



# CITY OF HAYWARD

Hayward City Hall  
777 B Street  
Hayward, CA 94541  
www.Hayward-CA.gov

## Action Minutes City Council

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**Tuesday, December 2, 2025**

**7:00 PM**

**Council Chambers**

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### CONCURRENT MEETING OF CITY COUNCIL AND GEOLOGIC HAZARD ABATEMENT DISTRICT BOARD

#### HAYWARD GEOLOGIC HAZARD ABATEMENT DISTRICT (GHAD) BOARD OF DIRECTORS MEETING

**CALL TO ORDER: Mayor/GHAD Chair Salinas**

**Pledge of Allegiance: Council/GHAD Member Bonilla Jr.**

#### ROLL CALL

**Council/GHAD Member Roche arrived at approximately 7:04 p.m.**

**Present:** 6 - Council Member George Syrop, Mayor Mark Salinas, Council Member Ray Bonilla Jr, Council Member Francisco Zermeno, Council Member Daniel Goldstein, and Council Member Angela Andrews

**Absent:** 1 - Council Member Julie Roche

#### PUBLIC COMMENTS

There were none.

#### CONSENT

1. [Approve the Geologic Hazard Abatement District Board \(GHAD\) Minutes of the Board Meeting of October 28, 2025](#)

A motion was made by GHAD Member Zermeno, seconded by GHAD Member Andrews, to approve the GHAD meeting minutes of October 28, 2025. The motion carried by the following vote:

**Aye:** 7 - Council Member Roche, Council Member Syrop, Mayor Salinas, Council Member Bonilla Jr, Council Member Zermeno, Council Member Goldstein, and Council Member Andrews

#### LEGISLATIVE BUSINESS

2. [Resolution 25-03 Holding a Public Hearing to Approve the Annexation of the Parcel Group 3 Development into the Hayward Geologic Hazard Abatement District and Approving the Draft Plan of Control for the Parcel Group 3 Development \(Report from GHAD Manager Ralston\)](#)

A motion was made by GHAD Member Goldstein, seconded by GHAD Member Syrop, to approve GHAD Resolution No. 25-03. The motion carried by the following vote:

**Aye:** 7 - Council Member Roche, Council Member Syrop, Mayor Salinas, Council Member Bonilla Jr, Council Member Zermeno, Council Member Goldstein, and Council Member Andrews

3. [Resolution 25-04 Declaring GHAD's Intent to Order an Assessment for the Parcel Group 3 Development and Set a Public Hearing at Least 45 Days After Written Notice is Provided to Consider the Proposed Assessment and any Protests Thereto \(Report from GHAD Manager Ralston\)](#)

A motion was made by GHAD Member Roche, seconded by GHAD Member Bonilla Jr., to approve GHAD Resolution No. 25-04. The motion carried by the following vote:

Aye: 7 - Council Member Roche, Council Member Syrop, Mayor Salinas, Council Member Bonilla Jr, Council Member Zermeno, Council Member Goldstein, and Council Member Andrews

**The Hayward City Council and Geologic Hazard Abatement District Board of Directors held its meeting and adjourned approximately at 7:26 p.m. Mayor Salinas reconvened into the meeting of the City Council.**

**CITY COUNCIL MEETING  
777 B Street, Hayward, CA 94541  
City Hall, Council Chambers**

**CLOSED SESSION ANNOUNCEMENT**

The City Council convened in closed session on December 2, 2025, at 5:30 p.m., with all members present 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 items but took no reportable action.

The City Council convened in closed session on November 12, 2025, at 3:30 p.m., with all members present and no public speakers regarding conference with labor negotiators pursuant to Government Code Section 54957.6 regarding all labor groups. City Attorney Lawson reported the City Council met with labor negotiators but took no reportable action.

**PUBLIC COMMENTS**

Sheila Merrill  
Gloria Villasenor  
Jennie Comstock  
Michelle Kindem  
Barbara Sullivan  
Carlin Starrs  
Helen Botelho  
Charlene Chappel  
Aricia Johnson  
Zelma Nuñez Borja  
Traci Young  
Desiree Tabora  
Jennalee Duvall  
Cathy Dunn  
Renee Fisher  
Hailey Rappa  
Brandon Sprague  
Heather Rappa  
Juli Corollo  
Carlos Corral  
Cat Olsen  
Rick Richert  
Anna May - did not speak  
Edith Bretado-Bahiru  
Lynne Ellen Focher  
Sabrina Haman  
Debbie Frederick  
Suzanne Luther  
TJ with Hayward Concerned Citizens  
Tom Ferreira

**CITY MANAGER'S COMMENTS**

Interim City Manager Addleman

**PRESENTATION**

Beautiful Yard Contest Award Presentation

**CONSENT**

A motion was made by Council Member Bonilla Jr., seconded by Council Member Syrop, to approve the Consent Calendar. The motion carried by the following vote:

Aye: 7 - Council Member Roche, Council Member Syrop, Mayor Salinas, Council Member Bonilla Jr, Council Member Zermeno, Council Member Goldstein, and Council Member Andrews

1. [Adopt a Resolution Authorizing the Purchase of a Ford Combination Meter Test Bench with Automated Measuring System II \(AMSII\) in a Not-to-Exceed Amount of \\$200,000 to Enhance the Water Meter Testing Process](#)

Consent item approved, RESO 25-198.

2. [Adopt a Resolution Authorizing the City Manager to Accept and Appropriate Up to \\$100,000 Annually for the Next Five Years from the Fairview Fire Protection District for Special Projects](#)

Consent item approved, RESO 25-199.

3. [Adopt a Resolution Authorizing the City Manager to Negotiate and Execute an Agreement with ESRI for a Small Municipal and County Government Enterprise Agreement \(SGEA\) in a Not-to-Exceed Amount of \\$126,000 Annually](#)

Consent item approved, RESO 25-200.

4. [Adopt a Resolution Authorizing the City Manager to Approve an Increase to the Existing Contract with West Coast Code Consultants for Plan Review Services for the Hayward Fire Department in a Not-To-Exceed Amount of \\$250,000 Over Three Years](#)

Consent item approved, RESO 25-201.

5. [Adopt a Resolution Awarding a Professional Services Agreement for Investment Portfolio Management Services to PFM Asset Management LLC for a Period of Three-Years with Two Optional One-Year Extensions](#)

Consent item approved, RESO 25-202.

6. [Adopt 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](#)

Consent item approved, ORD 25-12.

7. [Adopt 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](#)

Consent item approved, ORD 25-13.

8. [Adopt 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](#)

Consent item approved, ORD 25-14.

9. [Adopt 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; Repealing Resolution No. 93-037 and All Other Parts of Ordinances in Conflict Therewith](#)

Consent item approved, ORD 25-15.

10. [Adopt Resolutions Authorizing the City Manager to Execute Amendments to the Water Supply Agreement Between the City and County of San Francisco and Wholesale Customers Relating Primarily to: 1\) Reducing the Requirement for Purchase of Minimum Water Supply Quantity for the Alameda County Water District, City of Milpitas, City of Mountain View, and City of Sunnyvale; and 2\) Updating Tier 2 Water Shortage Allocation Plan](#)

A motion was made by Council Member Andrews, seconded by Council Member Bonilla Jr., to approve staff's recommendation. RES 25-203 (Water Supply Agreement); RES 25-204 (Drought Response Plan). Speakers: Tom Smegal, Bay Area Water Supply and Conservation Agency CEO and General Manager; Utsav Gupta; and Pat Showalter, Mountain View Council Member. The motion carried by the following vote:

Aye: 6 - Council Member Roche, Mayor Salinas, Council Member Bonilla Jr, Council Member Zermeno, Council Member Goldstein, and Council Member Andrews

Nay: 1 - Council Member Syrop

11. [Adopt Resolution Authorizing the City Manager to Apply for a State Water Resources Control Board \(SWRCB\) State Revolving Fund \(SRF\) Loan and Approve Reimbursement Resolution in Support of SWRCB SRF Loan Application for the Water Resource Recovery Facility \(WRRF\) Improvements - Phase II Project](#)

A motion was made by Council Member Roche, seconded by Council Member Bonilla Jr., to approve staff's recommendation with revised resolutions. RES 25-205 (Application); RES 25-206 (Reimbursement). The motion carried by the following vote:

Aye: 7 Council Member Roche, Council Member Syrop, Mayor Salinas, Council Member Bonilla Jr, Council Member Zermeno, Council Member Goldstein, and Council Member Andrews.

## WORK SESSION

12. [City Budget Status Update: Oral Report by the City Manager as Information Becomes Available \(Oral Report from Interim City Manager Addleman\)](#)

Information only; no action taken.

**LEGISLATIVE BUSINESS**

13. [Council-Appointed Officer's Employment Agreement: Adopt a Resolution Approving Amendments to the Employment Agreement between the City of Hayward and Interim City Manager Jayanti Addleman and Authorize the Mayor to Execute the Amendment \(Report from Mayor Salinas\)](#)

A motion was made by Mayor Salinas, seconded by Council Member Bonilla Jr., to approve staff's recommendation. RESO 25-207. The motion carried by the following vote:

Aye: 7 - Council Member Roche, Council Member Syrop, Mayor Salinas, Council Member Bonilla Jr, Council Member Zermeno, Council Member Goldstein, and Council Member Andrews

14. [Fiscal Year 2026 Salary Plan Amendment: Adopt a Resolution Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2026 \(Report from Human Resources Director Tecson\)](#)

A motion was made by Council Member Roche, seconded by Council Member Zermeno, to approve staff's recommendation. RESO 25-208. The motion carried by the following vote:

Aye: 7 - Council Member Roche, Council Member Syrop, Mayor Salinas, Council Member Bonilla Jr, Council Member Zermeno, Council Member Goldstein, and Council Member Andrews

**ADJOURNMENT**

Mayor Salinas adjourned the City Council meeting at 10:51 p.m.

**NEXT REGULAR MEETING, December 16, 2025, 7:00 PM**