



## CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

Council Chambers

<https://hayward.zoom.us/j/81443911635?pwd=QieCSezu1ilHsLBb0ZDb1bpe94gEAc.1>

Tuesday, November 18, 2025, 7:00 p.m.

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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 Andrews

### ROLL CALL

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

Absent: NONE

### CLOSED SESSION ANNOUNCEMENT

The City Council convened in closed session on November 4, 2025, at 5:30pm., with all members present and no public speakers regarding three items: 1) conference with labor negotiators pursuant to Government Code section 54957.6 regarding all labor groups; 2) conference with legal counsel pursuant to Government Code section 54956.9(d)(2) regarding anticipated litigation based on facts and circumstances (one case); and 3) public employment pursuant to Government Code section 54957 regarding the City Manager. City Attorney Lawson reported the City Council discussed the matters but took no reportable action. Closed session adjourned at 8:15 p.m.

The City Council convened in closed session on November 18, 2025, with all members present, Council Members Bonilla Jr. and Roche arriving approximately around 5:40 p.m., and no public speakers regarding two items: 1) conference with labor negotiators pursuant to Government Code section 54957.6 regarding all labor groups; and 2) conference with legal counsel pursuant to Government Code section 54956.9(d)(1) regarding Ghali et al v. City of Hayward US District Court – Northern District of California Case 3:25-cv-01116. City Attorney Lawson reported the City Council discussed both matters but took no reportable action. Closed session adjourned at 7:00 p.m.

### PRESENTATIONS

Ms. Gurbax Sahota, CALED's President & Chief Executive Officer and California Academy for Economic Development's Executive Director, along with Mr. Stephen Baiter, East Bay Economic Development Alliance's Executive Director and CALED's Board Director, presented the City of Hayward with the California Association for Local Economic Development (CALED) Awards of Merit for Hashtag Hayward (*Digital Media and Placemaking Grant Program*) and Learn to Earn & Hire Hayward (*Comprehensive Workforce Development Solution*). Mayor Salinas thanked Ms. Sahota and Mr. Baiter for the awards and acknowledged Chief Economic Development Officer Nguyen and his team for the innovative work.

Mayor Salinas read a proclamation declaring October 3, 2025, as Indigenous Peoples' Day and the month of November 2025 as Native American Heritage Month in the City of Hayward. Acting Library Director Vien accepted the proclamation on behalf of the Hayward Library and Gloria Gomez on behalf of Muwekma Ohlone Culture Bearers & Language Keepers.

Mayor Salinas announced that State Senator Dr. Aisha Wahab would deliver the 2025 State Legislative Update later in the meeting.

## **PUBLIC COMMENTS**

There were none.

## **CITY MANAGER'S COMMENTS**

Interim City Manager Addleman announced the City's latest Pavement Condition Index (PCI) reached a score of 78, representing an upward trend for Hayward; highlighted the City's Fiscal Year 2025 Pavement Improvement Project delivered over \$12.5 million in street and curb ramp enhancements, including improvements to more than 65 street segments and 41 lane miles of roadway, all funded entirely by special revenue, not the General Fund; and acknowledged the efforts of Public Works and Utilities.

## **CONSENT**

1. Approve the City Council Minutes of the City Council Meeting on October 21, 2025, **MIN 25-117**. It was moved by Council Member Syrop, seconded by Council Member Goldstein, and carried unanimously to adopt the City Council minutes of October 21, 2025.
2. Approve the City Council Minutes of the Concurrent Hayward City Council and Geologic Hazard Abatement District Board Meeting on October 28, 2025, **MIN 25-118**. It was moved by Council Member Syrop, seconded by Council Member Goldstein, and carried unanimously to adopt the City Council minutes of October 28, 2025.
3. Adopt a Resolution Accepting the Resignation of Commissioner Randy Wright from the Personnel Commission, Effective Immediately **CONS 25-492**

Staff report submitted by City Clerk Lens, dated November 18, 2025, was filed.

Council Member Syrop acknowledged the resignation of Randy Wright from the Personnel Commission, praising his long-standing service as chair and his significant contributions to holding staff and City Council accountable and improving commission efficiency.



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

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

Resolution 25-190, "Resolution Accepting the Resignation of Randy Wright from the Personnel Commission"

4. Adopt a Resolution Appointing Amarilis Diaz to the Personnel Commission to Fill the Unexpired Term of Randy Wright **CONS 25-493**

Staff report submitted by City Clerk Lens, dated November 18, 2025, was filed.

Council Member Syrop welcomed Amarilis Diaz, who will be joining the Personnel Commission to fill the unexpired term of Randy Wright.

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

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

Resolution 25-191, "Resolution Appointing Amarilis Diaz to the Personnel Commission to Fill the Unexpired Term of Randy Wright"

5. Adopt an Ordinance Amending Chapter 7, Article 2 (Streets) of the Hayward Municipal Code Clarifying the Duty to Maintain and Repair Sidewalks; and Adopt a Resolution Appropriating \$30,000 from Fund 450 to Establish a Sidewalk Repair Financial Hardship Program **CONS 25-494**

Staff report submitted by City Clerk Lens and Assistant City Manager Thomas, dated November 18, 2025, was filed.

In response to Council Member Andrews' inquiry regarding funding for the Sidewalk Repair Financial Hardship Program, Assistant City Manager Thomas confirmed the program is not funded through the General Fund, but rather through Fund 450, the Street System Improvement Fund.

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

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

Ordinance 25-011, "An Ordinance of the City of Hayward Amending Chapter 7, Article 2 (Streets) Clarifying the Duty to Maintain and Repair Sidewalks"

Resolution 25-192, "Resolution Appropriating \$30,000 from Fund 450 to Establish a Sidewalk Repair Financial Hardship Program"

## LEGISLATIVE BUSINESS

6. City of Hayward Budget: Budget Update and Adoption of Amendments to the City of Hayward's FY 2025-26 Operating Budgets and Updates to Other Capital and Operating Budgets as Needed (Report from Interim City Manager Addleman) **LB 25-040**

Staff report submitted by Assistant City Manager Thomas, Finance Director Hilbrants, Deputy Finance Director Crosby, Senior Management Analyst Mullins, and Management Analyst Hatfield, dated November 18, 2025, was filed.

Interim City Manager Addleman announced the item and introduced Finance Director Hilbrants and Assistant City Manager Thomas who provided a synopsis of the staff report, including a long-term fiscal stability plan and a work session in February.

In response to concerns raised by Council Member Roche, City staff provided the following clarification: the salary-to-revenue ratio is currently nearing 90%, significantly above the City's historical best practice range of 75-80%; the IT Director position was posted and later put on hold due to budget constraints; due to 38 current vacancies and a long 12-18 month hiring cycle, the Police Department must continue recruitment to maintain minimum staffing levels, with biweekly coordination occurring between Human Resources and Finance staff; certain



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departments (such as IT) are funded through separate Internal Service Funds, not duplicated in the General Fund; any overlap or repayment concerns will be addressed in a February update; a one-time transfer from Measure C to the General Fund would not exceed 60% of revenue and would still honor the measure's original intent to support public safety and maintenance operations; potential new revenue from Utility User Tax and Cannabis Tax would not be projected until businesses are operating and generating data; and that corrective steps and best practices are already being implemented, with a deeper policy and oversight framework to be presented at the February financial planning session.

Council Member Andrews thanked staff for providing a written report and urged that similar transparency continue with future budget updates; requested that budget-to-actuals for all funds be reviewed regularly, both at every Council Budget and Finance Committee meeting and quarterly by the full City Council; and emphasized robust tracking of all fund balances, even if not required by auditing standards, to avoid unsustainable practices.

In response to concerns raised by Council Member Andrews, City staff provided the following clarification: the Measure C proposal is based on available fund balances allowing for necessary cash reserves, including continued funding for existing Measure C-funded positions; staff will look at how the Measure C payment can be accelerated; non-safety departments have largely suspended overtime, while safety departments, bound by minimum staffing mandates, have implemented tighter controls and reduced overtime-generating special assignments; a list of cut or reduced programs would be provided as part of the February report, including service impacts and potential reductions to the City's Strategic Roadmap initiatives; and consultants were only used for sales and property tax forecasts, and comparisons were made with labor group projections where applicable.

In response to Council Member Bonilla Jr.'s inquires, City staff provided the following clarification: reductions in services and supplies vary by department but may include cutting back on consultants, training, and services previously outsourced, such as permit reviews and Human Resources tasks, will be handled in-house; and tighter tracking of actuals and understanding deviations from forecasts are key to improving projection accuracy.

Council Member Bonilla Jr. requested that staff develop clear vacancy control guidelines, including which positions might be exempt and reasoning behind; a comprehensive staffing model analysis to evaluate whether the City is appropriately staffed based on community needs and department functions; an evaluation of Measure C-funded staff positions to ensure they are appropriately charged to that fund and to free up Measure C revenue for its intended capital uses; and advocated for the public sharing of budget-to-actuals reports as part of monthly Council Budget and Finance Committee meetings to increase transparency, rather than relying solely on oral updates.

In response to Council Member Goldstein's inquiries, City staff provided the following clarification: staff acted quickly over the past four months to assess the situation, implement immediate solutions, and will shift focus in February to more long-term structural reforms, including a deeper evaluation of the City's staffing model; the upcoming work involves aligning budget-to-actuals data and preparing five-year modeling; some of the changes made now may inform future best practices, while others will evolve in the February update; the activity "one-time transfers in or reductions of transfers out from other funds" refers to reallocating staff to the appropriate funds, such as Capital Improvement Fund or Internal Service, potentially reducing the need for General Fund transfers out; there is no intention to eliminate services, such as fleet maintenance, though some cost deferrals may occur at the department level based on feasibility without significantly impacting services; and any unanticipated one-time revenues are directed to reserves first, per financial policy, though the City is currently well below its reserve target.

Council Member Goldstein emphasized the importance of historical actuals to improve financial projections, cautioned against blanket cuts, and stressed that Measure C funds should not be used as a structural fix.

In response to Council Member Zermeño's inquiries, City staff provided the following clarifications: the internal service charges are allocations the General Fund pays to support citywide services like fleet, facilities, and IT, based on usage metrics, such as number of computers or staff, while also noting that other funds, such as water and sewer, pay into the General Fund to support shared services such as Finance and Human Resources; and transfers out cover broader obligations, such as general liability insurance, debt service, capital projects, facilities upgrades, and post-employment benefits;

Council Member Zermeño noted that transfers out exceeded transfers in by about \$12 million and requested that staff provide a more detailed breakdown of the \$12 million in February; and emphasized the need for better overtime control and preventing future financial shortfalls, urging that budget updates be shared at every City Council meeting moving forward.

In response to Council Member Syrop's inquiries, City staff provided the following clarification: without one-time revenues, next year's deficit could be at least \$30 million, similar to last year's starting point.

Council Member Syrop stated the importance of recognizing the long-term gravity of the situation beyond just the immediate decisions.

In response to Mayor Salinas' inquiries, City staff provided the following clarifications: while the projections were developed including consultant data and trend analysis, they still carry uncertainty due to limited data and volatile revenue sources such as Utility User Tax and Real Property Transfer Tax; the timeline to recover from the deficit depends on the decisiveness and difficulty of the actions taken, noting that the financial deterioration occurred in about a year and recovery could take several years of sustained effort and continued difficult decisions; removing the Measure C transfer (\$9.7 million) would likely result in deeper staffing impacts; and \$7.8 million was already allocated for existing Measure C operations this year, meaning



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only a portion of the 60% cap on operational spending from Measure C was being newly utilized.

Mayor Salinas opened the public hearing at 8:37 p.m.

Suzanne Luther criticized Senator Wahab for arriving late at public meetings; expressed suspicion about the City's \$30 million deficit; questioned the use of funds from Measure C/Measure K1; and asked when the new Hayward Police Department will be built, given the current financial issues.

Ron Collins, Service Employees International Union (SEIU) Local 1021 field supervisor and also speaking on behalf of IFPTE (International Federation of Professional and Technical Engineers) Local 21, criticized the City's leadership for creating the budget deficit, emphasizing that workers should not be made to bear the consequences of executive failures; called out the City for prioritizing Measure C Fund restrictions over employee well-being, stating that Measure C is legally unrestricted; and warned the City Council that balancing the budget on the backs of workers would carry political consequences.

TJ with Hayward Concerned Citizens expressed disappointment in the City's financial mismanagement; cited past questionable financial decisions, such as funding projects and salary increases, while current impacts include reduced nonprofit support and slower City service response; and urged the City to prioritize transparency, especially when promises to taxpayers are not fulfilled.

Lindsey Vieira, representing the Communications Center & Public Safety Dispatchers/Operators, opposed the elimination of per diem employees; noted per diems fill critical shifts at lower cost and prevent burnout among full-time staff; stated that without per diems, staffing will rely on costly overtime and potentially reduce emergency response quality; and asked the City Council to reconsider any proposed elimination of per diem employees.

Danny Magalhaes, Hayward Association of Management Employees (HAME) President, acknowledged the budget crisis; voiced concerns about the disconnect between City executives, City Council members, and staff, emphasizing frustration over being asked for concessions despite earlier reassurances that layoffs and cuts were not imminent; and urged for collaboration among all involved.

Emily Wallace, IFPTE Local 21 staff representative, thanked staff for reducing the deficit but noted the current cost-saving proposals fall short; urged the City to fully utilize Measure C funds, revise Sales Tax projections, and modernize the Business License Tax structure; and urged Council to adopt a budget that protects public service and prioritize City staff.

Brianne Elizarrey, IFPTE Local 21 President, spoke in favor of using Measure C funds to preserve essential City services, including library programming, emergency response and the workforce that makes them possible; and urged the City Council to use Measure C funds to help address the current budget deficit without turning to concessions from staff.

Evelyn Olivera, SEIU Clerical Chapter President, emphasized that Hayward's Business License Tax is outdated and significantly underperforms compared to neighboring cities; argued that updating the tax could generate millions in revenue, helping avoid further staff cuts and financial instability; made it clear that SEIU workers are not responsible for the budget crisis; and urged the City Council to take the necessary measures to bring the city into the present and recognize the workers.

Former Mayor Sweeney expressed disappointment at the City Council for failing to monitor the budget and requested a clear explanation of how the City went from a projected surplus to a massive deficit; questioned the repayment plan for Measure C; called on the City Council to meet more frequently and show urgency; urged members of the City Council to roll back the raises along with getting concessions from groups and management; and show respect for Hayward residents.

Michelle Nogales, IFPTE Local 21 member, described how the budget crisis has already harmed the library, including a 20% cut to the materials budget and looming reductions in operating days; highlighted how lost library services will disproportionately affect vulnerable residents; called the cuts a "moral injury" to dedicated library staff; and asked the City Council to consider the full human cost.

Former Mayor Halliday expressed concern over the current financial crisis, stating that during her tenure, the City consistently passed balanced budgets without heavy reliance on reserves; resented the Council for giving itself a 67% salary increase; and mourned the potential loss of key programs such as the Hayward Evaluation and Response Teams (HEART) and Community Agency Funding programs.

Former Council Member Mendall held responsible both previous staff and current elected leaders for fiscal negligence, claiming previous warnings about overspending and risky decisions, such as City Council raises, movie theater purchase, and employee raises; criticized the use of Measure C funds to plug budget holes; called for serious, long-term corrective action rather than temporary fixes; and urged the City Council to show integrity and courage in addressing the crisis.

Elizabeth Blanton, HAME Vice President, emphasized that staff, especially the HAME group, are working quickly to find solutions in closing the gap; asked the City's leadership to work with the bargaining group; and called for transparent, collaborative efforts over the next month to prevent layoffs and stabilize the City's finances.

Mayor Salinas closed the public comment section at 9:16 p.m.



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Council Member Roche expressed regret and took personal accountability for decisions made based on faulty financial information, especially regarding salary increases that were unsustainable; acknowledged the pain caused to labor and the community, emphasizing that past budget practices and overly optimistic revenue projections led to the crisis; noted that tax revenue measures will be considered but because they require ballot measure approval the results will be seeing in 2027; and while supporting staff's recommendations, she stressed the need for structural budget corrections and realistic projections.

Council Member Andrews emphasized the importance of transparency and expressed concern that the City Council had trusted flawed staff reports; noted she urged the City Council to lead by example by revisiting its own programs, initiatives, and salaries; called for structural change, not one-time fixes; outlined several accountability measures for tracking the budget, including five- and ten-year forecasts/lookback, Council Budget and Finance Committee monthly budget-to-actual updates, City Council quarterly budget-to-actual updates, full projections for all funds and pay Measure C immediately; stated the need to ensure the City is ready for an emergency and review opportunities for mutual agreements; suggested partnering with the county for Measure W funds; and encouraged staff to look for partnerships with labor groups and East Bay Economic Development Alliance to help support Hayward.

Council Member Bonilla Jr. also took responsibility for past decisions made under incorrect assumptions about the City's financial health; stressed the need for transparency, accountability, and early course correction moving forward; advocated for restructuring services, right-sizing staffing, and increasing revenues; recommended ten-year projections, more visibility across accounts, more conservative estimates, and more mindful in making budget decisions; called for collaboration with all groups to face the challenges together; and supported staff's recommendation as a necessary first step to stabilize the situation.

Council Member Goldstein apologized for previously assuring employees their salaries and benefits would be safe, only to realize later that those promises were made based on false financial data; stressed the need to work in partnership with employees; committed to being transparent and honest moving forward; and emphasized collaboration as the only path to resolve the crisis.

Council Member Syrop addressed public concerns about City Council salaries, defending the increase as necessary to ensure working-class representation in governance and eliminating salary increases would address less than one percent of the deficit; noted the City Council took a salary reduction recently; added that the approved employee contracts were to honor employees' dedication specially emerging from a global pandemic but were done based on false numbers that led the City Council to make bad decisions; reiterated that the budget crisis stems from systemic management failures, not workers or unions, and the City Council bears the responsibility; advocated for swift collaboration with labor, structural fixes over one-time

solutions, and a focus on preserving essential services; and emphasized transparency, and urgency, expressing hope that a shared commitment would guide the city forward.

Council Member Zermeño reflected on his long service with the City and expressed regret for trusting faulty recommendations from recent city managers; and expressed optimism that the City could recover by working together.

Mayor Salinas thanked City staff and Council; acknowledged employees, and offered a comprehensive reflection on how the City arrived at the budget deficit; pointed to inaccurate revenue projections, underbudget for overtime, expansive service additions in response to community demands, saving St. Rose Hospital, buying the theater, making significant investment in the City’s workforce, as contributing factors; assured everyone that despite the proposed adjustments, the commitment to high quality public service remain unchanged; emphasized collective responsibility and expressed personal feelings of failure; expressed commitment to resolving the crisis; and moved the staff recommendation as the first step toward financial recovery.

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

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

Resolution 25-193, “Resolution Adopting Amendments to the Operating Budget of the City of Hayward for Fiscal Year 2025-26”

The City Council took a seven-minute recess and Mayor Salinas reconvened the City Council meeting at 9:52 p.m.

## **PRESENTATION**

Mayor Salinas returned to the presentation portion of the agenda.

California State Senator 10<sup>th</sup> District Dr. Aisha Wahab provided a legislative update, highlighting 2025 key bill investments, and initiatives impacting Hayward and the broader district such as the Dream for all Program (\$300 million) for first-time home buyers, the Homeless, Housing, Assistance and Prevention Program (\$500 million), Low-Income Housing Tax Credits Program (\$500 million), and Multifamily Housing Program (\$120 million). Senator Wahab highlighted Senate Bill 681, a comprehensive housing affordability bill addressing issues such as HOA fines and zombie mortgage, and noted Hayward’s designation as a pro-housing City, enabling access to critical grants; underscored other legislative wins, including Senate Bill 40 capping insulin costs, Senate Bill 258 protecting disabled spouses from archaic legal loopholes, and Senate Bill



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261 wage theft adjustment; gave an overview of 2023-2024 legislation signed into law; highlighted that funds were given to St. Rose Hospital, Hayward Fire Department Fairview Station upgrades, Hayward Evaluation and Response Teams (HEART) Program, and Stack Youth and Family Center Phase II Construction; emphasized the 2026 FIFA World Cup, which would bring international visitors and economic opportunity to the Bay Area; encouraged Hayward to prepare for increased tourism and hotel tax revenue during the event; and reiterated her office's commitment to supporting the City.

Members of the City Council thanked Senator Wahab for her continued efforts to bring funding and resources to Hayward, for showing up as a supportive external partner, for her continued leadership and advocacy in Sacramento on behalf of Hayward, and her focus on housing and renters; and commended her for fighting for vulnerable populations.

### LEGISLATIVE BUSINESS

7. Introduction of Revised Electrification Reach Code Ordinance: 1) Modifying the 2025 California Building Standards Code; 2) Finding that the Action is Exempt from CEQA; and 3) Repealing Previous and Current Reach Code Ordinances (**Report from Public Works Director Ameri**) **LB 25-032**

Staff report submitted by Public Works Director Ameri, dated November 18, 2025, was filed.

Environmental Services Manager Pearson provided a synopsis of the staff report.

In response to Council Member Syrop's request for clarification on the proposed Reach Code requiring two Level 2 electric vehicle (EV) ready spaces, noting concern that the requirement might be cost-prohibitive for some developments, Environmental Services Manager Pearson confirmed that cost-based exceptions are allowed in the ordinance when certain thresholds are met.

There being no public comment, Mayor Salinas opened and closed the public hearing at 10:33 p.m.

Council Member Roche made a motion to approve the staff's recommendation noting Hayward continues to lead in the area.

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

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

Ordinance 25-\_, “An Ordinance Amending Reach Codes for the City of Hayward by Amending the City’s Off-Street Parking Regulations (Chapter 10, Article 2); and Amending the Building Code of the City of Hayward (Chapter 9, Article 1) of the Hayward Municipal Code”

Resolution 25-194, “Resolution Finding and Determining the Need for Adoption of Modifications to the 2025 California Building Standards Code”

8. Building and Fire Code Updates: Introduction of Ordinances and Adoption of Resolutions Adopting the California Code of Regulations 2025 Edition of Title 24, including the 2025 Building, Fire, Plumbing, Mechanical, Electrical, Energy and Green Building Codes, Wildland Urban Interface Code and Related Amendments (**Report from Development Services Director Buizer and Acting Fire Chief Vollmer**) LB 25-038

Staff report submitted by Development Services Director Buizer and Acting Fire Chief Vollmer, dated November 18, 2025, was filed.

Development Services Director Buizer announced the item and introduced City Building Official Herrera who provided a synopsis of the staff report.

In response to Council Member Andrews’ inquiry on whether the proposed Building Code accounts for unconventional construction methods, such as modular buildings or adaptive reuse of existing structures, Building Official Herrera confirmed that the updated code includes provisions addressing these types of materials and approaches.

In response to Council Member Roche’s inquiry about whether there is a specific code related to data centers, Development Services Director Buizer clarified that data centers are governed more by land use regulations rather than construction codes, though all structures must still comply with standard building codes.

In response to Council Member Zermeño’s request for clarification on the term “occupied roof,” Building Official Herrera explained that this refers to rooftops being used for functional purposes, such as storage areas, patios, or entertainment spaces, essentially, any rooftop designed to be actively used by people.

There being no speakers, Mayor Salinas opened and closed the public hearing at 10:38 pm.



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

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

NOES: None

ABSENT: None

ABSTAIN: None

Ordinance 25-\_, “An Ordinance Establishing a Building Code for the City of Hayward; Regulating the Construction, Alteration, Repair and Maintenance of Structures; Providing for the Issuance of Permits and Collection of Fees; Repealing Chapter 9 Article 1, and All Amendments Thereto”

Ordinance 25-\_, “An Ordinance Establishing a Fire Prevention Code for the City of Hayward; Adopting the California Fire Code, 2025 Edition, Prescribing Regulations Governing Conditions Hazardous to Life and Property from Fire or Explosion; Providing for the Issuance of Permits and Collection of Fees; Providing for Penalties for Violation, and Repealing Ordinance No. 22-10, as Amended, and All Other Ordinances and Parts of Ordinances in Conflict Therewith”

Ordinance 25-\_, “An Ordinance Establishing a Wildland-Urban Interface Code for the City of Hayward; Adopting the 2025 California Wildland-Urban Interface Code, Title 24, Part 7, Prescribing Regulations Governing the Establishment of Minimum Special Regulations for the Safeguarding of Life and Property from the Intrusion of Fire from Wildland Fire Exposures and Fire Exposures from Adjacent Structures and to Prevent Structure Fires from Spreading to Wildland Fuels, Even in the Absence of Fire Department Intervention, Repeal Resolution No. 93-037 and Repealing All Other Parts of Ordinances in Conflict Therewith”

Resolution 25-195, “Resolution Finding and Determining the Need for Changes or Modifications to the 2025 California Building Code”

Resolution 25-196, "Resolution Finding and Determining the Need for Changes or Modifications to the California Fire Code, 2025 Edition"

9. Adopt a Resolution Amending the Unrepresented Employees Salary and Benefits Resolution **(Report from Human Resources Director Tecson) LB 25-039**

Staff report submitted by Assistant City Manager Youngblood, dated November 18, 2025, was filed.

Human Resources Director Tecson provided a synopsis of the staff report, highlighting a correction to page eight of Attachment III (Salary and Benefits Resolution) where it spells out "four percent" instead of "three and a half percent."

There being no speakers, Mayor Salinas opened and closed the public hearing at 10:41 pm.

Council Member Syrop expressed deep gratitude to the executive team and unrepresented non-executives for their leadership and sacrifices during the budget crisis, emphasizing that collaboration and unity are essential to overcoming the budget deficit.

Council Member Roche echoed similar sentiments, thanking everyone for stepping up in a difficult situation, acknowledging the financial sacrifices involved.

Council Member Andrews also extended thanks to both the unrepresented staff and executive leadership for their givebacks, committing to continued collaboration in addressing the City's fiscal crisis.

Council Member Bonilla Jr. recognized the team effort of all involved, appreciating the collective work to confront the financial crisis together.

Mayor Salinas echoed the Council's appreciation and thanked the Human Resources Director Tecson.

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

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

Resolution 25-197, "Resolution Approving Amendment to the Salary and Benefits Resolution for Unrepresented Employees"



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Mayor Salinas announced that City Attorney Lawson was unavailable at the beginning of the meeting and allowed him to make a closed session announcement, which is reflected in the respective section.

**COUNCIL REPORTS AND ANNOUNCEMENTS**

There were none.

**COUNCIL REFERRALS**

There were none.

**ADJOURNMENT**

Mayor Salinas adjourned the City Council meeting at 10:46 p.m., wishing everyone a good Thanksgiving holiday.

**APPROVED**

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Mark Salinas  
Mayor, City of Hayward

**ATTEST:**

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Miriam Lens  
City Clerk, City of Hayward