



CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

Council Chambers

<https://hayward.zoom.us/j/88323005115?pwd=U1okyoD9feaKJmno4nwOvr9YtnT9nk.1>

Tuesday, December 2, 2025, 7:00 p.m.

The concurrent City Council and Geologic Hazard Abatement District (GHAD) Board of Directors meeting was called to order by Mayor/GHAD Chair Salinas at 7:00 p.m. in the Council Chambers.

Pledge of Allegiance: Council/GHAD Member Bonilla Jr.

ROLL CALL

Present: COUNCIL MEMBERS Andrews, Bonilla Jr., Goldstein, Syrop, Zermeno
MAYOR Salinas

Absent: COUNCIL MEMBER Roche

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

HAYWARD GEOLOGIC HAZARD ABATEMENT DISTRICT (GHAD) BOARD MEETING

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

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

Mayor Salinas addressed the large number of public comments and emails received about alleged plans to cut services or close the animal shelter, clarifying that the City Council has no proposal, discussion, or action before them regarding the shelter, staffing cuts, or euthanizing

animals; emphasized that misinformation circulating on social media created unnecessary alarm; and noted that many council members, including himself, are pet owners who deeply value animal welfare.

Sheila Merrill, longtime Hayward resident and Hayward Animal Shelter volunteer, criticized the 2023 65% City Council's pay increases and the 2025 6.5% reduction in salary and no-cost of living increase; and warned that eliminating per diem Shelter staff, nearly half the workforce, would lead to devastating consequences, including widespread euthanasia due to inadequate care.

Gloria Villaseñor shared two experiences where Animal Services response times were severely delayed, forcing her family to handle deceased or injured animals themselves; argued that the shelter is already overworked and needs more staffing; and suggested that if cuts are in place, the City should support Trap-Neuter-Return (TNR) programs to reduce reliance on residents who currently pay out-of-pocket to care for strays.

Jennie Comstock, Hayward resident and Animal Services Administrator, expressed concern that eliminating per diem staff, 47% of Animal Services workforce, would cripple animal services; noted the lack of clarity in terms of cuts created fear and uncertainty among employees and volunteers; emphasized the shelter's essential role, its already critical understaffing, stagnant budgets, and reliance on community donations for basic care; and added that without per diems, the City would face reduced hours, loss of key programs, increased euthanasia, and reversal of a decade of progress in reducing intake and improving outcomes.

Michelle Kindem, Hayward resident and Hayward Animal Shelter volunteer, thanked the City Council for clarifying the shelter is not currently being cut but urged them to maintain that decision; said per diem workers are essential to caring for animals and preventing euthanasia due to lack of staff; and also warned that volunteers may stop supporting the Shelter if it becomes a facility that kills animals for space.

Barbara Sullivan, longtime Hayward resident and 30-year Hayward Animal Shelter volunteer, argued that per diem positions offer exceptional value to the City because they perform difficult work without benefits costs; questioned the growth of high-level administrative positions in contrast to cuts affecting essential frontline services; and urged the City Council to think creatively and eliminate redundant upper-level roles instead of cutting vital per diem shelter staff.

Carlin Starrs, Hayward resident and Hayward Animal Shelter volunteer, noted the shelter provides immense value to the community with very limited resources; noted that per diem make up half the workforce and are already saving the City money by working without benefits; and invited the City Council and staff to volunteer at the shelter.

Helen Botelho, longtime Hayward resident and Hayward Animal Shelter volunteer, warned that eliminating 47% of staff would make the shelter unsustainable and force euthanasia of healthy animals; noted per diem workers provide specialized expertise, from behavior assessments to TNR and foster programs; added that volunteers will not support euthanizing healthy animals; and urged the City Council to prioritize community safety and animal welfare.



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Charlene Chappel, longtime Hayward resident and Hayward Animal Shelter volunteer, shared she helps promote dogs for adoption on social media and at the shelter; highlighted several long-stay success stories made possible through volunteer and staff dedication; and urged the City Council to reject per diem cuts and stand up for animals who have no voice.

Aricia Johnson, Hayward resident and Hayward Animal Shelter volunteer, stated that eliminating per diem employees would dismantle TNR, slow emergency response, jeopardize public safety, and increase euthanasia; and stressed that cutting per diems saves only about \$1 million, less than 4% of the deficit which is not worth the community and animal harm.

Zelma Nuñez Borja, Hayward resident and volunteer, urged the City not to lower its standards by cutting essential human services; and emphasized the emotional and ethical consequences of understaffing, including increased euthanasia.

Traci Young, per diem employee of 22 years, explained that per diem employees consistently fill essential roles due to chronic understaffing; stated many per diems are cross-trained, highly experienced, performing duties such as records clerks and animal care officer to help full-time members; and warned that cutting them will increase costs through overtime, eliminate vital programs such as TNR, and remove staff qualified as animal control officers.

Desiree Tabora, Hayward resident, noted the shelter operates with only 14 full-time positions, and four vacancies, making per diem employees indispensable; stated cutting them would jeopardize public safety, delay response to dangerous animals, and force Police to divert resources; and urged the City Council to protect essential shelter services rather than reduce staff.

Jennalee Duvall, with the TNR program ran by per diem employees, described how the program strengthens community responsibility and provides meaningful family service opportunities; contrasted Hayward's compassionate shelter environment with struggling shelters in other cities, warning that budget cuts would damage morale and animal welfare; and urged the City Council to protect both TNR program and the shelter's supportive culture.

Cathy Dunn, Hayward resident and Hayward Animal Shelter volunteer, explained how Hayward's TNR program works and how many cats it has treated, 750–800 per year, with a projected 1,000 this year; emphasized the program's importance for public health and population control; and noted that the program is run by a per diem coordinator with no City funding and relies heavily on volunteers and donations.

Renee Fisher noted the shelter operates on a shoestring budget and needs more staffing, not cuts; and urged the City to help the shelter continue to provide a service the community depends on.

Hailey Rappa, daughter of the shelter supervisor, noted her family has lifelong roots in Hayward and deep ties to the shelter; warned that eliminating employees would lead to increased euthanasia and the loss of dedicated workers who shaped her childhood; and indicated she will remember the Council's actions when voting.

Brandon Sprague, former Hayward resident, shared how the shelter helped his family adopt beloved pets and how its staff provide exceptional, knowledgeable care; warned that Oakland's shelter declined rapidly after similar staffing cuts, reducing services and harming animals; and noted the Hayward shelter strengthens community and local businesses.

Heather Rappa, Shelter Operations Supervisor, said eliminating per diem staff would cause organizational collapse, ending programs such as TNR, foster care, and basic daily animal care; warned the decision would devastate morale and reverse decades of progress; and urged the City Council to reconsider eliminating temporary position.

Juli Corollo criticized the Council for giving itself a 58% salary raise while failing to provide adequate budget oversight; accused the mayor of gaslighting by minimizing proposed cuts when part-time employees appear in proposed budget documents; and called for the City Council to return its raises retroactive to November 2023.

Carlos Corral echoed the comments from the audience.

Cat Olsen, per diem clerk in Police Records, emphasized that her federally mandated NIBRS (National Incident-Based Reporting System) crime reporting role is essential and highly specialized; stated eliminating her position would require costly overtime, retraining, and risk noncompliance with federal reporting standards; and warned that cuts would harm public safety, reduce efficiency, and jeopardize future funding.

Rick Richert, Hayward Animal Shelter volunteer, noted confusion and fear were worsened because the City announced \$1 million in per diem cuts without specifying totals or distinguishing essential services; emphasized that animal shelter operations are 24/7 and per diems are essential workers; and urged the City Council to pursue fairness and equity during budget decisions.

Anna May did not speak.

Edith Bretado-Bahiru, praised Hayward's shelter as the best she has worked with and noted cutting per diems would worsen already visible understaffing; warned that cities that eliminated TNR programs now face cat population crises; and urged the City Council to consider alternative budget solutions to maintain the high quality of Hayward's animal services.

Lynne Ellen Focher, Hayward resident, described decades of TNR experience and warned that eliminating per diems would cause cat overpopulation to return to crisis levels; shared statistics about cat reproduction to demonstrate the consequences; and asked the City to find the needed funds and restore trust about where prior funds went.



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Sabrina Haman, Hayward resident, noted the community already faces a high volume of lost and stray animals requiring shelter intervention; and urged the City Council to think carefully about defining essential services before eliminating positions that are already struggling to meet demand.

Debbie Frederick, Hayward resident, expressed confidence in the integrity of the City Council but urged them not to cut per diems or shelter services; praised the shelter's leaders and staff; and called specifically for adding more animal control officers.

Suzanne Luther, Hayward resident, commended the shelter's record; urged volunteers to keep speaking up; and requested the City Council forfeit their pay, draw back from Russell City reparations, undo pro-Palestinian divestment and sell the movie theater to fund the shelter annually.

TJ with Hayward Concerned Citizens noted the shelter community is highly organized and essential to keeping the system afloat; challenged the mayor's opening remarks as dismissive and demanded transparency about whether regionalization or shelter cuts are truly under consideration; and questioned budget decisions including divestment impacts, fate of the HEART program, and Russell City redress.

Tom Ferreira echoed concerns of Concerned Citizens' members about past City financial decisions and urged the City Council to listen more carefully to the community; stressed that cutting essential staff, including dispatch, will harm residents; and emphasized that the shelter is already severely understaffed.

Mayor Salinas closed public comment at 8:59 p.m.

Mayor Salinas emphasized that no decisions or actions have been taken regarding cuts to the animal shelter or per diem positions; acknowledged the complexity of the City's financial situation; reassured the public that all input will be considered as the City Council works through the budget; and encouraged continued advocacy and communication.

Council Member Andrews disclosed she visited the shelter to understand firsthand how budget cuts could impact operations; noted staff has been reviewing cost saving measures and she and Council Member Roche are pursuing budget strategies including, selling property, seeking grants, revisiting additional cuts to Council's salaries, and partnering with rescues and the County; urged continued public support and donations; and requested the City Manager's office to work with the Police Department to find a solution for the shelter including seeking partnership with the county.

Council Member Roche clarified that while per diem positions are under review citywide, there has been no proposal to eliminate shelter per diems or target the animal shelter specifically; invited Police Chief Matthews to confirm this publicly, and he stated that the department is evaluating all positions holistically and no one has been told they will be separated from the shelter; emphasized that the current deficit stems largely from rising labor costs and revenue challenges; acknowledged possible missteps, including Council raises; and assured the public that the City is trying to save essential services and the shelter will be included in that.

Council Member Syrop reiterated that the City Council accepts responsibility for past decisions and is committed to transparency as they work through the deficit; praised volunteers and staff for making Hayward's shelter a regional model; and emphasized that conversations with labor groups are ongoing to minimize the deficit and preserve essential services, noting that the Council and staff are working continuously to identify solutions and safeguard as many jobs as possible.

The City Council took a recess at 9:11 p.m., and Mayor Salinas reconvened the meeting at 9:21 p.m.

City Attorney Lawson made the second closed session announcement as noted in the respective section.

CITY MANAGER'S COMMENTS

Interim City Manager Addleman announced that City staff will assist Eden Youth in hosting the second Hayward Rides bike giveaway, which will occur alongside South Hayward's Toy Drive Giveaway on December 13, 2025, at the Eden Youth and Family Center.

PRESENTATION

Mayor Salinas announced the 2025 Hayward Beautiful Yard Contest and introduced Clean and Green Commission Chair Milleman and Vice Chair Ferreira who noted the yard contest is a reward-based approach to encourage residents to keep Hayward clean, green and beautiful and presented 3rd place winner – Suzanne Philis, 2nd place winner – Ernie Poyorena, and 1st place winner – Allan Custodio. Mayor Salinas and Council Member Andrews presented the certificates of recognition and gift cards to each winner.

ACTION ITEMS

Consent Items 1-5 were removed from the Consent Calendar to explain the budget. Consent Item 10 was pulled for discussion and public comment. Consent Item 11 was pulled to indicate there were revised resolutions per a memorandum that was distributed to the City Council and added under Documents Received After Agenda Published.



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CONSENT

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 **CONS 25-513**

Staff report submitted by Public Works Director Ameri, dated December 2, 2025, was filed.

In response to Council Member Roche's question about whether the project would have any impact on the General Fund, Assistant City Manager Thomas noted the project is funded entirely through the Water Replacement Fund, an Enterprise Fund, and does not involve any General Fund transfers.

It was moved by Council Member Bonilla Jr., seconded by Council Member Syrop, and carried unanimously, to adopt the resolution.

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

Resolution 25-198, "Resolution Authorizing the Purchase of a Ford Combination Meter Test Bench with Automated Measuring System II (AMSII) in an Amount Not-to-Exceed \$200,000 to Enhance the Water Meter Testing Process"

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 **CONS 25-515**

Staff report submitted by Fire Chief Hamre, dated December 2, 2025, was filed.

In response to Council Member Roche's inquiry about any impact on the General Fund, Assistant City Manager Thomas clarified the item was simply a revenue action, where the City is receiving funds, not spending it.

It was moved by Council Member Bonilla Jr., seconded by Council Member Syrop, and carried unanimously, to adopt the resolution.

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

Resolution 25-199, "Resolution Authorizing the City Manager to Accept and Appropriate Up to \$100,000 from the Fairview Fire Protection District Annually for the Next Five Years for Special Projects"

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 **CONS 25-523**

Staff report submitted by Acting IT Director/CIO Roush, dated December 2, 2025, was filed.

In response to Council Member Roche's request for clarification, Acting IT Director Roush indicated the cost for the license extension is \$2,000 more than the City was authorized to pay annually and paid via the Internal Service Fund; and added that the software is essential for daily operations of the City.

It was moved by Council Member Bonilla Jr., seconded by Council Member Syrop, and carried unanimously, to adopt the resolution.

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

Resolution 25-200, "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"

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 **CONS 25-526**

Staff report submitted by Fire Chief Hamre, dated December 2, 2025, was filed.



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Council Member Roche asked about the source of funding for a three-year, \$250,000 contract for plan review services, Fire Chief Hamre explained that customers pay a fee when requesting expedited plan reviews, and those fees are used to pay the contract, making it revenue neutral.

It was moved by Council Member Bonilla Jr., seconded by Council Member Syrop, and carried unanimously, to adopt the resolution.

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

Resolution 25-201, "Resolution Authorizing the City Manager to Execute an Amendment to Increase the Existing Contract Amount 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"

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 **CONS 25-527**

Staff report submitted by Finance Director Hilbrants, dated December 2, 2025, was filed.

In response to Council Member Roche's inquiry about the fee paid for investment portfolio management services, Finance Director Hilbrants stated that the fee is currently paid by the General Fund, but the City is working with the vendor to deduct the fee directly from investment earnings instead.

It was moved by Council Member Bonilla Jr., seconded by Council Member Syrop, and carried unanimously, to adopt the resolution.

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

Resolution 25-202, “Resolution Authorizing the City Manager to Execute a Contract with PFM Asset Management LLC for Investment Portfolio Management Services for Three-Years with Two Optional One Year Extensions”

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 **CONS 25-528**

Staff report submitted by City Clerk Lens, dated December 2, 2025, was filed.

It was moved by Council Member Bonilla Jr., seconded by Council Member Syrop, and carried unanimously to adopt the ordinance.

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

Ordinance 25-012, “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”

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” **CONS 25-529**

Staff report submitted by City Clerk Lens, dated December 2, 2025, was filed.

It was moved by Council Member Bonilla Jr., seconded by Council Member Syrop, and carried unanimously to adopt the ordinance.

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



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Ordinance 25-013, "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"

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 **CONS 25-530**

Staff report submitted by City Clerk Lens, dated December 2, 2025, was filed.

It was moved by Council Member Bonilla Jr., seconded by Council Member Syrop, and carried unanimously to adopt the ordinance.

AYES: COUNCIL MEMBERS Andrews, Bonilla Jr., Goldstein, Roche,
Syrop, Zermeno
MAYOR Salinas

NOES: None

ABSENT: None

ABSTAIN: None

Ordinance 25-014, "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"

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 of Fire Department Intervention; Repealing Resolution No. 93-037 and All Other Parts of Ordinances in Conflict Therewith **CONS 25-531**

Staff report submitted by City Clerk Lens, dated December 2, 2025, was filed.

It was moved by Council Member Bonilla Jr., seconded by Council Member Syrop, and carried unanimously to adopt the ordinance.

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

Ordinance 25-015, "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, Repeal Resolution No. 93-037 and Repealing All Other Parts of Ordinances in Conflict Therewith"

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 **CONS 25-538**

Staff report submitted by Public Works Director Ameri, dated December 2, 2025, was filed.

Council Member Syrop expressed concern over the proposed agreement, particularly due to its financial impact on Hayward residents and the perception that it benefits other cities more than Hayward; referenced letters from Palo Alto commissioners who warned about



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possible hidden costs; asked if Bay Area Water Supply and Conservation Agency (BAWSCA) could provide assurances that such costs wouldn't materialize; and wanted clarification on the terms Hayward had unsuccessfully tried to negotiate and why those were not incorporated into the final agreement. Public Works Director Ameri explained that the cost to Hayward stems from a fixed \$4 million expense shared among member agencies for unused water, with Hayward's 7% share totaling approximately \$280,000 annually, translating to about 30 cents per customer; clarified that while Palo Alto's memo raised valid points, those concerns were unrelated to Hayward's specific cost impact under the agreement; noted Hayward receives some benefits under the plan; and emphasized that attempts to negotiate unique relief for Hayward were not feasible without affecting equity among all 26 agencies. Council Member Syrop also raised concern about the lack of Council Infrastructure & Airport Committee analysis in the staff report.

Council Member Roche asked if the Palo Alto City Council had already approved the agreement, given the critical letter submitted by two of its commissioners. BAWSCA CEO and General Manager Tom Smegal confirmed that Palo Alto had unanimously approved the agreement, and a supportive letter from the Palo Alto Mayor had also been received. Council Member Roche confirmed that Hayward was the final agency to vote; and was reassured the action would not affect that original agreement.

Council Member Andrews noted that Hayward is the last of 26 member agencies to vote on the agreement and praised staff for negotiating the minimum financial impact possible; while the \$0.30 per-customer rate increase may seem small, she acknowledged the City's ongoing sensitivity to utility costs; and emphasized the long-term value of Hayward's access to Hetch Hetchy water, calling it an essential and reliable source for the community.

Council Member Bonilla Jr. expressed pride in Hayward's water quality and infrastructure, thanking Public Works Director Ameri and his team for their work.

Interim City Manager Addleman clarified that the reference to Exhibit A in the resolution (Attachment II) is incorrect, as no attachment exists, and it will be removed.

Mayor Salinas opened the public comment section at 9:33 p.m.

Utsav Gupta requested that the item be pulled from the consent calendar for a full public discussion, citing major discrepancies in the financial impact estimates; and argued that the cost to Hayward may be significantly higher, due to understated projections and risks tied to water purchase reductions.

Pat Showalter, Mountain View Council Member, expressed strong support for the agreement, praising the extensive vetting process through Council Member Andrews and the work of water management representatives, including Hayward's; and emphasized that the

amendments promote water conservation, which reduces long-term infrastructure costs and benefits the entire region.

Mayor Salinas closed the public comment section at 9:39 p.m.

It was moved by Council Member Andrews, seconded by Council Member Bonilla Jr., and carried unanimously to adopt the resolutions.

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

Resolution 25-203, “Resolution Authorizing the City Manager to Execute an Amendment to the Amended and Restated Water Supply Agreement Between the City and County of San Francisco and Wholesale Customers in Alameda County, San Mateo County, and Santa Clara County”

Resolution 25-204, “Resolution Authorizing the City Manager to Execute the Tier 2 Drought Response Implementation Plan Pursuant to Section 3.11.C of the Amended and Restated Water Supply Agreement”

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 Resources Recovery Facility (WRRF) Improvements – Phase II Project **CONS 25-537**

Staff report submitted by Public Works Director Ameri, dated December 2, 2025, was filed.

It was moved by Council Member Roche, seconded by Council Member Bonilla Jr., and carried unanimously to adopt the revised resolutions.

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



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Tuesday, December 2, 2025, 7:00 p.m.

Resolution 25-205, "Adopt a Resolution Authorizing the City Manager to Sign and File a State Water Resources Control Board State Revolving Fund Loan Financial Assistance Application for Capital Improvement Project #07760 – Water Resource Recovery Facility Improvements – Phase II Project"

Resolution 25-206, "Water Resource Recovery Facility Improvements – Phase II Project #07760: Reimbursement Resolution in Support of State Water Resources Control Board State Revolving Fund Loan Application"

WORK SESSION

12. City Budget Status Update: Oral Report by the City Manager as Information Becomes Available (Oral Report from Interim City Manager Addleman) **WS 25-040**

Interim City Manager Addleman reported that staff remain focused on labor negotiations and the voluntary separation incentive plan, aiming to achieve roughly \$6.7 million in personnel-related savings through voluntary separations, concessions, furloughs, and, if necessary, layoffs.

Finance Director Hilbrants added that the City is resetting revenue estimates decreasing estimates by \$6.4 million, modifying transfers from Measure C, making changes to other transfers, monitoring one-time revenues, taking actions to reduce overtime, freezing vacancies, reducing services and supplies, and preparing a proposal to increase the Transient Occupancy Tax (TOT) and working on outreach to hotels. Finance Director Hilbrants noted a budget fall revision was adopted on November 18, 2025, staff are continuing discussions with labor partners in December and January, and an updated five-year model and Fiscal Stability Plan would return to the City Council in February, detailing how the current \$26.4 million gap will be closed and identifying any potential revenue measures and actions.

There being no public comment, Mayor Salinas opened and closed the public comment section at 10:05 p.m.

Council Member Andrews requested more frequent written staff reports on budget updates; requested General Fund ten-year projections, Capital Improvement Plan (CIP) projections, and five-year projections for all funds; asked for a TOT communication strategy from the Economic Development Division and services for hotels in light of upcoming sport events in the Bay Area; requested revenue strategies around permit review and cutting red-tape initiatives (Planning, Fire, Building, Safety); requested a Strategic Roadmap update around projects; and asked for a discussions timeline with Hayward Area Recreation and Park District (HARD) on La Vista Park and other projects that can reduce impact to the General Fund and Measure C.

Council Member Zermeño requested a progress report on potential property sales and updates on vendor monitoring. In response to Council Member Zermeño's inquiry related to overtime-reduction efforts, Assistant City Manager Thomas explained that public safety units have already implemented changes that are showing reductions.

Council Member Roche asked staff to clarify concerns raised earlier about per diem cuts, emphasizing the need for a holistic and strategic approach rather than across-the-board eliminations. Assistant City Manager Youngblood explained that reductions must follow each department's operational needs and MOU requirements and noted that no discussions have occurred about eliminating Animal Services per diems. Council Member Roche sought clarification about past American Rescue Plan Act (ARPA) funding decisions and how salary savings and one-time revenue masked structural deficits. Finance Director Hilbrants and Police Chief Matthews explained that ARPA funds indirectly supported ongoing costs and that aspects of the Hayward Evaluation and Response Teams (HEART) program continue through repurposed staff and limited overtime. Council Member Roche urged staff to provide candid analysis of past decisions to help the City Council avoid repeating mistakes.

Council Member Bonilla Jr. asked to better understand how ARPA funds were used to backfill lost revenue and how this contributed to the structural deficit; and requested trend reporting showing progress toward savings targets across all reduction categories. In response to Council Member Bonilla Jr.'s inquiry on how the City is tracking actuals to projections, Finance Director Hilbrants explained that salary and vacancy savings are already materializing but that data is available only on a biweekly lag and will be incorporated into future reports. Council Member Bonilla Jr. recommended using a barometer for the seven finance activities to measure savings across the categories for budget updates; requested staff explore how to strengthen communication to mitigate misinformation; and encouraged staff to explore revenue-generating technologies, including automated traffic enforcement, to improve long-term fiscal stability.

Council Member Syrop supported exploring speed-limiting camera technology and asked that staff work with lobbyists to participate in the State's pilot program; asked for an update on business-friendly ordinance reforms; and requested that staff recommend a realistic reporting mechanism, prioritizing information that is useful for policy decision-making.

Council Member Goldstein emphasized the need for a simple visual barometer showing the City's progress toward closing the budget gap, noting it would help the City Council communicate clearly with the public; encouraged exploration of technology investments that reduce workload and increase efficiency without replacing staff; highlighted the need to treat tourism separately from general economic development, and suggested partnering with the Hayward Chamber of Commerce or a third party to capitalize on major regional sport events.

Mayor Salinas proposed dedicating part of next year's priority-setting session reviewing lessons learned to ensure the City does not repeat past financial missteps; agreed with Council Member Bonilla Jr. that consistent, cohesive messaging is urgently needed to prevent misinformation for the public; and affirmed the City's commitment to transparency.



CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

Council Chambers

<https://hayward.zoom.us/j/88323005115?pwd=U1okyoD9feaKJmno4nwOvr9YtnT9nk.1>

Tuesday, December 2, 2025, 7:00 p.m.

Interim City Manager Addleman left the Council Chambers.

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 **LB 25-042 (Report from Mayor Salinas)**

Staff report submitted by Mayor Salinas, dated December 2, 2025, was filed.

Mayor Salinas provided a synopsis of the staff report.

There being no public comment, Mayor Salinas opened and closed the public hearing at 10:47 p.m.

It was moved by Mayor Salinas, seconded by Council Member Bonilla Jr., and carried unanimously, to adopt the resolution.

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

Resolution 25-207, "Resolution Approving the Amendment to the Employment Agreement Between the City of Hayward and Interim City Manager and Authorizing the Mayor to Execute the Agreement"

Interim City Manager Addleman returned to the Council Chambers.

14. Fiscal Year 2026 Salary Plan Amendment: Adopt a Resolution Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2026 **LB 25-045 (Report from Human Resources Director Tecson)**

Staff report submitted by Human Resources Director Tecson, dated December 2, 2025, was filed.

Human Resources Director Tecson provided a synopsis of the staff report.

In response to Council Member Andrews' inquiry as to how the executive team's four percent cut would impact the item, Human Resources Director Tecson clarified that the City Manager's contract already includes reductions slightly exceeding four percent.

There being no public comment, Mayor Salinas opened and closed the public hearing at 10:49 p.m.

It was moved by Council Member Roche, seconded by Council Member Zermeño, and carried unanimously, to adopt the resolution.

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

Resolution 25-208, "Resolution Approving the Amended Fiscal Year 2026 Salary Plan Designating Positions of Employment in the City of Hayward and Salary Range; and Superseding Resolution No. 25-170 and all Amendments Thereto"

COUNCIL REPORTS AND ANNOUNCEMENTS

Council Member Andrews reminded the community of two events on December 6, 2025, the Light Up the Season and 2025 SantaCo. She encouraged all to attend the events to support downtown businesses and the Hayward Animal Shelter.

COUNCIL REFERRALS

There were none.

ADJOURNMENT

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

APPROVED

Mark Salinas
Mayor, City of Hayward

ATTEST:

Miriam Lens
City Clerk, City of Hayward