

**CITY COUNCIL
MEETING**

DECEMBER 2, 2025

PRESENTATIONS

Beautiful Yard Contest Award

The background of the entire graphic is a scenic photograph of a city (Hayward) viewed from a grassy hill at sunset. The sky is a mix of orange, yellow, and blue. A decorative horizontal line of small blue slanted dashes is positioned near the top of the image. The main title is centered in the upper half. Below the title, three vertical white lines divide the lower half into three columns, each containing event details.

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.

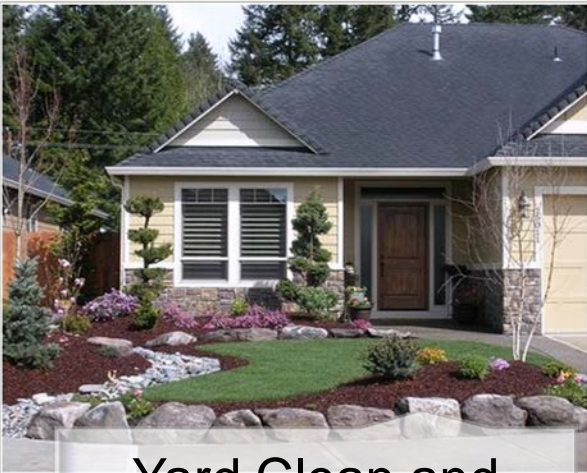


The Hayward Beautiful Yard Contest

- 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

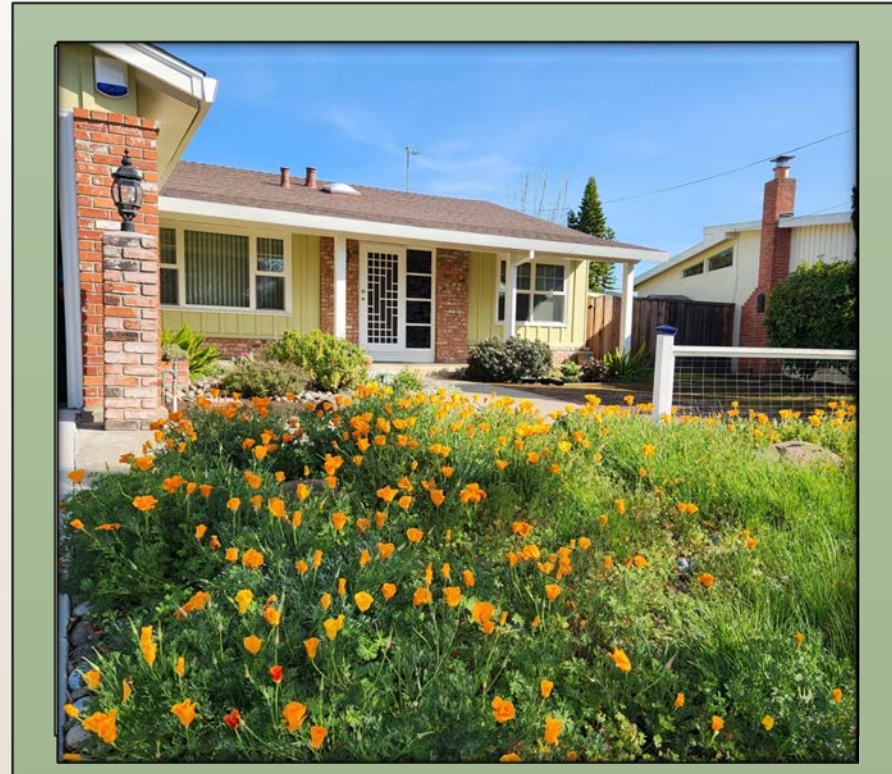
And the Winners are...



**KEEP HAYWARD
CLEAN & GREEN**

Hayward Beautiful Yard Contest Winners

3rd Place
Winner-
**Suzanne
Philis**



Hayward Beautiful Yard Contest Winners

2nd Place
Winner-
**Ernie
Poyorena**



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

Presenter: Ian Tecson, Director of Human Resources

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