported making police incident data and response times publicly accessible; emphasized the value of including emergency preparedness, disaster response drills and HEART response metrics; suggested incorporating police incident metrics into a unified dashboard; recommended highlighting crime solve rates to balance concerns about crime incidents, counter misinformation and showcase police effectiveness; and confirmed public access to existing police data dashboards and supported centralized reporting; and raised the issue of educating the public on why the Police cannot share details during active investigations.

Members of the City Council offered the following comments for Grow the Economy metrics: suggested tracking absentee owners of vacant storefronts and exploring metrics for "sales tax leakage," or how much local spending occurs outside the City; supported including a sales tax revenue metric broken down by business type; proposed enhancing the existing development tracker to reflect where delays occur in the permitting process, aiming to increase accountability; agreed with including numbers of new business licenses opened and non-renewal metrics; noted that the first four metrics are more relevant for the City Council and Council Economic Development Committee use rather than public dashboards; suggested adding the "sales tax leakage" information to the sales tax revenue data; and recommended referencing regional economic reports from organizations such as the East Bay Economic Development Alliance on a public dashboard.

Members of the City Council offered the following comments for Cultivate Vibrant Neighborhoods metrics: supported adding the number of Code Enforcement complaints by type and response time and modifying the number of City volunteers, broken down by program or event; suggested tracking participation across all library programs to showcase

its community value; supported surfacing Access Hayward data and Code Enforcement complaints; advocated for more disposal days, noting their effectiveness and popularity as a community resource; requested visibility into grants awarded to arts, music, and social service agencies, including the types of recipients; and supported tracking attendance at all City-run and City-sponsored events, the number of Code Enforcement complaints, and resolution rate of Access Hayward submissions.

Members of the City Council offered the following comments for Preserve, Protect and Produce Housing for All metrics: supported adding the number of rental inspections completed; emphasized the importance of keeping the number of people served through City homelessness reduction programs and percentage placed in permanent housing; acknowledged the complexity of a metric related to housing conditions during rental inspections and was agreeable to remove it; favored tracking the number of evictions and data on why people are evicted or have to relocate if there is a registry to track them; supported the number of affordable homeownership opportunities supported; recommended ensuring both ownership and rental efforts were represented in metrics related to affordable housing; supported the number of people placed in permanent housing; noted that while many of the detailed housing metrics might be better suited for the Council Housing Policy & Resource Committee, broader indicators such as affordable housing opportunities and rental inspections would be valuable to share publicly with residents; and encouraged to focus on data that reflects the needs of renters.

Members of the City Council offered the following comments for Champion Climate Resilience & Environmental Justice metrics: supported making the number of trees planted a prominent public-facing metric; emphasized the importance of surfacing communitywide greenhouse gas emissions data to show progress on climate resilience; and highlighted better use of water conservation programs through regional partnerships, such as the Bay Area Water Supply and Conservation Agency (BAWSCA) and adding a metric for water conservation.

Members of the City Council participated in a dot voting activity (Supplement A) to share information about their priorities for the coming year in terms of metrics.

Community Services Manager Cole-Bloom, Management Analyst Hwang, and Fire Chief Vollmer presented an overview of the HEART (Hayward Evaluation and Response Teams) program, emphasizing goals and teams consisting of HMET (Hayward Mobile Evaluation Team), MIHU (Mobile Integrated Health Unit), and LINK (Case Management & Mental Health Linkages).

Discussion ensued among members of the City Council and City staff and the following comments were made: praised the cross-departmental collaboration; medical calls will be



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handled during the MIHU pause and referred to LINK services; expressed interest in comparing Hayward's performance with other cities; suggested pursuing county funding; supported the pause, acknowledging it as a financial necessity despite the loss in service; emphasized the urgency to take a thoughtful, data-informed approach to reimagining the program and rebuilding a more sustainable model; and the Hayward Community Coalition was acknowledged for its role in launching HEART.

Assistant to the City Manager Thomas guided the City Council through the prioritization process of proposed special projects for FY 2025-26, noting that green-coded items were added after the first work session and blue-coded items indicated new staff efforts requiring resource tradeoffs.

Members of the City Council offered the following comments for Invest in Infrastructure projects: consider adding invest in high-visibility crosswalks during upgrades to promote pedestrian safety under "other" projects; advocated for shovel-ready infrastructure projects, such as La Vista Park, and combining phases II and III of the Stack Center to bring costs down; suggested to evaluating capital needs and bring a long-range spending plan for Measure K1 for all CIP projects presented during the work session; supported prioritizing safety enhancements for the Downtown Loop; encouraged continuing implementation of "A Bench for Every Stop" project; and suggested merging explore land swap opportunities with Grow the Economy #3 (economic development of city-owned parcels); and supported prioritizing safety enhancements and lighting improvements for Tennyson Road.

Members of the City Council offered the following comments for Strengthen Organizational Health projects: consider implementing interdepartmental assessment of Access Hayward to enhance effectiveness, increase transparency, and review the program against 311; supported a Fall and mid-year budget review; supported implementing the Language Access Plan and continuing to develop a citywide compensation philosophy; and supported formalizing the City's internship/fellowship program to develop undergraduate/graduate student cohorts; and encouraged a healthy evaluation process across departments.

Members of the City Council offered the following comments for Enhance Community Safety projects: supported using the organizational assessment of the Police Department to optimize service levels and prepare for the transition to voting districts; agreed to update and train on the City's Community Resilience Plan with the goal of emergency preparedness and voting districts in mind; supported developing pathways to improve safety in collaboration with the Hayward Unified School District (HUSD) and bringing recommendations; supported having conversations with HUSD Board around student safety

and perhaps starting the conversation with Hayward Local Agencies Committee (HLAC); supported an organizational assessment of the Fire Department and a safety and security plan for the Hayward Library; requested a review of the organizational assessment of the Police Department; agreed with adding the HEART program back as a continuing project; supported collaborating with CSUEB to open Harder Road as a throughway for cars; favored to implement enhancements to the dispatch center; emphasized a measured, collaborative conversation with HUSD Board and Superintendent about the School Resource Officer (SRO) program; and acknowledged Hayward's growing youth population and the significance of school safety.

Members of the City Council offered the following comments for Grow the Economy projects: requested to provide to the City Council a report on the pros and cons of data centers in the City; supported a report on the economic development potential and feasibility of City-owned parcels; recommended a plan for the parking enforcement program in downtown; agreed to activate the Cinema Place; suggested commissioning an evaluation of the City's cannabis ordinance; recommended to combine activating the Cinema Place with a report on the economic development of City-owned parcels; supported bringing commercial zoning ordinance amendments; suggested a review of the parking study and its recommendations; and supported exploring partnership to create a hub at the Stack Center.

Members of the City Council offered the following comments for Cultivate Vibrant Neighborhoods projects: supported exploring joint-use agreements with HARD and HUSD; consider to combine engaging owners of vacant commercial properties with updating vacant building ordinance to compel owners to activate their buildings; supported developing a pathway to fund the Hayward People's Budget; supported presenting language for a possible public arts ordinance; supported developing a strategy to increase funding for non-profits and businesses; recommended having conversations about joint-use agreements with HARD and HUSD led by HLAC; and recommended discussing funding for the Community Services ARC and Hayward People's Budget in the Fall.

Members of the City Council offered the following comments for Preserve, Protect and Produce Housing for All projects: supported engaging with Alameda County stakeholders to secure Measure W funds to support the response to homelessness in Hayward; agreed to support development of and ensure safe community integration of St. Regis Behavioral Health Campus; supported continuing development of the rental registry and assessing how to strengthen the rent stabilization ordinance; noted the review retail at the bottom of residential project belongs under Grow the Economy; supported investing in tools that help homelessness prevention; supported prioritizing protections for renters; agreed with a report on the housing development potential of City-owned parcels; supported engaging with Alameda County stakeholders to secure Measure W funds; cautioned against selling



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City-owned land for short-term fixes; and noted opposition to the rental registry, citing cost concerns and existing tenant protections.

Members of the City Council offered the following comments for Champion Climate Resilience & Environmental Justice projects: supported creating a Citywide tree inventory and database; requested an update on HASPA partners and Shoreline Master Plan; supported implementation of a bike distribution program with the goal of increasing bike access and usage; agreed with having discussion related to the feasibility and a path forward to preserve Skywest as an open space; and supported working with HUSD to drive adoption of free bus passes through ACTC.

Members of the City Council participated in a dot voting activity (Supplement A) to rank priorities for the coming year.

**ADJOURNMENT**

Mayor/Chair Salinas adjourned the special joint City Council/ Hayward Redevelopment Successor Agency Board meeting at 10:03 p.m.

**APPROVED**

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Mark Salinas  
Mayor, City of Hayward

**ATTEST:**

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Miriam Lens  
City Clerk, City of Hayward

## City Council Dot Voting Exercise

Hayward's Strategic Roadmap: Work Session Part 2

April 15, 2025

*Note: The dot voting activity was for City Council Members to share additional information about their priorities for the coming year. Because this was a work session, no formal votes or decisions were made. The dot votes below do not necessarily reflect which projects or metrics will appear in the adopted roadmap.*

Priority		Item	Dots
Grow the Economy	Metric	Sales tax revenue, broken down by business type	7
Grow the Economy	Project	Activate Cinema Place and continue the property management strategy	7
Strengthen Organizational Health	Metric	Customer service survey data	6
Champion Climate Resilience	Metric	Communitywide greenhouse gas emissions	6
Invest in Infrastructure Metric	Project	Begin construction of La Vista Park	6
Strengthen Organizational Health	Project	Bring a revised budget in the fall and mid-year budget review, with strategies to advance fiscal solvency	6
Preserve, Protect & Produce Housing for All	Project	Engaging with Alameda County stakeholder to secure Measure W dollars to support the response to homelessness in Hayward	6
Strengthen Organizational Health	Metric	% General Fund Reserve (target = 20%)	5
Enhance Community Safety	Metric	Police incident numbers, types, and response time	5
Enhance Community Safety	Metric	Number and types of HEART response calls	5
Enhance Community Safety	Metric	Metric on emergency preparedness and disaster response drills	5
Grow the Economy	Metric	Metric on absentee owners	5
Cultivate Vibrant Neighborhoods	Metric	% of Access Hayward illegal dumping, graffiti, unhoused abatement, and landscaping requests are responded to within 72 hours	5
Cultivate Vibrant Neighborhoods	Metric	# of Code Enforcement complaints by type and response time	5
Preserve, Protect & Produce Housing for All	Metric	# Rental inspections completed	5
Champion Climate Resilience	Metric	# of trees planted directly and in partnership with community groups (target = 1,500)	5
Invest in Infrastructure Metric	Project	Evaluate safety enhancements for Tennyson Road, including lighting	5
Enhance Community Safety	Project	Update and train on the City's Community Resilience Plan, with the goal of being a model of resiliency based on emergency preparedness and with voting districts in mind	5
Cultivate Vibrant Neighborhoods	Project	Update our vacant building ordinance to compel owners to activate their buildings	5
Champion Climate Resilience	Project	Implement bike distribution program with the goal of increasing bike access and usage	5

Priority		Item	Dots
Cultivate Vibrant Neighborhoods	Metric	# of Public Art Features	5
Invest in Infrastructure Metric	Metric	Miles of bike lanes added	4
Invest in Infrastructure Metric	Metric	Miles of repaving and sidewalks completed	4
Invest in Infrastructure Metric	Metric	Miles of water pipelines and sewer lines replaced annually	4
Enhance Community Safety	Metric	Fire incident numbers, types, and response times	4
Enhance Community Safety	Metric	Metric on crime solve rates	4
Grow the Economy	Metric	# of new businesses licenses opened and non-renewals	4
Cultivate Vibrant Neighborhoods	Metric	# Households participating in Disposal Days	4
Preserve, Protect & Produce Housing for All	Metric	# Existing affordable housing projects monitored/supported	4
Champion Climate Resilience	Metric	# of participants in water conservation programs for residential, business, and municipal customers	4
Invest in Infrastructure Metric	Project	Begin construction of Stack Center Phase II, with a focus on Library spaces ; Comment to add Phase III	4
Invest in Infrastructure Metric	Project	Evaluate safety enhancements for the Downtown Loop	4
Invest in Infrastructure Metric	Project	Continue implementation of “A Bench for Every Stop” project	4
Strengthen Organizational Health	Project	Implement the interdepartmental assessment of Access Hayward to enhance effectiveness and increase transparency ; Comment to add 311	4
Strengthen Organizational Health	Project	Formalize the City’s internship/fellowship program to develop undergraduate/graduate student cohorts that contribute to Citywide operations	4
Strengthen Organizational Health	Project	Add an assessment to make sure we are living up to the line in the vision statement: "City staff have what they need to thrive in their work and take pride in helping Hayward continually improve" ; Comment to add 360 Evals	4
Enhance Community Safety	Project	Develop a pathway to swiftly reinstate School Resource Officers in support of Hayward students’ wellness and safety; Revised to: Partner with HUSD to develop a student safety plan to include reimaging the SRO program and money	4
Grow the Economy	Project	Bring commercial zoning ordinance amendments to remove barriers for businesses, allow popups, and allow appropriate commercial uses in residential districts	4
Grow the Economy	Project	Review retail at the bottom of residential	4
Preserve, Protect & Produce Housing for All	Project	Provide a report on the housing development potential and feasibility of City-owned parcels identified in the City’s Housing Element	4

Priority		Item	Dots
Preserve, Protect & Produce Housing for All	Project	Support development of and ensure safe community integration of St. Regis Behavioral Health Campus and engage in a coordinated effort to ensure vibrant adjacent public spaces and neighborhoods for everyone	4
Champion Climate Resilience	Project	Provide a report on the feasibility and a path forward to preserve Skywest as an open space	4
Invest in Infrastructure Metric	Metric	Water quality	3
Strengthen Organizational Health	Metric	Employee satisfaction targets/current employee experience survey	3
Preserve, Protect & Produce Housing for All	Metric	# Affordable housing opportunities supported	3
Preserve, Protect & Produce Housing for All	Metric	# of evictions and data on why people are evicted or have to relocate (would require a study)	3
Invest in Infrastructure Metric	Project	Add high visibility cross walks	3
Enhance Community Safety	Project	Using the organizational assessment of the Police Department, analyze police beats to optimize service levels and prepare for the transition to voting districts	3
Cultivate Vibrant Neighborhoods	Project	Expand litter collection services to pick up litter through the City	3
Cultivate Vibrant Neighborhoods	Project	Present language for a possible public arts ordinance that incorporates a built-in maintenance endowment	3
Invest in Infrastructure Metric	Metric	# of traffic fatalities and serious injuries	2
Grow the Economy	Metric	# of Hayward employers and participants at Job Fairs	2
Grow the Economy	Metric	Unemployment rates	2
Cultivate Vibrant Neighborhoods	Metric	# Grants awarded to arts and music and social services agencies	2
Cultivate Vibrant Neighborhoods	Metric	# of City volunteers, broken down by program or event	2
Cultivate Vibrant Neighborhoods	Metric	# Participants using library cradle to senior programs, by type of program	2
Enhance Community Safety	Project	Create a safety and security plan for the Hayward Library with local partners	2
Grow the Economy	Project	Add a report on the pros and cons of data centers in our city	2
Grow the Economy	Project	Revisit Cannabis Ordinance	2
Cultivate Vibrant Neighborhoods	Project	Explore joint-use agreements with HARD and HUSD to open school yards as neighborhood parks and other spaces for community activity	2
Cultivate Vibrant Neighborhoods	Project	Continue to formalize the working agreement with Caltrans to address blight	2
Champion Climate Resilience	Project	Create a citywide tree inventory and database (contingent on grant \$)	2
Strengthen Organizational Health	Metric	Employee demographics	1
Cultivate Vibrant Neighborhoods	Metric	# Event attendees at City-run and City-sponsored events	1



Priority		Item	Dots
Cultivate Vibrant Neighborhoods	Metric	# of home rehab grants for low-income homeowners	1
Preserve, Protect & Produce Housing for All	Metric	# Building Permits issues consistent with Regional Housing Needs Allocation (RHNA) targets	1
Preserve, Protect & Produce Housing for All	Metric	# People served by foreclosure prevention and eviction prevention services	1
Champion Climate Resilience	Metric	Pounds of waste diverted from the landfill	1
Invest in Infrastructure Metric	Project	Conduct final determination on the former/old City Hall that explores alternatives to advance public benefit(s)	1
Invest in Infrastructure Metric	Project	Continue Water Resource Recovery Facility Phase II upgrade	1
Strengthen Organizational Health	Project	Implement the language access plan to increase translation and interpretation services	1
Strengthen Organizational Health	Project	Continue to develop a citywide compensation philosophy with internal benchmarks in alignment with the comparator marketplace	1
Enhance Community Safety	Project	Continue to implement enhancements to the dispatch center	1
Enhance Community Safety	Project	Add an escalator fee for public safety costs	1
Grow the Economy	Project	Parking enforcement program	1
Preserve, Protect & Produce Housing for All	Project	Continue Education City Working Group to advance housing alternatives for educators	1
Preserve, Protect & Produce Housing for All	Project	Add continuing development of the rental registry and assessing how to strengthen our rent stabilization ordinance	1
Champion Climate Resilience	Project	Prepare an ordinance to create smoke-free multifamily housing	1
Champion Climate Resilience	Project	Continue to collaborate with Ava Community Energy to provide public EV charging facilities	1
Champion Climate Resilience	Project	Implement program to offer heat pump water heaters in the census tracts around Russell City Energy Center	1
Invest in Infrastructure Metric	Metric	# Traffic calming projects installed	0
Invest in Infrastructure Metric	Metric	# Registered HOP (paratransit) users	0
Strengthen Organizational Health	Metric	\$ Grant Funds received	0
Strengthen Organizational Health	Metric	New employee experience survey	0
Strengthen Organizational Health	Metric	Employee turnover, hires, and promotions	0
Strengthen Organizational Health	Metric	# Subscribers to and reach of the Stack Newsletter	0
Strengthen Organizational Health	Metric	# Social Media impressions	0
Enhance Community Safety	Metric	% of City of Hayward employees trained to FEMA standards as Disaster Service Workers	0
Enhance Community Safety	Metric	# CERT members trained annually	0
Enhance Community Safety	Metric	Number of families served through Youth and Family Services Bureau	0

Priority		Item	Dots
Enhance Community Safety	Metric	Number of unique patients receiving preventative care treatment at the Firehouse Clinic	0
Enhance Community Safety	Metric	Number of medical responses that result in treat and non-transports (diverted from the emergency room)	0
Grow the Economy	Metric	# of businesses engaged through the concierge program	0
Grow the Economy	Metric	# of businesses that received direct financial or technical support	0
Grow the Economy	Metric	# of students hosted by the City through internships and career pathway programs	0
Grow the Economy	Metric	Metric around job growth (would require a study)	0
Grow the Economy	Metric	Metric that tracks residents that are employed in Hayward (would require a study)	0
Grow the Economy	Metric	Metrics on permit timing/businesses opening	0
Cultivate Vibrant Neighborhoods	Metric	# of library materials checked out	0
Cultivate Vibrant Neighborhoods	Metric	# Patrons accessing e-resources	0
Preserve, Protect & Produce Housing for All	Metric	# Rent review petitions received	0
Preserve, Protect & Produce Housing for All	Metric	# People receiving relocation assistance	0
Preserve, Protect & Produce Housing for All	Metric	# People served through City homelessness reduction programs and % placed in permanent housing	0
Preserve, Protect & Produce Housing for All	Metric	# People assisted through shallow rental subsidy	0
Preserve, Protect & Produce Housing for All	Metric	# Agencies funded and people served through Community Agency Funding Process providing housing related services	0
Preserve, Protect & Produce Housing for All	Metric	Metric related to housing conditions during rental inspections	0
Invest in Infrastructure Metric	Project	Evaluate capital needs and bring a long-range spending plan for Measure K1, including reporting on the assessments for a new Public Safety Building and a new Corporation/Maintenance Yard	0
Invest in Infrastructure Metric	Project	Explore land swap opportunities with Hayward Unified School District for City facilities	0
Invest in Infrastructure Metric	Project	Conduct improvements of City Council Chamber dais and activate voting feature	0
Invest in Infrastructure Metric	Project	Evaluate safety enhancements for A Street	0
Invest in Infrastructure Metric	Project	Evaluate safety enhancements for B Street	0
Strengthen Organizational Health	Project	Continue to formalize and expand the employee onboarding program, including implementing a New Employee Orientation (NEO)	0
Enhance Community Safety	Project	Complete an organizational assessment of the Fire Department	0
Enhance Community Safety	Project	Add the HEART program back as a continuing project	0

Priority		Item	Dots
Enhance Community Safety	Project	Collaborate with CSUEB to open Harder Rd. as a throughway for residents in the Highlands	0
Grow the Economy	Project	Provide a report on the economic development potential and feasibility of City-owned parcels, as the City explores selling or leasing certain parcels	0
Grow the Economy	Project	Continue to partner with Chabot College and Cal State East Bay on workforce development programs	0
Grow the Economy	Project	Explore partnership and funding sources to create an entrepreneurship hub at the Stack Center	0
Cultivate Vibrant Neighborhoods	Project	Continue to engage owners of vacant commercial properties to encourage activation	0
Cultivate Vibrant Neighborhoods	Project	Continue to implement and grow upon the special events program	0
Cultivate Vibrant Neighborhoods	Project	Complete interpretive signs and art in Heritage Plaza	0
Cultivate Vibrant Neighborhoods	Project	Support the Clean & Green Commission help train neighborhoods to host their own community pickups	0
Cultivate Vibrant Neighborhoods	Project	Develop a pathway to sustainably fund the Hayward People's Budget (maybe this can be housed under growing upon the special events program)	0
Cultivate Vibrant Neighborhoods	Project	Develop a strategy to increase funding for the Community Services ARC	0
Cultivate Vibrant Neighborhoods	Project	Add pro-active pickup of frequent dumping sites, and possible increased enforcement through flock cameras	0
Champion Climate Resilience	Project	Continue to work with HASPA partners of the Shoreline Master Plan	0
Champion Climate Resilience	Project	Continue to transition City facilities from natural gas to electric, with a focus on HVAC systems	0
Champion Climate Resilience	Project	Rollout Hayward compost hub in partnership with HARD	0
Champion Climate Resilience	Project	Implement Year 3 programs from the adopted Climate Action Plan	0
Champion Climate Resilience	Project	Work with HUSD to drive adoption of free bus passes through ACTC	0