



CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

Council Chambers

<https://hayward.zoom.us/j/88075165778?pwd=soTfqK7cz1VvFO90u71Jhcw1Hrhmtn.1>

Tuesday, October 21, 2025, 7:00 p.m.

The City Council meeting was called to order by Mayor Salinas at 7:10 p.m. in the Council Chambers.

Pledge of Allegiance: Council Member Syrop

ROLL CALL

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

Absent: NONE

CLOSED SESSION ANNOUNCEMENT

The City Council convened in closed session on October 14, 2025, at 12:00 p.m., with all members present and no public speakers regarding public employment pursuant to Government Code section 54957 regarding the City Manager. City Attorney Lawson reported that the City Council discussed the position of City Manager, but took no reportable action.

The City Council convened in closed session on October 21, 2025, at 5:30 p.m., with all members present (including Council Member Andrews who arrived at 6:00 p.m.) and no public speakers regarding two items: 1) conference with labor negotiators pursuant to Government Code Section 54957.6 regarding all labor groups; and 2) public employment pursuant to Government Code section 54957 regarding the City Manager. City Attorney Lawson reported that the City Council discussed both matters but otherwise took no reportable action. The City Council had a related action item under Legislative Business.

PRESENTATION

Ms. Nikita Sinha, Program Manager for the Institute of Local Government, congratulated the City of Hayward for winning the Institute of Local Government's 2025 Leadership and Innovation Award in the category of Equity and Engagement in Sustainability and Climate and for the City's effort to prioritize environmental justice and community engagement with the City's Climate Action Plan. Mayor Salinas acknowledged the leadership of Public Works Director Ameri and Environmental Services Manager Pearson and congratulated the City for the award.

PUBLIC COMMENTS

Lucy Lopez, Hayward Chamber of Commerce CEO/President, thanked City leaders, community partners, and volunteers for supporting the September 27, 2025 Mariachi Festival, held at Southland Mall to expand attendance, increase visibility, and offer new activities such as

dancing horses and lucha libre (wrestling); highlighted the success of the October 9, 2025, Taste of Hayward, self-guided culinary event with over 500 participants visiting 23 downtown restaurants; and expressed support for the selection of Jennifer Ott as city manager.

Victoria Hernandez, Hayward resident, requested City support to provide relief from accidents involving parked vehicles on Western Boulevard between Laurel and Smalley Avenue; requested follow up on her Traffic Calming application submitted on September 9, 2025; and presented evidence of car crashes including injuries and property damage.

CITY MANAGER'S COMMENTS

Assistant City Manager Thomas made three announcements: 1) the City's annual free compost giveaway in partnership with Alameda County Waste Management, on October 25, 2025, at the parking lot of the former Skywest Golf Course (1401 Golf Course Road); 2) the Hayward Public Library's Trunk or Treat festivities on October 25, 2025, at Heritage Plaza in partnership with Hayward Promise Neighborhoods' Promise Fest; and 3) honored the achievements of students from the Hayward Unified School District (HUSD) Migrant Education Program (MEP) who competed in the Region 1 Migrant Ed Speech and Debate competitions, and swept the top three places in both the middle and high school divisions for Spanish and English.

Angelica Alamillo-Perez, HUSD's Multilingual Learner Programs Director, acknowledged key members of MEP team, including bilingual recruiter Vanessa Hernandez, case manager and teacher Francisca Montes, and speech and debate teacher Rafael Velasquez Cardenas.

Rafael Velasquez Cardenas expressed pride in the MEP speech and debate team; and noted they represented Hayward with distinction, earning medals and trophies, and received praise for their teamwork, discipline, and leadership.

Mayor Salinas read a Certificate of Recognition presented to HUSD Migrant Education Speech and Debate Program, Region 1, in recognition of the students who participated and demonstrated excellence in critical thinking, research and public speaking at the recent statewide championship in speech and debate competitions.

CONSENT

At the request of Council Member Roche Items 2 and 3 were discussed.

1. Approve the City Council Minutes of the City Council Meeting on October 7, 2025, **MIN 25-106**.

It was moved by Council Member Roche, seconded by Council Member Andrews, and carried unanimously to adopt the City Council minutes of October 7, 2025.



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2. Adopt a Resolution Approving Addenda Nos. 1 Through 7, Denying the Request for Bid Relief of DeSilva Gates Construction, and Awarding a Construction Contract to DeSilva Gates Construction in the Amount of \$5,269,800, in Addition to Approving \$526,980 in Administrative Construction Contingency for the Hayward Executive Airport – Taxiway A1 and Taxiway Z West Reconstruction Project, Project Nos. 06819, 06864, and 06890 **CONS 25-456**

Staff report submitted by Public Works Director Ameri, dated October 21, 2025, was filed.

In response to Council Member Roche's request for clarification on whether the City's contribution mentioned in the staff report was from the General Fund, Assistant City Manager Thomas clarified the contribution is from the Enterprise Fund.

It was moved by Council Member Roche, 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 25-179, "Resolution Approving Addenda Nos. 1 through 7, Denying the Request for Bid Relief of DeSilva Gates Construction, and Awarding a Construction Contract to DeSilva Gates Construction in the Amount of \$5,269,800 in Addition to Approving \$526,980 in Administrative Construction Contingency for the Hayward Executive Airport – Taxiway A1 and Taxiway Z West Reconstruction Project, Project Nos. 06819, 06864, and 06890"

3. Adopt a Resolution Authorizing the City Manager to Accept and Appropriate \$1,785,000 in Federal Emergency Management Association Grant Funding Through the 2024 Assistance to Firefighter's Grant Program to Support Hayward Fire Department Personnel Paramedic School and Licensure Requirements **CONS 25-473**

Staff report submitted by Interim Fire Chief Vollmer, dated October 21, 2025, was filed.

Council Member Roche asked if the newly awarded grant to the Fire Department would eliminate the need to use General Fund dollars previously approved for the paramedic program. Assistant City Manager Thomas explained that while the grant does cover a significant portion of the costs, a local match of \$157,500 is still required. Interim Fire Chief Vollmer added that the required match will be met through \$157,500 in tuition from an existing CIP (Capital Improvement Program) budget and \$30,000 in supplies from the current Fire Department budget; and confirmed that the \$91,000 already spent came from the previously approved \$300,000 allocation, but because the expense was made before the grant was approved, it is currently ineligible for reimbursement.

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

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

Resolution 25-180, "Resolution Authorizing the City Manager to Accept and Appropriate \$1,785,000 in Federal Emergency Management Association Funding through the 2024 Assistance to Firefighter's Grant Program to Support Hayward Fire Department Personnel Paramedic School and Licensure Requirements"

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 25-036**

Assistant City Manager Thomas provided a budget update: the Council Budget and Finance Committee met on October 15, 2025, to review a ten-year budget-to-actuals financial data for the General Fund and Measure C; the City hired two financial consultants to review last year's finances, validate this year's estimates, and support a more accurate long-range forecast, alongside the annual audit currently underway; City departments are conducting additional cost-savings exercises, with recommendations to be presented at the November 18, 2025, City Council meeting; and due to fiscal constraints, the City issued a notice of cancellation of Fiscal Year 2026-2027 funding availability for the Community Agency Funding Program.

In response to Council Member Roche's inquiry about service impacts on the community, Assistant City Manager Thomas explained that while specific service impacts are still under departmental review, essential services will likely not be affected. Council Member Roche also inquired about the cost and duration of the financial consultants' work, to which Assistant City Manager Thomas responded that they were initially engaged for a 45-day period to assess key financial areas, with results expected by November 18, 2025.



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Council Member Andrews asked that the fiscal recovery team's scope include a five-year financial forecast and potentially a ten-year forecast as well; emphasized the importance of including real-time financial information, defined roles and responsibilities, and public education in the recovery plan to clarify what powers rest with the City Council versus City staff under the City's Charter; advocated for greater transparency through regular updates to the full City Council, not just the Council Budget and Finance Committee; suggested that future updates include how the City is budgeting and planning for emergency preparedness, despite the fiscal challenges; and asked that the City evaluate event staffing and planning, encouraging more support from the business community.

Council Member Bonilla Jr. acknowledged the daily discussions and teamwork taking place across City Hall and thanked everyone involved.

Council Member Zermeno expressed support for the budget updates, emphasizing this is a valuable way to show residents that the City is actively working to address its financial challenges.

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

Mayor Salinas thanked City staff for the work session.

PUBLIC HEARING

Council Member Bonilla Jr. disclosed he had to recuse himself from participating in the public hearing because he resides within 500 feet of the proposed rezoning and left the Council Chambers.

5. 900 Calhoun Rezoning: Proposed Zoning Map Amendment of a 0.94-Acre Site Located at 900 Calhoun Street (Assessor's Parcel Number (APN) 078C-0647-001-02) from Agriculture (A) District to Low Density Residential - Minimum Lot Size - 10,000 Square Feet (RLB10) District Consistent with the Low Density Residential General Plan Land Use Designation, Application No. MTA-25-0002. Applicant and Property Owner: Aman Pohyar **PH 25-045**

Staff report submitted by Development Services Director Buizer, dated October 21, 2025, was filed.

Development Services Director Buizer announced the item and introduced Associate Planner Richard who provided a synopsis of the staff report.

Discussion ensued among members of the City Council and City staff and the following clarifications were made: the City must amend the Zoning Ordinance within 180 days of receipt of an application or process the application, but can only apply standards that allow for the development at the density prescribed in the General Plan; the proposed action is strictly a zoning amendment, not tied to any immediate development proposal; the density (currently allowed to develop eight dwelling units) remains the same before and after rezoning, but rezoning allows the City to retain regulatory control through its objective standards; in 2015 the City denied a similar Zone change application and prevailed in the lawsuit because charter cities were not required to have consistency between zoning and adopted General Plan, but since a 2019 change in State law, such consistency is now required; ADU (Accessory Dwelling Unit) permits have been issued and construction is underway, with ongoing inspections, and it is located at the rear of the premises; while the General Plan allows for eight units, the actual feasibility is uncertain due to the site's location within a seismic fault and landslide zone; any future development beyond the ADU would require a formal application and approval from the City; while denials typically lead to litigation, they usually result in a court order to rezone the property, rather than monetary damages, though the City could incur costs related to staff time and legal fees; if the rezoning was approved, all future changes would be reviewed by the City and applicable departments to ensure compliance with life and safety standards; approving the rezoning would enhance the City's ability to apply its regulations and improve overall consistency of the zoning; the proposed action applies only to the property at 900 Calhoun Street; the existing ADU and main house comply with City and State regulations; other properties would retain their agricultural uses; the rezoning would not prevent residents from keeping livestock or maintaining their current agricultural lifestyle; R-LB6 refers to smaller 6,000-square-foot lots, but the proposal for the site is R-LB10, requiring a larger minimum lot size of 10,000 square feet; the ADU and main house were reviewed by the Fire Department and met all applicable California Fire Code standards; while ADUs are exempt from the Alquist-Priolo Earthquake Fault Zoning Act, the Engineering Division ensured the unit met all life and safety standards, including those related to landslide zones; the adjacent property is similarly inconsistent, but the City has no plans to rezone it, with any change needing to be initiated by the property owner and go through the Planning Commission and City Council; the shooting range is outdoors, a rental property at 1200 Calhoun, used by multiple agencies, with training limited to reasonable hours to comply with noise ordinances; and the Low Density Residential (LDR) designation was established in 1987 through a community-driven neighborhood planning process, not initiated by the current property owner.

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

Marcella James, Hayward resident, opposed the rezoning, citing concerns about emergency vehicle access, lack of proper notice for recent construction, and potential future development that could disrupt the rural character and community of the neighborhood.

Jemma Buenrostro, Hayward resident and student, spoke against the rezoning, indicating it would destroy her community's culture, traditions, and lifestyle rooted in agriculture and animal care; and potentially force long-term residents to move.



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Grace Buenrostro expressed opposition to the rezoning on behalf of her family, urging the City Council to amend the General Plan to prevent further rezonings in the area; and emphasized the cultural and generational importance of preserving the rural, agricultural lifestyle for future generations.

Chelsey Figueroa, Hayward resident, encouraged the City Council to review the 2015 City Council record about a mistake in the General Plan; disapproved the timing and sequence of development by the property owner, alleging it was a calculated effort to bypass zoning rule; and warned that rezoning would set a harmful precedent, impact local youth agricultural programs, and conflict with nearby police shooting range activity.

Basilio Buenrostro, Hayward resident, whose late father owned a neighboring property, urged the City Council to reject the proposed rezoning to preserve one of Hayward's last rural streets, arguing the change is motivated by personal profit and could threaten similar properties in the future.

Emily Figueroa, young resident, opposed the rezoning noting that it would eventually lead to the entire neighborhood changing, preventing her from continuing participation in 4-H (youth development program) and losing the valuable life lessons gained from the rural community.

Mayor Salinas closed the public hearing at 8:15 p.m.

Council Member Roche acknowledged the residents' connection to their rural neighborhood and their desire to preserve their way of life; emphasized that while she empathizes with residents' concerns, the City is legally obligated under updated State law to maintain consistency between its zoning and General Plan; added that the rezoning still requires future developments to undergo planning review under City safety and design standards, which actually provides more oversight; and added that both the property owner's rights and the neighbors' agricultural lifestyles can coexist, encouraging continued communication and cooperation within the community.

Council Member Zermeño disclosed he had visited the property in 2019 and thanked the public speakers, expressing that he understood the community's concerns.

Council Member Andrews disclosed that she had visited the site last year; thanked the public speakers; clarified that the rezoning applies only to 900 Calhoun Street; noted that the zoning aligns with the existing General Plan, which was developed with input from a neighborhood task force; acknowledged the community's fears about neighborhood character changing but stressed that the rezoning is consistent with State and local law; and encouraged residents to contact City staff if they observe non-compliant construction, assuring them that staff would investigate and enforce the proper standards.

Council Member Goldstein emphasized that the property owner has the legal right to build up to eight homes on the site under the current zoning, and the proposed rezoning does not change adjacent properties; explained that the rezoning is necessary to bring the City into compliance with State law and would actually give the City more regulatory oversight to enforce life and safety standards; acknowledged and appreciated the heartfelt concerns from the community, expressing admiration for their rural lifestyle; added that while the change may not directly impact neighboring properties, it could potentially increase property values in the area; and stated that although the City Council may appear to have discretion, they are obligated by State law, and added the rezoning offers benefits rather than harm to the community.

Council Member Roche questioned whether there might be an opportunity in the future to re-evaluate the area's land use, recognizing the community's strong desire to preserve its rural lifestyle with staff cautioning that changing the General Plan to align with agricultural zoning would require complex legal, environmental, and housing capacity analysis, including compensatory upzoning elsewhere in the City; and noted that, while not feasible now, such a discussion could be worth pursuing in the future with sufficient advocacy and Council interest.

Council Member Syrop received confirmation that under the State's "no net loss" clause, any downzoning would require the City to upzone elsewhere to maintain overall housing capacity.

Mayor Salinas acknowledged the long and complex history surrounding the 900 Calhoun Street rezoning, noting that it represents an intersection of agricultural heritage, housing policy, and State and local law; expressed respect for the neighborhood's long-standing agricultural traditions, recognizing the families who have maintained horses, livestock, and 4-H programs for generations; emphasized that the issue before the City Council was largely technical, aligning zoning with the General Plan, and that residents would still be able to continue their agricultural practices; and reminded the property owner, Aman Pohyar, that any future development would require full Planning Commission and City Council review, urging him to consider the neighborhood's concerns and history before proposing any changes.

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

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

Ordinance 25-_, "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"



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Resolution 25-181, "Resolution Approving a Zone Change and Finding That No Further Environmental Review is Required Pursuant to the California Environmental Quality Act; Aman Pohyar (Applicant/Owner)"

Council Member Bonilla Jr. returned to the Council Chambers at approximately 8:43 p.m.

LEGISLATIVE BUSINESS

6. Adopt a Resolution Appointing Jennifer Ott as City Manager of the City of Hayward Effective December 8, 2025; Approving the Employment Agreement between Ott and the City of Hayward; and Authorizing the Mayor to Execute the Agreement **LB 25-033**

Staff report submitted by Mayor Mark Salinas, dated October 21, 2025, was filed.

Mayor Salinas provided a synopsis of the staff report explaining the process for selecting the City Manager and noted that after careful consideration the City Council selected Jennifer Ott to serve as the next City Manager effective December 8, 2025.

There being no public speakers, Mayor Salinas opened and closed the public comment at 8:47 p.m.

Mayor Salinas indicated that Ms. Jennifer Ott was unable to attend the meeting in person but was available online via Zoom.

Member of the City Council expressed optimism about the future of Hayward, acknowledging the difficult year marked by an unexpected budget deficit and a second city manager recruitment; thanked the Council Appointed Officer Committee (Mayor Salinas, Council Members Roche and Goldstein), City Attorney Lawson, Interim City Manager Addleman, Assistant City Managers Youngblood and Thomas, Hyman Resources Director Tecson, Executive Team, labor partners, community members, and recruiter Valery Phillips for their contributions during the recruitment and transition period; welcomed Ms. Jennifer Ott back to Hayward to serve as the next City Manager; expressed confidence in Ms. Ott's professional leadership as an experienced City Manager, smart, compassionate, and familiar with Hayward; indicated her commitment to the community noting her voluntary concessions to her compensation package as a show of solidarity during the City's financial challenges; mentioned she is bilingual in Spanish and English which represents an important asset for the community; and added that her collaborative style aligns with the City's values adding that her ability to bring people together around shared goals will be essential in moving the City forward.

It was moved by Mayor Salinas, seconded by Council Member Roche, 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 25-182, "Resolution Approving the Employment Agreement Between the City of Hayward and City Manager and Authorizing the Mayor to Execute the Agreement"

COUNCIL REPORTS AND ANNOUNCEMENTS

Council Member Syrop announced that the October 18, 2025, Hayward Night Market was well-attended, with 300 pumpkins distributed to families, and thanked event organizers Alex, Vanessa, Zack Ebadi, and St. Rose Hospital for their support.

Council Member Roche announced that the City's annual Trunk or Treat event will take place on October 25, 2025, at Heritage Plaza, and extended an invitation to all.

Council Member Andrews announced that ZombieCon Hayward, a fundraiser for the Hayward Animal Shelter, will be held on October 25, 2025, on B Street, and encouraged attendees to dress in zombie costumes and support local businesses participating in the event.

COUNCIL REFERRALS

There were none.

ADJOURNMENT

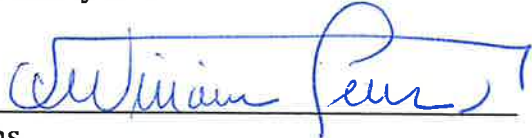
Mayor Salinas adjourned the City Council meeting at 9:03 p.m.

APPROVED



Mark Salinas
Mayor, City of Hayward

ATTEST:



Miriam Lens
City Clerk, City of Hayward