

**CITY COUNCIL
MEETING**

APRIL 22, 2025

**DOCUMENTS
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Q&A Log

AGENDA QUESTIONS & ANSWERS

MEETING DATE: April 22, 2025

Consent Item [CONS 25-161](#)

Adopt a Resolution Authorizing the City Manager to Execute Amendment No. 11 to the Professional Services Agreement with CSG Consultants, Inc., for Private Development Review Services in the Amount of \$120,000 for a Total Not-To-Exceed Amount of \$2,724,000 and Extending the Date of the Agreement to July 31, 2025

Can the Economic Development Committee review a list of projects the CSG Consultants have reviewed and projects in progress?

CSG primarily provides services to the City through Mo Sharma, a registered civil engineer professional who retired from Daly City some years ago as Deputy Director/City Engineer. Mo has been like a member of City team and worked full time in the office in early years and currently on a part time basis. He uses the working title of Senior Civil Engineer.

Aside from filling in for vacancies in engineering positions, Mo has also been instrumental in coaching other engineers in the Development Review section of Public Works. During his tenure with the City, he has worked on many large and important projects (Please see the attached partial list). Mo had a plan to “retire” and stop working here by the end of May but has been persuaded to extend his services one last time by two months through the end of July.

Regarding review of CSG’s projects by EDC, it is certainly possible to do so, but we would like to have a better understanding of the goals of such a presentation.

CSG Consultants – Reviewed and Active Projects

CSG Consultants generally assists with the development application reviews and recommend conditions of approvals mitigating impacts on Public Works infrastructure. CSG also assisted with the permitting and construction contract coordination of San Lorenzo Creek Bank repair, Faircliff landslide mitigation and the Golden Oaks II subdivision improvement completion projects.

Completed or Previously Reviewed Projects

SoHay (South Hayward)

A 25-acre, transit-oriented mixed-use development near Mission Boulevard and Valle Vista Avenue. Developed by William Lyon Homes (now Taylor Morrison), it includes 472 mixed-income rental and for-sale townhomes, approximately 20,000 square feet of ground-floor retail, and 2.4 acres of parkland and trails.

Lincoln Landing

Located on the former Mervyn's headquarters site at 22301 Foothill Boulevard, this 11.5-acre mixed-use project features 476 apartments and over 80,500 square feet of retail space. The development includes multiple mixed-use buildings, a stand-alone retail building, and a 4-story parking garage.

Parcel Group 3 (La Vista Residential)

Situated north of Tennyson Road between 16th Street and the future La Vista Park, this project includes 176 affordable rental housing units and a 36,000-square-foot school. Developed by Eden Housing and The Pacific Companies, the project also preserves over 20 acres as open space, contributing to the planned 50-acre La Vista Park.

SoMi (South of Mission)

A large mixed-use development near Mission Blvd and Tennyson Rd featuring 189 residential units (townhomes and condos), 10,000 sq. ft. of commercial space, and over an acre of outdoor amenities. Located near South Hayward BART.

Hayward Retail Center

A 10.8-acre commercial redevelopment at 26231 Mission Blvd on the former Kmart site. Anchored by Sprouts, it includes tenants like In-N-Out, Raising Cane's, Ross, and Starbucks—Hayward's first all-retail project in over a decade.

Ongoing and In-Progress Projects

Parcel Group 5 (Bunker Hill)

A 37.22-acre site near California State University East Bay, designated for residential natural preserve and open space. The City entered into a Disposition and Development Agreement with Trumark Properties for the development of 74 single-family homes and 18

accessory dwelling units. Trumark is currently assessing the feasibility of a modified land plan for the site.

Parcel Group 8

These parcels are part of the City's efforts to redevelop surplus Caltrans-owned lands from the defunct Route 238 Bypass project. The City is finalizing planning and entitlement processes for these parcels, aiming to support housing development and infrastructure improvements.

STACK Data Center

A multi-building data center campus under development at 26203 Production Avenue in Hayward. The project includes new data center facilities, a PG&E switching station, on-site substation, backup generators, and associated site improvements to support high-capacity digital infrastructure.

1101 Walpert Street Townhomes

A proposed 84-unit, three-story for-sale townhome community located at 1101 Walpert Street in Hayward. The project includes the demolition of an existing community center/office building and construction of new residential units under a Tentative Tract Map.

Tract 8427 (4th & B Street)

A 5.1-acre residential subdivision in central Hayward featuring 40 single-family homes, private streets, and shared open space. The project includes creekside setbacks, bioretention areas, and pedestrian improvements along 4th and B Streets.

Housing for All Initiatives

CSG Consultants are assisting in the review of development applications that promote affordable and mixed-income housing, aligning with the City's strategic priority to provide housing for all residents. Examples include SB 9 applications, which allow qualifying homeowners to subdivide their properties and/or construct additional housing units on parcels zoned for single-family use, helping to increase housing supply within existing neighborhoods.

Infrastructure and Street Improvements

Beyond housing, CSG is involved in reviewing and conditioning large development projects that include utility infrastructure upgrades, street improvements, and traffic calming initiatives to enhance the city's infrastructure.

Item #12

PH 25-017

**Community
Agency
Funding**

From: [Carl Gorringer](#)
To: [List-Mayor-Council](#)
Subject: Agenda Item 12 Community Agency Funding
Date: Tuesday, April 22, 2025 3:29:16 PM

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

Dear Hayward City Council:

I'm writing again about funding and the Sun Gallery, but on behalf of myself and not the organization.

For several years I ran this club called the Hayward Techies & Makers, and one of our goals was to found a community makerspace in the Downtown. We didn't have our own space though, or much funding, so when I heard about the People's Budget, I thought it could be an excellent opportunity to help fund our project. It was then that we spoke with Dorsi Diaz at the Sun Gallery who offered their space and a collaboration in 2022. I put in a lot of effort to get the vote out, and we won the \$31K grant, voted on by the community. We joined the Board, and after thousands of hours of volunteer work, we celebrated with a Grand Opening and Art Reception in August 2023.

If I had known that we'd be the unfortunate target of criminals and the narcissistic abuse we had to go through, do you think we would have agreed to do this? Dorsi was not to blame though - this could have happened to any non-profit. We were just the unlucky ones.

I know some reading this may think "this wouldn't happen to OUR non-profit" but you should understand that when criminals have enough supporters backing them, as it were in our case, yes it could happen to you too.

We faced a coup in 2024, and many were harmed, pushed out, or quit. After 60 years as a non-profit in Hayward, the Sun Gallery could have been lost forever, as those who took over attempted to change the Bylaws in order to remove rights from the members. They stole money and ran the finances into the ground.

I led the effort to Recall the Board, as no one could figure out how to remove the Board President and ED otherwise. We succeeded, and now the Sun Gallery & Makerspace is a safe space once again.

I know you're aware of mine and Dorsi's cries for help all throughout 2024. I was a whistleblower who reported on the wrongdoings to city staff. All I wanted was some help, but that turned out to be a mistake.

The Sun Gallery would have likely been recommended \$20K (or at least \$10K) in this latest CSC recommendation, if I hadn't reported what was going on to city staff. Our existing prior award was canceled by \$10K, for a total \$30K loss in funding. This pretty much negates our entire People's Budget grant!

In addition, we may face the possibility of having to pay back a \$21K grant that was stolen by the people we kicked out.

Sure, we could press charges and/or sue those responsible. Chances of actually collecting anything from broke thieves is likely close to nil.

I understand city staff talked with their attorney and was just following a monitoring handbook, so I'm not placing blame on anyone just doing their job. It's still not right.

I'd also like to respond to some reasons previously stated as to why the Sun Gallery wasn't considered, just to correct the record. It was the new Board that applied for funding a few weeks after our recall.

1. Complete Recall of the Board: We needed to recall a Board of 3 in order to remove the Board President, which was replaced with a Board of 7, of which 4 were former Board members, and a former ED of 10 years. This took place during our Annual Members meeting when Board changes normally takes place.

2. No Exec Director or staff in place: Staff had previously quit, and we needed to fire the ED. We've always been on a tight budget with small staff, currently have teachers on contract and tasks which were previously paid for are being done by volunteers until funding becomes available.

3. They didn't have control of their finances: We had control of our bank account and finances after the recall, and are cutting costs and bringing in revenue.

We've been complying with all the requests from staff. What was a \$20-25K loss is now turning into a \$50K+ loss.

I know the City Council supports the Sun Gallery, and I appreciate all of the support that you continue to give us. I'd really like to see the Sun Gallery return to functioning well once again, so that we can bring back school field trips and art camps for the children. It's just been very frustrating for me and with all the extra unpaid time that I've spent to try to bring things back to normal.

Thank you,

Carl Gorringe

Item #13

LB 25-008

**Fiscal Year 2024-2025
Salary Plan
Amendment**

Item #14

LB 25-011

**Council-Appointed
Officer's Employment
Agreements**

From: [Briea Allen](#)
To: [List-Mayor-Council: Ana Alvarez](#)
Subject: Public Comment: Legislative Business Items 13 & 14
Date: Tuesday, April 22, 2025 2:59:26 PM

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

Dear Mayor and City Council Members,

I am writing to you today not merely to voice concerns, but to sound an alarm about systemic failures that threaten the integrity of our city's operations, the well-being of our dedicated staff, and the trust of the public we serve. Two weeks ago, I detailed these urgent issues in writing, yet the situation under City Clerk Lens's leadership has only deteriorated further. As Treasurer, Steward, and Alameda County COPE Delegate for SEIU Clerical 1021—and as someone who has witnessed these challenges first hand over two years in the City Clerk's office—I implore you to act decisively before this crisis escalates beyond repair.

A Startling Contradiction Demands Scrutiny

Last week, the union was blindsided by an agenda item proposing a 20% wage and equity adjustment for the very individual at the center of an ongoing internal investigation. At a time when frontline workers face austerity measures and residents grapple with service delays, this decision is not just tone-deaf—it undermines public trust. How can we justify rewarding failure while ignoring the exodus of staff and the collapse of morale?

Five Critical Failures Requiring Immediate Intervention

1. **Leadership Vacuum:** City Clerk Lens's lack of procedural expertise has paralyzed workflows. Micromanagement replaces mentorship, while institutional knowledge is dismissed, creating chaos where clarity should reign.
2. **Culture of Fear and Favoritism:** Complaints about hostile treatment are ignored, while select staff receive preferential treatment. This toxicity has eroded trust, with 78% of employees in a recent union survey reporting anxiety about workplace retaliation.
3. **Operational Breakdown:** Unrealistic deadlines, contradictory directives, and chronic disorganization have turned routine tasks into crises. Permit backlogs now exceed state-mandated timelines, risking legal penalties.
4. **Turnover Epidemic:** Eight departures in six years—averaging just 14 months per employee—speak louder than any audit. Each exit costs taxpayers \$50,000+ in recruitment and training, yet the root causes persist.
5. **Wasted Resources, Broken Promises:** The \$8,300 Baker Tilly retreat produced actionable solutions, but not one recommendation has been implemented. This isn't just negligence—it's a betrayal of taxpayer dollars and staff goodwill.

Why This Moment Matters

The Labor and Relations Manager's refusal to address these concerns impartially leaves us no choice but to escalate. We cannot allow diplomacy to silence dissent any longer. The consequences of inaction are dire:

- Risk to Public Safety: Errors in permitting and record-keeping due to understaffing could expose the city to lawsuits.
- Fiscal Irresponsibility: Skyrocketing turnover costs and wasted consultancy fees contradict our budget priorities.
- Moral Failure: Every day we delay, we tell dedicated staff their suffering is irrelevant.

Our Demands

1. Immediately table the proposed wage adjustment pending the investigation's conclusion.
2. Launch an independent audit of the Clerk's office operations, staffing, and use of consultancy services.
3. Appoint an interim leader with proven expertise to stabilize the department during this review.

Council Members, this is not a partisan issue—it is a test of our shared values. Will we defend a broken status quo, or champion the workers who keep our city running? The eyes of every public servant and resident are upon you.

In solidarity,

Briea Allen

Treasurer, Steward, & Alameda County COPE Delegate
SEIU Clerical 1021

From: [Amber Parras](#)
To: [List-Mayor-Council](#)
Subject: Fwd: Item #13 & 14
Date: Tuesday, April 22, 2025 3:01:04 PM

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Good evening, Mayor and Councilmembers,

My name is Amber Parras, and I'd like to take a few minutes to share concerns based on my six years in the City Clerk's office. Although I'm no longer in that department, I believe it's important to speak up—for myself and for others still facing similar challenges.

One of the biggest ongoing issues was the lack of clear roles and consistent training. Since 2021, I was told I would be trained on certain responsibilities, yet those tasks sat untouched while newer employees were trained ahead of me. I was assured a 6-month rotation would be implemented to make workloads more fair, but that promise was never kept.

When I finally did receive training, it was inconsistent and drawn out—yet I was still criticized for how long it took to complete assignments. It felt less like I was being supported and more like I was being set up to fail. A finalized responsibilities list for each employee would have gone a long way in creating clarity and fairness.

I also experienced a toxic work environment where input was regularly dismissed, and valid concerns were brushed aside. Speaking up felt risky, and many of us felt like our voices didn't matter.

Even in deeply personal moments, there was a lack of compassion. When I needed bereavement leave, I had to make arrangements with a coworker just to attend a family service—and I was still questioned about covering a Planning Commission meeting that same evening. And when I requested bonding leave, I was asked to provide three calendar options so management

could choose which worked best for the office. That felt inappropriate. Family leave is about supporting the parent and child, not office convenience.

These experiences motivated me to get involved with SEIU Local 21—not just to advocate for myself, but to help ensure others aren't treated the same way.

I'm not here just to point out problems. I'm here because I believe we can do better. I hope the City will take steps toward creating a more supportive, respectful, and transparent environment for all employees.

Thank you.

Amber Parras

SEIU Clerical Chapter Secretary

From: avinta madhukansh

Sent: Wednesday, April 23, 2025 1:41 AM

To: List-Mayor-Council

Cc: Ana Alvarez

Subject: Letter of Support for Legislative Business Item 25 - 011

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

Dear Hayward City Council,

My apologies for this late email as my agency also had a meeting this evening which ran after 11pm. Please accept this email as a letter of support that I write to you in relation to Legislative Business Item LB 25-011, specifically for City Clerk Miriam Lens.

Some of you may be aware, but I would like to underscore the profound impact that City Clerk Lens has had on me both personally and professionally. I began working in the Hayward City Clerk's Office in 2010, joined the team as a temporary staff member, was hired as Senior Secretary, promoted to Management Analyst, and last served as Deputy City Clerk for Hayward. I worked as a member of Hayward's City Clerk team for seven years and learned a tremendous amount about local government and the world of clerking, all while working under the leadership and guidance of Miriam. To this day, I continue to learn from her, and would like to add that as a new City Clerk (Rocklin), Miriam is currently serving as my official mentor.

Among the many great qualities that City Clerk Lens possesses, a couple key characteristics that stand out are her commitment to the City of Hayward organization and to the public service profession. I have witnessed firsthand the time and energy that she pours into her duties and projects, often times going above and beyond expectations, and constantly trying to evolve and achieve more. Over the years, Miriam served as a great role model to me and I can without a doubt say that I am in my current position as a City Clerk due to her coaching.

If I may be of any further assistance, please feel free to contact me.

Kind regards,

Avinta Madhukansh-Singh

City Council Meeting April 22, 2025 Spoke during Item 13 and 14

This section was for the Public Comments for Item 13

Hello Mayor and Council,

My name is Denise Chan and I worked in the City Clerk's office for 13 years as a Senior Secretary for the City of Hayward.

Upon reading Ms. Allen's and Ms. Parras' letters I felt compelled to comment.

As you know we are a small office and I have found that it is critical for team work to prevail and I have found Ms. Lens is very committed to the community, the City and her staff.

There was ongoing communication and Ms. Lens held weekly meetings and she was even more diligent regarding communication with staff when COVID sent us all working from home, which was a difficult time for all of us, to ensure continuity of work and provide the public with services. Ms. Lens guided our office through this.

In my 13 years, I have worked under the leadership and alongside Ms. Lens and the other members of our team, and I want to emphasize the word TEAM, to learn the awesome responsibilities of the City Clerk's Office.

I understand that Ms. Lens has a young staff and they are all still learning the responsibilities of their desks and as the Lead of her office, it is her responsibility to ensure that the work and the flow of work is done correctly. When you have a young team, it takes time to find the right balance, but the most important aspect is that the individuals WANT to be a part of a team and to WANT to work cohesively. I always felt my input was heard and encouraged and I did not feel there was a toxic environment.

I want to address Ms. Allen's item #4. I find it extremely troubling when a false statement makes a sequence of events appear something that it's not, by twisting the truth.

I know of six separations and I am going to outline them now:

1-Roxanne Epstein, former Deputy City Clerk, separated as it was necessary when she moved with her family to Florida. In fact Roxanne was such a dedicated member of the Clerk's office and team that she continued to work from Florida until the recruitment for a new deputy was finalized.

2- Michael Wolny transferred Public Works to further work growth and advancement and is now a Management Analyst.

3-Denise Chan (myself) retired

So saying all these things is a falsehood.

4-Avinta Madhukansh-Singh, she worked under Miriam's guidance and mentorship and is now the City Clerk of the City of Rocklin, CA.

So to make broad statements, you have to look into the facts.

5-Amber Parras transferred to Public Works and was in the City Clerk's Office for 6 years

(At this time, Mayor Salinas stopped me as my time was up and I said that I am going to write this up and email it to them as I only learned about this this evening and I apologized.)

My Public Comments continued below for Item #14.

Hello Mayor and Council,

I will continue.

Personnel records can attest to how long individuals were in the Clerk's Office.

Ms. Allen lost me on Page 2, as she mentions Permits and short staffing, as I understand the Clerk's office is now fully staffed and Permits are handled in another department.

I will say that there are instances when one is hypersensitive and looking for issues where one does not exist or not to the magnitude they are stating as exemplified in Item #4, by twisting the truth.

Regarding the City Clerk's contract, I will say that there were times when Ms. Lens did not accept pay raises, taking into consideration the City's budget and constraints.

I can only say how shocked I am at the tone of Ms. Allen's letter and can only imagine the kind of hostile environment Ms. Allen brings into the office, especially since the City Clerk's Office is a public facing office.

I am quite puzzled by Ms. Allen's demands as I would question, are there labor negotiations going on? As it seems she has more issues stated in her letter that she brought forward.

In reading the staff report, the increases are part of equity salary adjustments and COLAS. As a Union Member for the entire 13 years of my time with the City, this is exactly what was done during past contract negotiations and our Union Members' salaries represent these positive impacts of those studies with equity adjustments and COLAS.

In response to Ms. Parras' letter, being a small office, in order to accomplish all the tasks to keep the office running, when new staff comes in, they need to also be trained. During my tenure I always strive, with Miriam's approval, to be able to cross train new staff as much as possible.

In closing, at all times, Ms. Lens strives to lead her office with grace and integrity and I found the letters to be mean-spirited with the intent to harm Ms. Lens' reputation, under the guise as Union representatives.

I support the approval of City Clerk Lens' contract, the time she devotes to the City goes way beyond the call of duty.

Thank you for your time.