



# CITY OF HAYWARD

Hayward City Hall  
777 B Street  
Hayward, CA 94541  
[www.Hayward-CA.gov](http://www.Hayward-CA.gov)

## Action Minutes City Council

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**Tuesday, December 16, 2025**

**7:00 PM**

**Council Chambers**

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### **CITY COUNCIL MEETING 777 B Street, Hayward, CA 94541 City Hall, Council Chambers**

**CALL TO ORDER: Mayor Salinas**

**Pledge of Allegiance: Council Member Goldstein**

#### **ROLL CALL**

**Present:** 7 - Council Member Julie Roche, Council Member George Syrop, Mayor Mark Salinas, Council Member Ray Bonilla Jr, Council Member Francisco Zermeno, Council Member Daniel Goldstein, and Council Member Angela Andrews

#### **CLOSED SESSION ANNOUNCEMENT**

The City Council convened in closed session on December 9, 2025, at 5:30 pm., with all members present and one public speakers, Dan Magalhaes, and considered three items: 1) conference with labor negotiators pursuant to Government Code section 54957.6 regarding all labor groups; 2) conference with property negotiators pursuant to Government Code section 54956.8 regarding price and terms related to two parcels at Depot Road and Whitesell Street (APNs 439-0070-006-01, 439-0070-006-02); and 3) conference with legal counsel pursuant to Government Code section 54956.9(d)(1) regarding Ghali et al v. City of Hayward US District Court - Northern District of California Case 3:25-cv-01116. City Attorney Lawson reported that the City Council discussed the items but took no reportable action. The closed session adjourned at 8:48 p.m.

The City Council convened in closed session on December 16, 2025, with all members present 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) conference with legal counsel pursuant to Government Code section 54956.9(d)(1) regarding pending litigation, Ghali et al v. City of Hayward US District Court - Northern District of California Case 3:25-cv-01116. City Attorney Lawson reported that the City Council discussed the items but took no reportable action. The closed session adjourned at 7:00 p.m.

**PRESENTATION****Acting Fire Chief Vollmer Proclamation****PUBLIC COMMENTS**

Stanley  
Edgar Gil  
Imelda Adams  
Keith Brown  
Laura Rodriguez  
Antonio Munos

**CITY MANAGER'S COMMENTS**

City Manager Ott

**CONSENT**

## Approval of the Consent Calendar

A motion was made by Council Member Syrop, seconded by Council Member Andrews, to approve the Consent Calendar. The motion carried by the following vote:

Aye: 7 - Council Member Roche, Council Member Syrop, Mayor Salinas, Council Member Bonilla Jr, Council Member Zermeno, Council Member Goldstein, and Council Member Andrews

1. [Approve the City Council Minutes of the City Council Meeting on November 18, 2025](#)

Minutes approved.

2. [Approve the City Council Minutes of the City Council Meeting on December 2, 2025](#)

Minutes approved.

3. [Adopt a Resolution Authorizing the City Manager to Negotiate and Execute a Disposition and Development Agreement with Bay Area Community Services for the Transfer of Two Parcels on Depot Road with APNs 439-0070-006-01 and 439-0070-006-02; and Finding that the Action is Exempt from Environmental Review](#)

Consent item approved, RESO 25-209

4. [Adopt a Resolution Adjusting the City's Transient Occupancy Tax \(TOT\) Rate from 12% to 14% Effective February 1, 2026, and Finding that the Action is Exempt from CEQA Review](#)

Consent item approved, RESO 25-210

5. [Adopt a Resolution Approving the Appropriation of \\$264,000 from Fund 213- Measure BB \(Ped & Bike\) for the Safe Streets Hayward Plan \(Capital Improvement Program \(CIP\) Project Nos. 06942 - High Injury Network, 06943 - Speed Management Plan, and 06945 - Evaluate Alternatives to Downtown Loop\)](#)

Consent item approved, RESO 25-211

6. [Adopt a Resolution Establishing the City Contribution for Active and Retiree Medical Premiums Set by the California Public Employee Retirement System \(CalPERS\) for Calendar Year 2026 Pursuant to California Government Code Section 22892 of the Public Employees' Medical and Hospital Care Act](#)

Consent item approved, RESO 25-212

7. [Adopt a Resolution Adopting the Updated Comprehensive Emergency Management Plan, Disaster Debris Management Plan, and Shelter Management Plan; and Finding that the Action is Exempt from Environmental Review](#)

Consent item approved, RESO 25-213

8. [Adopt a Resolution: \(1\) Declaring a City Council Recess from December 22, 2025 through January 2, 2026; \(2\) Cancelling the Regular City Council Meetings Scheduled for December 23, 2025, and January 6, 2026; and \(3\) Authorizing the City Manager, or their Designee, to take Action on Administrative Matters as Necessary During the Recess](#)

A motion was made by Mayor Salinas, seconded by Council Member Bonilla Jr., to approve the RESO 25-215 with an amendment to reflect a City Council meeting on January 6, 2026. The motion carried by the following vote:

Aye: 7 - Council Member Roche, Council Member Syrop, Mayor Salinas, Council Member Bonilla Jr, Council Member Zermeno, Council Member Goldstein, and Council Member Andrews

9. [Adopt a Resolution Approving Side Letter of Agreements Amending Memoranda of Understanding between the City of Hayward and Both the International Association of Firefighters, Local 1909 and Hayward Fire Officers Association and Authorizing Staff to Execute the Agreement](#)

Consent item approved, RESO 25-214

## WORK SESSION

10. [City Budget Status Update: Oral Report by the City Manager as Information Becomes Available \(Oral Report from City Manager Ott\)](#)

Information only; no action taken. Speakers: Nora Huntley; Diane Vargas; Amber Parras; Bre Elizarrey; Ross Kinnie; Natalie Weber; Wenny Wallace; Marylou Gal; Jose Medina; Emily Wallace; Carlos Noe Saavedra.

**PUBLIC HEARING**

11. [Phenos Hayward: Proposal to Operate a Commercial Cannabis Retail Dispensary in a 14,928-Square-Foot Tenant Space at 21463 Foothill Boulevard \(Assessor Parcel No. 414-0086-056-02\) in the General Commercial \(CG\) Zoning District, Requiring Approval of Conditional Use Permit Application No. UP-25-0011 and a Finding that the Project is Categorically Exempt from the Provisions of the California Environmental Quality Act \(CEQA\) Pursuant to Section 15301 of the CEQA Guidelines. Applicants/Operators: Esther Lopez and Angilbert Sarkis, Gream Enterprises, Inc. \[DBA Phenos Hayward\]; Property Owner: Foothill-Grove LLC.\(Report from Development Services Director Buizer\)](#)

A motion was made by Council Member Zermeno, seconded by Council Member Bonilla Jr., to approve staff's recommendation. RESO 25-216; Speakers: Edgar Martinez; Carlos Rocha; Yessenia Serrano; Brooke Benson; Eric Lathroz; David Mariano; Samantha Soto; Destiny Chuca; Dr. Raina Petror; Laura Balcita; Chris Traina; Aron Nangefair; Cecilia Soares; Monica Carr; Stacy Snowman; Angelica Leon; Richard Applebalm; Robert Chaco; Karen Stahis; Giulia; Shanell Mora; Marcella James; Natahsa Leal; Gabriella Cuevas; Carly Wettgen; Yazmeen Fullilove; Tasha Parra (withdrew); Val Reyes; Hanna Joekema; Vanessa Machado; Alissia; Anita Wah; Alan Fishman; Efrain Miranda; Mike Warda; Zach Drivon; Jada Gusman; Pat Doherty; Barbara Madeiros; Patricia Fernandez; Karla Fernandez; Tara Riley; Steve Mocker; Jose Munoz; Brandi Gomes; Baylun Perkins; Adam Macias (did not speak); Jas Dhillon; Jared Perkins; Darryl Gray; Vasko; Theresa Resendez; Brook Lyn; Anthony; Sandra Archuleta; Dalila; TJ; Anh Thu Nguyen; Rose A; Zoom User; Samantha Ramos (did not speak); Zoom Teresita; Suzanne Luther; Claire Dugan; Ann Grove Way Neighborhoods; Alejandro Jasso; Suhel Singh; Jenna; Samantha; Oscar G; Tom Ferreira; Tyler Dragoni. The motion carried by the following vote:

Aye: 5 - Council Member Syrop, Council Member Bonilla Jr, Council Member Zermeno, Council Member Goldstein, and Council Member Andrews

Nay: 2 - Council Member Roche, and Mayor Salinas

**LEGISLATIVE BUSINESS**

12. [Hayward Municipal Code Update: Introduction of an Ordinance Amending Sections 2-13.02, 2-13.04 and 2-13.06 of Article 13 of Chapter 2 of the Hayward Municipal Code Relating to Revised Voluntary Campaign Expenditure and Contribution Limits \(Report from City Attorney Lawson\)](#)

A motion was made by Council Member Syrop, seconded by Council Member Bonilla Jr., to approve staff's recommendation. INTRO ORD 25-\_. The motion carried by the following vote:

Aye: 7 - Council Member Roche, Council Member Syrop, Mayor Salinas, Council Member Bonilla Jr, Council Member Zermeno, Council Member Goldstein, and Council Member Andrews

13. [Temporary Moratorium: Adopt an Interim Urgency Ordinance Pursuant to Government Code section 65858. Imposing a Temporary Moratorium on New Massage Businesses in Hayward, and Finding that the Action is Exempt from Environmental Review \(Report from Development Services Director Buizer\)](#)

A motion was made by Council Member Goldstein, seconded by Council Member Andrews, to approve staff's recommendation. ORD 25-16. The motion carried by the following vote:

Aye: 7 - Council Member Roche, Council Member Syrop, Mayor Salinas, Council Member Bonilla Jr, Council Member Zermeno, Council Member Goldstein, and Council Member Andrews

14. [Mayor Pro Tempore Election: Adopt a Resolution Authorizing the Election of Mayor Pro Tempore of the City of Hayward for 2026 \(Report from City Clerk Lens\)](#)

A motion was made by Council Member Roche, seconded by Council Member Syrop, to elect Council Member Syrop as the City's 2026 Mayor Pro Tempore. RES 25-217. The motion carried by the following vote:

Aye: 7 - Council Member Roche, Council Member Syrop, Mayor Salinas, Council Member Bonilla Jr, Council Member Zermeno, Council Member Goldstein, and Council Member Andrews

## INFORMATION ITEMS

15. [Update on Federal Advocacy and City Legislative Priorities for the 2026 Federal Legislative Session](#)

Information only; no action taken. Consultants will present in January 2026.

16. [Update on State Advocacy and Legislative Developments for the 2025-26 Session](#)

Information only; no action taken. Consultants will present in January 2026.

## ADJOURNMENT

Mayor Salinas adjourned the City Council meeting at 1:15 a.m.

**December 23, 2025 and January 6, 2026 Council Meetings - CANCELED -  
NEXT MEETING, January 20, 2026, 7:00 PM**