

CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov



CITY OF
HAYWARD
HEART OF THE BAY

Revised Agenda

Tuesday, February 24, 2026

7:00 PM

Council Chambers

City Council

***** REVISED AGENDA *******CITY COUNCIL MEETING**

NOTICE: The City Council will hold a hybrid meeting in the Council Chambers, The Westin Phoenix Downtown in Phoenix, AZ, and virtually via Zoom.

PUBLIC PARTICIPATION

How to observe the Meeting:

1. Comcast TV Channel 15
2. Live stream <https://hayward.legistar.com/Calendar.aspx>
3. YouTube Live stream: <https://www.youtube.com/user/cityofhayward>

How to submit written Public Comment:

1. Use eComment on the City's Meeting & Agenda Center webpage at: <https://hayward.legistar.com/Calendar.aspx>. eComments are directly sent to the iLegislate application used by City Council and City staff. Comments received before 3:00 p.m. the day of the meeting will be exported into a report, distributed to the City Council and staff, and published on the City's Meeting & Agenda Center under Documents Received After Published Agenda.

2. Send an email to List-Mayor-Council@hayward-ca.gov by 3:00 p.m. the day of the meeting. Please identify the Agenda Item Number in the subject line of your email. Emails will be compiled into one file, distributed to the City Council and staff, and published on the City's Meeting & Agenda Center under Documents Received After Published Agenda. Documents received after 3:00 p.m. through the adjournment of the meeting will be included as part of the meeting record and published the following day.

How to provide live Public Comment during the City Council Meeting:

Participate in the Council Chambers or click link below to join the meeting:
<https://hayward.zoom.us/j/89593148306?pwd=b7e19TdYj49D73xAEsQhvux800oUaS.1>

Meeting ID: 895 9314 8306

Password: CC2/24@7pm

or

Dial: +1 669 900 6833 or +1 646 931 3860

Meeting ID: 895 9314 8306

Password: 3506237443

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

Pursuant to Government Code section 54953(b), the meeting will include a teleconference location at The Westin Phoenix Downtown, 333 N. Central Avenue, Phoenix, AZ 85004. Council Member Bonilla Jr. will participate via teleconference. The agenda will be posted at the teleconference location, and the public will have an opportunity to address the City Council.

CALL TO ORDER: Mayor Salinas

Pledge of Allegiance: Council Member Syrop

SB 707 TELECONFERENCE NOTIFICATIONS AND CONSIDERATION

ROLL CALL

CLOSED SESSION ANNOUNCEMENT

PUBLIC COMMENTS

The Public Comments section provides an opportunity to address the City Council on items not listed on the agenda or Informational Staff Presentation items. The Council welcomes comments and requests that speakers present their remarks in a respectful manner, within established time limits, and focus on issues which directly affect the City or are within the jurisdiction of the City. As the Council is prohibited by State law from discussing items not listed on the agenda, items will be taken under consideration and may be referred to staff. The City Council welcomes comments, including criticism, about the policies, procedures, programs, or services of the City, or of the acts or omissions of the City Council. Speakers shall not use threatening, profane, or abusive language which disrupts, disturbs, or otherwise impedes the orderly conduct of a City Council. The City is committed to maintaining a workplace free of unlawful harassment and is mindful that City staff regularly attend Council meetings. Discriminatory statements or conduct that is hostile, intimidating, oppressive, or abusive – are per se disruptive to a meeting and will not be tolerated. ration and may be referred to staff.

CITY MANAGER’S COMMENTS

An oral report from the City Manager on upcoming activities, events, or other items of general interest to Council and the Public.

ACTION ITEMS

The Council will permit comment as each item is called for the Consent Calendar, Public Hearings, and Legislative Business. In the case of the Consent Calendar, a specific item will need to be pulled by a Council Member in order for the Council to discuss the item or to permit public comment on the item. Please notify the City Clerk any time before the Consent Calendar is voted on by Council if you wish to speak on a Consent Item.

PRESENTATION

1. [RPT 26-021](#) Hayward Area Recreation and Park District: Comprehensive Update on Current Operations (Report from HARD General Manager Wheeler)

Attachments: [Attachment I HARD Update](#)

CONSENT CALENDAR

2. [MIN 26-023](#) Approve the City Council Minutes of the City Council Meeting on February 17, 2026

Attachments: [Attachment I Draft Minutes of 2/17/2026](#)

3. [CONS 26-045](#) Adopt a Resolution Authorizing the Application for, and Receipt of, California Department of Housing and Community Development Prohousing Incentive Program Funds

Attachments: [Attachment I Staff Report](#)
[Attachment II Resolution](#)

4. [CONS 26-046](#) Adopt a Resolution Approving Plans, Specifications, and Call for Bids for the Fiscal Year 2026 Pavement Improvement Project No. 05347

Attachments: [Attachment I Staff Report](#)
[Attachment II Resolution](#)
[Attachment III List of Streets](#)
[Attachment IV Map](#)

5. [CONS 26-051](#) Adopt a Resolution Authorizing the City Manager to Accept and Appropriate \$215,040 in State of California Department of Forestry and Fire Protection Grant Funding through the 2025 Wildfire Ready East Bay Grant Program to Support Chipping and Residential Assistance Programs Provided by the Hayward Fire Department

Attachments: [Attachment I Staff Report](#)
[Attachment II Resolution](#)

6. [CONS 26-057](#) Adopt an Ordinance of the City Council of the City of Hayward Amending Sections 8-18.20 to 8-18.40, 8-18.120 to 8-18.170, and 8-18.190 to 8-18.200 of Article 18, Chapter 8 of the Hayward Municipal Code Relating to the Utility Users Tax

Attachments: [Attachment I Staff Report](#)
[Attachment II Summary of Ordinance](#)

PUBLIC HEARING

7. [PH 26-008](#) Public Hearing Pursuant to Government Code Section 3502.3 to Receive a Report on City of Hayward Vacancies; and Recruitment and Retention Efforts (Report from Human Resources Director Tecson)

Attachments: [Attachment I Staff Report](#)
[Attachment II AB 2561 Presentation](#)

COUNCIL REPORTS AND ANNOUNCEMENTS

Council Members can provide oral reports on attendance at intergovernmental agency meetings, conferences, seminars, or other Council events to comply with AB 1234 requirements (reimbursable expenses for official activities).

COUNCIL REFERRALS

Council Members may bring forward a Council Referral Memorandum (Memo) on any topic to be considered by the entire Council. The intent of this Council Referrals section of the agenda is to provide an orderly means through which an individual Council Member can raise an issue for discussion and possible direction by the Council to the appropriate Council Appointed Officers for action by the applicable City staff.

ADJOURNMENT

NEXT SPECIAL MEETING, Saturday, February 28, 2026.

PUBLIC COMMENT RULES

Any member of the public desiring to address the Council shall limit their comments to three (3) minutes unless less or further time has been granted by the Presiding Officer or in accordance with the section under Public Hearings. The Presiding Officer has the discretion to shorten or lengthen the maximum time members may speak. Speakers will be asked for their name before speaking and are expected to honor the allotted time.

PLEASE TAKE NOTICE

That if you file a lawsuit challenging any final decision on any public hearing or legislative business item listed in this agenda, the issues in the lawsuit may be limited to the issues that were raised at the City's public hearing or presented in writing to the City Clerk at or before the public hearing.

PLEASE TAKE FURTHER NOTICE

That the City Council adopted Resolution No. 87-181 C.S., which imposes the 90-day deadline set forth in Code of Civil Procedure section 1094.6 for filing of any lawsuit challenging final action on an agenda item which is subject to Code of Civil Procedure section 1094.5.

****Materials related to an item on the agenda submitted to the Council after distribution of the agenda packet are available for public inspection in the City Clerk's Office, City Hall, 777 B Street, 4th Floor, Hayward, during normal business hours. An online version of this agenda and staff reports are available on the City's website. Written comments submitted to the Council in connection with agenda items will be posted on the City's website. All Council Meetings are broadcast simultaneously on the City website, Cable Channel 15 - KHRT, and YouTube. ****

Assistance will be provided to those requiring accommodations for disabilities in compliance with the Americans with Disabilities Act of 1990. Interested persons must request the accommodation at least 48 hours in advance of the meeting by contacting the City Clerk at (510) 583-4400 or cityclerk@hayward-ca.gov.

Assistance will be provided to those requiring language assistance. To ensure that interpreters are available at the meeting, interested persons must request the accommodation at least 48 hours in advance of the meeting by contacting the City Clerk at (510) 583-4400.



CITY OF HAYWARD

Hayward City Hall
777 B Street
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File #: RPT 26-021

DATE: February 24, 2026

TO: Mayor and City Council

FROM: City Manager

SUBJECT

Hayward Area Recreation and Park District: Comprehensive Update on Current Operations

RECOMMENDATION

That the City Council receives an update from Hayward Recreation and Park District (HARD) staff regarding current operations.

SUMMARY

The presentation provides the City Council with an overview of HARD's current operations, including an overview of ongoing and completed projects, budget status, and organizational structure. The presentation will also outline future goals and priorities, as well as key challenges the District is addressing as it continues to serve the community.

ATTACHMENTS

Attachment I HARD Update

Hayward Area Recreation and Park District



The Hayward Area Recreation and Park District (HARD) is an independent special district established in 1944 to manage and operate parks and recreational facilities and provide programs and services for the City of Hayward and unincorporated Alameda County including Ashland, Castro Valley, Cherryland, Fairview, and San Lorenzo. An elected five-member Board of Directors governs H.A.R.D., they develop policy and exercise oversight of property tax revenues, user fees, and the recently approved \$250-million-dollar Measure F-1 Bond.

The Board of Directors and District Staff work to achieve the District's Mission "to enrich the quality of life for all community members by providing a wide range of recreational activities, parks, and facilities that meet the diverse needs and interests of the entire community and promote health, well-being, learning, and fun."

H.A.R.D. has committed to providing a wide range of programming and activities for all ages, and accessible/inclusive recreational opportunities for all community members, including special programs and services for seniors, people with disabilities, and low-income families within the District's jurisdiction.



H.A.R.D. Board of Directors



President
Sara Lamnin

Term: 2022-2026



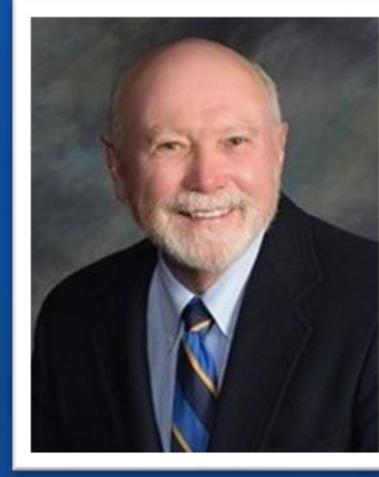
Vice President
Rick J. Hatcher

Term: 2024-2028



Secretary
Peter Rosen

Term: 2024-2028



Director
Paul W. Hodges, Jr.

Term: 2022-2026



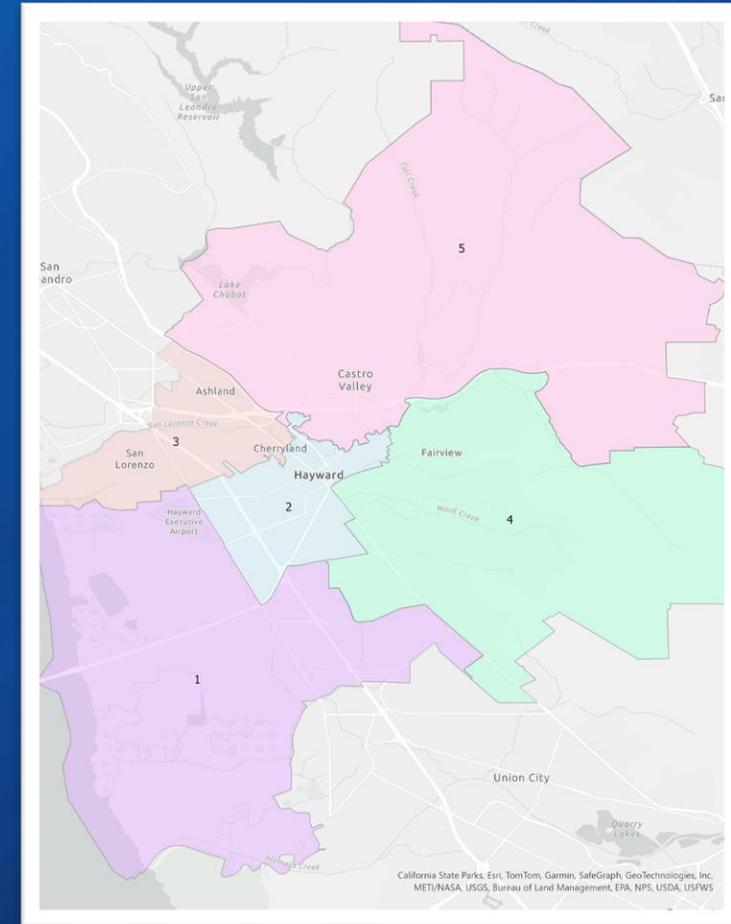
Director
Louis M. Andrade

Term: 2024-2028



Board of Directors and General Manager

- Transitioned from at-large to by-district elections
- Developed Board orientation and additional training opportunities
- Monitoring of the District's Strategic Plan



District Departments

- General Manager's Office
 - District Clerk, Analyst, Communications, Government Relations, Public Safety/Rangers
- Administrative Services Department
 - Finance, Human Resources, IT
- Capital Planning and Development Department
 - Measure F1 250 Million Dollar Bond Administration
- Parks and Facility Maintenance Department
 - Custodial, Facility Maintenance, Park Maintenance, Fleet
- Recreation, Arts & Community Services Department
 - Classes, Facility Rentals, Outdoor Recreation, Camps, Swim Centers, Douglas Morrison Theatre, Arts, Special Events



District-wide Size and Scope



53
Reservable Picnic Sites



4
Fitness Courts



41 Full/17 Half
Basketball Courts



6
Dog Parks



107
Parks and Fields



28
Soccer Fields



42
Baseball/Softball Fields



21
Recreation Facilities



89
Playgrounds



1
Gym



4
Swimming Pools



1
Golf Course



46
Tennis/Pickleball Courts



10
Miles of Trails

Hayward Size and Scope



34
Reservable Picnic Sites



4
Fitness Courts



30 Full/9 Half
Basketball Courts



1
Dog Parks



51
Parks and Fields



13
Soccer Fields



28
Baseball/Softball Fields



17
Recreation Facilities



48
Playgrounds



1
Gym



2
Swimming Pools



1
Golf Course

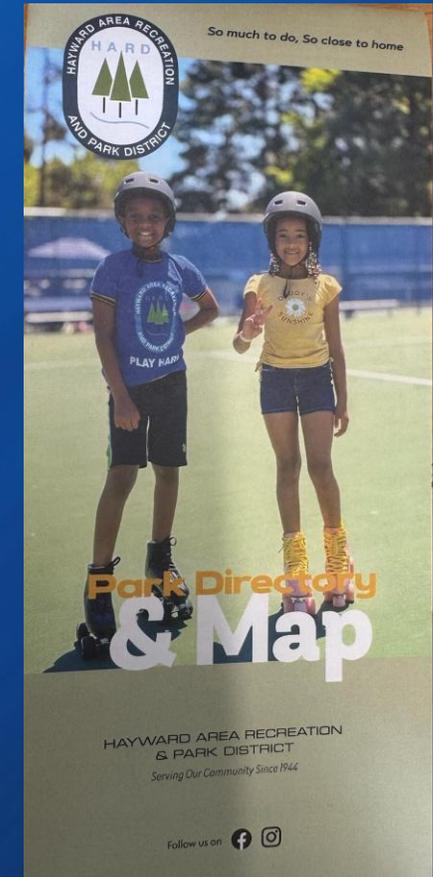
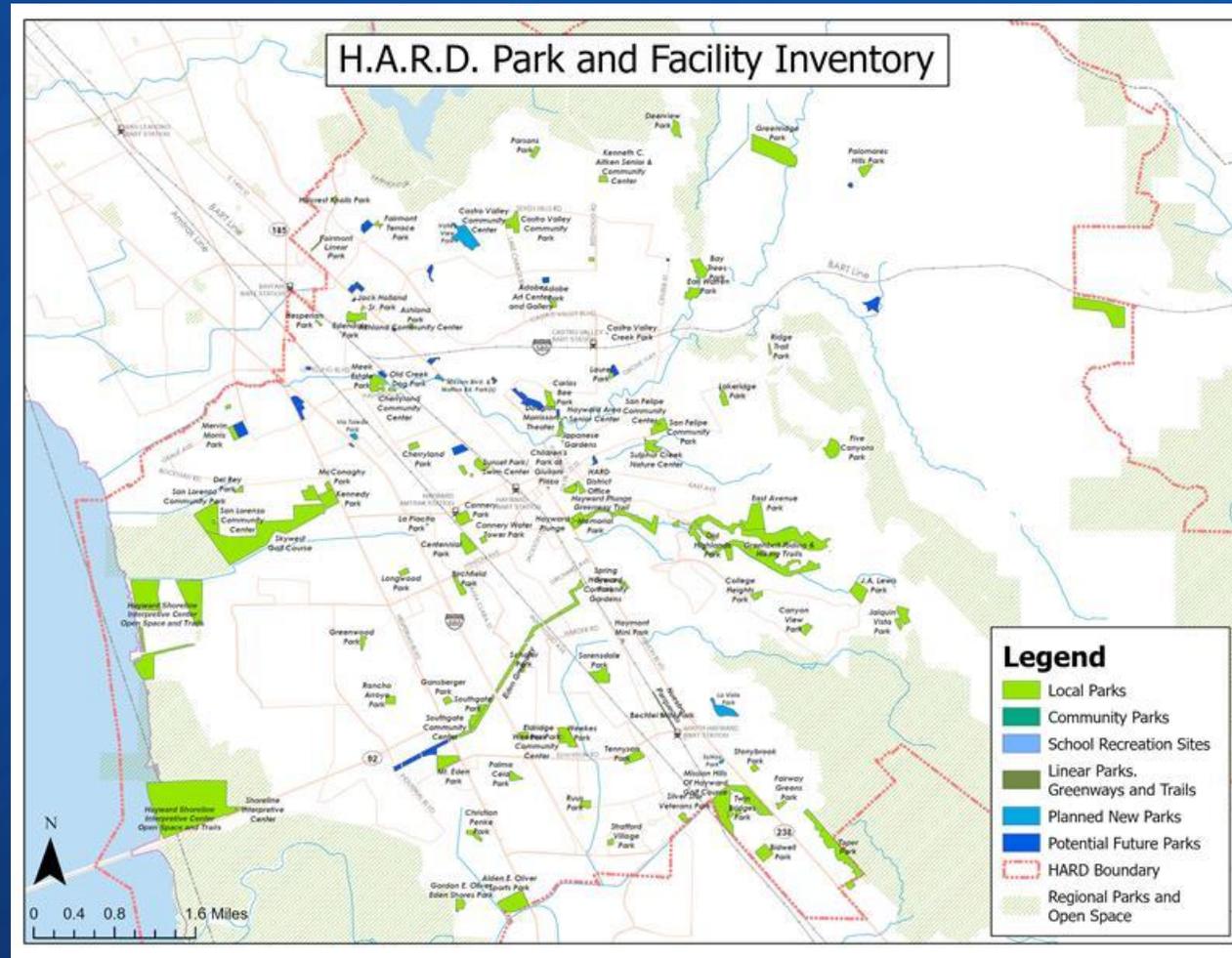


21
Tennis/Pickleball Courts



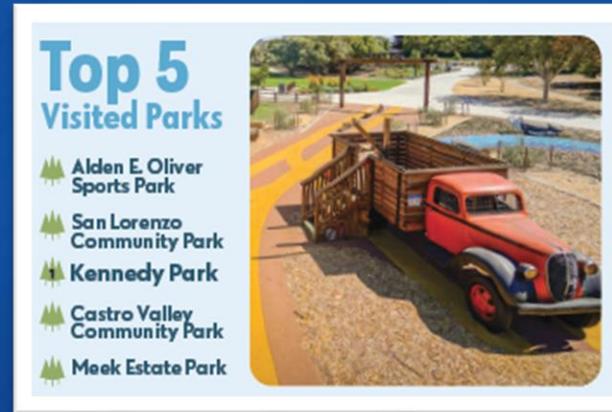
9
Miles of Trails

District Amenities and Initiatives



Data Driven Decision Making

- Park Evaluation Scores
- PlacerAI
- Verizon Network Fleet



87%
Average maintenance score for all parks

H.A.R.D. staff and community members completed 700+ Park reviews

- Community Survey and Need Assessment



New and Other Initiatives

- Core program models
- Equity-based programming
- Updated program evaluations for improved user input
- Assets and programming based on community priorities from the community survey and needs assessment



Improved Accessibility

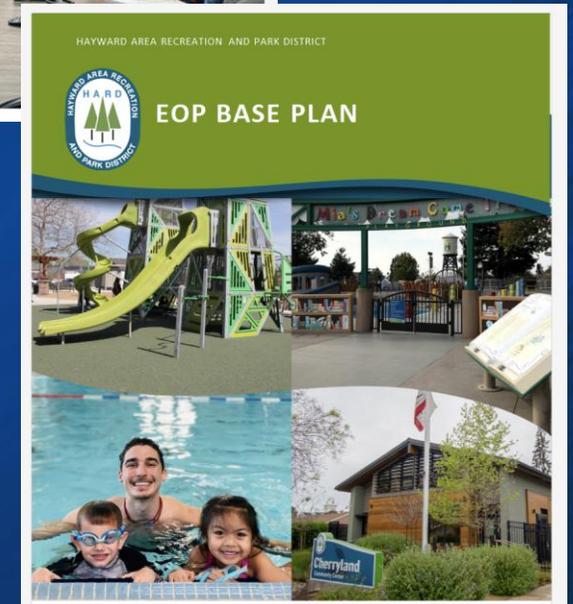
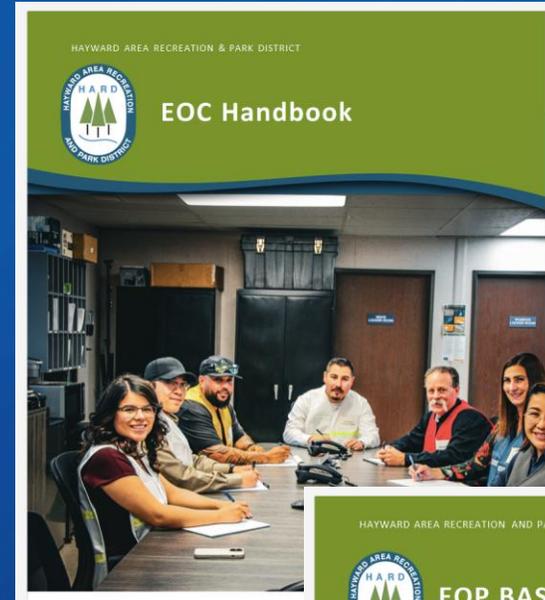
- Creation of a District-wide inclusion working group
- Expansion of adaptive recreation programming
- Growth of access-for-all program by 280%
- ADA Transition Plan



ADA Improvements at Sorensdale Park

General Manager's Office

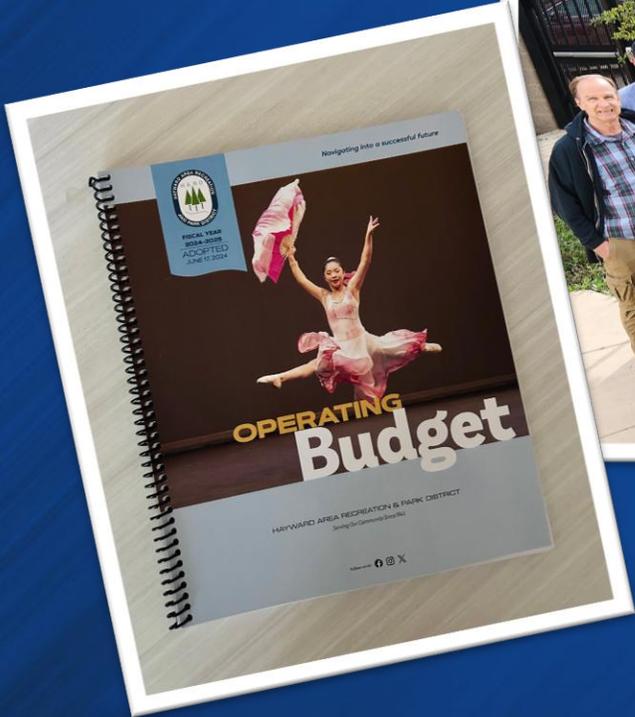
- Emergency operations
 - Emergency operations center handbook
 - Emergency operations plan
 - Incident command system training
 - Focus on interagency agreements
 - Alameda County
 - City of Hayward
- Critical communication plan



Recreation and Mental Health

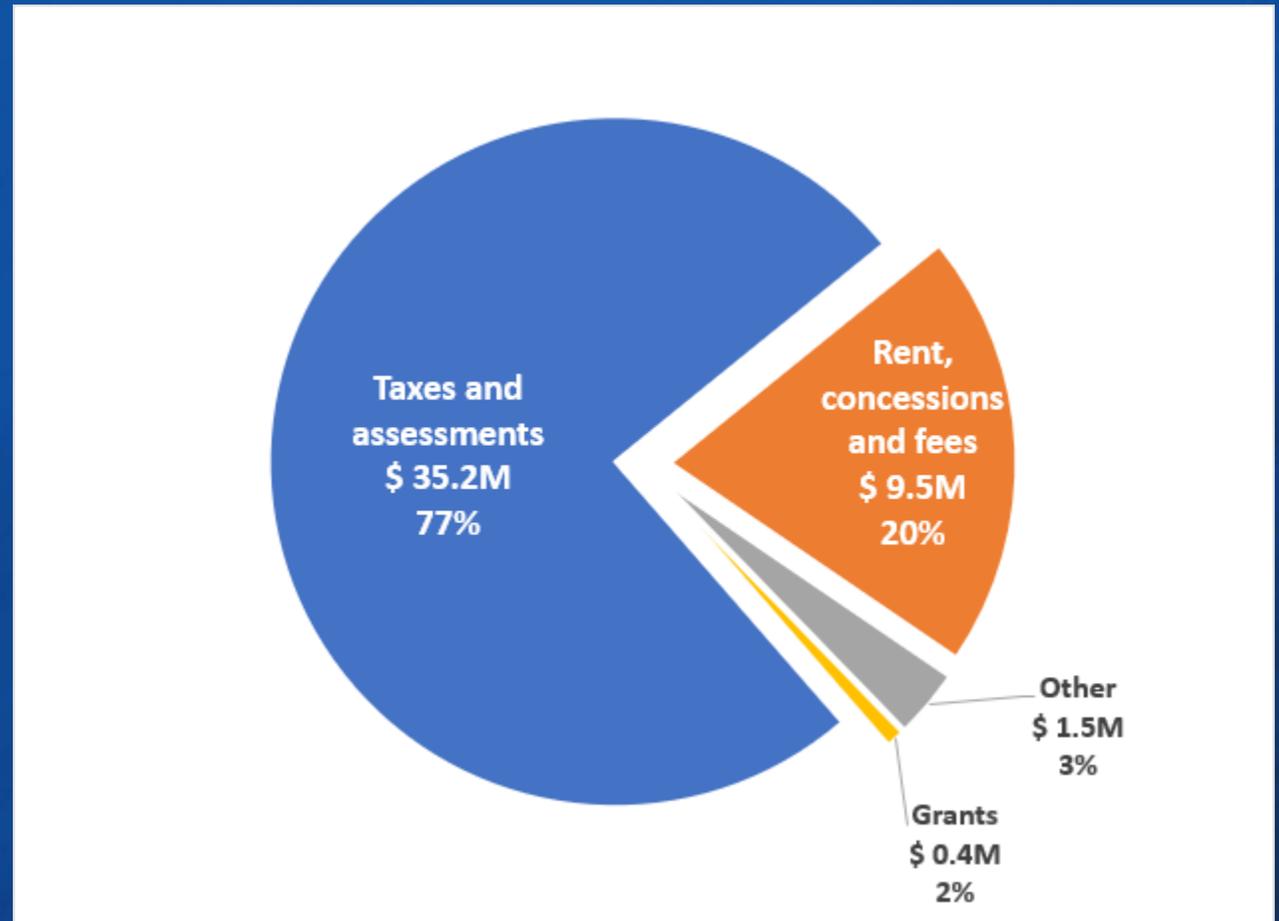


Administrative Services Department



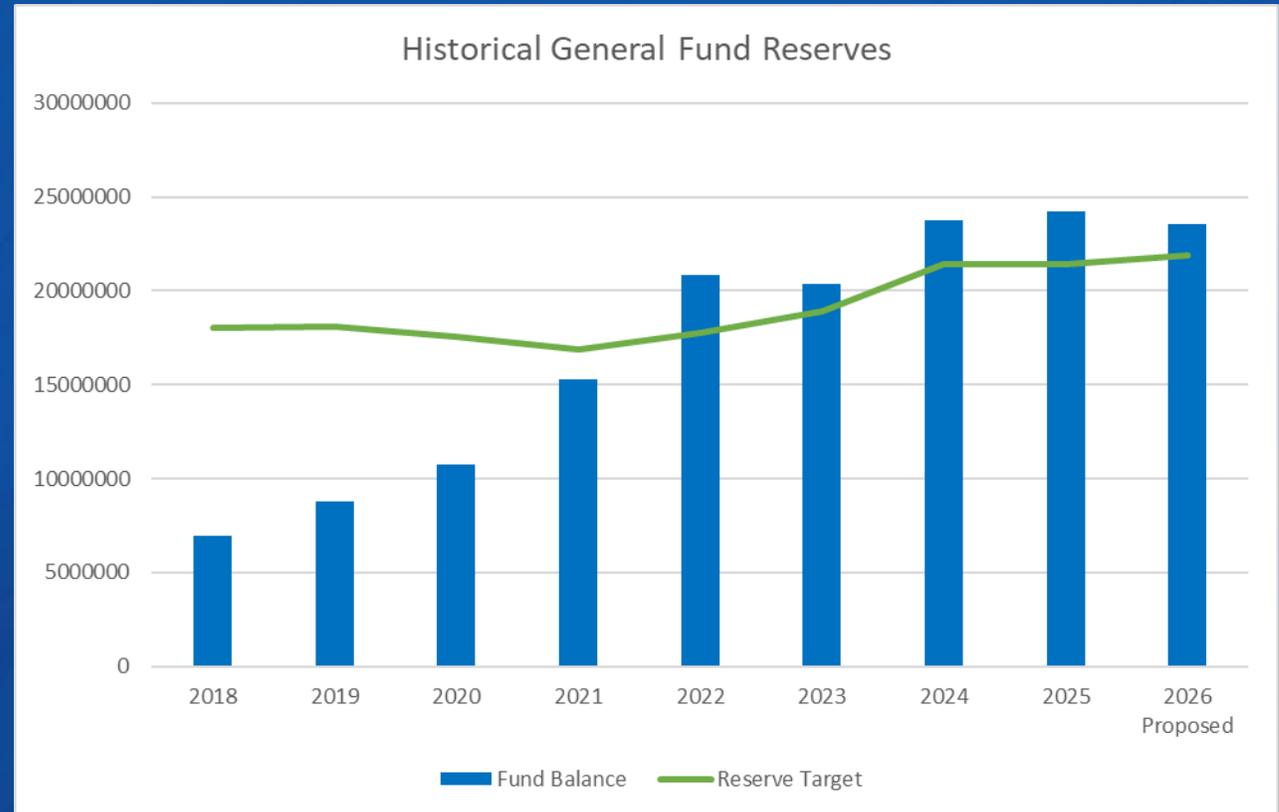
General Fund Revenue by Source

- **77% of funding comes from property tax and special assessment revenue**
- Total General Fund revenue in FY2024-25 amounted to **\$46.6 million**



Stewardship of Financial Assets

- **Reserves policy:** adopted 3/13/17, targets met by 2022
- **Balanced budget:** ensuring fiscal stability into the future
- **Long-range planning:** envisioning & implementing solutions to future needs
- **Exemplary credit:** Moody's AAA Rating (highest available)



- **Internal service funds:** mechanisms established to fund major equipment replacement and Section 115 Pension Trust

Human Resources

- In House Recruitment
 - 21 Total Full-Time Employees (13%)
 - 13 Full-Time Employees promoted or transferred to higher level
- 220 hourly employees were hired in 2025
 - 5 Rangers ♦ 115 Hourly ♦ 100 Rehires
 - 89 total Hourly Employees promoted or transferred in 2025.
- Largest Employer of Youth in the District: 146 hourly employees were between the ages of 16-21 at time of hire



Human Resources

- Developing and training District employees
- Learning Management System (LMS)
- Foster workplace engagement (Fridays and staff picnic)



Modernization & Efficiency in IT

- \$2.2 million investment in information technology, including network modernization and security across 24 locations
- Continued implementation of Enterprise Resource Planning (ERP)
- New VOIP phone systems
- IT Disaster Recovery and Business Continuity Plan
- Migrating services and files to the Cloud



Recreation, Arts and Community Services Department



Afterschool Arts



Recreation, Arts & Community Services Community Impact

- Nearly 40,000 registrations through our fee classes in 2024.
- 5,000 youth served through summer camp
- 53% increase since 2019
- 200,000+ through senior centers, aquatics centers, 42 special events, and much more.
- \$200,000 of fees waived for 50 community partners for facility and park rentals



Recreation For All

- 400% Increase in Amount of Scholarship Awarded
- H.A.R.D.'s Health Equity Initiative
 - Over \$1.2 million in free programs since 2022
- 1,400 weeks of free summer camp
- Water Safety Initiative – 9,000 Free Swim Lessons
- Equity in Outdoor Education/Arts Access
- Mobile Recreation/Special Events



Significant Investment in Youth and Teens

- After school Arts Education program at Weekes
- Play H.A.R.D. after school sports league
- Monthly series of free teen events
- Outdoor education program for teens
- Arts access

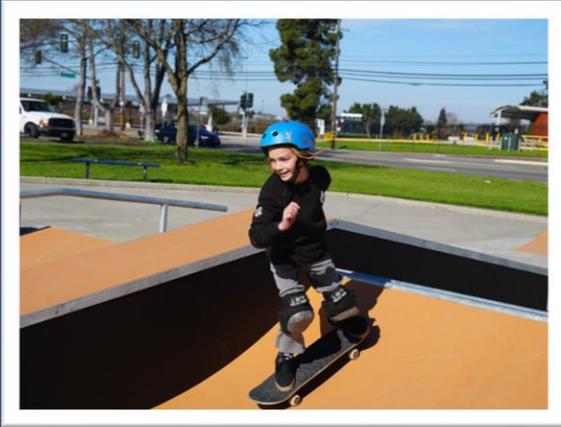


Looking forward...

- Hayward Shoreline Interpretive Center
- Adaptive sports programming
- Opening of Challenge Course (high/low ropes course)
- Drowning Prevention at Cherryland Elementary
- Alameda County Agricultural History Center



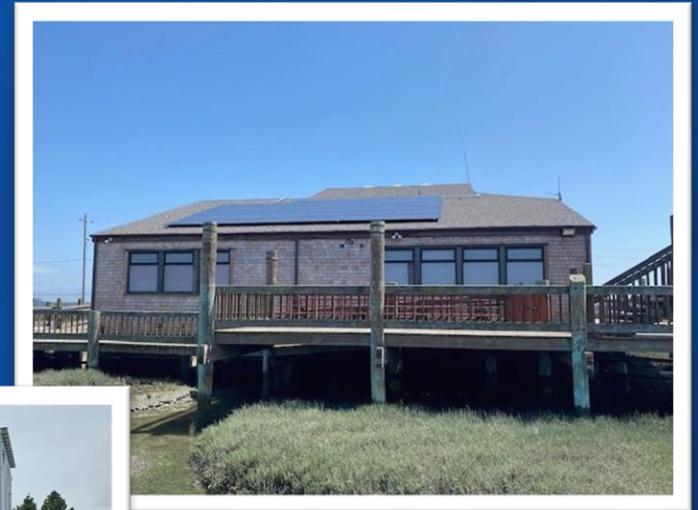
Parks and Facilities Maintenance Department



Parks and Facilities Maintenance

- Data and Metrics for Efficient Resource Allocation
 - Park evaluations data and scores
 - Community survey and needs assessments
 - Placer.ai for park and facility visit data

- Energy Efficiency Projects
 - HVAC
 - Lighting
 - New roofs & solar



- Pumps & Wells



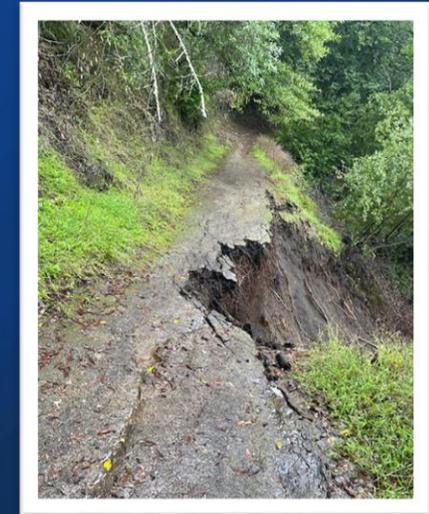
Park Initiatives

- Safety in Hayward parks
- TRUCRS (CARB) compliance and reporting
- EV fleet additions
- Charging stations at HARD sites
- Graffiti abatement program implementation



New Parks and Trails

- New Signs at parks
- Maps
- Hayward Community Gardens
 - Compost
 - Tree nursery
- Park Renovations and Projects
 - FEMA repair and mitigation (22 projects)



Capital and Planning Department

- The Department was created in 2017
- Voter approval of Measure F-1 by 78%
- 250 Million Dollar Bond, Recently expended 125 million, sold round two of 85 million in 2023, last round will be 40 million
- Raised over \$55 Million in Grants for New Parks and Trails
- Check out more projects at www.HaywardRec.org/Hardatwork



Current Projects



Bidwell Community Center

Construction anticipated to start early 2026



Carol Pereira Park

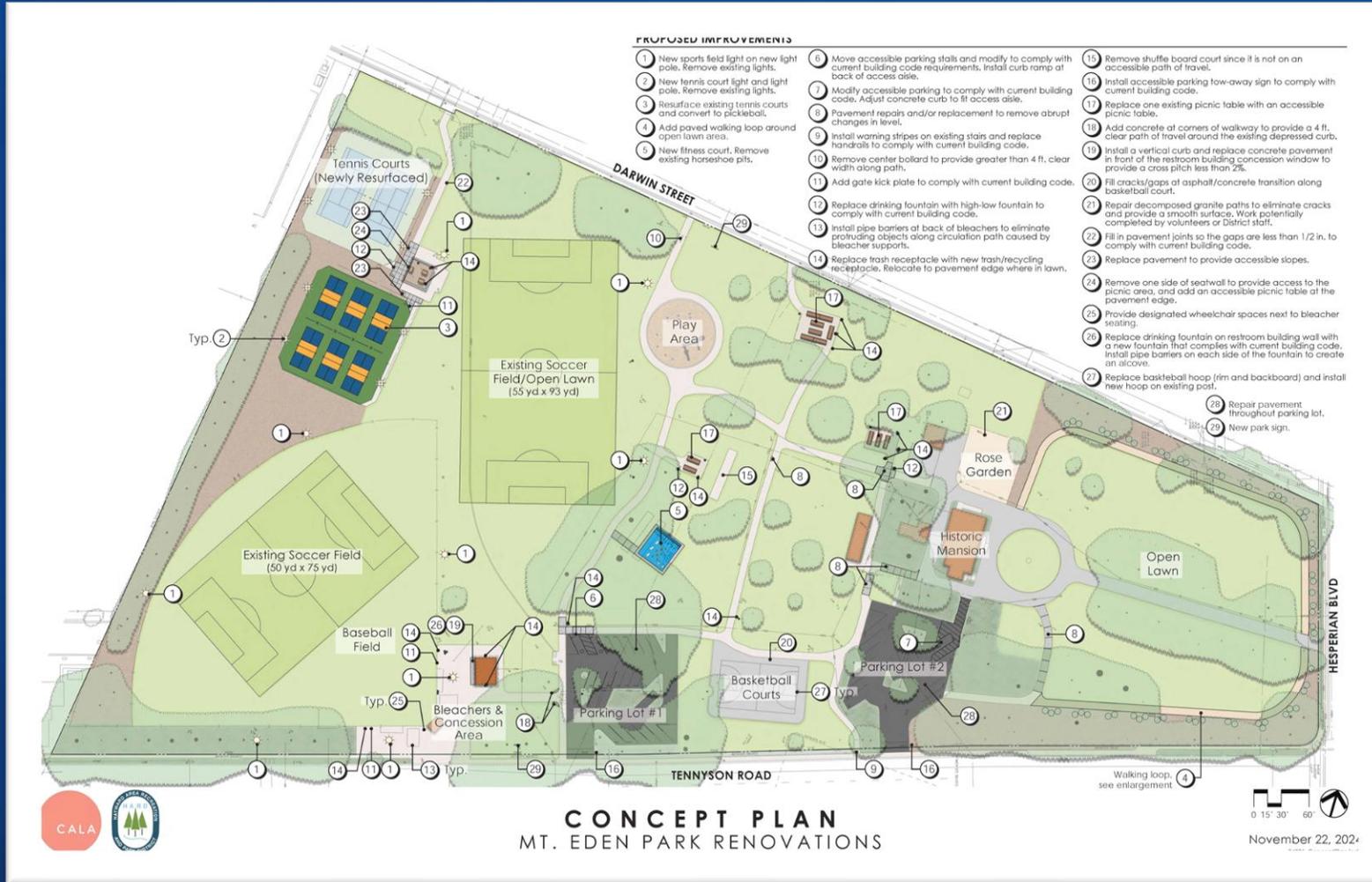
D & Clay – 1350 E Street

Currently in Design Development Phase. Construction estimated to start late 2026/early 2027.



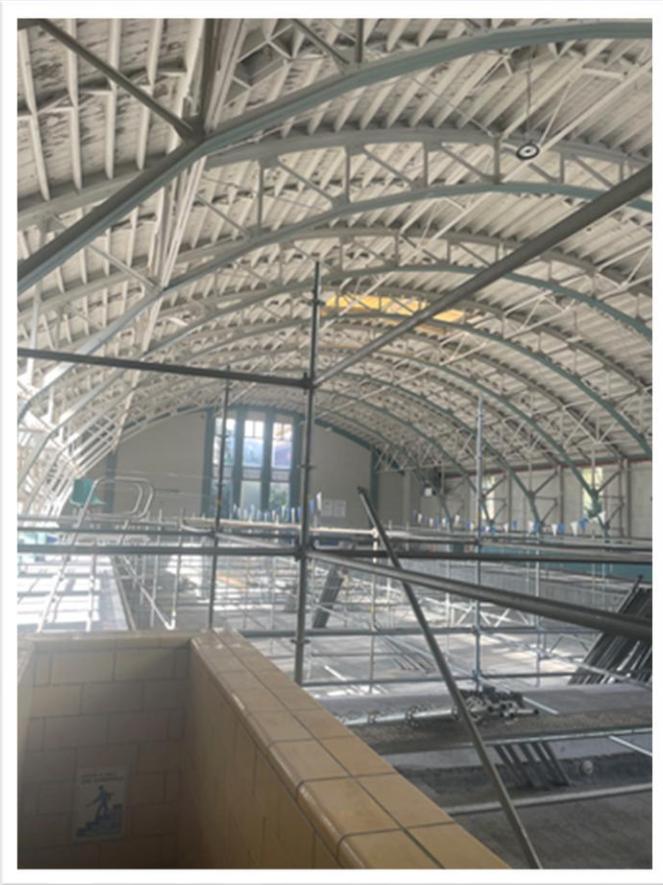
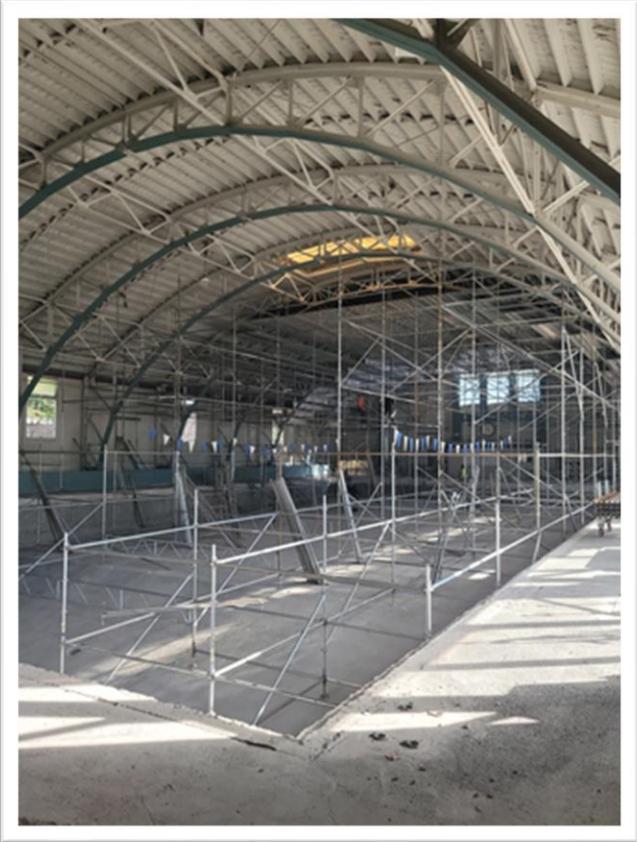
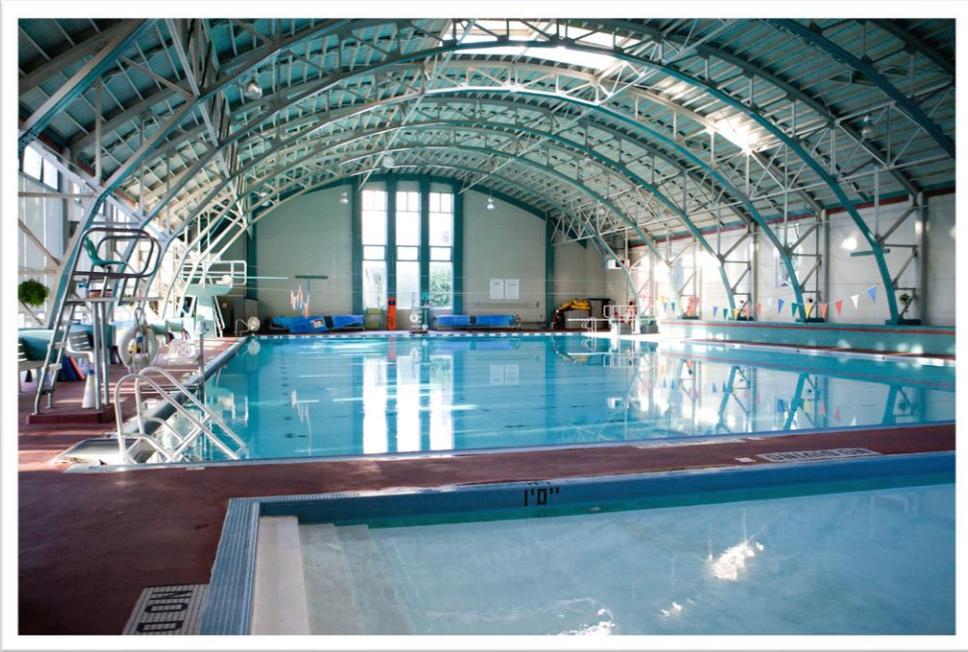
Mt. Eden Park Renovation

Under construction. Anticipated Completion Summer 2026.



Hayward Plunge

Anticipated completion in summer 2026. Project cost \$5M

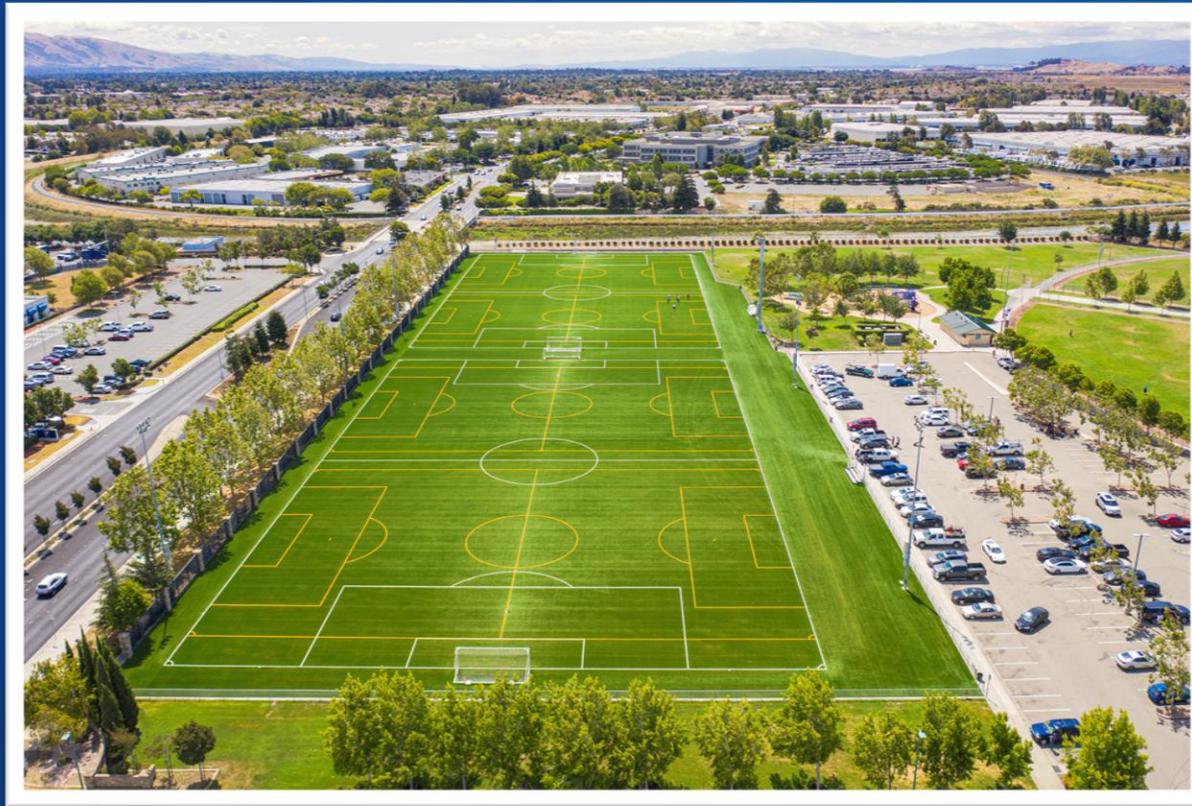


Complete Projects



Alden E Oliver Sports Park

Renovation of two soccer fields was completed in May 2019. Project cost \$2.3M



2025 Visitors: 932,620



Mission Hills Golf Course Driving Range

Construction was completed in May 2019. Top Tracer was added. Total project cost was \$3.3M.



2025 Golf Course and Driving Range Visitors: 130,237

Fitness Courts

Construction completed was completed in 2019 with a project cost of \$750K.

Eden Greenway

Cypress and Harder, Hayward

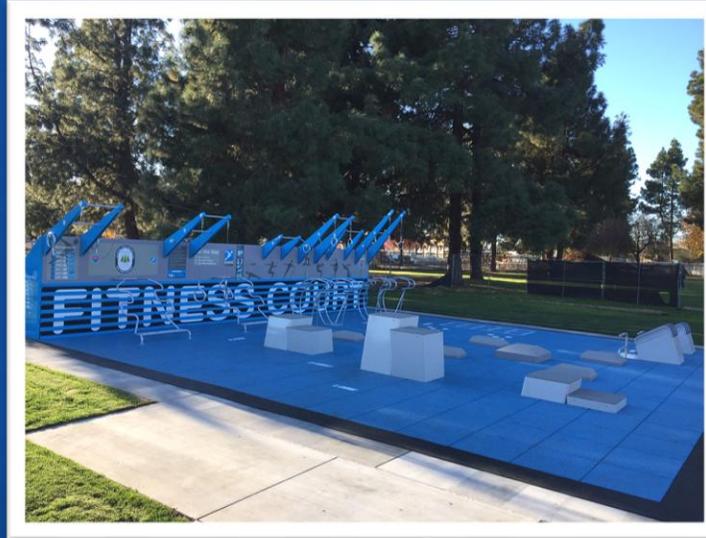
Tennyson Park

Panjon and Huntwood, Hayward

Alden E. Oliver Sports Park

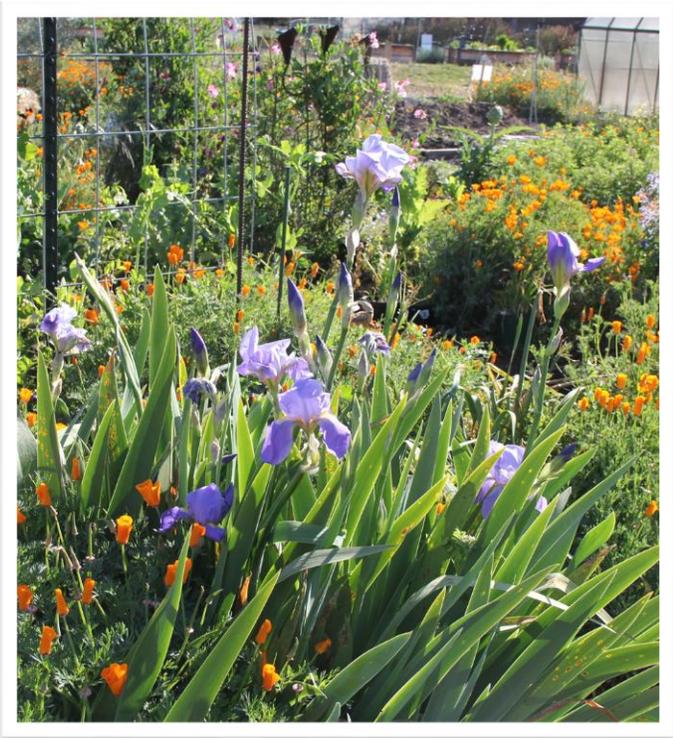
2580 Eden Park Place, Hayward

Currently adding Fitness Courts to Bidwell,
Birchfield, and Mt Eden Parks.



Hayward Community Gardens

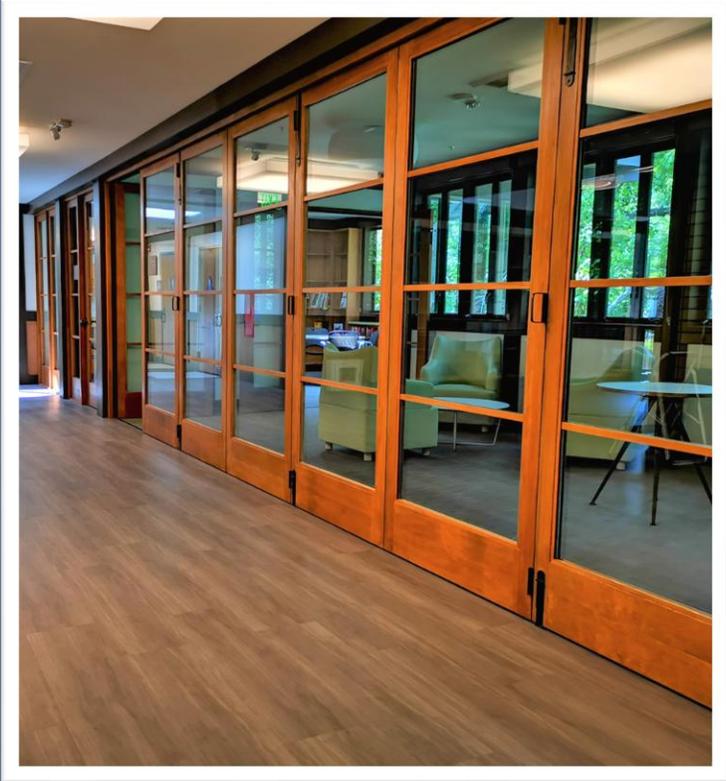
Construction completed in 2019. Project cost \$1.2M



2025 Visitors: 11,185

Hayward Area Senior Center

Construction completed in with 2019. Project cost \$5.7M

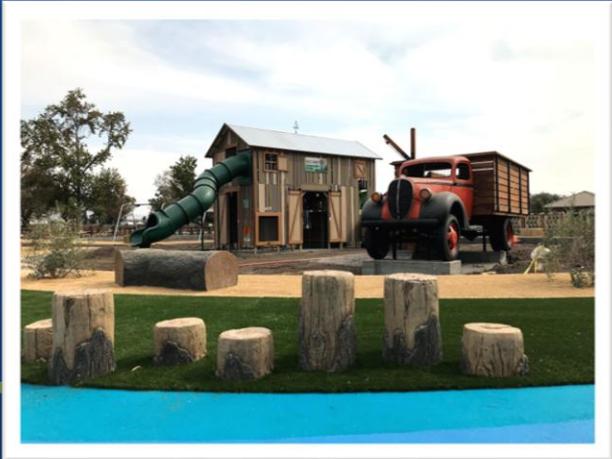


2025 Visitors: 21,710



Kennedy Park Renovation

Construction was completed in April 2022 with a project cost \$19M



2025 Visitors: 435,958



Palma Ceia Park

Renovated playground, picnic areas, pathways, story walk and new outdoor fitness court. Total Project cost \$1.5 M. Completed in 2024.



2025 Visitors: 28,842

Southgate Park

Renovated playground, picnic areas, pickleball courts and a disc golf course. Project was completed in 2024 with a total project cost of \$1.7M.

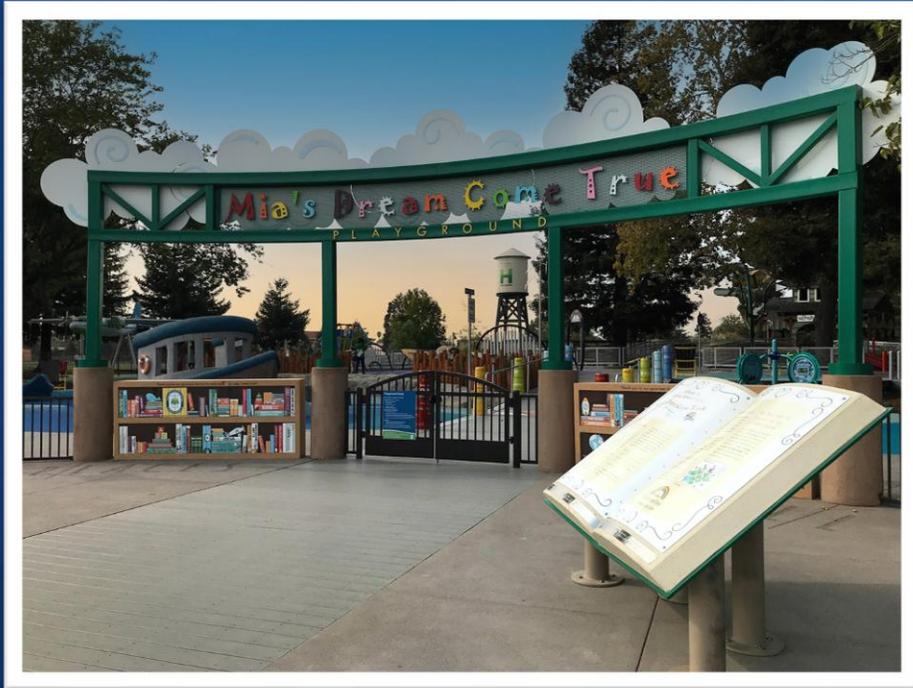


2025 Visitors: 84,500



Mia's All Abilities Playground and Tennyson Park Renovation

Tennyson construction was completed in 2025 with total cost of \$11.5M.



2025 Visitors: 102, 638



2025 Visitors: 121, 350



Weekes Community Park

Total cost of these improvements was \$720 K. There is funding allocated in the CIP for additional improvements.



Basketball, Tennis & Pickleball Court Renovations completed in 2023v



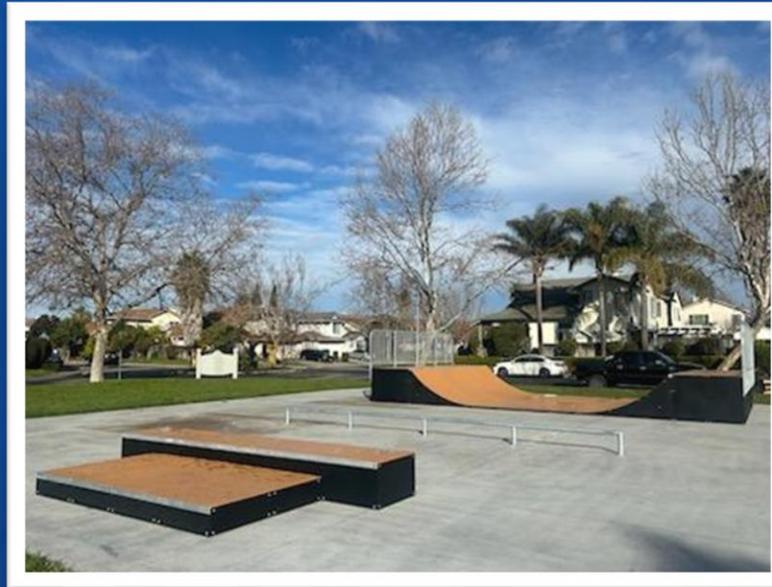
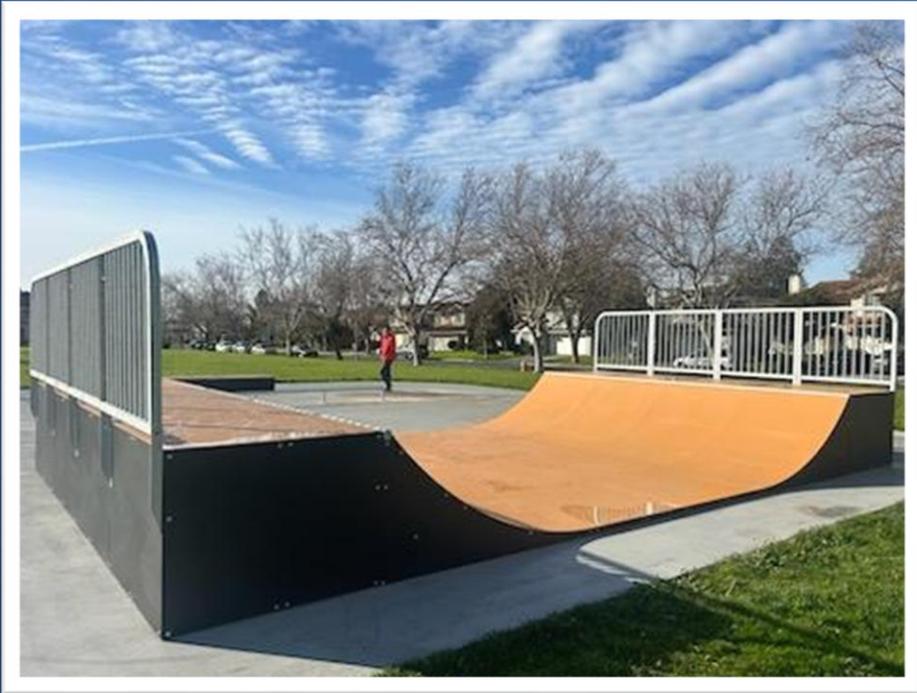
Picnic Area Renovations completed in 2021

2025 Visitors: 116,925



Skate Park Renovation – Stratford Village Park

This renovation was completed in 2025 with a project cost of \$55,200.



Trails Maps and Signage

This was completed in 2026 with a project cost of \$115K.



Basketball and Tennis Court Renovations

Canyon View Park
Centennial Park
Greenwood Park
Haymont Mini Park
Longwood Park
Mt. Eden Park
Nuestro Parquecito
Oliver Sports Park
Silver Springs Park
Southgate Park
Spring Grove Park
Twin Bridges Park
Weekes Community Park



These parks are a part of a three phases repairs, total cost for all three phases is \$5M



Energy Efficient Project

Energy Efficient project was completion in 2026 with a total project cost of \$12.5M with a \$29M return in cost savings.

- HVAC Upgrades
- Lighting Upgrade
- Thermostat replacement
- Building Envelope Sealing
- Transformers
- Low Flow Fixtures
- Solar PV
- New Roofs



Regional Projects



Sunset Futsal Courts

Futsal construction was completed in 2022 with a project cost of \$3.4M.

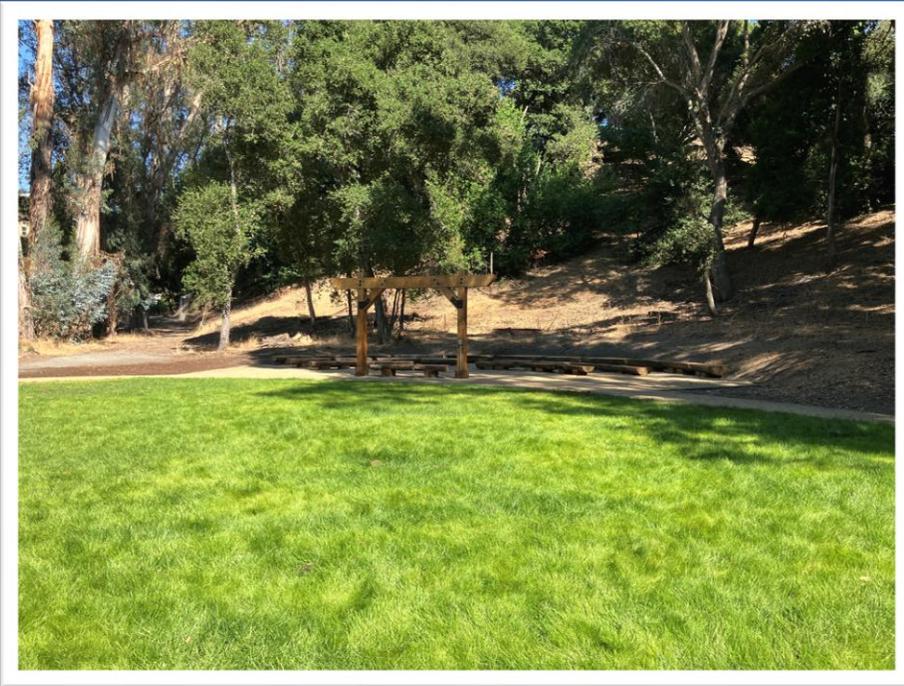
- 2 Adult Courts/4 Youth Courts
- Entry Kiosk
- Restrooms
- Seating
- Fencing
- ADA Parking
- Signage



Sulphur Creek Nature Center

Outdoor Environmental Education Facility Grant Project

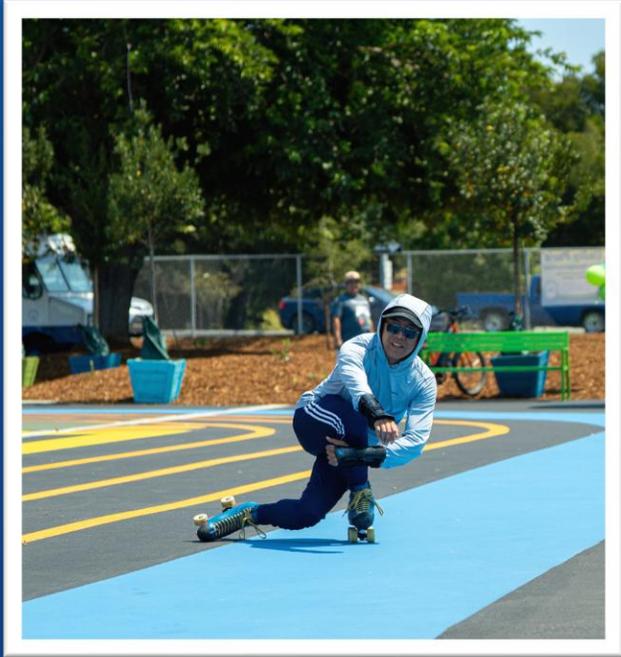
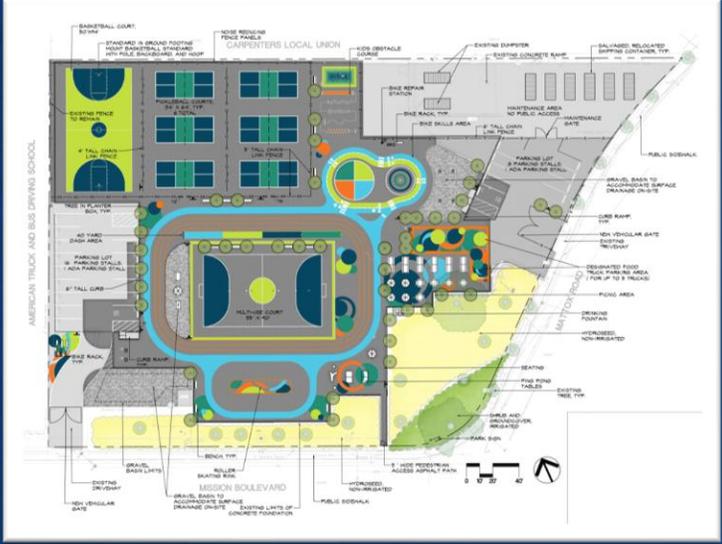
Construction was completed in 2024, with a total project cost of \$1.1M



2025 Visitors: 33,234

Unity Park

Unity Park was opened to the public in June 2025. The total project cost were \$4.7M for acquisition and \$2.3 M for development.



2025 Visitors: 21,753

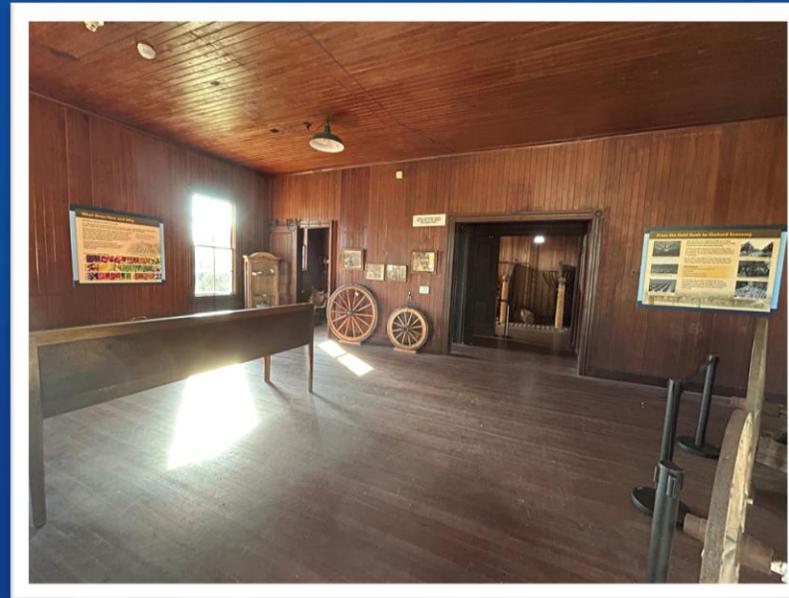


Agricultural History Center at Meek Park

Regional Educational Center was opened to the public in October 2025 with a total project cost of \$600K.



Carriage House



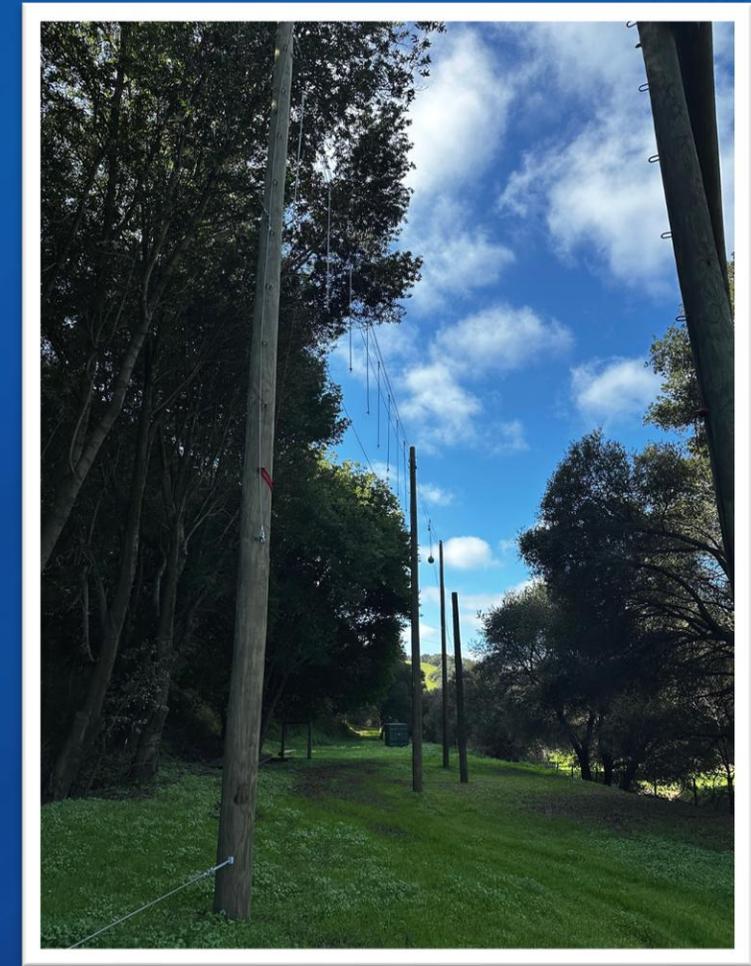
Historic Displays



Agricultural Demonstration

Challenge Course

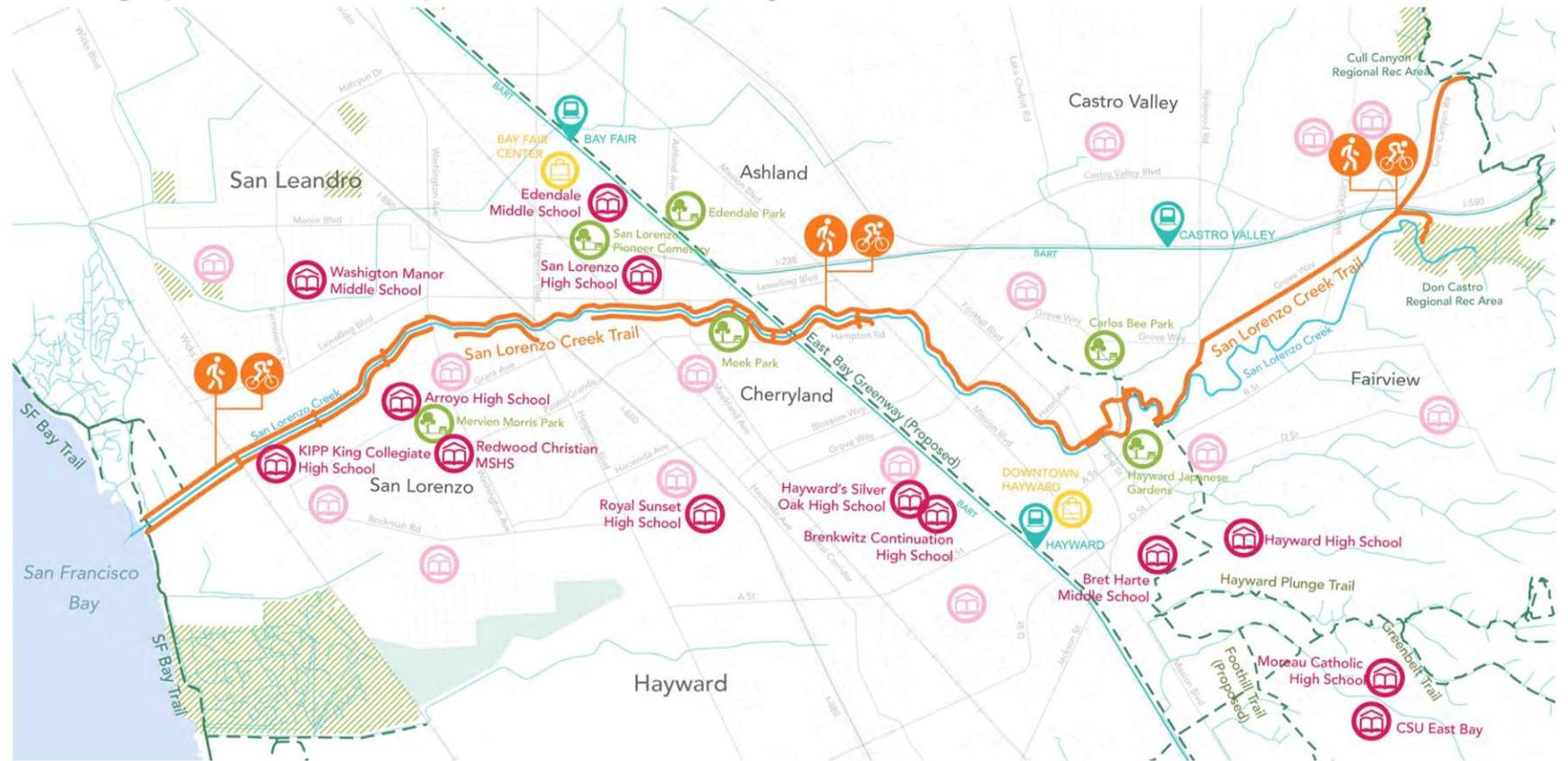
The challenge course is located at Rowell Ranch. The project was completed in December 2025, with a total project cost of \$175 K.



SAN LORENZO CREEKWAY VISION & GOALS

Building Equitable Active Transportation in Alameda County

- \$27 million grant funded
- 7-mile trail through the District



SAN LORENZO CREEKWAY COMMUNITY MEETING #2 JUNE 23, 2020



Foundation



- Strategic fundraising for sustainable growth and community impact
- Enhanced public awareness through communications and digital engagement for community connectivity – Ninja Warrior
- Enhanced support for and alignment with HARD's strategic goals
- Created the Youth Ambassador Program
- Launch a multi-million-dollar capital campaign to renovate the Sulphur Creek Discovery Museum and a new aquatic center in Hayward
- Developed the I Heart H.A.R.D. Initiative



Hayward Area Recreation & Park District Foundation





Thank You!!!

Hayward Area Recreation and Park District
James Wheeler, General Manager
WheJ@HaywardRec.org



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: MIN 26-023

DATE: February 24, 2026

TO: Mayor and City Council

FROM: City Clerk

SUBJECT

Approve the City Council Minutes of the City Council Meeting on February 17, 2026

RECOMMENDATION

That the City Council approves the City Council meeting minutes of February 17, 2026.

SUMMARY

The City Council held a City Council meeting on February 17, 2026.

ATTACHMENTS

Attachment Draft Minutes of 2/17/2026



CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

Council Chambers

<https://hayward.zoom.us/j/81913005787?pwd=jEZ0ZbnUDMQKx8FJw6raHSjaf18BxI.1>

Tuesday, February 17, 2026, 7:00 p.m.

The City Council meeting was called to order by Mayor Salinas at 7:00 p.m. in the Council Chambers.

Pledge of Allegiance: Council Member Roche

ROLL CALL

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

Absent: COUNCIL MEMBER Syrop

CLOSED SESSION ANNOUNCEMENT

The City Council convened in closed session on February 17, 2026, at 6:00 p.m., with Council Member Syrop absent and six members present, and no public speakers, regarding conference with legal counsel, pursuant to Government Code section 54956.9(d), pending litigation, Caleb Smith, et al. v. City of Hayward, et al. United States District Court case no. 4:21-cv-08467 YGR. The City Council unanimously, with Council Member Roche moving and Council Member Andrew seconding, added pending litigation - Garden of Eden, et al. vs. City of Hayward, to the closed session, as the matter came to the City's attention after the agenda was posted. City Attorney Lawson reported that the City Council conferred with legal counsel regarding the two pending litigation items and took no reportable action. The closed session was adjourned at 6:40 p.m.

PRESENTATION

Mayor Salinas acknowledged National Association for the Advancement of Colored People (NAACP) Hayward South Alameda County representative Alanda Johnson, Black Women Organized for Political Action (BWOPA) Hayward/ South County Chapter President Rocquel Johnson, Alameda County Board of Education Trustee Alisha Knowles, Hayward Unified School District (HUSD) Board President Peter Bufete, and HUSD Superintendent Chien Wu-Fernandez.

Mayor Salinas read a Proclamation declaring February 2026 as Black History Month in the City of Hayward. Representatives from HUSD Board, NAACP Hayward South County, and BWOPA Hayward/ South County Chapter offered remarks and accepted the proclamation on behalf of their respective organizations.

Council Member Andrews thanked attendees and honored Reverend Jesse Jackson as a larger-than-life civil rights leader and longtime head of the Rainbow PUSH Coalition, noting that he witnessed the assassination of Dr. Martin Luther King Jr. and chose to continue his activism rather than live in fear; highlighted Reverend Jackson's legacy as a presidential candidate and

advocate for the Black community; and commended the City of Hayward and local organizations for continuing that legacy by supporting and celebrating the Black community through initiatives such as raising the Pan-African flag, celebrating Juneteenth and Black History Month, and ensuring libraries remain safe spaces for all.

PUBLIC COMMENTS

There were none.

CITY MANAGER’S COMMENTS

City Manager Ott made three announcements: 1) Keep Hayward Clean and Green Neighborhood Cleanup event led by the Clean and Green Commission on February 28, 2026, at Longwood Elementary School; 2) City of Hayward’s 150th Birthday Celebration kickoff on March 11, 2026, from 4:30 p.m. to 7:00 p.m. at City Hall Plaza, featuring community partners, commemorative refreshments, and live performances; and 3) Annual State of the City Address on March 12, 2026, at 6:00 p.m. at the Hayward Unified School District Performing Arts Center, where Mayor Salinas will provide updates on City initiatives, budget actions, and Council priorities.

CONSENT CALENDAR

1. Approve the City Council Minutes of the Meeting on January 27, 2025 **MIN 26-017**
It was moved by Council Member Andrews, seconded by Council Member Goldstein, and carried unanimously with Council Member Syrop absent, to adopt the City Council meeting minutes of January 27, 2026.
2. Approve the City Council Minutes of the Meeting on February 3, 2025 **MIN 26-020**
It was moved by Council Member Andrews, seconded by Council Member Goldstein, and carried unanimously with Council Member Syrop absent, to adopt the City Council meeting minutes of February 3, 2026.
3. Adopt a Resolution Reserving a Blanket Public Utility Easement and Storm Drain Easement Across the Entirety of the Vacated Right-of-Way of Valley Street East of 4th Street to C Street, as a Corrective Action to Resolution No. 23-085 **CONS 26-036**

Staff report submitted by Public Works Director Ameri, dated February 16, 2026, was filed.

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

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



CITY COUNCIL MEETING
777 B Street, Hayward, CA 94541
Council Chambers
<https://hayward.zoom.us/j/81913005787?pwd=jEZ0ZbnUDMQKx8FJw6raHSjafI8BxI.1>
Tuesday, February 17, 2026, 7:00 p.m.

Resolution 26-010, “Resolution Reserving a Blanket Public Utility Easement and Storm Drain Easement Across the Entirety of the Vacated Right-of-Way of Valley Street East of 4th Street to C Street; A Corrective Action to Resolution No. 23-085”

4. Adopt a Resolution Approving the Plans and Specifications and Calling for Bids for A Street Sewer Line Replacement Project, Project No. 07831 **CONS 26-038**

Staff report submitted by Public Works Director Ameri, dated February 16, 2026, was filed.

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

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

Resolution 26-011, “Resolution Approving the Plans and Specifications and Calling for Bids for a Street Sewer Line Replacement Project, Project No. 07831”

5. Adopt an Ordinance of the City of Hayward, California, Amending Chapter 12, Article 1 of the Hayward Municipal Code Relating to Residential Rent Stabilization and Tenant Protection **CONS 26-039**

Staff report submitted by City Clerk Lens, dated February 16, 2026, was filed.

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

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

Ordinance 26-03, “An Ordinance of the City of Hayward, California Amending Chapter 12, Article 1 of the Hayward Municipal Code Relating to Residential Rent Stabilization and Tenant Protection”

6. Adopt a Resolution Authorizing the City Manager to Appropriate \$1,094,417 from Measure BB Fund Balance and Amend the Agreement with Onward Health, Inc. for Paratransit Services to Increase the Total Not-to-Exceed Amount to \$1,975,030 **CONS 26-044**

Staff report submitted by Assistant City Manager Thomas, dated February 16, 2026, was filed.

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

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

Resolution 26-012, “Resolution Authorizing the City Manager to Appropriate \$1,094,417 From Measure BB Paratransit Fund Balance and Amend the Agreement with Onward Health, Inc. for Paratransit Services for a Total Not-to-Exceed Amount of \$1,975,030”

7. Adopt a Resolution Approving Agreement with Philanthropic Ventures Foundation as Fiscal Sponsor for the Russell City Redress Fund and Authorize the City Manager to Execute the Agreement **CONS 26-047**

Staff report submitted by City Attorney Lawson, dated February 16, 2026, was filed.

It was moved by Council Member Andrews, seconded by Council Member Goldstein, and carried unanimously, to adopt the resolution with corrections to the staff report, as noted in the memo distributed to the City Council and uploaded to the City’s website.

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



CITY COUNCIL MEETING
777 B Street, Hayward, CA 94541
Council Chambers
<https://hayward.zoom.us/j/81913005787?pwd=jEZ0ZbnUDMQKx8FJw6raHSjaf18BxI.1>
Tuesday, February 17, 2026, 7:00 p.m.

Resolution 26-013, “Resolution Certifying Approval for Execution of Agreements Between and Among the City of Hayward, the County of Alameda, and the Alameda County Office of Education with Philanthropic Ventures Foundation, and Adopting the Agreement for Philanthropic Ventures Foundation to Serve as Fiscal Sponsor for the Russell City Redress Fund”

LEGISLATIVE BUSINESS

8. Hayward Municipal Code Update: Introduction of an Ordinance Amending Sections 8-18.20 to 8-18.40, 8-18.120 to 8-18.170, and 8-18.190 to 8-18.200, of Article 18, Chapter 8 of the Hayward Municipal Code Related to the Utility User Tax (Report from Finance Director Hilbrants) **LB 26-004**

Staff report submitted by City Attorney Lawson and Finance Director Hilbrants, dated February 3, 2026, was filed.

Finance Director Hilbrants provided an overview of the staff report.

In response to Council Member Roche’s inquiry to clarify that the proposed ordinance amendment does not change the utility tax rate, Finance Director Hilbrants confirmed that the tax amount remains the same, with updates only to clarify provisions related to collection and appeals.

There being no public speakers, Mayor Salinas opened and closed the public hearing at 7:28 p.m.

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

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

Introduction of Ordinance 26-_, “An Ordinance of the City Council of the City of Hayward Amending Sections 8-18.20 to 8-18.40, 8-18.120 to 8-18.170, and 8-18.190 to 8-18.200 of Article 18, Chapter 8 of the Hayward Municipal Code Relating to the Utility Users Tax”

INFORMATIONAL ITEMS

9. Informational Report: Water Resource Recovery Facility (WRRF) Improvements Phase II Project Update RPT 26-010

Staff report submitted by Public Works Director Ameri, dated February 3, 2026, was filed.

The item was presented as general information for the City Council and the public at large.

In response to Council Member Andrews' inquiry, City Manager Ott confirmed that the item is not part of the General Fund.

10. Informational Report: Updates to the Ralph M. Brown Act Resulting from the Passage of Senate Bill 707 (SB 707) RPT 26-014

Staff report submitted by City Clerk Lens, City Attorney Lawson, and Senior Assistant City Attorney, dated February 3, 2026, was filed.

The item was presented as general information for the City Council and the public at large.

COUNCIL REPORTS AND ANNOUNCEMENTS

There were none.

COUNCIL REFERRALS

There were none.

ADJOURNMENT

Mayor Salinas adjourned the City Council meeting at 7:31 p.m.

APPROVED

Mark Salinas
Mayor, City of Hayward

ATTEST:

Miriam Lens
City Clerk, City of Hayward



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: CONS 26-045

DATE: February 24, 2026

TO: Mayor and City Council

FROM: Director of Development Services

SUBJECT

Adopt a Resolution Authorizing the Application for, and Receipt of, California Department of Housing and Community Development Prohousing Incentive Program Funds

RECOMMENDATION

That the City Council adopts a resolution authorizing the City Manager to:

1. Submit an application to the State of California Department of Housing and Community Development (HCD) for Prohousing Incentive (PIP) funds in an amount not to exceed \$1,200,000; and, if funds are awarded:
2. Execute a Standard Agreement and any related amendments, modifications, or documents required by HCD;
3. Accept and appropriate awarded funds in an amount not-to exceed \$1,200,000; and

Allocate the funds to support the ongoing operations of the South Hayward Parish (SHP) Emergency Shelter Program.

SUMMARY

HCD released the Round 4 Notice of Funding Availability (NOFA) for the PIP, making approximately \$8 million available statewide for jurisdictions that have been awarded a Prohousing Designation. Based on the City of Hayward's population size and its Prohousing Designation Score of 45, the City is eligible for an estimated \$1,200,000 award (base award \$750,000 + bonus award \$450,000).

PIP funds are one-time resources that may be used for a broad range of eligible housing and community development activities. On December 18, 2025, the Housing Policy and Resource Committee (HPRC) reviewed potential funding options and supported prioritizing the use of PIP funds to support ongoing operations of the SHP Emergency Shelter to provide continued support for a proven community partner and offset the need for General Fund contributions.

This item seeks City Council authorization to apply for PIP funding and, if awarded, to allocate the funds

File #: CONS 26-045

to support SHP.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution



DATE: February 24, 2026

TO: Mayor and City Council

FROM: Director of Development Services

SUBJECT: Adopt a Resolution Authorizing the Application for, and Receipt of, California Department of Housing and Community Development Prohousing Incentive Program Funds

RECOMMENDATION

That the City Council adopts a resolution authorizing the City Manager to:

1. Submit an application to the State of California Department of Housing and Community Development (HCD) for Prohousing Incentive (PIP) funds in an amount not to exceed \$1,200,000; and, if funds are awarded:
2. Execute a Standard Agreement and any related amendments, modifications, or documents required by HCD;
3. Accept and appropriate awarded funds in an amount not-to exceed \$1,200,000; and
4. Allocate the funds to support the ongoing operations of the South Hayward Parish (SHP) Emergency Shelter Program.

SUMMARY

HCD released the Round 4 Notice of Funding Availability (NOFA) for the PIP, making approximately \$8 million available statewide for jurisdictions that have been awarded a Prohousing Designation.¹ Based on the City of Hayward’s population size and its Prohousing Designation Score of 45, the City is eligible for an estimated \$1,200,000 award (base award \$750,000 + bonus award \$450,000).

PIP funds are one-time resources that may be used for a broad range of eligible housing and community development activities. On December 18, 2025, the Housing Policy and Resource Committee (HPRC) reviewed potential funding options and supported prioritizing the use of

¹ California Department of Housing and Community Development Prohousing Incentive Program (PIP): <https://www.hcd.ca.gov/grants-and-funding/programs-active/prohousing-incentive-program>

PIP funds to support ongoing operations of the SHP Emergency Shelter to provide continued support for a proven community partner and offset the need for General Fund contributions.²

This item seeks City Council authorization to apply for PIP funding and, if awarded, to allocate the funds to support SHP.

FISCAL IMPACT

There is no immediate fiscal impact associated with this item. If awarded, PIP funds would have a positive fiscal impact by offsetting General Fund expenditures and helping sustain a vital community homelessness response program.

BACKGROUND

On September 30, 2025, HCD issued the Round 4 NOFA for PIP. To be eligible, jurisdictions must maintain a substantially compliant Housing Element, hold a valid Prohousing Designation, submit required annual reports, and remain in compliance with state and federal housing laws.

The City Council authorized application to the Prohousing Designation Program in November 2023.³ Following an initial unsuccessful application, City Council authorized reapplication in March 2024.⁴ On May 27, 2025, the City was awarded the Prohousing Designation with a score of 45. As a Prohousing-designated jurisdiction with a compliant Housing Element, the City is eligible to apply for competitive PIP grant funds. Applications are due by March 31, 2026, with awards anticipated in June 2026. Funds must be expended by June 30, 2029.

Eligible Uses of PIP Funding

PIP funds must be used for planning or implementation activities related to housing and community development and are limited to eligible uses defined in Health and Safety Code Section 50470(b)(2)(D). These uses include:

- Predevelopment, development, acquisition, rehabilitation, and preservation of multifamily, residential live-work, rental housing affordable to extremely low- to moderate-income households, including operating subsidies;
- Affordable workforce housing serving households earning up to 120% AMI or 150% AMI in high-cost areas;
- Homeownership assistance and opportunities;

² December 18, 2025, HPRC Staff Report:

<https://hayward.legistar.com/LegislationDetail.aspx?ID=7783851&GUID=A0A3049B-82F9-44C3-8D77-2A9E0F3C5810>

³ November 14, 2023, City Council Staff Report and Attachments:

<https://hayward.legistar.com/LegislationDetail.aspx?ID=6414028&GUID=5A63D923-F7AE-4411-9326-7097461B74B3>

⁴ March 5, 2024, City Council Staff Report and Attachments:

<https://hayward.legistar.com/LegislationDetail.aspx?ID=6561055&GUID=9713977D-0817-407D-B833-172E058032C2>

- Homelessness response activities, including emergency shelters, rental assistance, rapid rehousing, navigation centers, and supportive housing services;
- Accessibility modifications;
- Acquisition and rehabilitation of foreclosed or vacant homes;
- Capitalized service reserves for permanent supporting housing;
- Matching contributions to local and regional housing trust funds;
- Fiscal incentives or matching funds for agencies approving new affordable housing.

HPRC Review and Recommended Use

At its December 18, 2025 work session, the HPRC reviewed several potential PIP-eligible funding options, including gap financing for affordable development projects, down payment assistance, and homelessness response programs. Based on demonstrated need, community impact, and lack of identified ongoing funding, the HPRC supported staff's recommendation to prioritize support for ongoing operations of the SHP Emergency Shelter.

DISCUSSION

Operated by the First Presbyterian Church of Hayward since 2018, the SHP Emergency Shelter transitioned from a seasonal warming shelter to year-round operations in October 2021, through an infusion of \$2,050,000 in City-provided American Rescue Plan Act (ARPA) funding. SHP is Hayward's only year-round adult emergency shelter and serves as a critical partner in the City's homelessness response system, including coordination with Hayward Evaluation and Response Teams (HEART) which bring unhoused residents to the site for meals, showers, and supportive services.

With the expiration of ARPA and ongoing General Fund constraints, the City has been able to provide only partial funding for FY 2026. The total FY 2026 funding request was \$1,315,922, of which \$328,880 was funded using a combination of General Funds (\$264,690) and Opioid Settlement funds (\$64,190). Without the PIP award, funding beyond FY 2026 remains uncertain.

If awarded, the estimated \$1,200,000 in PIP funds would provide continued partial support for SHP operations, funding approximately four to five shelter beds (at a cost of \$62,500 per bed) for up to four years and offsetting the need for General Fund contributions. Annual funding levels could be adjusted to fund two to three beds per year to extend the duration of support, based on community need.

ECONOMIC IMPACT

If awarded, the City would receive approximately \$1,200,000 in one-time funding to support homelessness response services and reduce General Fund obligations.

STRATEGIC ROADMAP

This item supports the Strategic Priority of Preserve, Protect & Produce Housing, but is not related to a specific Strategic Roadmap project.

PUBLIC CONTACT

This item was presented at a December 18, 2025 HPRC work session and received no public comment. The proposed use of funds aligns with priorities identified through prior public engagement efforts, including the Housing Element, the Let's Housing Hayward! Plan to Reduce Homelessness, and ARPA funding allocations.

NEXT STEPS

Upon City Council approval, staff will prepare and submit the City's PIP application by March 31, 2026.

Prepared by: Doris Tang, Management Analyst

Recommended by: Sara Buizer, AICP, Director of Development Services
Christina Morales, Deputy Director of Development Services
Leigha Schmidt, AICP, Principal Planner

Approved by:



Jennifer Ott, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 26-_____

Introduced by Council Member _____

RESOLUTION AUTHORIZING APPLICATION FOR, AND RECEIPT OF,
PROHOUSING INCENTIVE PROGRAM FUNDS

WHEREAS pursuant to Health and Safety Code § 50470 et seq., the California Department of Housing and Community Development (“Department”) is authorized to issue guidelines and administer an incentive program known as the Prohousing Incentive Program (“PIP”); and

WHEREAS the City Council of the City of Hayward (“City”) desires to submit a PIP grant application package (“Application”), on the forms provided by the Department, for approval of grant funding for eligible planning and implementation activities related to housing and community development, based on meeting program eligibility criteria including, but not limited to, receipt of a Prohousing Designation on May 27, 2025; and

WHEREAS the City of Hayward received a Prohousing Designation Score of 45, establishing the City’s eligibility for a PIP award amount of up to \$1,200,000 (comprised of a \$750,000 base award and a \$450,000 bonus award), subject to available funding; and

WHEREAS the Department issued a Notice of Funding Availability (“NOFA”) and program guidelines for the PIP on September 30, 2025, making approximately \$8 million available statewide; and

WHEREAS, on December 18, 2025, the Housing Policy and Resource Committee reviewed potential uses of PIP funds and supported prioritizing the use of such funds to support ongoing operations of the South Hayward Parish (SHP) Emergency Shelter Program.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward (“Applicant”), that the City Manager, or designee, is hereby authorized and directed to submit an Application to the Department in response to the NOFA, and to apply for PIP grant funds in a total amount not to exceed \$1,200,000; and

BE IT FURTHER RESOLVED that if the Application is approved by the Department, the City Manager, or designee, is authorized and directed to enter into, execute, and deliver any and all documents required or deemed necessary or appropriate to secure the PIP grant, including, but not limited to, a Standard Agreement and any amendments thereto, as required by the Department and as approved by the City Attorney as to form; and

BE IT FURTHER RESOLVED that the City Council hereby authorizes the City Manager, or designee, to accept and appropriate PIP grant funds in an amount not to exceed \$1,200,00, subject to the terms and conditions of the Standard Agreement; and

BE IT FURTHER RESOLVED that the City Council authorizes the allocation and use of PIP grant funds, if awarded, to support ongoing operations of the South Hayward Parish Emergency Shelter Program, consistent with eligible uses under the PIP Guidelines and City Council direction; and

BE IT FURTHER RESOLVED that the City acknowledges and agrees that it shall be subject to all terms and conditions specified in the Standard Agreement, the PIP Guidelines, the NOFA, and all other applicable program requirements governing the PIP grant; and

BE IT FURTHER RESOLVED that the City Manager, or designee, is hereby authorized to execute the City’s obligations under the Standard Agreement, including all performance, reporting, and compliance requirements, and to take any actions necessary to implement the PIP grant consistent with this Resolution; and

BE IT FURTHER RESOLVED that this Resolution shall take immediate effect upon its adoption.

IN COUNCIL, HAYWARD, CALIFORNIA, _____, 2026

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: CONS 26-046

DATE: February 24, 2026

TO: Mayor and City Council

FROM: Public Works Director

SUBJECT

Adopt a Resolution Approving Plans, Specifications, and Call for Bids for the Fiscal Year 2026 Pavement Improvement Project No. 05347

RECOMMENDATION

That the City Council adopts the attached Resolution (Attachment II) approving the plans and specifications and call for bids for the Fiscal Year 2026 (FY26) Pavement Improvement Project (PIP).

SUMMARY

The FY26 PIP calls for the rehabilitation of 65 street sections and preventive maintenance for 51 street sections, totaling 116 street sections to be addressed (Attachment III & IV). The proposed improvements will repair failed pavement sections and improve street surfaces.

The project budget of \$13,260,000 is funded via the Gas Tax, Road Repair and Accountability Act (RRAA) (SB1), Measure BB, Vehicle Registration Fees, and Street System Improvement funds.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution
Attachment III	List of Streets
Attachment IV	Map



DATE: February 24, 2026
TO: Mayor and City Council
FROM: Director of Public Works
SUBJECT Adopt a Resolution Approving Plans, Specifications, and Call for Bids for the Fiscal Year 2026 Pavement Improvement Project No. 05347

RECOMMENDATION

That the City Council adopts the attached Resolution (Attachment II) approving the plans and specifications and call for bids for the Fiscal Year 2026 (FY26) Pavement Improvement Project (PIP).

SUMMARY

The FY26 PIP calls for the rehabilitation of 65 street sections and preventive maintenance for 51 street sections, totaling 116 street sections to be addressed (Attachment III & IV). The proposed improvements will repair failed pavement sections and improve street surfaces.

The project budget of \$13,260,000 is funded via the Gas Tax, Road Repair and Accountability Act (RRAA) (SB1), Measure BB, Vehicle Registration Fees, and Street System Improvement funds.

FISCAL IMPACT

There are no impacts to the General Fund or Measure C.

The estimated project funding sources are as follows:

• 210 – Gas Tax	\$904,207
• 211 – RRAA (SB1)	\$5,900,000
• 212 – Measure BB – Local Transportation	\$5,295,793
• 218 – Vehicle Registration Fee	\$400,000
• 450 – Street System Improvements	<u>\$1,000,000</u>
Total:	\$13,500,000

Of this required funding, \$1.7 million is incorporated into the FY 2026-27 Capital Improvement Program (CIP) which has not been submitted to or adopted by Council. Staff

recommends proceeding with this action and, if changes are required resulting from the CIP, Public Works and Finance departments will identify and coordinate alternate funding options. Each of these funds receive ongoing revenue annually.

BACKGROUND

On April 22, 2025¹, staff recommended City Council approve a project list for the SB1 FY26 PIP Funding. A resolution was required to submit an application to the California Transportation Commission (CTC) to receive an estimated \$4,000,000 in funding for pavement improvement.

On June 3, 2025², staff recommended City Council adopt a resolution authorizing the City Manager to execute a Professional Services Agreement (PSA) with Pavement Engineering, Inc., (PEI) for engineering services associated with the FY26 PIP. The scope of work for PEI is limited to engineering review, pavement evaluation, measurement of field quantities, curb ramp design, and construction support.

The PIP may include a combination of up to five types of treatments:

Pavement Rehabilitation:

- 1) Standard overlay of the existing street pavement with new Hot Mix Asphalt surfacing.
- 2) Cold-In-Place Recycling (CIR), which involves grinding the top layer of asphalt, mixing the grounded asphalt with a recycling agent and other additives on-site, replacing this pavement material onto the same roadway, then applying a Hot Mix Asphalt overlay.
- 3) Full Depth Reclamation (FDR), which consists of pulverizing and mixing distressed asphalt and underlying pavement materials with or without the addition of stabilizing agents; using the resulting material as a base for the renewed pavement structure and adding a new Hot Mix Asphalt overlay.

Preventive Maintenance:

- 4) Varying combinations of crack sealing, 6" spot repair and micro-surfacing.
- 5) Combination of crack sealing and spot repairs.

Street selection for the PIP is based on staff's analysis using several criteria described below:

- **Technology** – The Pavement Management Program (PMP)³ evaluates current and predicts future roadway conditions. It provides logical and efficient methods of identifying street rehabilitation needs. It also determines the most cost-effective allocation of funds to the street segments needing preventive maintenance,

¹ <https://hayward.legistar.com/LegislationDetail.aspx?ID=7349053&GUID=8F28E2AC-5C0B-4DC4-A1B6-DBAC8CA3FB4B&Options=&Search=>

² <https://hayward.legistar.com/LegislationDetail.aspx?ID=7420492&GUID=1CC7F335-095E-4DDC-B288-DAB76D58554E&Options=&Search=>

³ The PMP is a Metropolitan Transportation Commission (MTC) recommended software program.

rehabilitation or reconstruction. Staff utilized the PMP to compile an initial list of recommended streets. This list is then revised to consider other criteria and project budget allocation parameters.

- **Internal Reports** - Reports from the City’s Maintenance Services and Public Works staff on streets needing repair were considered.
- **Council Members Input** – Council member requests for selecting streets were considered.
- **Public Input** - Public requests for selecting streets were considered.
- **Geographic Location** – Selecting streets in close vicinity to help lower construction bids was considered.
- **Funding Availability** – Available funding and potential for obtaining outside grant funding was evaluated.

The Pavement Condition Index (PCI) is an overall rating of road conditions. The PCI of each arterial and collector street segment is evaluated by an independent third-party every other year, and each residential street segment is evaluated every five years.

<u>PCI Rating</u>	<u>Description</u>
100	This rating is given to newly constructed or rehabilitated roadways.
85 - 99	Highly functional roadway. No action required.
70 - 85	Roadway can be maintained ("preventive maintenance") with crack sealing, slurry seals, micro-surfacing, and some minor, localized pothole repairs. As the roadway pavement ages, preventive maintenance may not be effective after a few maintenance cycles.
40 - 70	Extensive "dig-outs," grinding, fabric, or asphalt overlays may be required to maintain (or "rehabilitate") roadway.
0 - 40	Roadway requires complete reconstruction using full depth reconstruction or cold in place recycling. If a street deteriorates beyond certain points, it becomes progressively more expensive to bring that street back to the desired standard.

DISCUSSION

The FY26 PIP focuses on enhancing the streets in the neighborhoods of: Jackson Triangle, Whitman Mocine, Mount Eden, and Industrial Hayward. The FY26 PIP aims to promote social equity by paving streets in proximity to lower socioeconomic areas, including A St, Hathaway Ave, and Western Blvd.

Staff has engaged an experienced consultant, PEI, to validate the selection of street segments and assess the approximate level of treatment required for each. Additionally, PEI will provide essential engineering support services throughout the project.

1.8 centerline miles of Class II bike lane striping will be installed at the following locations:

- A St, Hathaway Ave to Walnut Ave (0.3 miles)
- A St, Foothill Ave to City Limits (0.4 miles)
- Hathaway Ave, A St to City Limits (0.4 miles)
- Santa Clara St, A St to Winton Ave (0.7 miles)

This project is categorically exempt from environmental review under Section 15301(c) of the California Environmental Quality Act (CEQA) Guidelines for the operation, repair, maintenance, or minor alteration of existing facilities.

On November 15, 2016, Council passed a resolution authorizing a Community Workforce Agreement (CWA) with the Alameda County Building Trades Council (BTC), which applies to City projects with construction costs of \$1,000,000 or more. The agreement requires contractors to use local union hiring halls, encourages contractors to employ Hayward residents or Hayward Unified School District graduates, and requires hired workers to pay union dues and other benefit trust fund contributions, etc. Since the construction cost estimate for the FY26 PIP is more than \$1,000,000, the CWA agreement applies to this project.

ECONOMIC IMPACT

The project will improve pavement conditions and generate economic benefits by:

- Reducing travel time and congestion
- Lowering fuel consumption and vehicle operating costs
- Attracting business investment
- Increasing property values and neighborhood desirability
- Reducing vehicle traffic through added bike lanes
- Creating local construction jobs under the Community Workforce Agreement

STRATEGIC ROADMAP

This agenda item supports the FY25 Strategic Roadmap of Invest in Infrastructure, Objective 1: Invest in multi-modal transportation. Specifically, this item relates to the implementation of the following project(s):

- FM2 - #of miles of bike lanes added
- FM3 - # of miles of repaving completed

SUSTAINABILITY FEATURES

The project requires the contractor to recycle all construction and demolition debris generated from the project.

This project is consistent with City’s Complete Streets Policy and improves travel for all users including:

- Improved pavement for motorists
- Additional bike lanes and sharrows for cyclists
- More visible pavement markings for pedestrians, including near school zones
- New or upgraded curb ramps to meet the recently revised Caltrans standards for pedestrians

The project satisfies the following 2040 General Plan policies:

- PFS-7.10 Recycled Products or Processes for Capital Projects
- HQL-2.5 Safe Routes to School
- HQL-2.6 Education on Sharing the Road
- M-1.7 Eliminate Gaps (in pedestrian networks)
- M-3.1 Serving All Users
- M-5.1 Pedestrian Needs
- M-5.6 Safe Pedestrian Crossings
- M-6.2 Encourage Bicycle Use

PUBLIC CONTACT

Immediately after the construction contract is awarded, a preliminary notice explaining the project will be posted and distributed to all residents and businesses along the affected streets. After the construction work has been scheduled, signs on barricades will be posted seventy-two hours prior to commencement of work indicating the date and time of work for each street. Residents will be advised to park their vehicles on side streets outside of the work area during the period when the streets are being treated.

NEXT STEPS

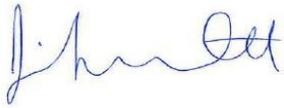
March 2026	Bid Opening
April 2026	Award of Contract
May 2026	Start of Construction
Fall 2026	End of Construction

Prepared by: Yama Farouqi, Senior Civil Engineer

Reviewed by: Dave Hung, Acting Deputy Director of Public Works

Recommended by: Alex Ameri, Director of Public Works

Approved by:

A handwritten signature in blue ink, appearing to read "Jennifer Ott".

Jennifer Ott, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 26-____

Introduced by Council Member _____

RESOLUTION APPROVING PLANS AND SPECIFICATIONS FOR THE FY26
PAVEMENT IMPROVEMENT PROJECT, PROJECT NO. 05347 AND CALL FOR
BIDS

WHEREAS, those certain plans and specifications for the FY26 Pavement Improvement Project, Project No. 05347, on file in the office of the City Clerk, are hereby adopted as the plans and specifications for the project; and

WHEREAS, the City Clerk is hereby directed to cause a notice calling for bids for the required work and material to be made in the form and manner provided by law; and

WHEREAS, sealed bids therefor will be received by the City Clerk's office at City Hall, 777 B Street, City Hall Rotunda, Hayward, California 94541, up to the hour of 2:00 p.m. on Tuesday, March 17, 2026, and immediately thereafter publicly opened and declared by the City Clerk in the Hayward City Hall Rotunda, located on the 1st Floor of City Hall, Hayward, California.

NOW, THEREFORE, BE IT RESOLVED, that the City Council will consider a report on the bids at a regular meeting following the aforesaid opening and declaration of same.

BE IT FURTHER RESOLVED, that the project is categorically exempt under section 15301(c) of the California Environmental Quality Act Guidelines for the operation, repair, maintenance, or minor alteration of existing facilities

IN COUNCIL, HAYWARD, CALIFORNIA, _____, 2026

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
 MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
 City Clerk of the City of Hayward

APPROVED AS TO FORM:

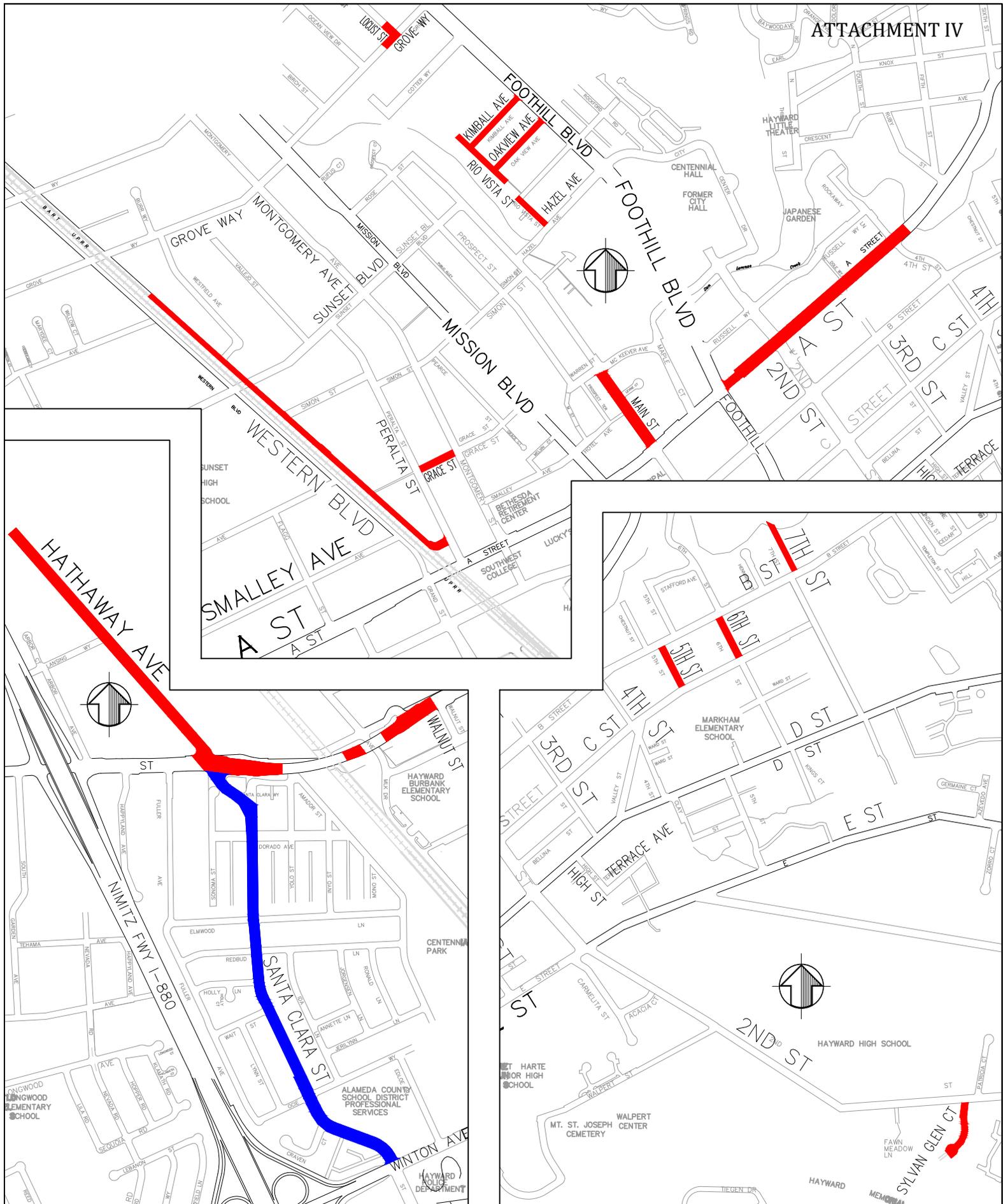
City Attorney of the City of Hayward

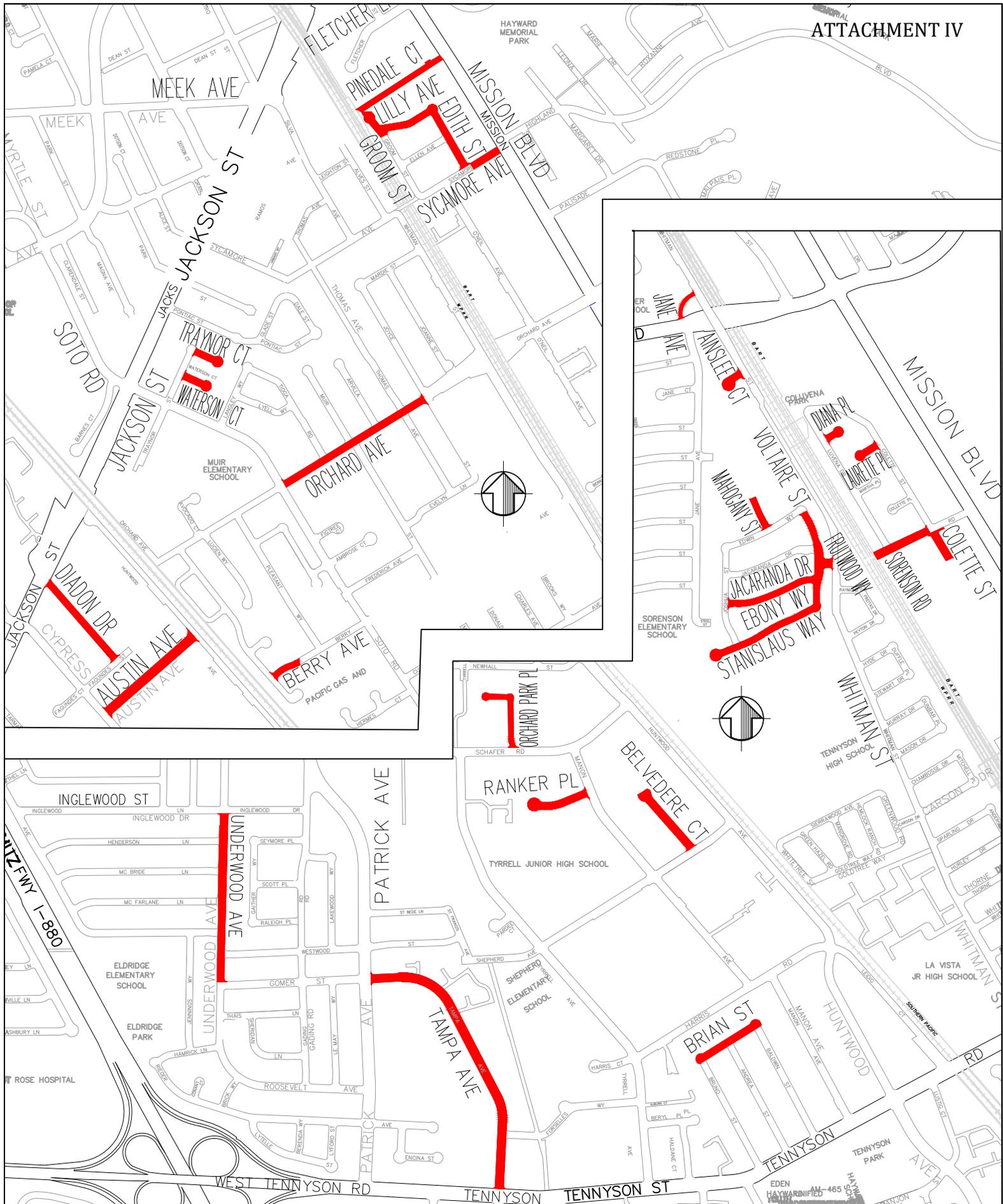
FY26 PAVEMENT IMPROVEMENT PROJECT

Neighborhood	#	Street	Limits	Treatment	Area (SF)
					11,167,385
Eden Shores	1	Albatross Rd	Breaker Cir to Breaker Cir	Preventive Maintenance (Micro-Surfcaing)	17,916
	2	Albion Ct	Breaker Cir to Cul-De-Sac		12,965
	3	Beachwood Ct	Cul De Sac to Marshbrook Dr (End)		21,483
	4	Beachwood St	Marshbrook Dr to Spindrift Cir		16,937
	5	Breaker Cir	Marshbrook Dr to Marshbrook Dr		75,423
	6	Breaker Ln	Marshbrook Dr to Marshbrook Dr		32,876
	7	Driftwood St	Marshbrook Dr to Spindrift Cir		40,139
	8	Dune Cir	Sandcreek Dr to Sandcreek Dr		35,954
	9	Eden Park Pl	Hesperian Blvd to Cul-De-Sac		57,368
	10	Eden Shores Blvd - 1	Marina Dr to Hesperian Blvd		66,311
	11	Eden Shores Blvd - 2	Marina Dr to Begin PCC		22,793
	12	Eden Shores Blvd - 3	Begin PCC to End PCC		10,824
	13	Eden Shores Blvd - 4	End PCC to Eden Shores Dr		42,666
	14	Eden Shores Ct	Eden Shores Dr to Cul-De-Sac		11,184
	15	Eden Shores Dr	Eden Shores Blvd to Eden Shores Ct		127,842
	16	Isle Ct	Shellgate Cir to Cul-De-Sac		6,014
	17	Jetty Wy	Eden Shores Dr to Eden Shores Dr		20,758
	18	Marina Dr	Industrial Blvd to Eden Park Pl		106,030
	19	Marshbrook Dr	Eden Shores Dr to Eden Shores Dr		101,382
	20	Plover Ct	Marshbrook Dr to Cul-De-Sac		12,389
	21	Sandcreek Dr - 1	Edenshores Blvd to Tern Pl		21,827
	22	Sandcreek Dr - 2	Shellgate Cir to Edenshores Blvd		27,958
	23	Sea Drift Cir	Eden Shores Dr to Eden Shores Dr		43,056
	24	Sea Drift Ln	Eden Shores Dr to Sandcreek Dr		29,149
	25	Sea Haven Ct	Eden Shores Dr to Cul-De-Sac		15,548
	26	Sea Horse Ct	Eden Shores Dr to Cul-De-Sac		12,851
	27	Shellgate Cir	Shellgate Ct to Sandcreek Dr		59,236
	28	Shellgate Ct	Shellgate Cir to Cul-De-Sac		10,854
	29	Spindrift Cir	Marshbrook Dr to Marshbrook Dr		64,993
	30	Spindrift Ct	Marshbrook Dr to Cul-De-Sac		19,577
	31	Sunset Dune Wy	Sandcreek Dr to Shellgate Cir		20,714
	32	Tern Pl	Eden Shores Dr to Sandcreek Dr		21,941
Santa Clara	33	Santa Clara St	A St to Winton Av		214,523
Arterial	34	Foothill Blvd	Mission Blvd to Apple Av	Preventive Maintenance (Crack Seal & Spot Repair)	628,461
	35	Harder Rd	Santa Clara St To Mission Blvd		369,822
	36	Hesperian Blvd	Industrial Pkwy To City Limits		1,450,234
	37	Huntwood Av	Whipple Rd to San Antonio St & Folsom Ave to Gading Rd		1,045,836
	38	Industrial Pkwy West	Whipple Rd to Industrial Pkwy West		318,300
	39	Jackson St	Santa Clara St to City Limits		708,878
	40	Mission Blvd	Foothill Blvd to Union City Limits		1,971,312
	41	Santa Clara St	Harder Rd To Winton Av		337,190
	42	Tennyson Rd	Hesperian Blvd To Mission Blvd		934,372
	43	Whipple Rd	City Limits To City Limits		131,250
Santa Clara	44	A St	Hathaway Blvd to PCC Overpass		47,598
	45	A St	PCC Overpass to PCC Overpass		12,600
	46	A St	PCC Overpass to Walnut Ave		45,235
	47	Hathaway Av	West A St to City Limits		131,216
North Hayward	48	A St	Foothill Blvd to County Limits	Rehabilitation (Mill & Overlay)	127,424
	49	Fifth St	C St to B St		11,148
	50	Foxfire Ln	Logan Wy to End		8,867
	51	Grace St	Peralta St to Montgomery St		8,936
	52	Grove Wy and Locust St	Grove Wy and Locust St		560
	53	Kimball Av	Rio Vista St to Foothill Blvd		15,782
	54	Main St	A St to Warrant St		31,800
	55	Oakview Av	Rio Vista St to Foothill Blvd		14,354
	56	Rio Vista St - 1	End to End		16,607
	57	Rio Vista St - 2	Hazel Av to Rex Rd		7,550
	58	Seventh St	B St to End		8,523
	59	Sixth St	B St to C St		13,862
	60	Sylvan Glen Ct	Second St to End		18,240
	61	Western Blvd	Peralta St to City Limits		78,974

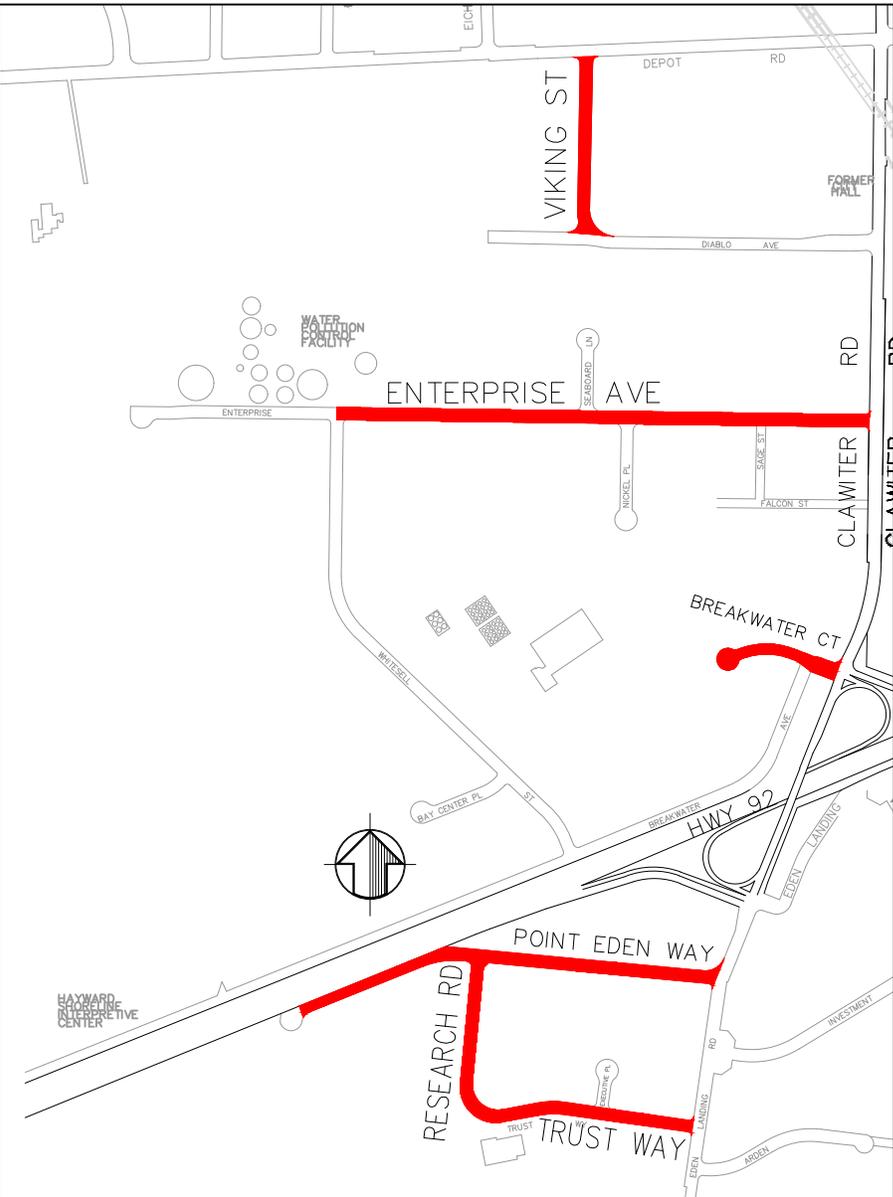
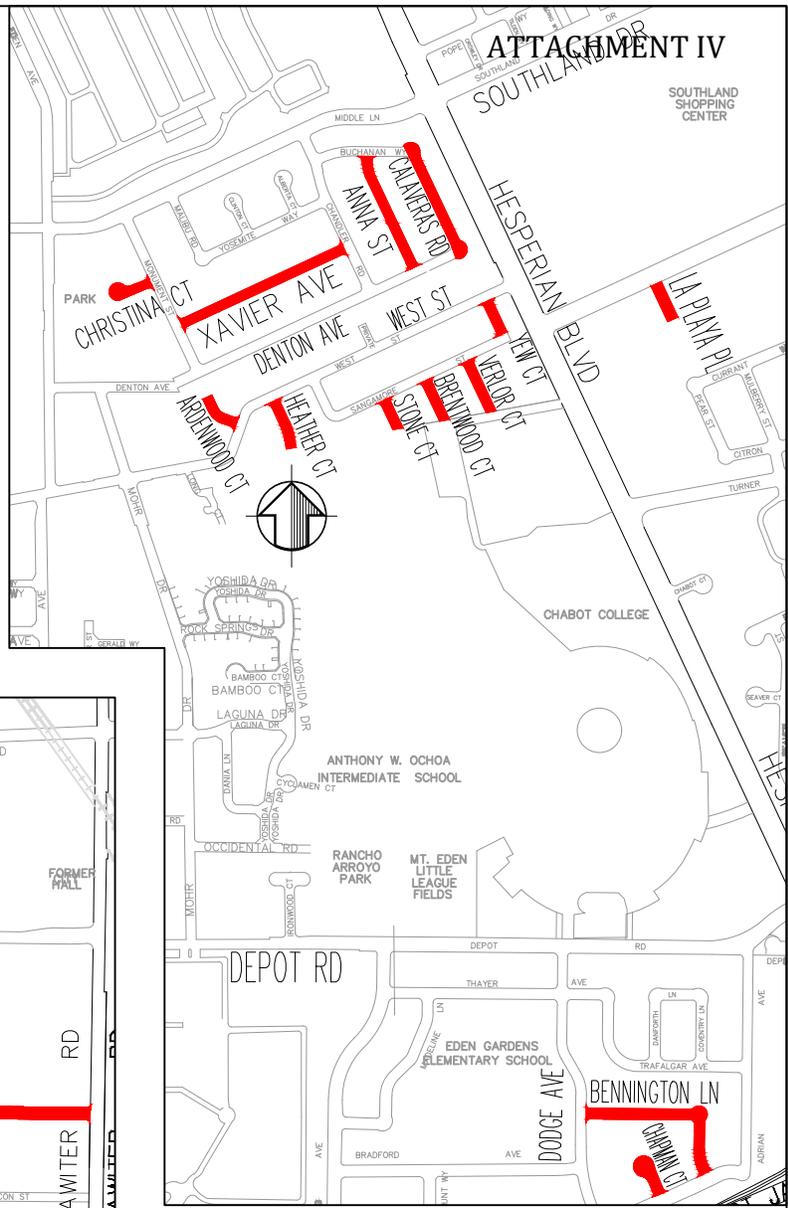
FY26 PAVEMENT IMPROVEMENT PROJECT

Neighborhood	#	Street	Limits	Treatment	Area (SF)
					11,167,385
Jackson Triangle	62	Austin Av	Cypress Av to Huntwood Av	Rehabilitation (Mill & Overlay)	41,985
	63	Berry Av	Silverthorne Pl to ACFC (COP)		7,422
	64	Diadon Dr	Fagundes St to Jackson St		28,356
	65	Edith St	Sycamore Av to Lilly Av		19,520
	66	Groom St	Lilly Av to Cul-De-Sac		5,682
	67	Lilly Av	Groom St to Edith St		14,148
	68	Orchard Ave	Soto Rd to Joyce St		42,368
	69	Pinedale Ct	Mission Blvd to End		18,907
	70	Sycamore Av	Mission Blvd to Edith St		12,087
	71	Traynor Ct	Cul De Sac to Traynor St		7,817
	72	Waterson Ct	Traynor St to Cul De Sac		9,009
Whitman Mocine	73	Ainslee Ct	Cul De Sac to Whitman St		8,489
	74	Colette St	Sorenson Rd to South End		7,788
	75	Diana Pl	Luvana St to End		6,190
	76	Ebony Wy	Joshua St to Voltaire St	25,271	
	77	Fruitwood Wy	Voltaire St to Whitman St	4,206	
	78	Jane Av	Whitman St to Harder Rd	12,129	
	79	Laurette Pl	Colette St to Cul De Sac	7,834	
	80	Mahogany St	Edwin Wy to Cottage Park Dr	6,138	
	81	Sorenson Rd	Collette St to Luvana Dr	11,680	
	82	Stanislaus Wy	Stanislaus Ct to West End Cul De Sac	35,725	
83	Voltaire St	Stanislaus Wy to Edwin Wy	30,192		
Harder Tennyson	84	Belvedere Ct	Shepard Av to CDS	22,692	
	85	Brian St	Bruno St to Baldwin St	18,400	
	86	Orchard Park Pl	Schafer Rd to Cul-De-Sac	25,925	
	87	Ranker Pl	Manon Av to CDS	18,818	
	88	Tampa Av	Tennyson Rd to Patrick Av	102,330	
Tennyson Alquire	89	Underwood Av	Inglewood St to Gomer St	56,457	
	90	Cinnamon Ct	Ruus Rd to Cul De Sac	16,524	
	91	Colony Ct	Folsom Av to Vagabond Ln	17,866	
	92	Sebring Ct	Welford Ln to Cul-De-Sac	14,164	
	93	Silverdell Wy	Huntwood Av to Colony Ct	12,467	
Industrial	94	Thiel Rd	Ruus Rd to End	42,600	
	95	Vagabond Ln	Folsom Av to Colony Ct	13,392	
	96	Breakwater Ct	Breakwater Av to Clawiter Rd	15,868	
	97	Enterprise Av	Clawiter Rd to Whitesell St	122,490	
	98	Point Eden Wy	Eden Landing Rd to Cul-De-Sac	99,137	
Mt Eden	99	Research Rd	Point Eden Wy to Trust Wy	36,910	
	100	Trust Way	Resarch Rd to Eden Landing Rd	49,680	
	101	Viking St	Diablo Av to Depot Rd	41,265	
	102	Anna St	Denton Av to Buchanan Wy	21,399	
	103	Ardenwood Ct	West St to Dead End	7,368	
	104	Bennington Ln	Dodge Av to Cryer St	32,704	
	105	Brentwood Ct	Sangamore St to End	7,636	
	106	Calaveras Rd	Denton Av to Buchanan Wy	18,897	
	107	Chapman Ct	Cryer St to Cul De Sac	10,213	
	108	Christina Ct	Monument Blvd to Cul De Sac	10,152	
109	Heather Ct	West St to Dead End	8,608		
110	La Playa Pl	La Playa Dr to End	11,700		
111	Stone Ct	Sangamore St to End	5,694		
112	Verlor Ct	Sangamore St to End	9,616		
113	Xavier Av	Monument St to Chandler Rd	30,492		
114	Yew Ct	Sangamore St to West St	6,566		



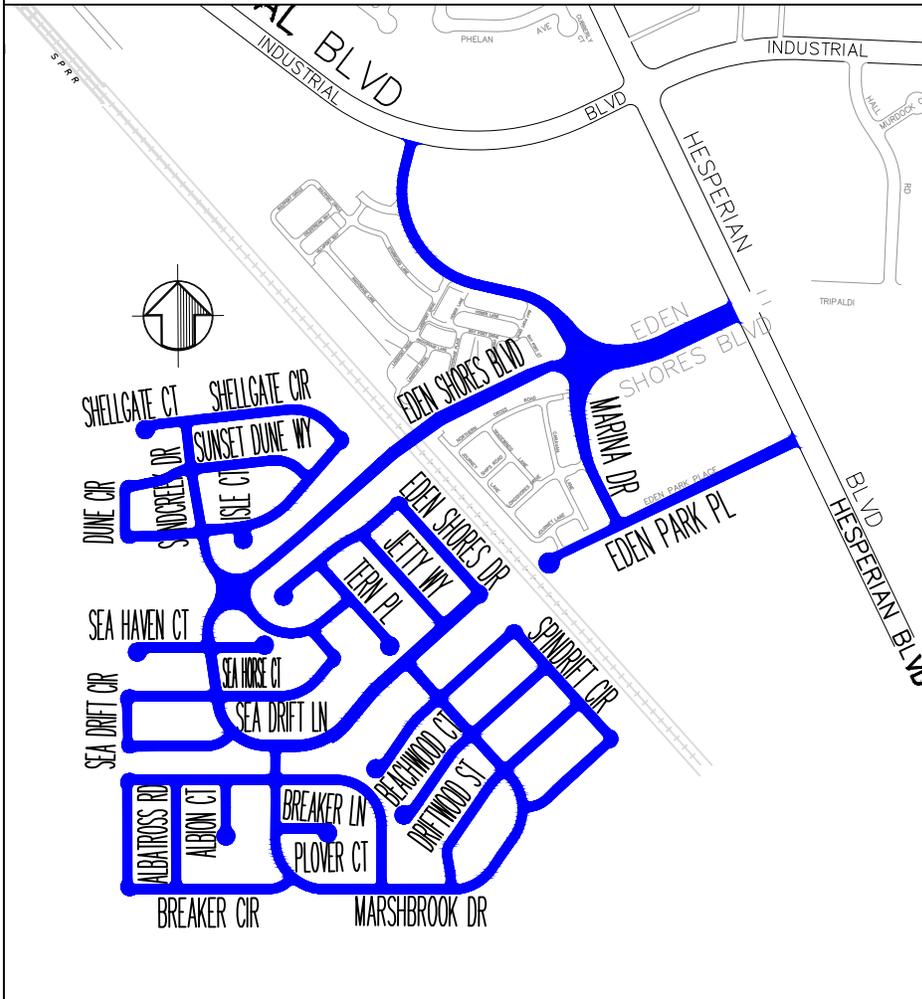
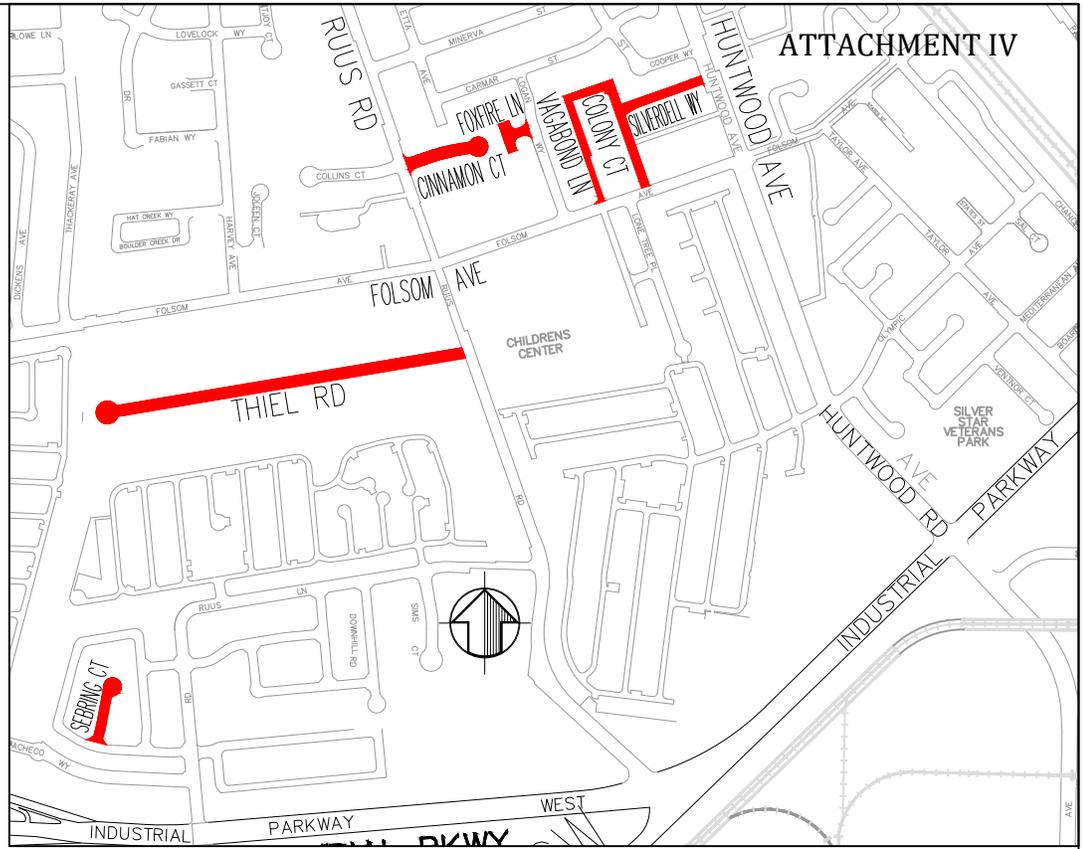


SOUTHLAND SHOPPING CENTER



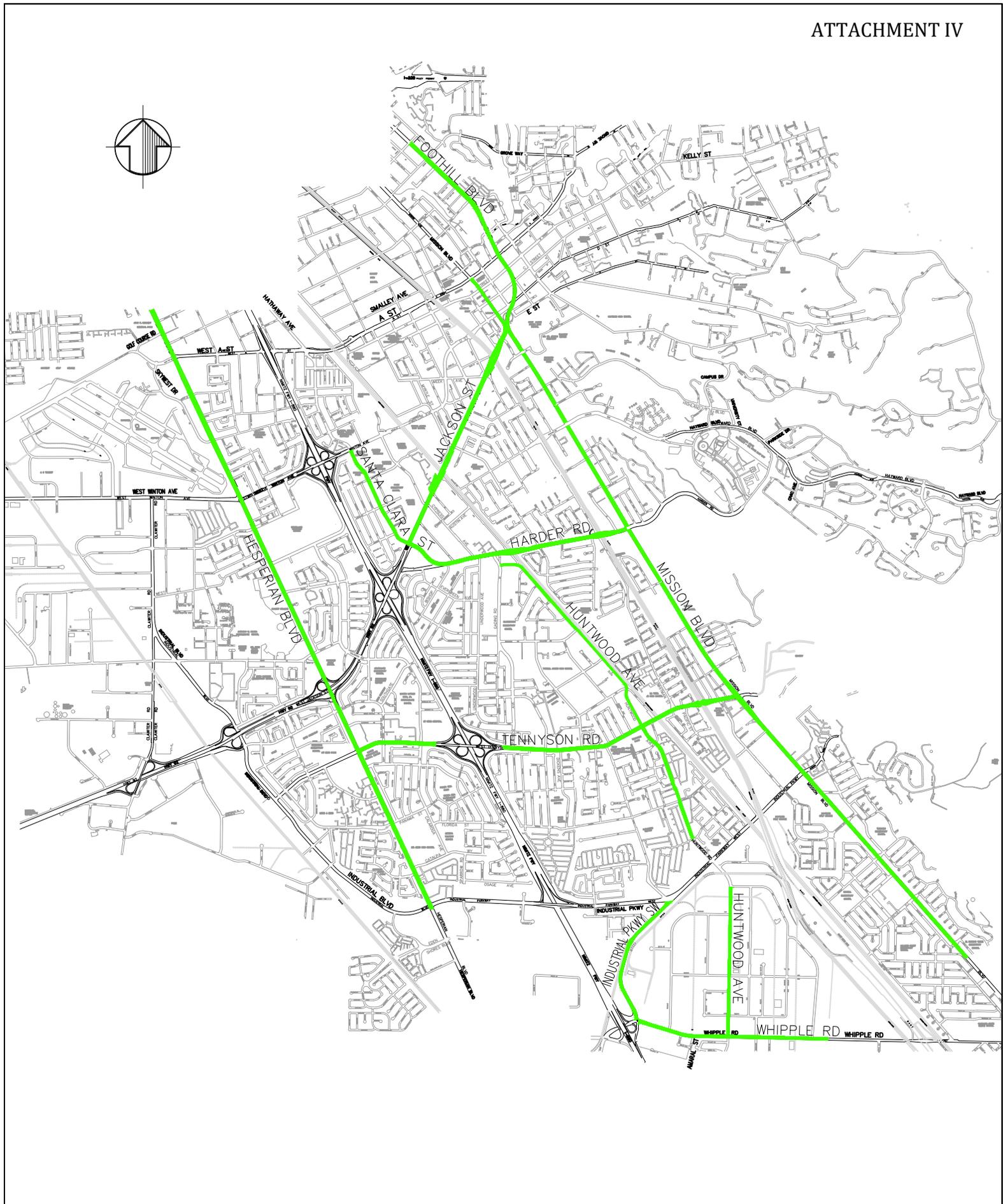
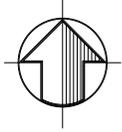
FY26 PAVEMENT IMPROVEMENT PROJECT
PROJECT NO. 05347

PAVEMENT REHABILITATION █
PREVENTIVE MAINTENANCE █ 96



FY26 PAVEMENT IMPROVEMENT PROJECT
PROJECT NO. 05347

PAVEMENT REHABILITATION █
PREVENTIVE MAINTENANCE █ 97





CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: CONS 26-051

DATE: February 24, 2026

TO: Mayor and City Council

FROM: Fire Chief

SUBJECT

Adopt a Resolution Authorizing the City Manager to Accept and Appropriate \$215,040 in State of California Department of Forestry and Fire Protection Grant Funding through the 2025 Wildfire Ready East Bay Grant Program to Support Chipping and Residential Assistance Programs Provided by the Hayward Fire Department

RECOMMENDATION

That the City Council adopts a Resolution (Attachment II) authorizing the City Manager to accept and appropriate to fund 220 \$215,040 in State of California Department of Forestry and Fire Protection (Cal FIRE) grant funding through the 2025 “Wildfire Ready East Bay” grant program to support chipping and Residential Assistance Program (RAP) programs provided by the Hayward Fire Department.

SUMMARY

The Hayward Fire Department (HFD) has been awarded the 2025 “Wildfire Ready East Bay” Grant through Cal FIRE’s dedicated grant funding that supports wildfire preparedness efforts. HFD sought this grant to subsidize the strain on the City’s current financial status, while continuing to provide resources and emergency preparedness efforts for the community. The grant award will fully fund an expanded chipping and vegetation removal assistance initiative throughout Hayward and Fairview, as well as an education campaign and ongoing support efforts.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution



DATE: February 24, 2026

TO: Mayor and City Council

FROM: Fire Chief

SUBJECT: Adopt a Resolution Authorizing the City Manager to Accept and Appropriate \$215,040 in State of California Department of Forestry and Fire Protection Grant Funding through the 2025 Wildfire Ready East Bay Grant Program to Support Chipping and Residential Assistance Programs Provided by the Hayward Fire Department

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SUMMARY

The Hayward Fire Department (HFD) has been awarded the 2025 “Wildfire Ready East Bay” Grant through Cal FIRE’s dedicated grant funding that supports wildfire preparedness efforts. HFD sought this grant to subsidize the strain on the City’s current financial status, while continuing to provide resources and emergency preparedness efforts for the community. The grant award will fully fund an expanded chipping and vegetation removal assistance initiative throughout Hayward and Fairview, as well as an education campaign and ongoing support efforts.

FISCAL IMPACT

This grant funds costs associated with completing residential chipping and vegetation removal services throughout nine identified high fire danger areas within Hayward and Fairview. This includes:

- \$112,000 No Cost Chipping Program
- \$60,000 Residential Assistance Program
- \$7,000 Community Outreach Toolkits

- \$3,750 Printed Educational Brochures
- \$3,000 Resilience Outreach Supplies
- \$3,250 Public Education Event Materials
- \$3,000 Community Emergency Response Team (CERT) Training Supplies
- \$23,040 Other, administrative costs

The grant has no cost matching obligations and is fully reimbursable through Cal FIRE.

BACKGROUND & DISCUSSION

Hayward Fire Department developed a vegetation management program in 2012 to assist residents of both Hayward and Fairview with creating defensible space in high-fire hazard areas. This program is powered by grant funding; the department was awarded the FEMA Hazardous Mitigation Grant to use in the 2022 fire season. The RAP was developed to assist residents unable to cut and stack the limbs due to limited physical abilities and/or economic barriers. The program has since evolved to include creating defensible space around their homes.

This has been a grant-funded initiative since the inception of the program, but funding has been varied and has become more difficult to attain. The current grant program offering from Cal FIRE allows for an expansion of the areas that have previously been included in the program, and for HFD to reach a larger area that is identified as “high hazard” in terms of fire severity risk. With this grant funding, the reach of the program will be expanded to include nine identified neighborhoods. Through the program, HFD will not only offer to remove the physical fuel load but will also encourage fire-safe education, CERT enrollment, and participation in the Firewise Communities network.

The performance period for this grant opportunity spans calendar year 2026, and will include two rounds of chipping/assistance, engage at least 300 parcels through targeted outreach, and inspections to confirm participation and compliance. At the conclusion of the grant period, HFD will identify neighborhoods with strong community leadership to participate in the Firewise Community program to continue to expand education and fire safe practices for the area. A Firewise Community is part of the Firewise USA program, which is a national initiative aimed at helping communities mitigate wildfire risk. This program encourages residents to collaborate on local plans to protect their homes from wildfires through education and specific actions. Communities involved in the Firewise program work together to enhance their resilience against wildfires by implementing strategies that reduce hazards and improve preparedness.

STRATEGIC ROADMAP

This initiative supports the Strategic Roadmap priority of Enhance Community Safety. In particular, it supports the metric “Strengthen Emergency Preparedness.”

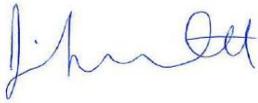
NEXT STEPS

If Council adopts the resolution, the City Manager will accept and appropriate the funds and HFD will use the grant funding to proceed with community outreach, education, and enrollment in the chipping and residential assistance programs.

Prepared by: Lauren Dekas, Management Analyst

Recommended by: Ryan Hamre, Fire Chief

Approved by:

A handwritten signature in blue ink, appearing to read "Jennifer Ott".

Jennifer Ott, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 26-____

Introduced by Council Member _____

RESOLUTION AUTHORIZING THE CITY MANAGER TO ACCEPT AND APPROPRIATE \$215,040 IN STATE OF CALIFORNIA DEPARTMENT OF FORESTRY AND FIRE PROTECTION GRANT FUNDING THROUGH THE 2025 WILDFIRE READY EAST BAY GRANT PROGRAM TO SUPPORT CHIPPING AND RESIDENTIAL ASSISTANCE PROGRAMS PROVIDED BY THE HAYWARD FIRE DEPARTMENT

WHEREAS, the Hayward Fire Department has been awarded \$215,040 in grant funding through the 2025 Wildfire Ready East Bay grant program from the California Department of Forestry and Fire Protection to support chipping and residential assistance program initiatives; and

WHEREAS, the Hayward Fire Department established its chipping program in 2012 and has relied solely on grant funding to continue the ability to host this program; and

WHEREAS, the award valuation for the Wildfire Ready East Bay program will allow for expanded services within the existing program, including service to a larger geographic region, an education campaign, and an increase in participation in emergency preparedness programs.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that the City Manager is hereby authorized to accept and appropriate \$215,040 in Cal FIRE grant funding to support chipping and residential assistance programs facilitated by the Hayward Fire Department.

IN COUNCIL, HAYWARD, CALIFORNIA, _____, 2026

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
 MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
 City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: CONS 26-057

DATE: February 24, 2026

TO: Mayor and City Council

FROM: City Clerk

SUBJECT

Adopt an Ordinance of the City Council of the City of Hayward Amending Sections 8-18.20 to 8-18.40, 8-18.120 to 8-18.170, and 8-18.190 to 8-18.200 of Article 18, Chapter 8 of the Hayward Municipal Code Relating to the Utility Users Tax

RECOMMENDATION

That the Council adopts the Ordinance introduced on February 17, 2026.

SUMMARY

This item entails the adoption of an Ordinance amending Chapter 8, Article 18 sections 8-18.20 to 8-18.40, 8-18.120 to 8-18.170, and 8-18.190 to 8-18.200, relating to the Utility Users Tax. The Ordinance was introduced on February 17, 2026, by Council Member Goldstein.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Summary of Ordinance



DATE: February 24, 2026
TO: Mayor and City Council
FROM: City Clerk
SUBJECT: Adopt an Ordinance of the City Council of the City of Hayward Amending Sections 8-18.20 to 8-18.40, 8-18.120 to 8-18.170, and 8-18.190 to 8-18.200 of Article 18, Chapter 8 of the Hayward Municipal Code Relating to the Utility Users Tax

RECOMMENDATION

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SUMMARY

This item entails the adoption of an Ordinance amending Chapter 8, Article 18 sections 8-18.20 to 8-18.40, 8-18.120 to 8-18.170, and 8-18.190 to 8-18.200, relating to the Utility Users Tax. The Ordinance was introduced on February 17, 2026, by Council Member Goldstein.

FISCAL IMPACT

There is no fiscal impact associated with this report.

BACKGROUND

The Ordinance was introduced by Council Member Goldstein at the February 17, 2026, meeting of the City Council with the following vote:

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

STRATEGIC ROADMAP

The agenda item is a routine operational item and does not relate to one of the Council's Strategic Initiatives.

PUBLIC CONTACT

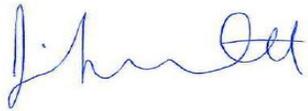
The summary of the Ordinance was published in the Daily Review c/o Bay Area News Group-East Bay on Friday, February 20, 2026. Adoption, at this time, is therefore appropriate.

NEXT STEPS

The Hayward Municipal Code and other related documents will be updated accordingly.

Prepared and Recommended by: Miriam Lens, City Clerk

Approved by:

A handwritten signature in blue ink, appearing to read "Jennifer Ott".

Jennifer Ott, City Manager

PUBLIC NOTICE OF AN INTRODUCTION OF AN ORDINANCE BY THE
CITY COUNCIL OF THE CITY OF HAYWARD

SUMMARY OF ORDINANCE

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF HAYWARD AMENDING SECTIONS 8-18.20 TO 8-18.40, 8-18.120 TO 8-18.170, AND 8-18.190 TO 8-18.200 OF ARTICLE 18, CHAPTER 8 OF THE HAYWARD MUNICIPAL CODE RELATING TO THE UTILITY USERS TAX

THE CITY COUNCIL OF THE CITY OF HAYWARD DOES ORDAIN AS FOLLOWS:

Section 1. Sections 8-18.20 to 8-18.40, 8-18.120 to 8-18.170, and 8-18.190 to 8-18.200, of Article 18, Chapter 8 of the Hayward Municipal Code are amended to read as follows, with deleted terms shown in strikeout and added terms underlined:

ARTICLE 18

UTILITY USERS TAX

SEC. 8-18.20 DEFINITIONS.

SEC. 8-18-30 CONSTITUTIONAL, STATUTORY AND OTHER EXEMPTIONS.

SEC. 8-18.40 LOW INCOME AND LIFELINE EXEMPTION.

SEC. 8-18.120 DUTY TO COLLECT AND REMIT TAX. PROCEDURES. SERVICE SUPPLIERS

SEC. 8-18.130 ~~COLLECTION PENALTIES.~~ FAILURE TO COLLECT OR REMIT – SERVICE SUPPLIERS

SEC. 8-18.140 LIABILITIES AND ACTIONS TO COLLECT.

SEC. 8-18.150 DEFICIENCY DETERMINATIONS AND FINAL AND ASSESSMENT. TAX APPLICATION ERRORS.

SEC. 8-18.160 ADMINISTRATIVE REMEDY – NON-PAYING SERVICE USERS.

SEC. 8-18.170 ADDITIONAL POWERS AND DUTIES OF THE TAX ADMINISTRATOR.

SEC. 8-18.190 REFUNDS.

SEC. 8-18.200 APPEALS.

Section 2. California Environmental Quality Act. Adoption of this Ordinance is exempt from environmental review as the adoption of this Ordinance does not qualify as a “project” pursuant to the California Environmental Quality Act (“CEQA”), under Public Resource Code Section 21065 and CEQA Guidelines Section 15320, 15378, and 15061(b) (3) as there is no possibility that such action would cause either a direct, or reasonably foreseeable indirect, physical change in the environment.

Section 3. If any section, subsection, paragraph, or sentence of this Ordinance, or any part thereof, is for any reason found to be unconstitutional, invalid, or beyond the authority of the City of Hayward by a court of competent jurisdiction, such decision shall not affect the validity or effectiveness of the remaining portions of this Ordinance.

Section 4. The effective date of this Article shall be thirty (30) days after its adoption by the City Council.

Introduced at a regular meeting of the City Council of the City of Hayward, held on the 17th day of February 2026, by Council Member Goldstein.

This Ordinance will be considered for adoption at the regular meeting of the Hayward City Council, to be held on February 24, 2026, at 7:00 p.m.

Please note, the City Council will hold a hybrid meeting which will allow for participation in the Council Chamber and virtually via the Zoom platform.

The full text of this Ordinance is available for examination by the public by contacting the City Clerk’s office at cityclerk@hayward-ca.gov or (510) 583-4400.

Dated: February 20, 2026
Miriam Lens, City Clerk
City of Hayward



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: PH 26-008

DATE: February 24, 2026

TO: Mayor and City Council

FROM: Director of Human Resources

SUBJECT

Public Hearing Pursuant to Government Code Section 3502.3 to Receive a Report on City of Hayward Vacancies; and Recruitment and Retention Efforts

RECOMMENDATION

Staff recommends that the City Council receives the presentation for information purposes only during the public hearing at which the City will report on workforce vacancies, recruitment, and retention efforts. The City's recognized employee organizations will be provided an opportunity to make a presentation on these subjects, if desired.

SUMMARY

Assembly Bill 2561 (AB 2561) requires public agencies, including the City, to hold at least one (1) public hearing per fiscal year to discuss vacancies, recruitment and retention efforts. This communication along with the public presentation discusses the City's legal obligations under the new law, which took effect January 1, 2025. This presentation is for informational purposes only regarding the status of the City's vacancies, recruitment and retention efforts.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	AB 2561 Presentation



DATE: February 24, 2026

TO: Mayor and City Council

FROM: Director of Human Resources

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SUMMARY

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FISCAL IMPACT

There is no direct fiscal impact associated with conducting the public hearing required under Government Code section 3205.3.

BACKGROUND

AB 2561, Chapter 409, an act to add Section 3502.3 to the Government Code (GC) was signed into law on September 22, 2024, and became effective January 1, 2025. AB 2561 was introduced to address the issue of job vacancies in local government, which adversely affects the delivery of public services and employee workload. Among other requirements, the bill mandates that public agencies conduct a public hearing to present the status of vacancies, recruitment, and retention efforts during a public hearing before the agency's governing body at least once per fiscal year prior to the

adoption of the next fiscal year's budget and identify any necessary changes to policies, procedures, and recruitment activities that may lead to obstacles in the hiring process.

GC 3502.3 entitles recognized employee groups, regardless of the vacancy rate, to make a presentation before the governing board of a public agency during the same public hearing in which the public agency makes its annual presentation on vacancies.

DISCUSSION

This report outlines the City's job vacancies, recruitment, and retention strategies. All data collected is from Fiscal Year (FY) 2025-2026, from July 1, 2025 through January 30, 2026. While AB 2561 has specific requirements as outlined above, the City recognizes the current financial state of the organization and included data in this report beyond the requirements of AB 2561. This additional data provides a more holistic view of vacancies as they relate to the current financial situation of the organization.

For purposes of this reporting, vacancies created from layoffs, separations through the Voluntary Separation Incentive Program (VSIP), and other separations during the fiscal year are included as part of the vacancy rate calculations as these positions are still part of the current fiscal year's adopted budget. Permanent changes to Full Time Equivalents (FTEs) and positions will be considered as part of the budget review process and proposed for adoption in the upcoming FY 2026-2027 budget.

Definitions

The City utilizes the following definitions when calculating the vacancy rate:

Total Budgeted FTEs – The total number of regular FTEs that are adopted in the current fiscal year budget.

of Total Positions – The total number of regular full-time and part-time *positions* allocated to approved classifications.

Viable Vacancy – A funded, authorized regular position that is currently vacant.

Vacancy Rate – The number of viable vacancies divided by the total number of positions.

Status of Vacancies

As of January 30, 2026, the City maintains 956.3 budgeted FTEs within a total of 977 authorized positions. Of the authorized positions, 135 are currently identified as viable vacancies, resulting in an overall vacancy rate of 13.82% as shown in Table 1 below.

The following table outlines viable vacancy data by employee group. This breakdown reflects budgeted FTE, total authorized positions, viable vacancies, and the corresponding vacancy rate for each group for the current FY as of January 30, 2026.

Table 1

Employee Group	Total Budgeted FTE Count	# of Total Positions	# of Viable Vacancies	Vacancy Rate
IAFF Local 1909	130	130	8	6.15%
IAFF Local 1909 Fire Officer's	8	8	0	0%
Fire Chief's Association	2	2	0	0%
Hayward Police Officers' Association	193	193	24	12.44%
Hayward Police Management	4	4	0	0%
SEIU 1021 Clerical	193.3	211	38	18.01%
SEIU 1021 Maintenance	137	137	21	15.33%
IFPTE Local 21	116.5	119	15	12.61%
Hayward Association of Management Employees	111.5	112	18	16.07%
City Appointed	3	3	0	0%
Mayor and Council	7	7	0	0%
Unpresented Employees (Exempt)	30	30	10	33.33%
Unpresented Employees (Non-Exempt)	9	9	0	0%
Unpresented Employees (Executives)	12	12	1	8.33%
Total	956.3	977	135	13.82%

Recruitment and Retention Efforts and Challenges in the Hiring Process

The City continues to implement targeted strategies to address viable vacancies for positions that are not part of the City's larger vacancy management strategy. During this time period, key efforts included the use of hiring incentives in hard-to-fill public safety classifications, community outreach, and implementing additional fiscal checks and balances in the hiring processes to ensure more thorough financial review of vacancies prior to advertising for recruitment.

For public safety classifications, recruitment timelines are extended due to required background investigations, medical and psychological evaluations, and academy training requirements. These mandated processes impact hiring timeframes, but are necessary to ensure compliance and maintain public trust.

Additionally, public safety agencies statewide are competing within a limited candidate pool, resulting in increased competition for qualified applicants. Evolving job expectations, retirements, and heightened performance standards further narrow eligibility pools. While during this time period hiring incentives were utilized as part of previously authorized tools, these incentives were discontinued effective January 2026 to help reduce expenditures.

Community outreach during this time period included participation in the Community Hub which was offered by Hayward Public Library as a full-service, one-stop resource center for patrons to access City of Hayward and community partner services. Recruitment staff participated by providing general advisement and guidance with resume review, job search support, and navigation through the City's hiring website and process.

Recruitment Statistics for FY 2025-2026

During the current time period the City initiated 37 individual job postings, including seven promotional recruitments, received 2,564 applications, created 62 eligibility lists, and filled 65 vacancies.

Vacancies Created and Maintained as a Result of Layoffs, VSIPs, and Other Separations

To help address the City's financial situation, staff implemented additional checks and balances in partnership with departments to identify and prioritize vacant positions needed to maintain continuity of operations. This included actively maintaining vacancies allocated to the General Fund where the operational need to fill was not immediate.

Additional operational measures were exercised to create savings through vacancy management, including offering the VSIP, implementing layoffs, and maintaining vacancies created through other separations.

Voluntary Separation Incentive Program

An initial offering of VSIP was opened to all staff with the purpose of incentivizing employees to voluntarily separate from their position and create vacancy savings for the City. The program was geared towards those already contemplating separation and received a total of 14 applications with 12 final approvals for the first offering of the program, two applicants withdrew from the program. The total number of separations through VSIP is shown in Table 2 below.

2025 Layoffs

In order to balance the budget for the current fiscal year, the City made the difficult decision to notice 17 employees for layoff. Of those 17, five employees noticed had available options, including reduction in hours, transfer into viable vacant positions, or bumping rights. The remaining 12 separated through layoff with no bumping rights. Additional employees were displaced through the bumping process and noticed for layoff; in total 14 employees were separated from the City through layoff. The total number of separations through layoff is shown in Table 2 below.

Other Separations

Other separations occurred in the fiscal year through a combination of natural attrition, retirements, and other employment separations from the City, totaling 67 vacancies. The total number of other separations is shown in Table 2 below.

Important to note that vacancy numbers, including vacancy rates change as both hires and separations are updated. This number is continuously moving.

Table 2

FY 2025 - 2026 (July 1, 2025 - January 30, 2026)	# of Count
# of Layoffs	14
# of VSIP	12
# of Other Separations (Retirement, Voluntary Separation, etc.)	67

General Fund Vacancies

As of January 30, 2026, of the 135 vacancies shown in Table 1, a total of 94 vacancies are funded either in part or in whole through the General Fund. Table 3 below shows the General Fund vacancies by employee group.

Table 3

Employee Group	Vacant Position Count
Hayward Association of Management Employee	11
Hayward Police Officers' Association	24
IAFF Local 1909	8
IFPTE Local 21	12
SEIU 1021 Clerical	31
SEIU 1021 Maintenance	1
Unpresented Employees (Exempt)	6
Unpresented Employees (Executives)	1

STRATEGIC ROADMAP

This agenda item is a routine operational item and supports the City Council’s Strategic Roadmap initiative of Strengthening Organizational Health by reviewing and presenting the status of vacancies, recruitment, and retention efforts.

NEXT STEPS

Receive the informational report in the City of Hayward’s vacancies, and recruitment and retention Efforts Pursuant to Government Code Section 3502.3.

Prepared by: Salina Flores, Human Resources Manager

Recommended by: Ian Tecson, Director of Human Resources

Approved by:



Jennifer Ott, City Manager



AB 2561 Presentation:
*Status of City of Hayward
Vacancies and Recruitment &
Retention Efforts*

Public Hearing

February 2026



Brief Overview of AB 2561 Report Summary

Assembly Bill 2561 (AB 2561), codified in Government Code Section 3502.3, was signed into law on September 22, 2024, and went into effect on January 1, 2025. This bill requires public agencies to hold a public hearing to address the status of job vacancies prior to the adoption of the upcoming final budget. During this public hearing, the City must present information on the status of vacancies and the City's recruitment and retention efforts. If necessary, the City will identify necessary changes to policies, procedures, or recruitment activities that may lead to obstacles in the hiring process. This public hearing will ensure compliance with the new law. If vacancies within a single bargaining unit meet or exceed 20% of authorized full-time positions in that bargaining unit, upon request of the recognized employee organization for that bargaining unit, the City must provide additional information during the public hearing.

Key requirements under AB 2561:

Public agencies must report on:

- Staffing vacancies
- Recruitment efforts
- Retention strategies
- Identify hiring challenges
- Outline strategies and offer recommendations
- If a bargaining unit has a vacancy rate over **20%**:
 - The agency must provide additional recruitment-related data

Bargaining groups are:

- Allowed to attend public hearings
- Given the opportunity to present their input

Citywide Vacancy Data FY 2025 - 2026

FY 2025 – 2026 (July 1, 2025 - January 30, 2026)	# of Count
# of Budgeted FTE	956.3
# of Total Positions	977
# of Viable Vacancies as of January 30, 2026	135
# of New Hires	26
# of Promotions	39
# of Separations	93
Vacancy Rate	13.82%

Separation Data FY 2025-2026

FY 2025 – 2026 (July 1, 2025 - January 30, 2026)	# of Count
# of Layoffs	14
# of VSIP	12
# of Other Separations (Retirement, Voluntary Separations, etc)	67

Citywide Bargaining Group Vacancy Information

Vacancy Data as of January 30, 2026				
Bargaining Group	Total Budgeted FTE Position Count	# of Total Positions	# of Viable Vacancies	Vacancy Rate
IAFF Local 1909	130	130	8	6.15%
IAFF Local 1909 Fire Officer's	8	8	0	0%
Fire Chief's Association	2	2	0	0%
Hayward Police Officers' Association	193	193	24	12.44%
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SEIU 1021 Maintenance	137	137	21	15.33%
IFPTE Local 21	116.5	119	15	12.61%
Hayward Association of Management	111.5	112	18	16.07%

Citywide Employee Group Vacancy Information

Vacancy Data as of January 30, 2026				
Employee Group	Total Budgeted FTE Position Count	# of Total Positions	# of Viable Vacancies	Vacancy Rate
City Appointed	3	3	0	0%
Mayor and Council	7	7	0	0%
Unrepresented Employees (Exempt)	30	30	10	33.33%
Unrepresented Employees (Non-Exempt)	9	9	0	0%
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General Fund Vacancy Information

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SEIU 1021 Clerical	31
SEIU 1021 Maintenance	1
Unpresented Employees (Exempt)	6
Unpresented Employees (Executives)	1

Recruitment Efforts for July 1 , 2025 – January 30, 2026:

- Total # of Job Postings: 37
- Promotional Only Recruitments: 7
- # of Applications Received: 2564
- Total # of Eligibility Lists Created: 62
- Total # of Vacancies Filled: 65

Recruitment Strategies

