

**CITY COUNCIL  
MEETING**

**NOVEMBER 18, 2025**

**PRESENTATION**

**California Association for Local  
Economic Development  
(CALED) Awards for Merit  
in Innovation in Digital Media  
Hashtag Hayward and  
Programs and Promotions  
Learn to Earn/Hire Hayward**



**Gurbax Sahota**

**President & Chief Executive Officer, CALED  
Executive Director, CA Academy For Economic  
Development**



**Stephen Baiter**

**Executive Director, East Bay Economic  
Development Alliance  
Board of Directors, Vice Chair, CALED**



**California Association for  
Local Economic Development**

- Leads CALED, representing 800+ public and private members statewide
- Oversees the CA Academy for Economic Development and the California Enterprise Development Authority
- Advanced statewide advocacy, professional certifications, and key funding tools
- A 16-year CALED veteran known for strong partnerships and pro-community policies
- Gurbax leadership has positioned CALED as the leading voice for economic developers at the local, regional, and state levels

# Awards of Merit

## Hashtag Hayward

*A Digital Media and Placemaking Grant Program*

- Assisted 20+ local businesses with visual upgrades to interior and exterior
- Funding for social influencer-led marketing campaigns
- Content generated over 5 million views
- Participating businesses reported up to 100% revenue growth



## Learn to Earn & Hire Hayward

*A Comprehensive Workforce Development Solution*

- 600 + residents received tuition assistance for career training
- Hosted four career fairs (funded through 2027) connecting employers, students, and job seekers
- Placed 20+ residents to local jobs averaging \$30/hr with full benefits

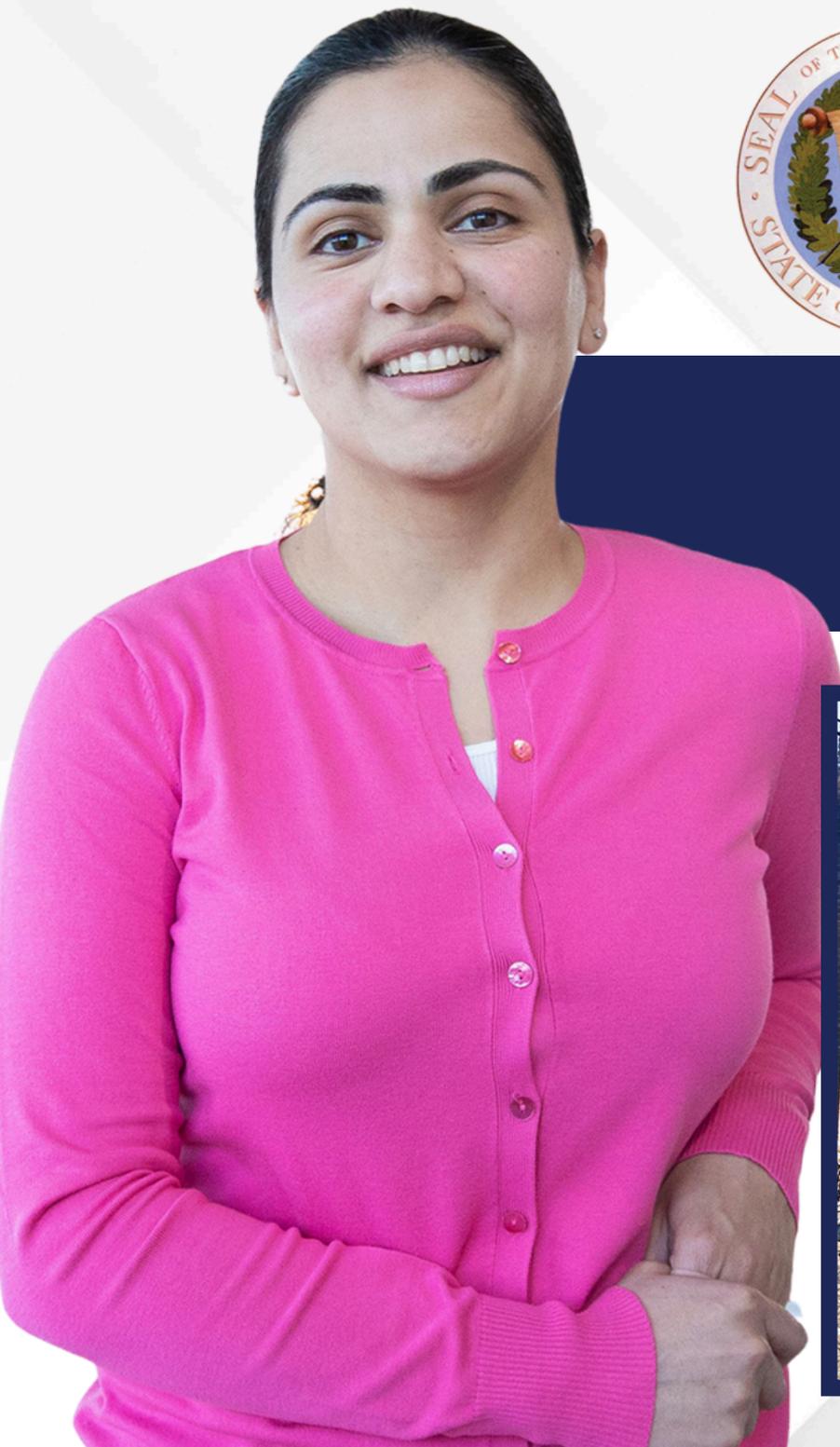


**2025 State  
Legislative  
Update by State  
Senator Dr. Aisha  
Wahab**



**DR. AISHA WAHAB**  
ASSISTANT MAJORITY LEADER  
— CALIFORNIA STATE SENATOR • 10<sup>TH</sup> DISTRICT —

# LEGISLATIVE UPDATE



**STATE SENATOR  
DR. AISHA WAHAB**

**DREAM  
FOR ALL  
PROGRAM**

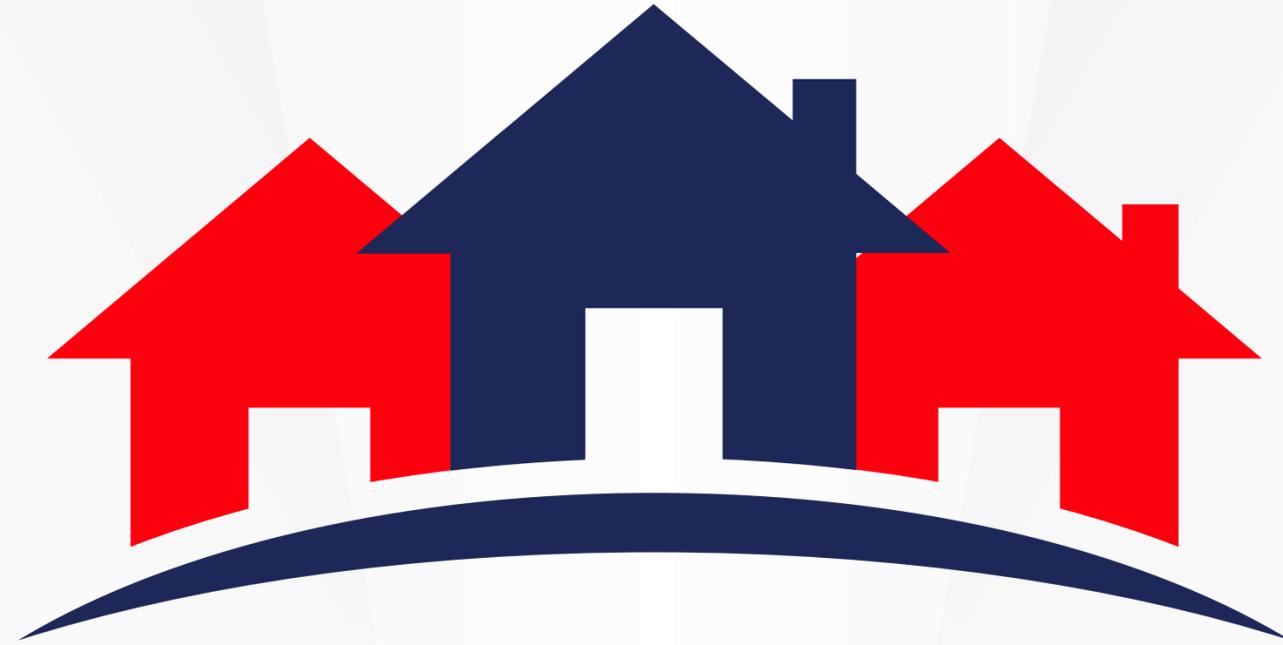
**\$300M**

Helps first-time,  
first-generation  
buyers achieve  
homeownership.

**MULTIFAMILY  
HOUSING  
PROGRAM**

**\$120M**

Funds construction  
of deeply  
affordable housing  
statewide.



**\$1.4 BILLION  
HOUSING INVESTMENTS**

**LOW-INCOME  
HOUSING  
TAX CREDITS  
PROGRAM**

**\$500M**

Provides critical  
funding for  
affordable housing  
projects across the  
state.

**HOMELESS  
HOUSING,  
ASSISTANCE, AND  
PREVENTION**

**\$500M**

Supports local  
programs to  
address  
homelessness with  
accountability.



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ASSISTANT MAJORITY LEADER  
— CALIFORNIA STATE SENATOR • 10<sup>TH</sup> DISTRICT —





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# 2025 LEGISLATION

## Housing

### **SB 681 / AB 130** *signed into law*

#### **SB 262** **STABLE HOUSING IS PROHOUSING**

Expands “prohousing local policies” to include policies that prevent displacement.

#### **SB 610** **TENANT & HOMEOWNER PROTECTIONS**

Expands protections for residents in the wake of an emergency.

#### **SB 625** **HOUSING IN DISASTER AREAS**

Expedites the rebuilding of housing in areas impacted by major disasters.

#### **ZOMBIE MORTGAGE PROTECTIONS**

Stops unfair foreclosures by strengthening notice requirements and loan servicer accountability on second mortgages.

#### **LIMITS HOA FEES ON ADUS**

Prevents unfair HOA fees that block Accessory Dwelling Unit (ADU) construction.

#### **SEISMIC SAFETY FOR AFFORDABLE HOUSING**

Directs earthquake safety funds to preserve affordable multifamily housing.

#### **LIMITS HOA FINES**

Caps HOA fines, bans excessive late fees, and gives homeowners a fair process to resolve violations.

#### **SURPLUS LAND ACT EXPANSION**

Ensures affordable housing is prioritized when school districts sell land.

#### **STRONGER PERMIT STREAMLINING ACT**

Speeds up housing approvals by simplifying the process and setting clear timelines.

#### **BIGGER RENTER’S TAX CREDIT**

Quadruples the renter’s tax credit, putting more money back in renters’ pockets.

#### **AFFORDABLE HOUSING IN COASTAL ZONES**

Cuts red tape for housing projects with four or more units along the coast.

#### **UPDATES TO HOUSING PLANNING RULES (RHNA)**

Improves how the state measures overcrowding and plans for fair housing.

#### **HOUSING CRISIS & ACCOUNTABILITY ACTS MADE PERMANENT**

Preserves protections for affordable housing and limits unjust denial of new housing projects.



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 ASSISTANT MAJORITY LEADER  
 — CALIFORNIA STATE SENATOR • 10<sup>TH</sup> DISTRICT —



# 2025 LEGISLATION

## Public Safety

**SB 701 *signed into law***  
**SIGNAL JAMMERS**

Bans signal jamming devices that interfere with critical communications.

**SB 385 *signed into law***  
**PEACE OFFICER DEGREE REQUIREMENTS**

Creates flexibility for POST to respond to recommended education criteria for peace officers.

**SB 627 *signed into law***  
**THE NO SECRET POLICE ACT**

Requires all law enforcement to identify themselves clearly.

## Women

**SB 257**  
**THE PARENT ACT**

Makes pregnancy a qualifying life event for special enrollment for health insurance.

**SB 258 *signed into law***  
**PROTECT DISABLED SPOUSES**

Ensures disabled victims of spousal rape have equal access to justice.

**SB 733 *signed into law***  
**SEXUAL ASSAULT FORENSIC EVIDENCE TESTING**

Protects the rights of adult sexual assault survivors to decide when their medical evidence may be tested.

## Workforce

**SB 261 *signed into law***  
**WAGE THEFT JUDGMENTS**

Gives local attorneys tools to enforce wage theft judgments and help workers get paid.

## Pro-Consumer

**SB 254 *signed into law***  
**ENERGY - SENATE AFFORDABILITY PACKAGE**

Saves ratepayers money by creating state mechanisms for funding energy infrastructure.

## Health

**SB 40 *signed into law***  
**INSULIN CO-PAY CAP**

Limits co-pays to a maximum of \$35 for a 30 day supply.

**SB 41 *signed into law***  
**PHARMACY BENEFIT MANAGERS REGULATIONS**

Reins in abuses by pharmacy benefit managers.

# 2023 - 2024 LEGISLATION SIGNED INTO LAW

## Senior Protection Package

**SB 1354**  
PROTECT SENIORS AT ALL COSTS ACT

**SB 1352**  
CONTINUING CARE RETIREMENT COMMUNITIES

## AI Child Safety Package

**SB 926**  
STOP THE ONLINE PREDATORS (STOP) ACT

**SB 933**  
AI CHILD SAFETY

**SB 981**  
DIGITAL IDENTITY THEFT ACT

## Housing

**SB 555**  
STABLE AFFORDABLE HOUSING ACT

**SB 1357**  
HACA TRANSPARENCY

## Workforce

**SB 399**  
CAPTIVE AUDIENCE

**SB 461**  
CULTURAL OBSERVANCE OF HOLIDAY TIME

**SB 1321**  
EMPLOYMENT TRAINING PANEL

## Child Welfare & Social Safety Nets

**SB 575**  
CHILD MARRIAGE DATA INTEGRITY

**SB 462**  
CALSAWS DATA SHARING

**SB 463**  
REUNIFICATION OF PARENTAL COOPERATION

**SB 465**  
REFUGEE SERVICES ON DSS

## Public Safety

**SB 400**  
PEACE OFFICER TERMINATION

**SB 982**  
ORGANIZED RETAIL THEFT

**SB 1317**  
COURT ORDERED MEDICATIONS

**SB 1353**  
YOUTH BILL OF RIGHTS

## Mental Health

**SB 1318**  
CHILD SUICIDE PREVENTION

**SB 1320**  
BEHAVIORAL HEALTH INTEGRATED COVERAGE

## Women

**SB 464**  
SURVIVORS OF SEXUAL ASSAULT

**SB 1356**  
GENDER PERSPECTIVE TRAINING



**DR. AISHA WAHAB**  
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# 2025

BUDGET WINS  
LOCAL ENGAGEMENT

# Hayward

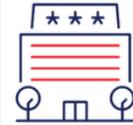
## Budget Wins



**\$1.2M** HAYWARD EVALUATION AND RESPONSE TEAMS (HEART) PROGRAM



**\$2M** ST. ROSE HOSPITAL



**\$2.5M** STACK YOUTH AND FAMILY CENTER PHASE II CONSTRUCTION



**\$2M** HAYWARD FIRE DEPARTMENT FAIRVIEW STATION UPGRADES



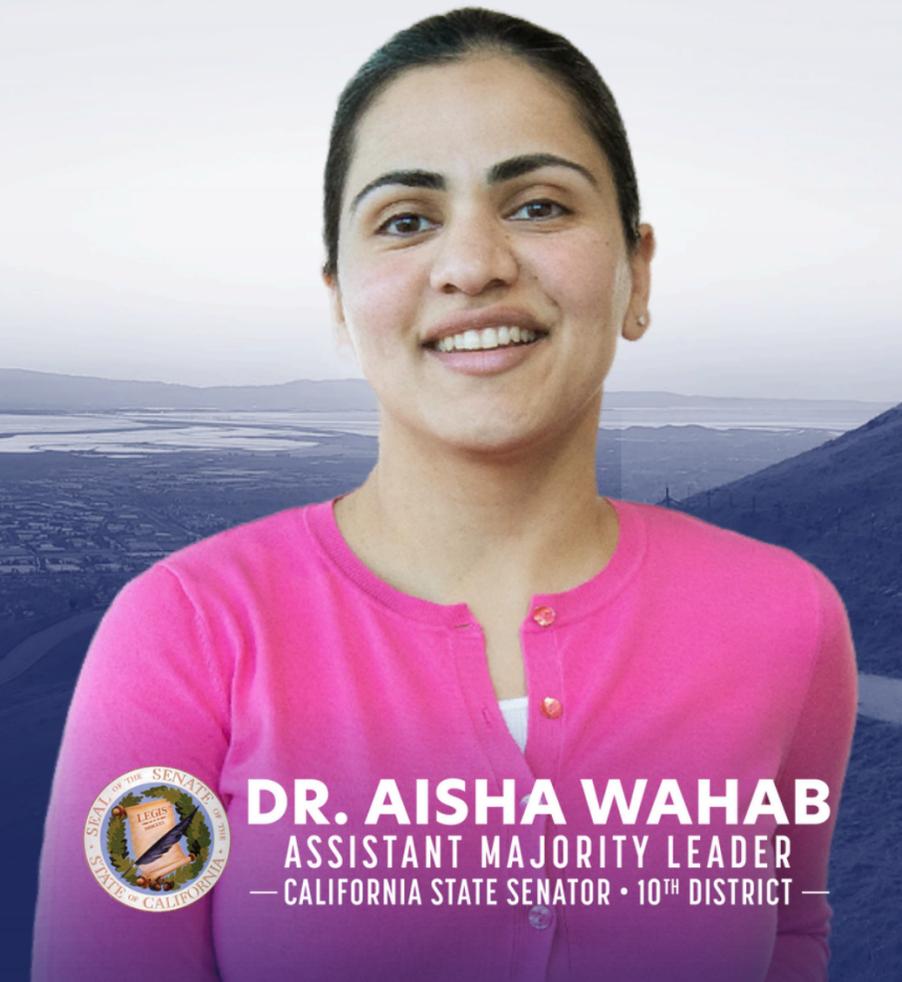
**\$2M** ALAMEDA COUNTY FIRE - NEW FIRE ENGINE

Pro-Housing Designation from Department of Housing & Community Development

## 2025 Events

Dr. Martin Luther King Jr. Birthday Celebration  
Ribbon cuttings and tours of local businesses  
Hayward State of the City  
Stack Center Ribbon Cutting  
HPD Baristas with Badges

Career Fair  
Hayward Shoreline Community Clean up  
Juneteenth  
Cinco de Mayo  
HUSD Parent Recognition Night...and more!



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ASSISTANT MAJORITY LEADER  
CALIFORNIA STATE SENATOR • 10<sup>TH</sup> DISTRICT



Senator Wahab presenting Hayward Fire Department a check for Fire Station 9 Rebuild



Senator Wahab hosted a Tech Tour across the district



Senator Wahab at National Night Out

# 2025 BUDGET WINS & Local Investments



**\$10M** WORLD CUP SECURITY IN THE BAY AREA AND THE LOS ANGELES REGION



**\$10M** CHILDREN'S HOLISTIC IMMIGRATION REPRESENTATION PROJECT

## REGIONAL



**\$750M** LOAN FOR SPECIFIED BAY AREA TRANSIT DISTRICTS



**\$5.4M** JEWISH COMMUNITY CENTER OF THE EAST BAY  
Security and infrastructure improvements

## LOCAL INVESTMENTS



**\$1 M** CITY OF NEWARK  
Improvements plan for Ash Street Park facilities.



**\$1 M** COUNTY OF SANTA CLARA  
Land acquisition and/or construction costs for new thirty unit family shelter.



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# CONTACT US

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(510) 794-3900

## Social Media

Facebook | Instagram | X

@SenAishaWahab

**Item #6**

**LB 25-040**

**City of  
Hayward  
Budget**

# Fall Budget Update

## Hayward City Council

### November 18, 2025



# Background: FY 2025-26 Budget Adoption

	May Budget Workshop	June Budget Adoption
Estimated beginning fund balance	31.6 million	31.6 million
Anticipated deficit	12.6 million	8.9 million
Anticipated ending fund balance	19.0 million	22.7 million

## Actions taken between May and June:

- Corrections to salary and benefits projections
- Addition of vacancy savings
- Reductions to services and supplies
- Reduced transfers from General Fund
- Added one-time transfers Into General Fund

# August Update:

## Identification of Significant Deficit in FY 2024-25

	<b>FY 2024-25 Revised Budget</b>	<b>FY 2024-25 Unaudited Actuals</b>	<b>Difference</b>
Revenue	227.1 million	217.1 million	-10.0 million
Expenditures	234.3 million	247.7 million	+13.4 million
Deficit	7.1 million	30.6 million	

**Reduced starting fund balance for FY 2025-26 to \$1 million**

# Actions taken since July

- Holding positions vacant and implementing overtime controls
- Outside fiscal review concurrent with annual audit
- Preparing for fall budget revision
  - Reviewed actual payroll data biweekly
  - 10-year review of budget-to-actuals for the General Fund and Measure C for revenues and expenditures
  - First quarter analysis of budget-to-actuals
  - Review forecasts for major revenue sources

# Updated Budget Deficit

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FY 2025-26 Revenues & Transfers-In	219,852,108
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FY 2025-26 Expenditures & Transfers-Out	246,299,603
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<b>Revenues Minus Expenses (Deficit)</b>	<b>(26,447,495)</b>
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<b>REVENUES</b> <i>(in 1,000s)</i>	<b>Unaudited Actuals FY 2024-25</b>	<b>Adopted Budget FY 2025-26</b>	<b>Updated Projection FY 2025-26</b>	<b>Difference Adopted and Updated</b>
Property Tax	75,907	77,459	77,459	0
Sales Tax	53,477	45,600	47,559	1,959
Utility Users Tax	23,101	27,000	25,000	-2,000
Franchise Fees	13,031	13,630	13,630	0
Real Property Transfer Tax	10,598	13,500	11,000	-2,500
Transient Occupancy Tax	2,341	3,500	2,427	-1,073
Cannabis Tax	741	1,100	807	-293
Other Taxes	6,088	5,775	6,000	225
Charges for Services	11,669	15,144	14,199	-945
Inter-Governmental	7,233	8,251	7,098	-1,153
Fines & Forfeitures	2,977	2,823	2,823	0
Other Revenues	1,189	863	863	0
Interest & Rents	31	650	0	-650
<b>Total Revenues</b>	<b>208,383</b>	<b>215,295</b>	<b>208,865</b>	<b>-6,430</b>
Transfers-In	8,700	4,419	10,987	6,568
<b>Total Revenues &amp; Transfers-In</b>	<b>217,083</b>	<b>219,714</b>	<b>219,852</b>	<b>138</b>

<b>EXPENDITURES</b> <i>(in 1,000s)</i>	<b>Unaudited Actuals FY 2024-25</b>	<b>Adopted Budget FY 2025-26</b>	<b>Updated Projection FY 2025-26</b>	<b>Difference Between Adopted and Updated</b>
Salary and Benefits	198,580	181,179	194,730	13,551
Maintenance and Utilities	1,652	1,715	2,053	338
Supplies and Services	13,333	11,953	14,335	2,382
Capitalized Supplies	40		199	199
<b>Total Expenditures</b>	<b>213,605</b>	<b>194,847</b>	<b>211,317</b>	<b>16,470</b>
Internal Service Charges	18,785	22,094	22,094	0
Transfers Out	15,314	11,733	12,889	1,156
<b>Total Expenditures, Internal Service Charges &amp; Transfers-Out</b>	<b>247,704</b>	<b>228,674</b>	<b>246,300</b>	<b>17,626</b>

<b>Activity</b> <i>(in 1,000s)</i>	<b>Estimated Savings</b>
Transfer/loan of funds from Measure C	9,750,000
One-time transfers in or reductions of transfers out from other funds, including reviewing staff allocations	1,900,000
Anticipated one-time revenue & recovery from taxes and deposits	1,500,000
Increase to the Transient Occupancy Tax	250,000
Additional vacancies and overtime reductions	2,900,000
Reductions in services and supplies	2,400,000
End assignments for temporary employees	1,000,000
<b>TOTAL from activities listed above</b>	<b>\$19,700,000</b>
Remaining gap, to be covered through personnel-related savings	\$6,747,495
<b>TOTAL Activities</b>	<b>26,447,495</b>

# Long-term fiscal stability plan

## Work Session in February:

- Review of financial policies and practices
- Five-year general fund model
- Revenue Options for Council Consideration
- Update on FY 25 audit and FY 26 monitoring of actuals
- Update on property disposition
- Long-term strategy for Measure C/K1

## **Recommending Council Adopt the Attached Resolution:**

1. Amending the Adopted FY 2025-26 Operating Budget for the City to reflect the updated deficit and steps to eliminate the deficit
2. Authorizing the City Manager to reduce expenditure appropriations for general fund departments, and to increase appropriations and modify transfers to/from other funds, and
3. Affirming that the remaining cost-control measures are within the City Manager's existing administrative authority and are expected to be implemented by January 31, 2026

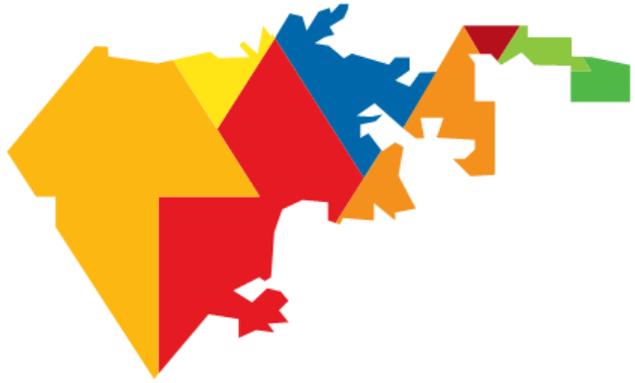
# Questions



**Item #7**

**LB 25-032**

**Introduction  
of Revised  
Electrification  
Reach Code  
Ordinance**



# City Council

## Reach Code Ordinance Proposed Amendments to EV Charging Requirements

November 18, 2025



# Background

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- California Building Standards Code is updated every 3 years
- 2025 Code will take effect on January 1, 2026
- Proposed ordinance modifies requirements for EV charging in the California Green Building Standards Code.
- New ordinance references the 2025 California Code
- If adopted, Hayward's existing requirements for EV charging infrastructure will not change

# Proposed Reach Code Ordinance

Land Use Type	CalGreen Requirements Effective January 1, 2026	Current and Proposed Reach Code Requirements
Single Family & Townhome	<ul style="list-style-type: none"> <li>• One L2 EV Capable space per dwelling unit</li> </ul>	<ul style="list-style-type: none"> <li>• Two L2 EV Ready spaces per dwelling unit</li> </ul>
Multi-Family Residential	<p>Unassigned spaces:</p> <ul style="list-style-type: none"> <li>• 25% L2 Charger</li> <li>• 75% LP L2 EV Ready</li> </ul> <p>Assigned Spaces:</p> <ul style="list-style-type: none"> <li>• 100% LP L2 EV Ready</li> </ul>	<ul style="list-style-type: none"> <li>• Same as CalGreen</li> </ul>
Office and Retail	<ul style="list-style-type: none"> <li>• 15% L2 Charger</li> <li>• 5% L2 EV Capable</li> </ul>	<ul style="list-style-type: none"> <li>• 20% L2 Charger</li> <li>• 30% L2 EV Capable</li> </ul>
Other Non-Residential Uses	<ul style="list-style-type: none"> <li>• 10% L2 Charger</li> <li>• 10% L2 EV Capable</li> </ul>	<ul style="list-style-type: none"> <li>• Same as CalGreen</li> </ul>
Hotel/Motel	<ul style="list-style-type: none"> <li>• 25% L2 Charger</li> <li>• 40% LP L2 EV Ready</li> </ul>	<ul style="list-style-type: none"> <li>• Same as CalGreen</li> </ul>

# New and Existing Buildings

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- Hayward's current Reach Code requires:
  - electric readiness in new non-residential buildings
  - all-electric for new residential buildings – no longer enforced
- No new Reach Code for new or existing buildings is recommended for 2026.

# Staff Recommendation

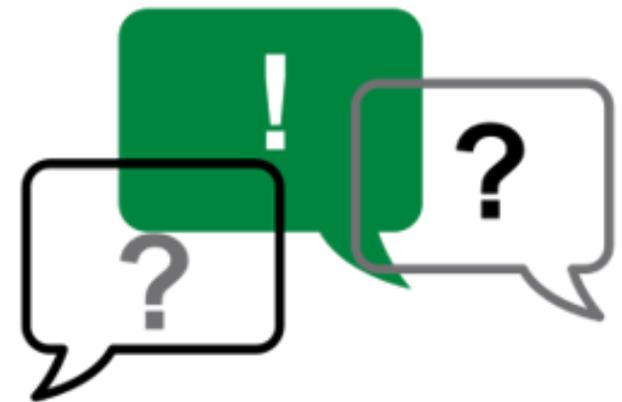
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## That Council:

- Receives public comments;
- Reviews and comments on this report; and
- Adopts a Resolution Introducing a Revised Reach Code Ordinance with Amendments Related to EV Charging; and Finding that the Action is Exempt from CEQA

## Next Steps:

- If the ordinance is adopted, staff will file a copy with the California Building Standards Commission.



**Item #8**

**LB 25-038**

**Building  
and Fire  
Code  
Updates**

# Development Services:

2025 Building and Fire Code  
Adoption

November 18, 2025





# California Building Codes Overview

- State of California Building Standards Commission adopted new State Building Codes, including the California Fire Code
- Commonly referred to as “2025 California Building Codes”
- Automatically effective on January 1, 2026
- Published in 11 binders and online at <https://up.codes/codes/california?q=2025+>

# California Building Codes Overview

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- Codes apply design and construction standards for all construction and occupancies in the State
- Requirements for the structural, plumbing, electrical and mechanical systems of buildings, and for fire and life safety, energy conservation, sustainability, and accessibility
- Cities are required to enforce the 2025 California Building Codes and may adopt local amendments that are more restrictive as reasonably necessary because of local climatic, geological, or topographical conditions



# Major Code Changes



- Most changes in the 2025 Building Codes relate to code language restatements and minor refinements
- Examples of some noteworthy changes:
  - **New Wildland-Urban Interface Code (Part 7)**
    - This consolidates wildfire-risk provisions that used to be scattered across other parts of Title 24 — e.g., building code (CBC), residential code, fire code — into a single, unified section.
    - It sets minimum standards for construction, defensible space, water supply, and access in fire-hazard zones, tailored to California’s very real wildfire risk.
  - **Occupied Roofs Count Toward Building Height**
    - One big shift: *usable / occupiable roofs* (e.g., rooftop amenity spaces) now count toward a building’s height in the 2025 code.
  - **Stricter EV Charging / EV-Ready Requirements**
    - The 2025 *Green Building Code* (CALGreen, Part 11) ramps up EV-charging infrastructure requirements.
    - There are more required EV-ready / EV-capable parking spaces, and the 2025 code allows **low-power Level 2 receptacles** (not just full chargers) for some EV-ready spots.
    - Raceways (i.e., the conduit capacity) must be sized *for future upgrades*. For example, branch circuits might be built for 20 A Level 2 receptacles now, but with capacity to grow to a 40 A circuit later.
    - Power allocation changed: in some cases, the allowed kVA for EV-capable spaces has shifted (for example, maximum allowed kVA portion for EV-capable is now more constrained).

# Local Implementation of Codes



- All City of Hayward projects requiring building permits submitted on or after January 1, 2026, are required to comply with the new codes
- Building Division webpage has been updated with an announcement informing public
- City staff has received some training and will continue to be trained in all aspects related to this change

Questions

# **Item #9**

**LB 25-039**

**Adopt a Resolution  
Amending the  
Salary and Benefits  
Resolution for  
Unrepresented  
Employees**

# **Adopt a Resolution Amending the Unrepresented Salary and Benefits Resolution**

**Presenter: Ian Tecson, Director of Human Resources**

# Unrepresented Employee Furloughs

## Additional Unrepresented Mandatory Furloughs

Group	% of Annual Salary	Furlough Hours Equivalent
Police Chief	4% equivalent	83.2 hour furlough
Unrepresented Non-Executive Classifications	3.5% equivalent	72.8 hour furlough

Total Additional Fiscal Impact: **\$362,600 savings** to the General Fund