



CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

Council Chambers

<https://hayward.zoom.us/j/83422731854?pwd=dL0rEaFa079u1ZAHSrRT6SEqDiUctv.1>

Tuesday, September 23, 2025, 7:00 p.m.

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

Pledge of Allegiance: Council Member Goldstein

ROLL CALL

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

Absent: COUNCIL MEMBER Bonilla Jr.

CLOSED SESSION ANNOUNCEMENT

The City Council convened in closed session on September 16, 2025, at 5:30 p.m., with all members present and no public speakers regarding four items: 1) public employment pursuant to Government Code section 54957(b)(1) regarding the City Manager; 2) conference with labor negotiators pursuant to Government Code section 54957.6 regarding all labor groups; 3) conference with property negotiators pursuant to Government Code section 54956.8 regarding Caltrans Parcel Group 8, Grove Way, APNs: 415-0180-070-00, 415-0180-068-01, 415-0180-076-00, 415-0180-084-01, 415-0180-073-00, 415-0180-074-00, 415-0180-075-00, 415-0180-072-00, 415-0180-071-00, 415-0180-069-01, 415-0190-064-00, 415-0180-083-01, 415-0180-080-00, 415-0180-082-01, 415-0180-081-01; and 4) conference with legal counsel pursuant to Government Code section 54956.9(b)(2)(A) regarding one anticipated litigation based on facts and circumstances. City Attorney Lawson reported that the City Council discussed all items, gave direction to staff, but otherwise took no reportable action.

The City Council convened in closed session on September 23, 2025, at 5:30 p.m. with Council Member Bonilla Jr. absent, all other members present, and no public comment regarding three items: 1) conference with property negotiators pursuant to Government Code section 54956.8 regarding price and terms related to two parcels at Depot Road and Whitesell Street, APNs 439-0070-006-01, 439-0070-006-02; 2) conference with labor negotiators pursuant to Government Code section 54957.6 regarding all labor groups; and 3) public employment pursuant to Government Code section 54957(b)(1) regarding the City Manager. City Attorney Lawson reported that the City Council discussed all items, gave direction to staff, but otherwise took no reportable action.

PRESENTATION

Mayor Salinas read a proclamation declaring September 15, 2025, to October 15, 2025, as Hispanic Heritage Month in the City of Hayward.

The following community members received certificates and thanked the City Council on behalf of their organizations: Ramiro Ramirez, Puente Teacher with Tennyson High School; Leslie Gonzalez, College and Career Program Specialist and Edgar Chavez, Executive Director with Hayward Promise Neighborhood; and Claudia Del Rio, Director of Community Outreach and Vidal Gonzalez, Assistant Director with La Familia; and Lindsey Vien, Acting Library Director with the Public Library.

PUBLIC COMMENTS

Alex Tiphabasha, 1 Step Community Resources and Inclusion Youth Outreach Director, shared the non-profit provides free safety and emergency preparedness programs; emphasized the urgent need in schools amid rising incidents of violence; and called for collaboration to bring these resources to local schools for students and faculty at no cost.

John Boy submitted a card but did not speak.

Council Member Andrews proposed forming a fiscal response team to support continued service delivery during financial constraints; called for weekly agenda budget updates, and greater scrutiny of Strategic Roadmap initiatives; and urged for support from external partners to preserve essential services and protect the General Fund.

Alejandro Jasso praised the reopening of Tennyson Park and its new pump track, calling it a bike destination; and expressed enthusiasm for the City's efforts to improve biking safety and accessibility.

CITY MANAGER'S COMMENTS

Interim City Manager Addleman made four announcements: 1) Hayward has been designated a Pro-housing Jurisdiction by the California Department of Housing and Community Development, recognizing the City's policies in affordable housing, making it eligible for new state funding; 2) Hayward received a Gold Award of Excellence from the International Economic Development Council for its Hashtag Hayward program; 3) the Hayward Executive Airport Open House drew a record 14,400 attendees on September 21, 2025; and 4) the Downtown Hayward Improvement Association (DHIA) is hosting its first Taste of Hayward on October 9, 2025, in downtown with information available at downtownhayward.com.

CONSENT

Consent Item 3 was removed from the Consent Calendar for clarification. Consent Item 4 was pulled from the Consent Calendar and continued to a future date.



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1. Approve the City Council Minutes of the City Council Meeting on September 2, 2025, **MIN 25-096.**

It was moved by Council Member Goldstein, seconded by Council Member Roche, and carried unanimously with Council Member Bonilla Jr. absent to adopt the City Council meeting minutes of September 2, 2025.

2. Adopt a Resolution Authorizing the City Manager to Accept and Appropriate \$2 Million in State Budget Funding for Fire Station Upgrades **CONS 25-380**

Staff report submitted by Interim Fire Chief Vollmer, dated September 23, 2025, was filed.

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

AYES: COUNCIL MEMBERS Andrews, Goldstein, Roche, Syrop, Zermeño
MAYOR Salinas

NOES: None

ABSENT: COUNCIL MEMBERS Bonilla Jr.

ABSTAIN: None

Resolution 25-160, "Resolution Authorizing the City Manager to Accept and Appropriate \$2 Million in State Budget Funding for Fire Station Upgrades"

3. Adopt a Resolution Authorizing the City Manager to Authorize and Execute an Agreement with University of California, Davis Continuing and Professional Education Program for Paramedic Licensing in a Not-To-Exceed Amount of \$300,000 Over Two Years **CONS 25-382**

Staff report submitted by Interim Fire Chief Vollmer, dated September 23, 2025, was filed.

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

AYES: COUNCIL MEMBERS Andrews, Goldstein, Roche, Syrop, Zermeño
MAYOR Salinas

NOES: None

ABSENT: COUNCIL MEMBERS Bonilla Jr.

ABSTAIN: None

Resolution 25-161, “Resolution Authorizing the City Manager to Authorize and Execute an Agreement with the University of California, Davis Continuing and Professional Education Program for Paramedic Licensing in an Amount Not-To-Exceed \$300,000 Over Two Years”

In response to Council Member Roche’s inquiry about the urgency of the requested funding; Interim Fire Chief Vollmer noted that while the department is fully staffed, 18 probationary firefighters were hired under a temporary agreement allowing them to begin work as Emergency Medical Technicians (EMTs), with the condition that they obtain paramedic licenses within two years. He added the funding is necessary to fulfill the City’s legal obligation to cover the cost of that training and avoid jeopardizing their employment; and added the funding was included in the CIP budget.

Mayor Salinas asked if staff could assess the future expected expenditures the City is contractually obligated to meet.

4. Adopt a Resolution Authorizing the City Manager to Execute a Single Source Agreement with McMillan Electric for the Installation of Electric Vehicle (EV) Charging Infrastructure in a Not-to-Exceed Amount of \$183,700 – CIP Project 06923 **CONS 25-399**

Staff report submitted by Maintenance Services Director Rullman and Public Works Director Ameri, dated September 23, 2025, was filed.

The item was pulled from the Consent Calendar for further review and continued to a future date.

5. Adopt a Resolution Authorizing the City Manager to Accept and Appropriate \$750,000 in Comprehensive Investment Plan Funds from the Alameda County Transportation Commission for the Downtown Bike Loop, Project No. 05353 and to Execute a Funding Agreement **CONS 25-400**

Staff report submitted by Public Works Director Ameri, dated September 23, 2025, was filed.

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

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



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Resolution 25-162, "Resolution Authorizing the City Manager to Accept and Appropriate \$750,000 in Comprehensive Investment Plan Funds from the Alameda County Transportation Commission for the Downtown Bike Loop Project No. 05353 and Execute a Funding Agreement"

6. Adopt a Resolution Authorizing the City Manager to Accept and Appropriate \$500,000 in Comprehensive Investment Plan Funds from the Alameda County Transportation Commission for the D Street Traffic Calming Project, Project 05225, and to Execute a Funding Agreement **CONS 25-401**

Staff report submitted by Public Works Director Ameri, dated September 23, 2025, was filed.

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

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

Resolution 25-163, "Resolution Authorizing the City Manager to Accept and Appropriate \$500,000 in Comprehensive Investment Plan Funds from the Alameda County Transportation Commission for the Design and Construction of the D Street Traffic Calming Project, Project No. 05225"

7. Adopt Resolutions Authorizing the City Manager to: (1) Increase the Construction Contingency in the Contract with DeSilva Gates Construction by \$402,285 from \$1,574,274 to \$1,976,559 for a Total Construction Contract Not-To-Exceed Amount of \$17,317,017; and (2) Execute Amendment No. 6 to the Professional Services Agreement with Mark Thomas & Company to Increase their Contract Amount by \$11,520 for a Total Not-to-Exceed Amount of \$1,791,700, for the Mission Boulevard Corridor Improvements Phase 3 Project, Project No. 05287 **CONS 25-419**

Staff report submitted by Public Works Director Ameri, dated September 23, 2025, was filed.

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

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

Resolution 25-164, "Resolution Authorizing the City Manager to Increase the Construction Contingency in the Contract with DeSilva Gates Construction by \$402,285 from \$1,574,274 to \$1,976,559 for a Total Construction Contract Not-To-Exceed Amount of \$17,317,017 for the Mission Boulevard Corridor Improvements Phase 3 Project, Project No. 05287"

Resolution 25-165, "Resolution Authorizing the City Manager to Execute Amendment No. 6 to the Professional Services Agreement with Mark Thomas & Company, for Construction Support Services for the Mission Boulevard Corridor Improvements Phase 3 Project"

8. Adopt a Resolution Authorizing the City Manager to Accept and Appropriate \$235,000 in Grant Funding from the California Office of Traffic Safety for the Hayward Police Department **CONS 25-422**

Staff report submitted by Police Chief Matthews, dated September 23, 2025, was filed.

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

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

Resolution 25-166, "Resolution Authorizing the City Manager to Accept and Appropriate \$235,000 In Funding from the California Office of Traffic Safety for the Hayward Police Department"

9. Adopt a Resolution Authorizing the City Manager to Accept and Appropriate \$25,000 in Grant Funding from the California Office of Traffic Safety for the Hayward Police Department **CONS 25-423**

Staff report submitted by Police Chief Matthews, dated September 23, 2025, was filed.



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

AYES: COUNCIL MEMBERS Andrews, Goldstein, Roche, Syrop, Zermeno
MAYOR Salinas

NOES: None

ABSENT: COUNCIL MEMBERS Bonilla Jr.

ABSTAIN: None

Resolution 25-167, "Resolution Authorizing the City Manager to Accept and Appropriate \$25,000 In Grant Funding from the California Office of Traffic Safety for the Hayward Police Department"

10. Adopt a Resolution Approving Participation in the Purdue Pharma L.P./Sackler National Opioid Settlement and the Secondary Manufacturers National Opioid Settlements, Accepting the Terms of the California Allocation Agreements, and Authorizing the City Manager to Execute and Submit all Necessary Settlement Participation Documents on Behalf of the City of Hayward **CONS 25-425**

Staff report submitted by City Attorney Lawson and Senior Assistant City Attorney Vigilia, dated September 23, 2025, was filed.

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

AYES: COUNCIL MEMBERS Andrews, Goldstein, Roche, Syrop, Zermeno
MAYOR Salinas

NOES: None

ABSENT: COUNCIL MEMBERS Bonilla Jr.

ABSTAIN: None

Resolution 25-168, "Resolution Approving Participation in the Purdue Pharma L.P. /Sackler National Opioid Settlement and the Secondary Manufacturers National Opioid Settlement; Accepting the Terms of the Related California Allocation Agreements; and Authorizing the City Manager to Execute and Submit All Necessary Settlement Participation Documents on Behalf of the City of Hayward"

WORK SESSION

11. Business-Friendly Hayward Project Update: Review of Summary of Best Practices Report, Analysis of Hayward Codes and Practices, Downtown Commercial Analysis, and Outreach Summary **WS 25-033**

Staff report submitted by Development Services Director Buizer, dated September 23, 2025, was filed.

Development Services Director Buizer announced the item and introduced Senior Planner Blanton and Assistant Planner Riddle to provide a synopsis of the staff report.

Mayor Salinas opened the public comment section at 8:20 p.m.

Theresa Rezendez, Hayward Concerned Citizens representative, expressed opposition to open carry alcoholic beverages, marijuana shops, adult stores, and massage parlors in downtown; urged the City to create a more "moral" and family-friendly environment; requested data-driven evaluations of business revenues; and proposed forming a task force to attract more appropriate businesses.

Suzanne Luther, Hayward Concerned Citizens representative, voiced concerns about the downtown and its current situation with homelessness, drug use, public safety, and the City's inaction on illegal food vendors.

TJ, Hayward Concerned Citizens representative, echoed previous speakers' concerns; raised concern about the impact of the Regis Village project on downtown safety; and emphasized the need to address ongoing safety and enforcement challenges before introducing new downtown developments.

Mayor Salinas closed the public comment section at 8:26 p.m.

Members of the City Council thanked City staff for the staff report

Discussion ensued among members of the City Council and City staff and the following items were clarified: the new study provides a deeper, more independent analysis of market demographics and leasing dynamics, using insights from consultants who work directly with retail brokers; the City is proactively improving coordination through bi-weekly interdepartmental meetings to streamline permitting processes and exploring ways to better guide inexperienced applicants, including possible workshops; the zoning district consolidation would simplify the Zoning Map by reducing redundant commercial district types, such as combining regional, general, and light commercial, without changing land use or allowed activities; City planning efforts include considerations for walkability near senior housing developments and the City's Safe Streets initiative addresses walkability and making



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surrounding retail important; and temporary use permits currently cost \$2,000 and involve long timelines, but reforms could simplify that process.

Members of the City Council were in general support of the recommendations listed in the Analysis of Hayward Codes and Practices section and provided the following recommendations: make beer/wine sales more permissible and allow small scale live entertainment activities with a simplified permitting process; establish designated entertainment zones; embrace Accessory Commercial Units (ACUs) in appropriate neighborhoods, exercising caution against overly liberal implementation of ACUs or allowing unregulated food vending; explore centralized permitting to improve coordination among departments related to permit application processes; create an external working group to collect feedback, especially in mixed-use developments with empty storefronts; consider better citywide social media integration; provide follow up plan on the transformation of the former St. Regis Retirement Center into transitional housing (Regis Village project); use businesses along Tennyson Road as a good model to fill vacant storefronts Downtown; fill vacant storefronts creatively and proactively; focus on revitalizing Downtown through tangible steps such as converting A Street to two-way traffic, closing B Street to cars on weekends, and allowing parklets; consider a "zero-tolerance" policy on street/mobile vending and homelessness; adopt a phased approach to reforms, implementing faster changes where possible rather than waiting for a full policy overhaul; evaluate the value of certain administrative and conditional use permits; consider a more permissive "approve-first" approach for low-risk uses, such as small-scale live entertainment, with follow-up enforcement only if issues arise; support existing businesses that generate revenue and consider neighborhood-friendly ventures such as thrift stores or yoga studios operating in vacant spaces; be open about certain amenities (intimacy and cannabis dispensary stores) that generate revenue; expand nightlife activity and ACU options citywide to create walkable neighborhoods, attract younger residents, and provide a legal pathway for sidewalk vendors to transition into brick-and-mortar businesses; pilot entertainment zones (e.g., Foothill Boulevard to Main Street) with pop up events such as Sumer Street Parties with limited open carry alcoholic beverages; implement a Downtown parking enforcement program to fund safety patrols; provide demographic breakdowns of downtown to show trends; streamline approval of parklets with safety protocols; add creativity around activation of vacant buildings; make Downtown more attractive to students and young adults through coordinated promotions with local colleges; consider recording proposed workshops and using them as orientation for prospective permit applicants; ensure business-friendly efforts are coupled with public safety improvements, such as better-lit parking and safer walkways; creative permitting for pop-ups, food carts, and unique business models such as shipping container restaurants; consider allowing parking on the east side of Main Street; coordinate BART's public safety efforts with City's initiatives; consider eliminating the 50/50 food-to-alcohol sales rule; provide a clear implementation timeline and action plan to ensure the ideas in the staff report move forward meaningfully; and ensure that future reports include a workflow or project plan to detail internal communication processes and clarity on how the permitting and zoning updates will be expedited.

LEGISLATIVE BUSINESS

12. Cal Cities 2025 Annual Conference: Adopt a Resolution Designating Voting Delegates and Alternates for the Annual Conference Scheduled for October 8-10, 2025 (Report from City Clerk Lens) **LB 25-027**

Staff report submitted by City Clerk Lens, dated September 23, 2025, was filed.

City Clerk Lens provided a synopsis of the staff report.

There being no speakers, Mayor Salinas opened and closed public comment at 9:17 p.m.

Council Member Syrop moved to appoint Mayor Salinas as the City's voting delegate and Council Member Bonilla Jr. as the alternate for the October 8 to 10, 2025, Cal Cities Annual Conference. After receiving notification that Council Member Bonilla Jr. would not be attending the October 10, 2025, General Assembly meeting, Council Member Syrop amended the motion to designate only Mayor Salinas as the City's voting delegate, with no alternate. Council Member Goldstein seconded the motion. City Clerk Lens confirmed that this approach was appropriate due to registration requirements.

It was moved by Council Member Syrop, seconded by Council Member Goldstein, and carried unanimously to designate Mayor Salinas as the City's delegate to Cal Cities and adopt the resolution.

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

Resolution 25-169, "Resolution Designating a Voting Delegate as Hayward's Representative to the Cal Cities 2025 Annual Conference"

13. Fiscal Year 2026 Salary Plan Amendment: Adopt a Resolution Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2026 **LB 25-028**

Staff report submitted by Human Resources Director Tecson, dated September 23, 2025, was filed.

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



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In response to Council Member Roche's inquiry regarding clarification on the City's legal contractual obligations to move forward with the raises given the current budget crisis, Human Resources Director Tecson explained that the increases stem from the MOU (Memorandum of Understanding) that was already negotiated and approved before the budget shortfall became clear, and that not honoring them would constitute bad faith bargaining. Interim City Manager Addleman affirmed the legal obligation, warning that failing to implement the agreements could result in a PERB (Public Employment Relations Board) charge.

In response to Council Member Andrews' inquiry about the obligation to approve salary increases, City Attorney Lawson indicated that the compaction-related provisions in the MOUs make the raise recommendation legally defensible and binding.

In response to Council Member Andrews' inquiry on whether the Personnel Commission's role in reviewing proposed raises given the current budget situation is a legal requirement or best practice, Human Resources Director Tecson responded that the Hayward Municipal Code requires the Personnel Commission to review and recommend such items to City Council.

Council Member Roche clarified that her questions were not about the employee groups themselves but about understanding contractual obligations during the current budget crisis.

There being no speakers, Mayor Salinas opened and closed public comment at 9:27 p.m.

Council Member Zermeño moved the staff's recommendation and Council Member Goldstein seconded the motion.

Council Member Syrop expressed that City Council salaries ensure political participation from working-class and historically excluded communities; acknowledged the cut as a largely symbolic act, but one that demonstrates leadership during a financial crisis; urged the City Council to focus staff time on addressing the larger budget deficit; affirmed his support for labor partners and acknowledged their contributions and dedication, while also accepting the City Council's responsibility for the current fiscal challenges; and called for collaborative, good-faith efforts moving forward with a shared-goal to restore the City's long-term health and fiscal sustainability of the city and the wellbeing of residents.

Council Member Andrews thanked the City Council for leading by example in taking pay cuts; called on City staff to be more transparent about the true costs of proposed initiatives; urged staff to clearly communicate what is within their capacity and budget, and when external support from nonprofits or businesses may be necessary; and encouraged staff to maintain the current level of effort and communication every week moving forward.

Mayor Salinas reflected on past economic hardships, particularly during the 2010 recession when the City Council, Executive Team, and labor groups all stepped up with sacrifices; affirmed that the current City Council is similarly committed to acting responsibly and leading by example during the current crisis; expressed optimism that the City Council, Executive Team, and labor partners are working collaboratively to find solutions; emphasized that the City Council is carefully scrutinizing every expenditure going forward; and reassured the community that the issue is being taken with the utmost seriousness.

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

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

Resolution 25-170, "Resolution Approving the Amended Fiscal Year 2026 Salary Plan Designating Positions of Employment in the City of Hayward and Salary Range; and Superseding Resolution No. 25-100 and All Amendments Thereto"

COUNCIL REPORTS AND ANNOUNCEMENTS

Mayor Salinas announced that the annual Mariachi Festival will be held at Southland Mall on September 28, 2025.

COUNCIL REFERRALS

There were none.

ADJOURNMENT

Mayor Salinas adjourned the City Council meeting at 9:30 p.m.

APPROVED

Mark Salinas
Mayor, City of Hayward

ATTEST:

Miriam Lens
City Clerk, City of Hayward