



CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

Council Chambers

<https://hayward.zoom.us/j/86990386519?pwd=EdBdStDLJKbTyos6L8eA343hETptxq.1>

Tuesday, December 17, 2024, 7:00 p.m.

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

Pledge of Allegiance: Council Member Bonilla Jr.

ROLL CALL

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

Absent: COUNCIL MEMBERS Andrews

Council Member Andrews joined the City Council meeting at approximately 8:20 p.m.

CLOSED SESSION ANNOUNCEMENT

The City Council convened in closed session on December 17, 2024, at 5:30 p.m., with all members present and Council Member Andrews absent and no public speakers, regarding four items: 1) conference with legal counsel pursuant to Government Code section 54956.9, regarding Jerry Schilling v. City of Hayward, Claim No. 202100103HAY, Workers' Compensation Appeals Board Case No.: ADJ14012944; 2) conference with property negotiators pursuant to Government Code section 54956.8 regarding Caltrans Parcel Group 5, Bunker Hill; 3) conference with legal counsel pursuant to Government Code section 54956.9(d)(2), regarding one anticipated litigation; and 4) conference with legal counsel pursuant to Government Code section 54956.9(d)(1) regarding Terry Ray Gentry, Sr., et al. v. City of Hayward, et al. United States District Court Case No. C24-02593 JD.

City Attorney Lawson indicated that the Council met regarding all items, except for Item 3. Regarding Item 1, the Council gave direction to staff and unanimously approved, with Council Member Goldstein moving and Council Member Syrop seconding, compromise and settlement of the matter; regarding Item 2, the Council gave direction to staff but otherwise took no reportable action; regarding Item 4, the Council approved, with Council Member Zermeño moving and Council Member Goldstein seconding, compromise and settlement of the case in the amount of \$190,000. City Attorney Lawson added that pursuant to Government Code section 54954.2(b)(2), the Council unanimously added, with Council Member Roche moving and Council Member Syrop seconding, discussion of appointment and employment of public employment, to wit: City Manager; and the Council took no reportable action on the matter.

PUBLIC COMMENTS

TJ with Hayward Concerned Citizens expressed gratitude to the Council and City staff, for their responsiveness to the group's questions throughout the year; and praised Access Hayward for its swift responses related to graffiti removal from neighborhoods.

Mayor Salinas exercised the chair's prerogative to announce that Moreau Catholic High School's football team represented Hayward and won the Northern California Division 7-AA championship, congratulated the team, and thanked them for the signed football they gifted him.

Tommy Abdenour, Moreau Catholic High School's Athletic Director and proud 2008 alumnus, expressed pride in the school's football team for making history by winning their first NCS title, followed by Northern California Division 7-AA championship; highlighted the team's dedication to representing Hayward; and thanked the City for its support.

Council Member Zermeño shared a personal connection to Moreau Catholic High School, noting his daughters' success due to their education there and recalling a former student from the school's 1992 state championship women's basketball team; and congratulated the team.

CITY MANAGER'S COMMENTS

Interim City Manager Claussen made two announcements: 1) City Hall and the Library will be closed for the holidays from December 23, 2024 to January 6, 2025, with online library resources and essential services remaining operational; and 2) the Orchard Avenue Traffic Calming Project started, and the City welcomes feedback before making permanent changes.

Mayor Salinas noted the pilot Orchard Avenue traffic calming measures were in response to community concerns related to speeding, reckless driving, and sideshows; and data collected will inform adjustments.

CONSENT

Consent Items 10 was removed from the Consent Calendar for discussion.

1. Approve the City Council Minutes of the Meeting on December 3, 2024 **MIN 24-130**
It was moved by Council Member Roche, seconded by Council Member Bonilla Jr., and carried unanimously with Council Member Andrews absent, to adopt the City Council meeting minutes of December 3, 2024.
2. Adopt an Ordinance of the City of Hayward Amending Chapter 12, Article 2 of the Hayward Municipal Code Relating to Tenant Relocation Assistance **CONS 24-641**

Staff report submitted by City Clerk Lens, dated December 17, 2024, was filed.

It was moved by Council Member Roche, seconded by Council Member Bonilla Jr., and carried with the following roll call vote, to adopt the ordinance.



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Syrop, Zermeño
MAYOR Salinas
NOES: None
ABSENT: COUNCIL MEMBER Andrews
ABSTAIN: None

Ordinance 24-08, "An Ordinance of the City of Hayward, California, Amending Chapter 12, Article 2 of the Hayward Municipal Code Relating to Tenant Relocation Assistance "

3. Adopt a Resolution Authorizing the City Manager to Amend and Extend an Agreement with the Alameda County Probation Department to Provide Delinquency Prevention Network Services, and to Accept and Appropriate \$140,065 from Alameda County to Fund the Extension **CONS 24-636**

Staff report submitted by Police Chief Matthews, dated December 17, 2024, was filed.

It was moved by Council Member Roche, seconded by Council Member Bonilla Jr., and carried by the following roll call vote, to adopt the resolution.

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

Resolution 24-253, "Resolution Authorizing the City Manager to Amend and Extend an Agreement with the Alameda County Probation Department to Provide Delinquency Prevention Network Services and to Accept and Appropriate \$140,065 from Alameda County to Fund the Extension"

4. Adopt a Resolution Authorizing the City Manager to: Award a Construction Contract to Redwood Painting Co., Inc., for the Water Resource Recovery Facility (WRRF) North Vacuator Rehabilitation Project in a Not-to-Exceed Amount of \$358,481; Enter into a Professional Services Agreement with Coating Specialists and Inspection Services, Inc., in a Not-to-Exceed Amount of \$44,080; and Appropriate Funds in the Amount of \$402,561 **CONS 24-637**

Staff report submitted by Public Works Director Ameri, dated December 17, 2024, was filed.

It was moved by Council Member Roche, seconded by Council Member Bonilla Jr., and carried by the following roll call vote, to adopt the resolution.

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

Resolution 24-254, “Resolution Authorizing the City Manager to Award a Contract to Redwood Painting Co., Inc., for the Water Resource Recovery Facility (WRRF) North Vacuator Rehabilitation Project in an Amount Not to Exceed \$358,481; Enter into a Professional Services Agreement with Coating Specialists and Inspection Services, Inc., in an Amount Not to Exceed \$44,080; and Appropriation of Funds in the Amount of \$402,561”

5. Adopt a Resolution Authorizing the City Manager to Negotiate and Execute a Cooperative Procurement Contract with Dell Technologies for Microsoft Software, Subscriptions, and Services for a Three-Year Contract in a Not-to-Exceed Amount of \$412,341.90 Annually, and 5% Contingency of \$61,851.28 for a Total Contract Amount of \$1,298,876.98 **CONS 24-638**

Staff report submitted by Acting CIO/Information Technology Director Bolger, dated December 17, 2024, was filed.

It was moved by Council Member Roche, seconded by Council Member Bonilla Jr., and carried by the following roll call vote, to adopt the resolution.

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

Resolution 24-255, “Resolution Authorizing the City Manager to Negotiate and Execute a Cooperative Procurement Contract with Dell Technologies for Microsoft Software, Subscriptions, and Services for a Three-Year Contract in an Amount Not to Exceed \$412,341.90 Annually, and 5% Contingency of \$61,851.28 for a Total Contract Amount of \$1,298,876.98”



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6. Adopt a Resolution Authorizing the City Manager to Execute a Professional Services Agreement with Sanbell for a Not-to-Exceed Amount of \$685,000 for Final Design Services for the Safe Routes to School Implementation Project, Project No. 06941 **CONS 24-647**

Staff report submitted by Public Works Director Ameri, dated December 17, 2024, was filed.

It was moved by Council Member Roche, seconded by Council Member Bonilla Jr., and carried by the following roll call vote, to adopt the resolution.

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

Resolution 24-256, "Authorizing the City Manager to Execute a Professional Services Agreement with Sanbell for Consulting Services for the Preliminary Engineering Phase of the Safe Routes to School Implementation Project, Project No. 06941 in an Amount Not to Exceed \$685,000"

7. Adopt a Resolution Reappointing Council Member Syrop to the Alameda County Mosquito Abatement District Board of Trustees for a Two-Year Term Beginning January 6, 2025, Through December 31, 2026 **CONS 24-648**

Staff report submitted by City Clerk Lens, dated December 17, 2024, was filed.

It was moved by Council Member Roche, seconded by Council Member Bonilla Jr., and carried by the following roll call vote, to adopt the resolution.

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

Resolution 24-257, “Resolution Reappointing Council Member Syrop as the City of Hayward Representative to the Alameda County Mosquito Abatement District Board of Trustees for a Two-Year Term Beginning January 6, 2025, and Ending December 31, 2026”

8. Adopt Resolutions Approving the Revised Plans and Specifications and Call for Bids for the La Vista Park Project, Project No. 06914; Authorizing the City Manager to Execute Amendment No. 3 to the Professional Services Agreement with Surface Design, Inc.; and Authorizing the City Manager to Execute a Memorandum of Understanding with the Hayward Area Recreational District for the Funding, Operation and Maintenance of La Vista Park **CONS 24-649**

Staff report submitted by Public Works Director Ameri, dated December 17, 2024, was filed.

It was moved by Council Member Roche, seconded by Council Member Bonilla Jr., and carried by the following roll call vote, to adopt the resolutions.

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

Resolution 24-258, “Resolution Approving the Revised Plans and Specifications and Call for Bids for the La Vista Park, and Authorizing the City Manager to Execute Amendment No. 3 to the Professional Services Agreement with Surface Design, Inc., for the La Vista Park Project, Project No. 06914”

Resolution 24-259, “Resolution Authorizing the City Manager to Execute a Memorandum of Understanding with the Hayward Area Recreational and Park District for the Funding, Operations, and Maintenance of La Vista Park, Project No. 06914

9. Adopt Resolutions Authorizing the City Manager to (1) Amend the FY 2025 Agreement with Eden I&R, Inc. for Transportation Network Company (TNC) Paratransit Services by \$180,000 for a Not-to-Exceed Amount of \$452,619; (2) Execute an Agreement with Onward Health, Inc. to Develop and Pilot New Paratransit Services for the Remainder of FY 2025 for a Not-to-Exceed Amount of \$235,438; and (3) Execute an Agreement with Onward Health, Inc. for Paratransit Services for FY 2026 for a Not-to-Exceed Amount of \$880,613 **CONS 24-651**



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Staff report submitted by Community Services Manager Cole-Bloom and Assistant City Manager Youngblood, dated December 17, 2024, was filed.

It was moved by Council Member Roche, seconded by Council Member Bonilla Jr., and carried by the following roll call vote, to adopt the resolutions.

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

Resolution 24-260, "Resolution Authorizing the City Manager to Amend the Fiscal Year 2025 Agreement with Eden I&R Inc. for Non-Ada Paratransit Services by \$180,000 for a Not-To-Exceed Amount of \$452,619"

Resolution 24-261, "Resolution Authorizing the City Manager to Execute an Agreement with Onward Health, Inc. to Develop and Pilot Wheelchair Accessible Vehicle Ride, Door-Through-Door Assisted Rides, Group Trip, and Self-Service App Ride for Non-Ada Paratransit Services through June 30, 2025 in an Amount Not to Exceed \$235,438"

Resolution 24-262, "Resolution Authorizing the City Manager to Execute an Agreement with Onward Health, Inc. for Non-Ada Paratransit Direct Transportation Services for FY 2026 in an Amount Not to Exceed \$880,613"

10. Adopt a Resolution Authorizing the City Manager to Transfer and Appropriate \$128,150 from the General Fund to the Facilities Capital Improvement Fund Project No. 07222, for the Security and Infrastructure Repairs to Old City Hall Located at 22738 Mission Boulevard **CONS 24-652**

Staff report submitted by Maintenance Services Director Rullman, dated December 17, 2024, was filed.

Mayor Salinas opened public comment at 7:12 p.m.

Tom Ferreira, Keep Hayward Clean and Green Task Force Chair, advocated for preserving the historic City Hall building, noting its significance as a community centerpiece and its

approaching 100-year anniversary; acknowledged recent vandalism and fire issues and suggested safeguards such as an alarm system; and proposed the building's potential future use as a Hayward Historical Society office, and possible designation as a state landmark.

TJ with Hayward Concerned Citizens acknowledged the building's architectural significance and its documentation by the Historical Society; expressed sadness over its deteriorated state; and questioned the use of funds for minor repairs when full restoration seems unfeasible, and priority is given to other infrastructure projects.

Council Member Roche emphasized the importance of incorporating slightly decorative, non-glass doors to replace the plywood currently on the historic City Hall, balancing functionality with its historical character; and highlighted the necessity of planned safety repairs to protect first responders and prevent further damage.

It was moved by Council Member Roche, seconded by Council Member Bonilla Jr., and carried by the following roll call vote, to adopt the resolution.

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

Resolution 24-263, "Resolution Authorizing the City Manager to Amend the FY 2025 Budget Resolution in Order to Appropriate and Transfer \$128,150 from the General Fund to the Facilities Capital Improvement Fund Project No. 07222 for the Security and Infrastructure Repairs to Old City Hall Located at 22738 Mission Boulevard"

11. Authorize the City Manager to Execute Agreements with the California Department of Tax and Fee Administration (CDTFA) for Implementation of a Local Transactions and Use Tax; and Approve Authorization for the Examination of Sales or Transactions and Use Tax Records **CONS 24-648**

Staff report submitted by Finance Director Gonzales, dated December 17, 2024, was filed.

It was moved by Council Member Roche, seconded by Council Member Bonilla Jr., and carried by the following roll call vote, to adopt the resolutions.

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



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Resolution 24-264, "Resolution of the City Council of the City of Hayward Authorizing the City Manager to Execute Agreements with the California Department of Tax and Fee Administration for Implementation of a Local Transactions and Use Tax"

Resolution 24-265, "Resolution of City Council of the City of Hayward Authorizing Examination of Sales or Transactions and Use Taxes Records"

12. Adopt a Resolution: (1) Declaring a City Council Recess from December 23, 2024 through January 5, 2025 for the City's Annual Holiday Business Closure; and (2) Authorizing the Interim City Manager, or their Designee, to Take Action on Administrative Matters as Necessary During the Recess **CONS 24-661**

Staff report submitted by Interim City Manager Claussen, dated December 17, 2024, was filed.

It was moved by Council Member Roche, seconded by Council Member Bonilla Jr., and carried by the following roll call vote, to adopt the resolution.

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

Resolution 24-266, "Resolution (1) Declaring a City Council Recess from December 23, 2024, Through January 5, 2025 for the City's Annual Holiday Closure; and (2) Authorizing the Interim City Manager or Their Designee to Take Action on Administrative Matters as Necessary During the Recess"

Council Member Andrews joined the City Council meeting at approximately 8:20 p.m.

WORK SESSION

13. Let's House Hayward Strategic Plan: Implementation Update and Discussion of Next Steps (Report from Assistant City Manager Youngblood) **WS 24-038**

Staff report submitted by Assistant City Manager Youngblood, dated December 17, 2024, was filed.

Community Services Manager Cole-Bloom provided a synopsis of the staff report.

Mayor Salinas opened the public comment section at 7:32 p.m.

Theresa Rezendes announced the Housing Policy and Resource Committee (HPRC) meeting on December 19, 2024, at City Hall, noting the committee meets quarterly and provides an opportunity to learn more about housing-related matters.

Vasco Jorgov, speaking on behalf of House Hayward Now, highlighted the urgent need to address student homelessness in Hayward; and urged the Council to explore two solutions for inclusion in the Let's House Hayward Strategic Plan: 1) hiring a housing navigator to assist students and their families in accessing resources and navigating housing systems, and 2) providing security deposit assistance to remove financial barriers to housing.

Ro Aguilar commended the Let's House Hayward Strategic Plan implementation accomplishments and suggested to: create hotel conversion projects by community-based entities, prioritizing youth; programs for homeless individuals with no or minimal income; formation of a JPA to hold accountable jurisdiction that are not building affordable housing; implement a security deposit assistance program; refer the one-time revenue use policy to the HPRC for evaluation; and track/report progress on housing homeless individuals.

Aaron Horner, South Hayward Parish Outreach Director, highlighted the urgent need to support unhoused students, increase housing solutions, and to continue the strategic planning and collaboration among agencies and service providers to humanize and address the homelessness crisis effectively.

Sarah Lamnin, Hayward Community Action Network former director, urged continued collaboration with community experts in the implementation of the Let's House Strategic Plan, including voices with lived experience, and leveraging resources such as vacant properties to collectively work toward ending homelessness in Hayward.

Mayor Salinas closed public comment at 7:46 p.m.

Members of the City Council were in general agreement with the City's response to homelessness in the Let's House Hayward Strategic Plan, commended Hayward's coordinated and purposeful approach to addressing homelessness, and thanked City staff for their leadership in this work.

Council Member Syrop emphasized that homelessness remains a top issue for Hayward, urging a focus on addressing root causes rather than short-term solutions; advocated for prioritizing student homelessness within the Let's House Hayward Strategic Plan by implementing dedicated housing navigators to support unhoused students and their families, as well as a security deposit assistance program to remove barriers to housing; and highlighted the importance of better coordination and collaboration between service providers, schools, and the City, noting that addressing student homelessness is critical for improving educational outcomes and tackling broader housing challenges.



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Council Member Roche emphasized the importance of coordinating efforts to address homelessness and advocated for prioritizing funding toward programs with proven outcomes; and highlighted the need to focus on prevention and permanent housing, including identifying and supporting families at risk of homelessness.

In response to Council Member Bonilla Jr.'s inquiry about efforts to transition people from shelters to long-term housing, Jamie Almanza with Bay Area Community Services (BACS) indicated they work with landlords to utilize flexible funding for first and last month's rent, embedding employment support services as well as disability assistance. Aaron Horner stressed the importance of shelters as critical "off-ramps" from homelessness, despite their limitations as long-term solutions.

Council Member Bonilla Jr. emphasized the importance of aligning Hayward's homelessness efforts with county and regional partners to maximize funding opportunities and address chronic homelessness; and supported prioritizing student homelessness through collaborative efforts, leveraging local agencies, and ensuring solutions are informed by those with lived experience.

Council Member Goldstein encouraged evaluating how better coordination among service providers, potentially led by the City, could align resources, reduce duplication of effort, and have a greater impact; stressed the importance of identifying and addressing gaps and measuring program effectiveness; and proposed focusing on the 309 unhoused students in Hayward as a starting point and calling for a collaborative plan to provide housing solutions for this vulnerable population.

Council Member Zermeño emphasized the importance of regional collaboration and setting realistic goals to lower, rather than completely eliminate, homelessness; highlighted the need for targeted prevention programs to support at-risk populations, such as low-income residents and students; and advocated for continued investment in affordable housing.

Council Member Andrews disclosed having met with Aaron Horner; suggested exploring whether the working group model at Weekes Park could be expanded citywide; emphasized the need for better engagement with Black-focused organizations to address disparities in service access; advocated for 24-hour mental health support; highlighted the importance of applying a racial equity lens to homelessness programs; and urged the inclusion of amenities in affordable housing projects to benefit residents and surrounding communities.

Council Member Bonilla Jr. supported exploring a housing navigation center for students, potentially in collaboration with the Hayward Area Recreation and Park District (HARD) and Hayward Unified School District (HUSD); emphasized the importance of centering people with lived experience in decision-making roles and suggested requiring funded organizations to

include such voices in leadership positions; urged leveraging City influence to ensure Hayward receives its fair share of Measure W funds; and echoed Council Member Andrews' comments to continue centering the work through a racial equity lens.

Council Member Syrop echoed Council Members Bonilla and Andrews' comments; and received confirmation that the Hayward Evaluation and Response Teams (HEART) program connects the team to the service for homeless individuals.

In response to Council Member Syrop's inquiry about better coordination among housing navigators and service providers, particularly for addressing student homelessness, Community Services Manager Cole-Bloom noted the Council can provide direction in terms of financial support indicating HUSD holds the expertise and resources to lead efforts for student homelessness.

Mayor Salinas concurred with Council discussions on homelessness and emphasized the need to hold HUSD Board and Alameda County Office of Education accountable for supporting unhoused students, given their designated funding and responsibilities; shared examples of innovative housing efforts by the City, including affordable housing projects and potential collaboration with Chabot College for student and family housing, that resulted in missed opportunities due to lack of support.

Community Services Manager Cole-Bloom summarized the Council's feedback, noting there was general agreement to continue with the existing Let's House Hayward Strategic Plan priorities, while focusing on student homelessness in collaboration with policy partners; emphasized the importance of prioritizing impactful solutions, aligning efforts with the county, and continuing to work with the work of the Alameda County Mayors' Conference; and being intentional about centering racial equity in all strategies.

LEGISLATIVE BUSINESS

14. Electrification Reach Code: Adopt a Resolution Finding and Determining the Need for Adoption of Modifications to the 2022 California Building Standards Code; Introduce a Revised Electrification Reach Code Ordinance with Amendments Related to EV Charging; and Finding that the Action is Exempt from CEQA (Report from Public Works Director Ameri) **LB 24-030**

Staff report submitted by Public Works Director Ameri, dated December 17, 2024, was filed.

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

There being no speakers, Mayor Salinas opened and closed the public hearing at 9:11 p.m.

Council Member Andrews moved the item noting the Council Sustainability Committee discussed the item.



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Council Member Roche seconded the item emphasizing the Council Sustainability Committee had a productive discussion and unanimously agreed to move forward with an approach that is more aggressive than the state.

It was moved by Council Member Andrews, seconded by Council Member Roche, and carried by the following roll call vote, to adopt the resolution and introduce the ordinance.

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

Resolution 24-267, "Resolution Finding and Determining the Need for Adoption of Modifications to the 2022 California Building Standards Code"

Introduction of Ordinance 24-, "An Ordinance Amending Reach Codes for the City of Hayward by Amending the City's Off-Street Parking Regulations (Chapter 10, Article 2) of the Hayward Municipal Code"

15. FY 2025 Salary Plan Amendment: Adopt a Resolution Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2025 (Report from Human Resources Director Frye) **LB 24-031**

Staff report submitted by Human Resources Director Frye, dated December 17, 2024, was filed.

Mayor Salinas forwent the staff's oral presentation.

In response to Council Member Syrop's inquiry about the Personnel Commission's refusal to recommend Council's adoption of the FY 2025 Salary Plan for the classifications in the City's classified service, Human Resources Director Frye explained the commissioners indicated they lacked sufficient budget information to approve it.

In response to Council Member Andrews' inquiry on whether reviewing the budget was typical for the Commission, Human Resources Director Frye confirmed it was not and added that staff plan to provide more education during quarterly meetings, including clarifying their role in the salary plan process.

There being no public speakers, Mayor Salinas opened and closed the public hearing at 9:15 p.m.

Council Member Syrop, as the Council liaison to the Personnel Commission, made a motion to move the item acknowledging the commissioners' concerns and thanked them for their diligence, while expressing confidence in the City's negotiated terms and updated salary plan.

Council Member Roche seconded the motion.

Mayor Salinas thanked Council Member Syrop for his work on the Personnel Commission.

It was moved by Council Member Syrop, seconded by Council Member Roche, and carried by the following roll call vote, to adopt the resolution.

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

Resolution 24-268, "Resolution Approving the Amended Fiscal Year 2025 Salary Plan Designating Positions of Employment in the City of Hayward and Salary Range; and Superseding Resolution No. 24-237 and all Amendments Thereto"

16. Unrepresented Salary and Benefits: Adopt a Resolution Amending the Salary and Benefits Resolution for Unrepresented Employees (Report from Human Resources Director Frye)
LB 24-032

Staff report submitted by Human Resources Director Frye, dated December 17, 2024, was filed.

Mayor Salinas forwent the staff's oral presentation.

There being no public speakers, Mayor Salinas opened and closed public comment at 9:18 p.m.

It was moved by Council Member Goldstein, seconded by Council Member Syrop, and carried by the following roll call vote, to adopt the resolution.

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



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Resolution 24-269, "Resolution Approving an Amendment to the Salary and Benefits Resolution for Unrepresented Employees"

17. City Manager: Adopt a Resolution Appointing Ana Alvarez as City Manager of the City of Hayward Effective January 9, 2025; Approving the Employment Agreement between Alvarez and the City of Hayward; and Authorizing the Mayor to Execute the Agreement (Report from Mayor Salinas) **LB 24-033**

Staff report submitted by Mayor Salinas, dated December 17, 2024, was filed.

Mayor Salinas provided a synopsis of the report.

Members of the City Council expressed excitement at Dr. Alvarez's appointment as city manager, noting her exceptional qualifications; acknowledged the work of the selection committee and Bob Murray & Associates in guiding a successful process; thanked all the candidates who had applied; and recognized the leadership of Interim City Manager Claussen during a challenging period.

Mayor Salinas reflected on the significance of appointing a new city manager; commended Interim City Manager Claussen's exceptional leadership; acknowledged the work of the selection committee, Council, staff and community for their contributions throughout the process; and introduced Dr. Ana Alvarez as Hayward's 14th city manager, highlighting her 33 years of local government experience and inspiring personal journey.

Mayor Salinas opened the public hearing at 9:37 p.m.

Ro Aguilar, along with her husband Glenn Kirby, welcomed Dr. Alvarez to Hayward and expressed their eagerness to work with her while wishing her good luck in her new role.

Mayor Salinas closed the public hearing at 9:38 p.m.

It was moved by Mayor Salinas, seconded by Council Member Roche, and carried by the following roll call vote, to adopt the resolution.

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

Resolution 24-270, "Resolution Appointing Ana Alvarez as the City Manager of the City of Hayward, Approving the Employment Agreement between the City and Alvarez, and Authorizing the Mayor to Execute the Agreement"

COUNCIL REPORTS AND ANNOUNCEMENTS

Andrews apologized for her tardiness, explaining she had been in Sacramento submitting the Electoral College vote for Congressional District 14; thanked Representative Eric Swalwell for the opportunity; and expressed pride in California's peaceful transition of power.

Mayor Salinas noted the City Council would resume its meetings on January 21, 2025, invited the community to the swearing-in ceremony for Dr. Ana Alvarez on January 9, 2025, and wished everyone a happy holiday season.

COUNCIL REFERRALS

There were none.

ADJOURNMENT

Mayor Salinas adjourned the City Council meeting at 9:41 p.m.

APPROVED

Mark Salinas
Mayor, City of Hayward

ATTEST:

Miriam Lens
City Clerk, City of Hayward