



**CONCURRENT MEETING OF HAYWARD CITY COUNCIL AND
GEOLOGIC HAZARD ABATEMENT DISTRICT BOARD**

777 B Street, Hayward, CA 94541

Council Chambers

<https://hayward.zoom.us/j/88075165778?pwd=soTfqK7cz1VvF090u71Jhew1Hrhmtn.1>

Tuesday, October 28, 2025, 7:00 p.m.

The concurrent Hayward City Council and Geologic Hazard Abatement District (GHAD) Board of Directors meeting was called to order by Mayor/GHAD Chair Salinas at 7:00 p.m. in the Council Chambers.

Pledge of Allegiance: Council Member/ GHAD Board Member Zermeño

ROLL CALL

Present: COUNCIL MEMBERS/ GHAD Board Member Andrews, Bonilla Jr., Goldstein, Roche, Syrop, Zermeño
MAYOR/GHAD CHAIR Salinas

Absent: NONE

HAYWARD GEOLOGIC HAZARD ABATEMENT DISTRICT (GHAD) BOARD MEETING

The Hayward City Council and Geologic Hazard Abatement District Board of Directors held its meeting and adjourned approximately at 7:19 p.m. Mayor Salinas reconvened into the meeting of the City Council.

CITY COUNCIL MEETING

CLOSED SESSION ANNOUNCEMENT

The City Council convened in closed session on October 28, 2025, at 5:30 p.m., with all members present and no public speakers regarding conference with labor negotiators pursuant to Government Code section 54957.6 concerning all labor groups. City Attorney Lawson reported the City Council met with labor negotiators but took no reportable action. The closed session adjourned at 6:45 p.m.

PUBLIC COMMENTS

TJ, Hayward Concerned Citizens representative, acknowledged the Hayward Fire Department, Hayward Police Department, and Alameda County Emergency Medical Services Agency on National First Responders Day, recognizing their service, especially the firefighters who responded to a recent explosion, and emphasized the importance of maintaining clear road access for emergency response and evacuation.

CITY MANAGER'S COMMENTS

Interim City Manager Addleman made four comments: 1) Hayward Public Library's Trunk or Treat & Promise Fest was held on October 25, 2025, at Heritage Plaza, serving about 13,400 attendees with support from over 57 community partners; 2) the City launched the Hayward

Rides program on October 25, 2025, kicking off one of the largest municipal bike programs in the country, funded by the California Air Resources Board's Clean Mobility in Schools and Sustainable Transportation Equity Project grants, aiming to distribute approximately 2,000 free bikes through the end of 2026 to promote sustainable transportation; 3) the semi-annual compost giveaway was held on October 25, 2025, at the former Skywest Golf Course where more than 5,000 bags of compost were distributed to 1,500+ households; and 4) the Hayward Public Library earned a California Green Business certification, and both the Downtown and Weekes branches are now designated Clean Air Centers, funded through a Bay Area Air District grant.

Mayor Salinas expressed appreciation to Public Works Director Ameri and the Environmental Services and Transportation teams for their excellent work on the Hayward Rides bike giveaway program, noting the joy of children and positive feedback from parents who embraced the program's goal of promoting alternative transportation for future generations.

CONSENT

1. Adopt a Resolution Authorizing the City Manager to Negotiate and Execute a Landscape Maintenance Contract with Los Loza, Inc. in a Not-to-Exceed Amount of \$3.2 Million Over Five Years for Mission Blvd/Route 238 Phases 1, 2, and 3, Linear Park, and Jackson St/Route 92 and Appropriate \$120,000 Yearly for the Term of the Contract **CONS 25-471**

Staff report submitted by Maintenance Services Director Rullman, dated October 28, 2025, was filed.

In response to Council Member Roche's concerns about approving an additional \$120,000 and question about scaling back landscaping priorities, such as reducing service frequency or replacing high-maintenance plants with mulch or rocks, to save money and protect jobs, Maintenance Services Director Rullman responded the contract covers existing landscaping along Mission Boulevard/Route 238 projects and Jackson Street/Route 92, which reflects past planning efforts now coming to completion, and noted that cost-saving measures (e.g., drought-tolerant design) are being considered going forward.

In response to Council Member Bonilla Jr's inquiry whether the project could be "de-scoped" by \$120,000 to reduce General Fund pressure, Maintenance Services Director Rullman clarified they have already reduced scope where possible and the current contract is doubling the area covered while increasing costs by only about 20 percent, due to efforts to keep per-square-foot costs low.

In response to Council Member Andrews' inquiry about whether the City is working with the Bay Area Water Supply and Conservation Agency on cost-saving landscaping strategies, Maintenance Services Director Rullman confirmed there is ongoing collaboration.



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

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

NOES: None

ABSENT: None

ABSTAIN: None

Resolution 25-183, "Resolution Authorizing the City Manager to Negotiate and Execute a Landscape Maintenance Contract with Los Loza, Inc., in a Total Not-To-Exceed Amount of \$3.2 Million Over Five Years for Mission Blvd/Route 238 Phases 1, 2, and 3, Linear Park, and Jackson St/Route 92 and Appropriate \$120,000 Yearly for the Term of the Contract"

2. Adopt a Resolution Authorizing the City Manager to Negotiate and Execute an Agreement with SWA Services Group, to Provide Janitorial Cleaning Services at Various City Locations for a Term of Three Years with Two One-Year Options to Extend in a Contract Amount of \$2,698,755 and a Contingency Amount of \$135,000, for a Total Not-To-Exceed Amount of \$2,833,755 **CONS 25-472**

Staff report submitted by Maintenance Services Director Rullman, dated October 28, 2025, was filed.

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

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

NOES: None

ABSENT: None

ABSTAIN: None

Resolution 25-184, "Resolution Authorizing the City Manager to Negotiate and Execute an Agreement with SWA Services Group to Provide Janitorial Cleaning Services at Various City Locations for a Term of Three Years with Two-One-Year Options to Extend in a Contract Amount of \$2,698,755 and a Contingency Amount of \$135,000, for a Total Not-To-Exceed Amount of \$2,833,755"

Council Member Roche noted that while the contract reflects a budget allocation savings of \$157,000 annually, it is not necessarily an actual savings to the General Fund.

3. Adopt a Resolution Authorizing the City Manager to Execute a Professional Services Agreement with Maddaus Water Management, Inc. for the Preparation of the 2025 Urban Water Management Plan and Water Shortage Contingency Plan in a Not-To-Exceed Amount of \$175,000 **CONS 25-477**

Staff report submitted by Public Works Director Ameri, dated October 28, 2025, was filed.

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

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

Resolution 25-185, "Resolution Authorizing the City Manager to Execute a Professional Services Agreement with Maddaus Water Management, Inc. for the Preparation of the 2025 Urban Water Management Plan and Water Shortage Contingency Plan in an Amount Not to Exceed \$175,000"

WORK SESSION

4. City Budget Status Update: Oral Report by the City Manager as Information Becomes Available (Oral Report from Interim City Manager Addleman) **WS 25-038**

Interim City Manager Addleman indicated that staff plan to present Fiscal Year 2026 year-to-date actuals and options for closing the budget gap during a work session on November 18, 2025; and also plan to adopt the budget revision no later than December 16, 2025.

Council Member Andrews requested a ten-year budget lookback and five-year budget projections, ideally by the November 18, 2025, work session; and requested a review of City budget policies in January, including a plan for presenting budget-to-actual reports to the Council Budget and Finance Committee and potentially to the City Council on a quarterly basis.

In response to Council Member Roche's inquiry about the financial auditor's report, Interim City Manager Addleman confirmed they expect a cash flow report by November 18, 2025, or by the end of the month, with further recommendations on best practices coming in phase two of the review by Spring 2026.



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In response to Council Member Roche's inquiry about what immediate structural changes are being implemented to prevent future budget issues, Interim City Manager Addleman responded real-time expense and revenue monitoring is now in place, with biweekly reports sent to departments and stronger oversight of payroll and cash flow. Council Member Roche emphasized the need for a cultural shift, where finance staff feel empowered to flag and stop overspending before it escalates.

Council Member Syrop echoed Council Member Andrews' request for stronger financial policies and practices such as the ratio of staff salary/benefits to avoid repeating the current financial crisis and to restore long-term stability.

There being no public speakers, Mayor Salinas opened and closed public comment at 7:44 p.m.

LEGISLATIVE BUSINESS

5. Adopt an Ordinance Amending Chapter 10, Article 1 (Zoning Ordinance) of the Hayward Municipal Code Rezoning a Property to the Low Density Residential-Minimum Lot Size 10,000 Sq. Ft. District in Connection with Zone Change Application No. MTA-25-0002 (Report from City Clerk Lens) **LB 25-037**

Staff report submitted by City Clerk Lens, dated October 28, 2025,
was filed.

Mayor Salinas indicated that according to the process for enacting ordinances, if an ordinance is not unanimously approved at the time of introduction, the ordinance is placed under Legislative Business items. City Clerk Lens confirmed an oral report was not necessary for this item.

Council Member Bonilla Jr. left the Council Chambers as he did for the introduction of the ordinance.

There being no public speakers, Mayor Salinas opened and closed public comment at 7:46 p.m.

It was moved by Council Member Syrop, seconded by Council Member Roche, and carried with the following vote, to adopt the ordinance.

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

Ordinance 25-10, “An Ordinance of the City Council of the City of Hayward Amending Chapter 10, Article 1 (Zoning Ordinance) of the Hayward Municipal Code Rezoning a Property to the Low Density Residential-Minimum Lot Size 10,000 Sq. Ft. District in Connection with Zone Change Application No. MTA-25-0002”

Council Member Bonilla Jr. returned to the Council Chambers.

6. Proposed Amendments to the Maintenance and Repair of Sidewalks Ordinance: Introduce an Ordinance Amending Hayward Municipal Code Chapter 7, Article 2 (Streets) Clarifying the Duty to Maintain and Repair Sidewalks (Report from Maintenance Services Director Rullman and City Attorney Lawson) **LB 25-036**

Staff report submitted by City Attorney Lawson and Maintenance Services Director Rullman, dated October 28, 2025, was filed.

City Attorney Lawson provided a synopsis of the staff report indicating it incorporates input provided at the October 7, 2025, City Council meeting regarding a further amendment to the ordinance regarding the duty to maintain and repair sidewalks and exploring non-General Fund alternatives to fund a hardship program.

Council Member Roche thanked staff for incorporating her feedback and helping clarify the intent of the sidewalk liability ordinance; emphasized the importance of public education, particularly given the long-standing California law requiring property owners to maintain sidewalks, which many residents are unaware of; and walked through a scenario to clarify how liability is assigned, including when damage is caused by a City-owned tree.

In response to Council Member Roche’s concern about homeowner liability, the need for public education and whether this ordinance could impact homeowners’ insurance, City Attorney Lawson indicated that if the ordinance is approved all property owners would receive notice through water bills and based on the analysis the amendments to the ordinance would likely not impact homeowners’ insurance.

Council Member Andrews suggested using the City’s Adopt-a-Tree program as a vehicle to educate residents about the new sidewalk maintenance ordinance; and received clarification that sidewalk repair requests submitted via Access Hayward are handled case-by-case as requests come in, not by geographic zone.

Council Member Zermeño expressed appreciation for the inclusion of a hardship program related to the sidewalk maintenance ordinance, noting that it is important for residents who may not have the financial means to afford repairs.

There being no public speakers, Mayor Salinas opened and closed public comment at 7:58 p.m.



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

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

NOES: None

ABSENT: None

ABSTAIN: None

Ordinance 25-_, "An Ordinance of the City of Hayward Amending Chapter 7, Article 2 (Streets) Clarifying the Duty to Maintain and Repair Sidewalks"

Resolution 25-186, "A Resolution of the City Council of the City of Hayward Establishing a Waiver of Sidewalk-Related Encroachment Permit Fees and Establishing Hardship Sidewalk Repair Program for Qualifying Low-Income Property Owners"

7. Adopt Resolutions Amending the Unrepresented Employees Salary and Benefits Resolution for Executives, the City Clerk Employment Agreement, and the City Attorney Employment Agreement (Report from Human Resources Director Tecson) **LB 25-031**

Staff report submitted by Assistant City Manager Youngblood, dated October 28, 2025, was filed.

Human Resources Director Tecson provided a synopsis of the staff report.

In response to Council Member Roche's inquiry as to why the Police Chief was not explicitly included in the four percent (4%) executive team compensation reduction, Human Resources Director Tecson confirmed the Police Chief had agreed to take an equivalent 4% reduction, and Interim City Manager Addleman clarified they are still determining the specific method, whether through furloughs or another approach in alignment with managers in the Police Department.

There being no public speakers, Mayor Salinas opened and closed public comment at 8:02 p.m.

Council Member Andrews expressed gratitude to the executive leadership team for their role in addressing the City's fiscal emergency; acknowledged their sacrifice; and praised them for prioritizing essential services and the needs of the City as they navigate the crisis together.

Council Member Syrop echoed appreciation for the Executive Team and appointed officers, commending them for their leadership during a challenging time; and noted that their collaborative spirit and willingness to make tough decisions are crucial to guiding the City through the ongoing financial crisis.

Council Member Bonilla Jr. thanked the Executive Team, City Clerk, and City Attorney for their professionalism, collaboration, and shared accountability; and emphasized that their decision to take part in the four percent compensation reduction reflects a strong commitment to the City's stability, integrity, and community.

Mayor Salinas indicated he shared the comments and sentiments.

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

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

NOES: None

ABSENT: None

ABSTAIN: None

Resolution 25-187, "Resolution Approving Amendment to the Salary and Benefits Resolution for Unrepresented Employees"

Resolution 25-188, "Resolution Approving Amendment to the Employment Agreement Between the City of Hayward and the City Clerk and Authorizing the Mayor to Execute the Agreement"

Resolution 25-189, "Resolution Approving Amendment to the Employment Agreement Between the City of Hayward and the City Attorney and Authorizing the Mayor to Execute the Agreement"

COUNCIL REPORTS AND ANNOUNCEMENTS

Council Member Zermeno reminded everyone to cast their vote next Tuesday.

Council Member Bonilla Jr. acknowledged it was National First Responders Day and expressed his appreciation for Hayward's public safety professionals, including police officers, firefighters, dispatchers, and emergency medical teams, for their courage, dedication, and service in keeping the community safe and resilient.

Council Member Syrop expressed his appreciation for staff who worked to communicate available resources following recent concerns about federal activity in the Bay Area, emphasizing the importance of community preparedness, mutual support, and training to help keep all residents safe.



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COUNCIL REFERRALS

There were none.

ADJOURNMENT

Mayor Salinas adjourned the City Council meeting at 8:07 p.m.

APPROVED

Mark Salinas
Mayor, City of Hayward

ATTEST:

Miriam Lens
City Clerk, City of Hayward