



CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

Council Chambers

<https://hayward.zoom.us/j/89031487794?pwd=xQrlA28tPQkG3vWyqfeU7YnJG3bVUQ.1>

Tuesday, April 22, 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 Goldstein

ROLL CALL

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

Absent: NONE

CLOSED SESSION ANNOUNCEMENT

The City Council convened in closed session on April 22, 2025, at 5:30 p.m., with all members present and no public speakers, regarding two items: 1) public employment pursuant to Government Code section 54957(b)(1) regarding the City Clerk; and 2) public employment pursuant to Government Code section 54957 regarding City Manager. Mayor Salinas noted there was no reportable action related to both items.

PRESENTATION

Mayor Salinas announced the City of Hayward's Annual Earth Day Poster and Writing Contest award presentation, noting 2025 marked the 42nd year of Hayward's celebration of Earth Day; added the annual Citywide Clean-Up Day was on April 26, 2025, at Weekes Park; and thanked staff from Environmental Services and the judges from the Hayward Arts Council who evaluated 602 entries from 31 Hayward schools and selected the winners. Council Members Goldstein, Roche, and Zermeño, who also serve on the Council Sustainability Committee, announced the winners of the Earth Day Poster and Writing Contest for grades kindergarten through high school. Second place winners received a \$150 gift card, and first place winners received a \$200 gift card. Teachers of essay and poster winners were also recognized; each teacher with a first-place poster or writing winner received a \$100 gift card and a \$75 gift card for a second place winner. Mayor Salinas drew names for two bonus prizes of \$200 each. All students, teachers, and families were congratulated for their participation.

The City Council took a recess, and Mayor Salinas reconvened the meeting at 7:50 p.m.

PUBLIC COMMENTS

Rebecca Eastman, a Spring Drive resident, described safety concerns due to an unregulated room and board home in her neighborhood, citing incidents such as threats, drug overdoses, and indecent exposure; and urged the City to investigate and relocate such homes to non-residential areas.

Ana Alas, a Spring Drive resident, echoed concerns about the same independent living facility run by Goldies Homes, describing a decade of disturbances, including harassment, violence, and drug use, with no on-site management; and requested the City to investigate the operations of the home and implement measures to provide for a safer environment for the residents.

Kricia Ruiz, a Spring Drive resident, shared an emotional account of ongoing safety concerns, including an incident exposure in front of her children; noted the disturbances persisted since 2010; added there was no prior notice about housing placements on their street; and urged the City Council to consider the impact on families.

Erik Schaffer, a Hayward resident, raised concerns about unfair parking enforcement related to street sweeping, noting the inconsistency compared to nearby areas; voiced dissatisfaction with a traffic calming program; and expressed concern with reduced police presence, especially following a random shooting incident that left residents feeling unsafe.

Alicyn West, former Sun Gallery Board Treasurer, urged the City to reconsider its decision to remove funding from the Sun Gallery, emphasizing its value to the community despite past leadership issues.

Ron Collins, a field supervisor for SEIU 1021, requested the City Council delay approving a proposed salary increase for the City Clerk until an investigation related to a union letter was completed.

Frank Goulart, a Hayward resident, spoke about the Sun Gallery and the misuse of funds.

Carl Gorringer announced the fourth annual Hayward Lit Hop on April 26, 2025, showcasing a variety of local groups performing at various venues and culminating in an after-party celebration at the Sun Gallery.

CITY MANAGER'S COMMENTS

Assistant City Manager Claussen made three announcements: 1) the completion of a new decorative crosswalk on C Street, connecting the Downtown Library to Heritage Plaza; 2) the City's annual Earth Day Citywide cleanup and community fair on April 26, 2025, at Weekes Park; and 3) ongoing water-wise landscaping classes in partnership with Bay Area Water Supply and Conservation Agency, and an upcoming session on April 26, 2025, on lawn replacement and sustainable garden.

CONSENT

1. Adopt a Resolution Approving the Project List for Fiscal Year 2025-2026 Road Repair and Accountability Act (RRAA) Funding for the Fiscal Year 2025-2026 Pavement Improvement Project **CONS 25-158**



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Tuesday, April 22, 2025, 7:00 p.m.

Staff report submitted by Public Works Director Ameri, dated April 22, 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 25-051, "Resolution Approving Project List for FY26 Road Repair and Accountability Act (RRAA) Funding for the FY26 Pavement Improvement Project"

2. Adopt a Resolution Authorizing the City Manager to Execute Amendment No. 1 to the Agreement with Invoice Cloud Inc. and Increase the Contract by a Not-to-Exceed Amount of \$3,248,000 to Continue Providing Utility Billing Services **CONS 25-159**

Staff report submitted by Public Works Director Ameri dated April 22, 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 25-052, "Adopt a Resolution Authorizing the City Manager to Execute Amendment No. 1 to the Agreement with Invoice Cloud Inc., to Extend the Term by Three Years in an Amount Not to Exceed \$1,812,000, with an Option for an Additional Two-Year Extension for a Total Amount Not-To-Exceed \$3,248,000 Over Five Years, to Continue Providing Utility Billing Services"

3. 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 \$2,724,000 and Extending the Date of the Agreement to July 31, 2025 **CONS 25-161**

Staff report submitted by Public Works Director Ameri dated April 22, 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 25-053, "Resolution Authorizing the City Manager to Execute Amendment NO. 11 To the Professional Services Agreement with CSG Consultants, Inc., in an Amount of \$120,000 for a Total Not-to-Exceed Amount of \$2,724,000 for Temporary Development Review Services and Extending the Date of the Agreement to July 31, 2025"

4. Adopt a Resolution Awarding a Contract to DeSilva Gates Construction LLC, for the Fiscal Year 2024-2025 Pavement Improvement Project, Project No. 05338, in the Amount of \$12,570,061 and Authorizing an Administrative Change Order Budget of \$949,939 **CONS 25-162**

Staff report submitted by Public Works Director Ameri dated April 22, 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 25-054, "Resolution Approving Plans and Specifications for the FY25 Pavement Improvement Project, Project Nos. 05338 and Call for Bids"



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5. Adopt a Resolution Authorizing the City Manager to Execute a Professional Services Agreement with Griffin Structures for Assessment and Planning Services for the Corporation Yard Needs Assessment Project in a Not-to-Exceed Amount of \$230,000 and an Appropriate Additional \$109,000, from Water Improvement Fund 604 to Project No. 07103 **CONS 25-172**

Staff report submitted by Public Works Director Ameri dated April 22, 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 25-055, "Resolution Authorizing the City Manager to Execute a Professional Services Agreement with Griffin Structures for Assessment and Planning Services for the Corporation Yard Needs Assessment Project in an Amount Not To Exceed \$230,000, and Authorize the Appropriation of an Additional \$109,000 from Fund 604 Water Improvement to Project No. 07103"

6. Adopt Resolutions to (1) Approve the Fiscal Year 2025-2026 Measure BB Annual Paratransit Program Plan and Authorize the City Manager to Execute Fiscal Year 2025-2026 Service Agreements for Paratransit Services; (2) Authorize and Appropriate Measure BB Fund Balance to Amend the Fiscal Year 2024-2025 Agreement with Eden I&R, Inc. for Transportation Network Company (TNC) Paratransit Services by \$90,000 for a Not-to-Exceed Amount of \$542,619; and (3) Appropriate \$118,057 of Measure BB Fund Balance to Support Fiscal Year 2024-2025 Implementation of Mobility Management Services and Program Relaunch Outreach and Marketing Efforts **CONS 25-178**

Staff report submitted by Community Services Manager Cole-Bloom and Assistant City Manager Youngblood dated April 22, 2025, was filed.

It was moved by Council Member Bonilla Jr., 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 25-056, "Resolution Authorizing the City Manager to Implement an Annual Paratransit Plan and Negotiate and Execute All Documents Related to and In Support of Paratransit Activities Including the Administration of the Hayward Operate Paratransit (HOP) Program"

Resolution 25-057, "Resolution Authorizing the City Manager to Amend the Fiscal Year 2024-2025 Agreement with Eden I&R Inc. for Non-ADA Paratransit Services By \$90,000 For A Not-To-Exceed Amount of \$542,619 and Appropriate Necessary Funds from Measure BB Fund Balance"

Resolution 25-058, "Resolution Authorizing the City Manager to Appropriate \$118,057 of Measure BB Fund Balance to Support FY 2024-2025 Implementation of Mobility Management Services and Program Relaunch Outreach and Marketing Efforts"

7. Adopt a Resolution Authorizing the City Manager to Negotiate and Execute an Agreement with Larratt Brothers Plumbing in a Not-to-Exceed Amount of \$328,000 for the Heat Pump Water Heater Direct Installation Program **CONS 25-183**

Staff report submitted by Public Works Director Ameri dated April 22, 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 25-059, "Resolution Authorizing the City Manager to Negotiate and Execute an Agreement with Larratt Brothers Plumbing, in an Amount Not-To-Exceed \$328,000"



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8. Adopt a Resolution Authorizing the City Manager to Execute an Agreement with Eco Office for the Construction of City Hall's Second Floor for Public Works & Utilities Department in a Not-to-Exceed Amount of \$300,000 **CONS 25-184**

Staff report submitted by Public Works Director Ameri dated April 22, 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 25-060, "Resolution Authorizing the City Manager to Execute an Agreement with Eco Office for the Construction of City Hall's Second Floor for Public Works & Utilities Department in an Amount Not-To-Exceed \$300,000"

9. Adopt a Resolution Approving the Sewer System Management Plan Update **CONS 25-185**

Staff report submitted by Public Works Director Ameri dated April 22, 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 25-061, "Resolution to Approve the Sewer System Management Plan Update"

WORK SESSION

10. 2025 Resident Satisfaction Survey (Staff Report from City Manager Dr. Ana M. Alvarez) WS 25-020

Staff report submitted by City Manager Dr. Ana Alvarez, dated April 22, 2025, was filed.

Communications and Marketing Officer Finnie announced the item and introduced Miranda Everitt with FM3 Research who provided an overview of the results of the 2025 Resident Satisfaction Survey, including the methodology used to conduct the survey from March 29, 2025, to April 9, 2025.

Mayor Salinas opened the public comment section at 8:44 p.m.

TJ, Hayward Concerned Citizens' representative, asked whether residents were informed the survey was put out by FM3 to address concerns about scams, particularly among older residents; and emphasized a community need for increased law enforcement presence and responsiveness.

Frank Goulart expressed lack of engagement around community events, particularly those involving Hayward Odd Fellows; praised the Fire department's service but echoed concerns about limited police availability; and requested future collaboration with Communications and Marketing Officer Finnie.

Mayor Salinas closed the public comment section at 8:48 p.m.

Discussion ensued among members of the City Council, City staff, and Consultant Everitt and the following clarifications and comments were made: scam concerns were mitigated by using a multi-channel outreach approach—calls, emails, texts, and postcards—to ensure trust and accessibility; a sample size of 1,200 provides statistically results with a $\pm 3\%$ margin of error, regardless of the City's total population; all districts received the same survey and Geographic Information System (GIS) staff was used to categorize responses by district; "eviction assistance" was used instead of other housing terms due to time constraints and accessibility of language; Council members appreciated the focus on housing and acknowledged the cost of living as the top issue, valued tracking metrics over time, supported aligning the survey with budgeting and strategic roadmap priorities, and commended the rising satisfaction scores but cautioned that external factors like federal policies or economic changes may challenge future results; the high percentage of respondents who did not answer the bike safety question reflected non-cyclists or neutral responses, not necessarily dissatisfaction; the survey's "social media" referred to broader platforms including local news, influencers, and various platforms and the consultant could do additional research in the future; and survey results validate the City's investments in public safety, community engagement, events, and outreach.



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Members of the City Council offered the following suggestions: expand future surveys to include comparative benchmarking against other Bay Area cities to contextualize results and performance; share data by district and demographic group to better inform equity-driven decision-making; urge Public Works to consider how to balance bike infrastructure with residents' dissatisfaction about traffic; consider more active partnership with Caltrans, noting that freeway off-ramps affect perceptions of city cleanliness; share homelessness-related survey insights from county agencies and stakeholders to support regional collaboration and funding efforts; integrate public art with maintenance, traffic and pedestrian safety efforts to meet community goals; survey results should not just align with strategic priorities but actively influence and shape them; note that while residents are generally satisfied with emergency response, there is demand for more police presence in neighborhoods; data provides a roadmap for making community-centered, informed decisions; note that education is a shared civic responsibility and greater City collaboration beyond school districts should be encouraged; consider disaggregating safety data by race, district, and age; corroborate with housing experts before sharing the City's homelessness-related survey results with county agencies; include business and economic opportunity feedback in future surveys to reflect broader community priorities beyond City services; include deeper insights into housing in future surveys; and concluded that the resident satisfaction report affirms Hayward's strategy of proactive, data-informed community building.

Members of the City Council thanked City staff and consultant Everitt for the information and efforts with the 2025 Resident Satisfaction Survey results.

PUBLIC HEARING

11. Hayward 2040 General Plan: Adopt a Resolution Amending the Hazards Element of the Hayward 2040 General Plan in Accordance with the Requirements of Assembly Bill 2140 by Adopting and Incorporating by Reference the Updated Hayward Local Resilience Plan; Finding that No Further Environmental Review is Necessary (Report from Interim Fire Chief Vollmer) **PH 25-016**

Staff report submitted by Interim Fire Chief Vollmer, dated April 22, 2025, was filed.

Mayor Salinas elected to forgo the staff's oral presentation, and asked City staff to provide brief remarks.

Fire Deputy Chief Hammond noted staff was requesting a minor amendment to the General Plan's Hazard Element to include by reference the Hayward's updated Local Resiliency Plan, ensuring compliance with Assembly Bill 2140 and enabling greater disaster recovery funding from the state.

In response to Council Member Syrop's request for clarification on documents necessitating changes, Fire Deputy Chief Hammond confirmed the only change was the addition of a footnote on page 3-136 of Attachment III – 2040 Hayward General Plan: Hazards Element - referencing the Hayward 2021 Local Resilience Plan. Council Member Syrop encouraged his colleagues to review Goal 5 Urban Wildfire Hazards in Attachment III.

There being no public comment, Mayor Salinas opened and closed the public hearing at 9:25 p.m.

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

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

Resolution 25-062, "Resolution Amending the Hazards Element of the Hayward 2040 General Plan in Accordance with the Requirements of Assembly Bill 2140 by Adopting and Incorporating by Reference the Local Resilience Plan; and Finding that No Further Environmental Review is Necessary Beyond the Previously Adopted Addendum to the 2040 Hayward General Plan Environmental Impact Report"

12. Community Agency Funding: Approval of Fiscal Year 2025-2026 Community Agency Funding Recommendations and the Fiscal Year 2026-2029 Consolidated Plan (Report from Assistant City Manager Youngblood) **PH 25-017**

Staff report submitted by Community Services Manager Cole-Bloom and Assistant City Manager Youngblood, dated April 22, 2025, was filed.

Assistant City Manager Youngblood introduced Management Analyst Hwang who provided a synopsis of the staff report including the community agency funding process, FY 2026-2029 Consolidated Plan, and funding recommendations by category CDBG (Economic Development and Infrastructure-Neighborhood Facilities and Public Services) and General Fund (Social Services and Arts & Music) for Fiscal Year 2025.

Discussion ensued among members of the City Council and City staff and the following clarifications were made: due to significant organizational leadership changes and loss of financial oversight, the City postponed funding Sun Gallery until an accelerated monitoring review was completed and if Sun Gallery meets corrective action steps outlined in the



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findings, staff may recommend them for funding in FY 2026–2027; staff does not currently connect applicants with external funding sources but the Community Services Commission may take on that role as part of future community agency process improvements; current recommendations are reflected in past performance, not projections, and actual impact varies greatly by project type; and different program types (employment vs. enrichment or arts) require different metrics and can differ when comparing service counts across varied agency missions.

Mayor Salinas opened the public hearing at 9:42 p.m.

Community Services Commission Chair Wheeler acknowledged the challenges of funding more needs than available resources; emphasized the Community Services Commission's commitment to supporting nonprofits through technical assistance and process improvement; and urged the City Council to approve CSC's funding recommendations.

Community Services Commissioner Wong urged the City Council to increase General Fund allocations to ensure community needs are met and to view the funding process as part of a broader policy framework, including initiatives such as a rental registry to complement funding recommendations.

Alicyn West voiced concern about the City's delayed action regarding financial and structural issues at Sun Gallery; and emphasized that despite current concerns, the Sun Gallery needs funding given its physical deterioration and safety concerns.

Carl Gorringe, Sun Gallery Treasurer and Board Member, asked the City Council to consider reinstating funding or placing the Sun Gallery on an alternate list during their monitoring period; and proposed a reallocation approach, suggesting a small percentage reduction across other funded Arts & Music agencies to restore some support to Sun Gallery.

Mayor Salinas closed the public hearing at 9:53 p.m.

Members of the City Council commended City staff, Community Services Commission, and service providers for their thoughtful participation during FY 2025-2026 Community Agency Funding recommendations.

Council Member Syrop emphasized the City cannot be the sole funder of services due to budget constraints and some agencies might need to consider fund-raising opportunities; supported increasing services funding—citing the potential for using K1 funds; and expressed concern about the defunding of the Lambda Project, calling for more efforts to give programs a chance to leverage City funding as seed money for broader support.

Council Member Bonilla Jr. echoed support for identifying innovative ways to expand the social service funding pool, emphasizing the increasing community need; encouraged broader efforts to support social service and safety-net organizations; and motioned to move staff's recommendations.

Council Member Roche expressed gratitude for the thoughtful evaluation process, particularly in responding to food insecurity concerns; acknowledged the ongoing frustration over limited funds; and emphasized the importance of continuing to explore General Fund support, while recognizing the budget challenges ahead.

Council Member Goldstein stressed the importance of ensuring that City investments go toward transformative services that change lives, not just sustain systems.

Council Member Andrews commended staff for incorporating long-requested ideas into recent funding processes; and expressed hope for future creativity in funding partnerships, suggesting collaborations with foundations, businesses, and educational organizations to close service gaps and better support local nonprofits.

Council Member Zermeño urged nonprofits to understand the need to seek funding beyond the City, as relying solely on municipal support is unsustainable; and expressed support for increasing available funding when possible.

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

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

Resolution 25-063, "Resolution Approving and Appropriating the Community Agency Funding Recommendations for Fiscal Year 2025-2026 in the Community Development Block Grant (CDBG) Public Services Category and Authorizing the City Manager to Apply for Federal Assistance Under the Community Development Block Grant Program"



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

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

Resolution 25-064, "Resolution Approving and Appropriating the Community Agency Funding – General Fund Recommendations for Fiscal Year 2025-2026 in the Social Services Funding Category"

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

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

Resolution 25-065, "Resolution Approving and Appropriating the Community Agency Funding – General Fund Recommendations for Fiscal Year 2025-2026 in the Arts and Music Funding Category"

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

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

Resolution 25-066, "Resolution Approving and Appropriating the Community Agency Funding Recommendations for Fiscal Year 2025-2026 in the Community Development Block Grant (CDBG) Economic Development and Infrastructure Category"

City Attorney Lawson and City Clerk Lens left the Council Chambers. Deputy City Clerk Corral prepared minutes for Items 13 and 14.

LEGISLATIVE BUSINESS

13. Fiscal Year 2024-2025 Salary Plan Amendment: Adopt a Resolution Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2024-2025 (Report from Human Resources Director Frye) **LB 25-008**

Staff report submitted by Director of Human Resources Frye, dated April 22, 2025, was filed.

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

Mayor Salinas opened the public hearing at 10:09 p.m.

Briea Allen voiced strong opposition to the proposed 17.82% salary increase for the City Clerk, citing the ongoing internal investigation and concerns over lack of transparency and accountability; and highlighted issues of high staff turnover, poor morale, and declining service quality, urging the City Council to reconsider the proposal.

Evelyn Oliveira, President of SEIU Clerical, criticized the timing and optics of the salary adjustment amidst staff austerity and an active investigation; and called for three immediate actions: (1) tabling the wage increase, (2) conducting an independent audit of the City Clerk's Office, and (3) appointing an interim leader to stabilize operations.

Angel Picon, Field Representative for the clerical unit, requested the City Council delay the salary increase until the internal investigation concludes; and emphasized that granting a raise to someone under investigation would be inappropriate and undermine the City's credibility and procedural integrity.

Denise Chan, a former senior secretary with 13 years in the City Clerk's Office, defended the City Clerk's leadership and disputed claims of a toxic work environment; provided detailed context for several staff departures; and emphasized the importance of accuracy and fairness in evaluating the City Clerk's performance.

Mayor Salinas closed the public hearing at 10:20 p.m.

Council Member Syrop stated that the proposed raise aims to align the City Clerk's compensation with broader efforts for competitive pay across bargaining groups; acknowledged staff concerns; and emphasized that the City Council is closely monitoring the situation but will refrain from conclusions due to the ongoing investigation.



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It was moved by Council Member Zermeno, seconded by Council Member Goldstein, 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 25-067, "Resolution Approving the Amended Fiscal Year 2025 Salary Plan Designating Positions of Employment in the City of Hayward and Salary Range; and Superseding Resolution No. 25-007 and All Amendments Thereto"

14. Council-Appointed Officer's Employment Agreements: Adopt Resolutions Approving New Employment Agreements Between the City of Hayward and the City Attorney and Between the City of Hayward and the City Clerk, and Authorize the Mayor to Execute the Agreements (Report from Human Resources Director Frye) **LB 25-011**

Staff report submitted by Assistant City Manager Youngblood, dated April 22, 2025, was filed.

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

Mayor Salinas opened the public hearing at 10:23 p.m.

Denise Chan stated that the City Clerk's Office is now fully staffed and that prior concerns raised by Ms. Allen were exaggerated or misrepresented; praised City Clerk Lens' leadership; highlighted her past refusals of raises due to budget concerns; and criticized the tone of recent letters as harmful and misleading.

Ro Aguilar shared a positive personal experience with the City Clerk, emphasizing her consistent professionalism, integrity, and responsiveness, even under pressure, while clarifying they were not commenting on the investigation itself.

Mayor Salinas closed the public hearing at 10:27 p.m.

It was moved by Mayor Salinas, seconded by Council Member Zermeno, 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 25-068, "Resolution Approving the Extension and Modification of the Employment Agreement Between the City of Hayward and City Attorney and Authorizing the Mayor to Execute the Agreement"

Resolution 25-069, "Resolution Approving the Extension and Modification of the Employment Agreement Between the City of Hayward and City Clerk and Authorizing the Mayor to Execute the Agreement"

City Attorney Lawson and City Clerk Lens returned to the Council Chambers.

COUNCIL REPORTS AND ANNOUNCEMENTS

Council Member Andrews made the following announcements: 1) Annual Citywide Clean-Up and Community Fair on April 26, 2025, at Weekes Park; 2) Annual Volunteer Recognition and Awards Ceremony on April 24, 2025, at City Hall; 3) expressed appreciation to City departments and residents for their contributions to improved public safety reflected in the satisfaction survey results; and 4) urged the City to maintain momentum on public safety innovations and explore options for 24/7 support services, secure ongoing county support through Measure W, and encourage a thoughtful approach when evaluating the School Resource Officer (SRO) program.

Council Member Zermeno announced the passing of longtime Hayward resident Jesus "Chuchito" Flores; shared that he had organized a parade for Mr. Flores on his 100th birthday; and requested a tree be planted in his honor and that the meeting be adjourned in his memory.

Mayor Salinas announced that flags at City Hall and other government buildings were flying at half-staff following the death of Pope Francis; and described the Pope as a profound spiritual leader who championed the poor and marginalized.

Council Member Syrop referenced the Pope's final sermon, which called for a ceasefire in Gaza; and shared a quote from Pope Francis as a reflection of his compassion and love for humanity.

COUNCIL REFERRALS

There were none.



CITY COUNCIL MEETING
777 B Street, Hayward, CA 94541

Council Chambers

<https://hayward.zoom.us/j/89031487794?pwd=xQrlA28tPQkG3vWyqfeU7YnJG3bVUQ.1>

Tuesday, April 22, 2025, 7:00 p.m.

ADJOURNMENT

Mayor Salinas adjourned the City Council meeting at 10:35 p.m., in memory of Pope Francis and Jesus "Chuchito" Flores.

APPROVED

A blue ink signature of Mark Salinas, consisting of stylized initials "ML" followed by a long horizontal stroke and a diagonal slash.

Mark Salinas
Mayor, City of Hayward

ATTEST:

A blue ink signature of Miriam Lens, written in a cursive style.

Miriam Lens
City Clerk, City of Hayward