

# **CITY COUNCIL MEETING**

**DECEMBER 2, 2025**

**PRESENTATIONS**

# **Beautiful Yard Contest Award**



# Hayward Beautiful Yard Contest Winners

Hayward City  
Hall

December 2  
2025

7:00 PM



# Clean and Green Commission

- The Clean and Green Commission (formerly Keep Hayward Clean and Green Task Force) was created by the City Council to help address issues impacting community appearance. Its mission is to preserve the environment and enhance the visual appearance of the City of Hayward through the joint efforts of individuals, volunteer groups, businesses, and municipal resources.



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# The Hayward Beautiful Yard Contest

- The Hayward Beautiful yard contest is a reward-based approach to encourage residents to **Keep Hayward Clean, Green, and Beautiful** by acknowledging the hard work that goes into a bay friendly yard.





# #HaywardBeautiful Yard Contest Criteria



Yard Clean and  
Free of Debris



Well Maintained  
Foliage



Reduces Water  
Usage



Use of Native Plants  
& Landscaping

# And the Winners are...

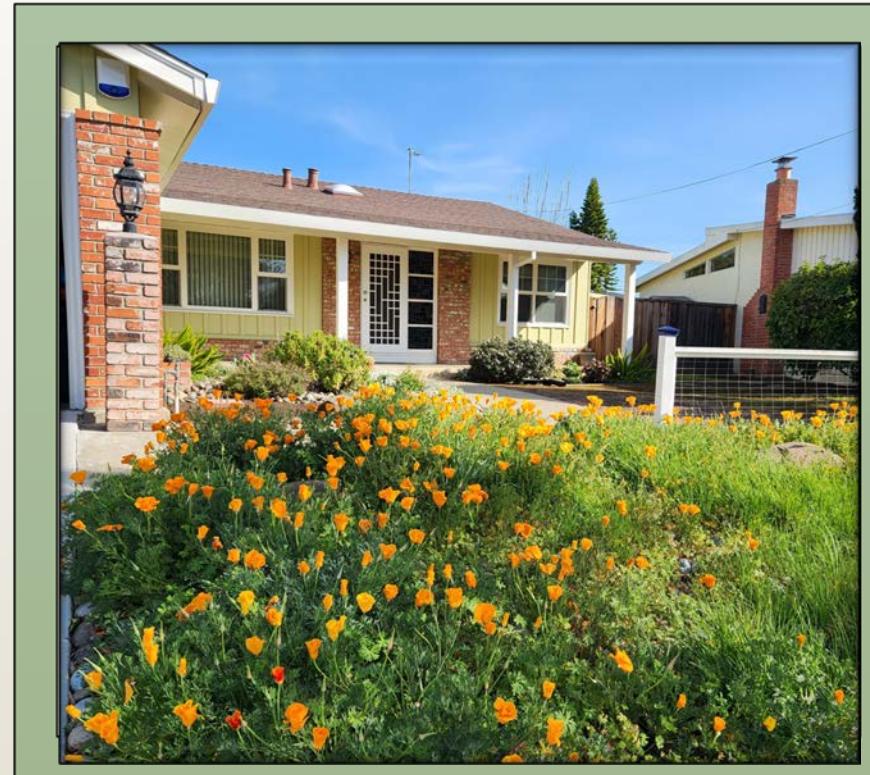


KEEP HAYWARD  
CLEAN & GREEN

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# Hayward Beautiful Yard Contest Winners

3rd Place  
Winner-  
**Suzanne  
Philis**



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# Hayward Beautiful Yard Contest Winners

2nd Place  
Winner-  
**Ernie  
Poyorena**



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# Hayward Beautiful Yard Contest Winners

**1st Place  
Winner-  
Allan  
Custodio**



# Certificate of Recognition Presentation



KEEP HAYWARD  
CLEAN & GREEN

**Item #12**

**WS 25-040**

**City Budget  
Status Update**

# **City Budget Status Update**

**City Council Work Session | December 2, 2025**



# Finance Department Activities

- Updated revenue estimates: Decrease estimates by \$6.4 million
- Increased transfer from Measure C: \$9,750,000
- Changes to other transfers: \$1,900,000
- Monitoring one-time revenues: \$1,500,000
- Additional vacancies and overtime reduction: \$2,900,000
- Reductions in services and supplies: \$2,400,000
- Prepared a Council report for 12/16 to consider increasing the TOT and working on outreach to hotels and the public: \$250,000

# Timeline

## **November 18:**

Presented fall revision for City Council adoption

## **December & January:**

- Continuing discussions with labor partners
- Implementing cost saving measures from Nov 18
- Preparing for February update

## **February:**

Present updated five-year model and Fiscal Stability Plan, including reviewing potential revenue measures

**Item #14**

**LB 25-045**

**Fiscal Year 2026**  
**Salary Plan**  
**Amendment**

# **Adopt a Resolution Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2026**

# Amendments to the City of Hayward Salary Plan for Fiscal Year 2026

## Salary Adjustments

CLASSIFICATION	INCREASE	FISCAL IMPACT
City Manager (A120)	2.08% effective 12/1/2025	\$4,671 to the General Fund