



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.



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.

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



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.

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.



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.

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 25-167, "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, Zermeño
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"



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.

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.



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.

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.



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.

APPROVED

Mark Salinas
Mayor, City of Hayward

ATTEST:

Miriam Lens
City Clerk, City of Hayward