



CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

Council Chambers

<https://hayward.zoom.us/j/81854985923?pwd=y8dGdMaQ2EA9OQk1TEDLsEhSda30xG.1>

Tuesday, April 7, 2026, 7:00 p.m.

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

Pledge of Allegiance: Council Member Roche

ROLL CALL

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

Absent: None

CLOSED SESSION ANNOUNCEMENT

The City Council convened in closed session on April 7, 2026, at 5:30 p.m., with Council Member Andrews absent and no public comment, regarding conference with labor negotiators with all bargaining groups pursuant to Government Code section 54957.6. City Attorney Lawson reported that the City Council met and discussed the item but took no reportable action. The closed session adjourned at 6:44 p.m.

PRESENTATIONS

Mayor Salinas read a proclamation declaring April 12-18, 2026, as National Public Safety Telecommunicators Week in Hayward. Police Chief Matthews and Crime Prevention Specialist Strawser thanked the City Council and accepted the proclamation on behalf of the Hayward Police Department.

Mayor Salinas read a proclamation declaring April 24, 2026, as National Arbor Day in Hayward. Maintenance Services Director Rullman thanked the City Council and accepted the proclamation on behalf of the Maintenance Services Department. Mayor Salinas added that the City will celebrate Arbor Day on April 28, 2026, at Treeview Elementary School, and encouraged residents to participate by planting trees.

PUBLIC COMMENTS

Sean Sullivan announced the grand opening of Covenant House California on April 18, 2026, at 27221 Tyrrell Avenue, Hayward. The facility will provide 30 young people with access to shelter and services.

CITY MANAGER’S COMMENTS

City Manager Ott made two announcements: 1) construction is underway on La Vista Park, a new 39-acre recreation area in South Hayward slated for completion in Fall 2027, and a groundbreaking ceremony is scheduled for April 14, 2026; and 2) the City in partnership with the County Workforce Development Board is co-hosting an Apprenticeship Pathways: Employer and Educator forum on April 23, 2026, at City Hall.

CONSENT CALENDAR

Consent Item No. 3 and No. 9 were removed from the Consent Calendar for comment.

- 1. Approve the City Council Minutes of the City Council Meeting on March 17, 2026 **MIN 26-036**

It was moved by Council Member Syrop, seconded by Council Member Goldstein, and carried unanimously, to adopt the City Council meeting minutes of March 17, 2026.

- 2. Approve the City Council Minutes of the City Council Meeting on March 24, 2026 **MIN 26-037**

It was moved by Council Member Syrop, seconded by Council Member Goldstein, and carried unanimously, to adopt the City Council meeting minutes of March 24, 2026.

- 3. Adopt Resolutions Authorizing the City Manager to Accept and Appropriate 1) Up to \$350,000 Annually in Funding from the California State Library and 2) Up to \$350,000 Annually in Donations, Contributions, and Grants from Various Groups and Individuals for Library Services and Programs through the End of Fiscal Year 2028-29 **CONS 26-109**

Staff report submitted by Library Director Addleman, dated April 7, 2026, was filed.

In response to Council Member Roche’s request for clarification on authorizing up to \$350,000 in potential library grants, Library Director Addleman responded that the Library received its usual annual funding of more than \$200,000 but raised concerns about next year, particularly the possible loss of \$130,000 in state support for ESL programs serving roughly 300 residents.

It was moved by Council Member Syrop, seconded by Council Member Goldstein, and carried unanimously, to adopt the resolutions.

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



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Resolution 26-029, “Resolution Authorizing the City Manager to Accept and Appropriate up to \$350,000 Annually in Funding from the California State Library for Library Services and Programs”

Resolution 26-030, “Resolution Authorizing the City Manager to Accept and Appropriate up to \$350,000 in Donations and Grants to Support Library Services and Programs Through the End of Fiscal Year 2028-29”

4. Adopt a Resolution Approving Participation in the National Opioid Remnant Defendants Settlement and Authorizing the City Manager to Execute and Submit all Necessary Settlement Participation Documents on Behalf of the City of Hayward **CONS 26-111**

Staff report submitted by City Attorney Lawson and Sr. Assistant City Attorney Vigilia, dated April 7, 2026, was filed.

It was moved by Council Member Syrop, seconded by Council Member Goldstein, 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 26-031, “Resolution Approving Participation in the National Opioid Remnant Defendants Settlement and Authorizing the City Manager to Execute and Submit All Necessary Settlement Participation Documents on Behalf of the City of Hayward”

5. Adopt a Resolution Authorizing the City Manager to Execute a Cooperation Agreement for Fiscal Years 2027-2029 between the City of Hayward and the County of Alameda to Participate in the Alameda County HOME Consortium **CONS 26-112**

Staff report submitted by Development Services Director Buizer, Deputy Development Services Director Morales and Principal Planner Schmidt, dated April 7, 2026, was filed.

It was moved by Council Member Syrop, seconded by Council Member Goldstein, 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 26-032, “Resolution Authorizing the Continued Participation of the City of Hayward in the Alameda County Home Consortium for Home Funds and Authorizing Execution of the Necessary Documents to Maintain the Eligibility of the Consortium for Home Program Funds in Accordance With the National Affordable Housing Act of 1990”

6. Adopt a Resolution Authorizing the City Manager to Execute Amendment No. 2 to the Professional Services Agreement with St. Francis Electric, Inc., to Increase the Contract Amount by \$400,000 for a Total Amount Not-to-Exceed Maximum Compensation of \$1,600,000, Update Exhibit A (Bid Price Schedule), and to Extend the Term of the Agreement by 1-year to Continue On-Call Traffic Signal and Streetlight Maintenance and Emergency Repair Support Services **CONS 26-114**

Staff report submitted by Public Works Director Ameri, dated April 7, 2026, was filed.

It was moved by Council Member Syrop, seconded by Council Member Goldstein, 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 26-033, “Resolution Authorizing the City Manager to Execute Amendment No.2 to the Professional Services Agreement With St. Francis Electric, Inc., to Increase the Maximum Compensation Amount by \$400,000 for a Total Maximum Compensation Not-to-Exceed \$1,600,000, Update Exhibit a (Bid Price Schedule), and to Extend the Term of the Agreement by 1-Year to Continue on-Call Traffic Signal and Streetlight Maintenance and Emergency Repair Support Services”



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7. Adopt a Resolution Authorizing the City Manager to Execute Amendment No. 2 to the Professional Services Agreement with EKI Environment & Water, Inc., Increasing the Maximum Compensation by \$125,000 for a Total Not-to-Exceed Maximum Compensation Amount of \$625,000 to Provide Geographic Information System (GIS) Services, and Appropriating Additional Funds in an Amount of \$250,000 for the GIS Data Development and Conversion Project No. 07117 **CONS 26-115**

Staff report submitted by Public Works Director Ameri, dated April 7, 2026, was filed.

It was moved by Council Member Syrop, seconded by Council Member Goldstein, 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 26-034, "Resolution Authorizing the City Manager to Execute Amendment No.2 to the Professional Services Agreement With Eki Environment & Water, Inc., Increasing the Maximum Compensation by \$125,000 for a Total Maximum Compensation Not-to-Exceed \$625,000 to Provide Geographic Information System (Gis) Services for the Gis Data Development and Conversion Project, and Appropriate Additional Funds in an Amount of \$250,000 From the Water and Sewer Enterprise Funds for the Gis Data Development and Conversion Project No. 07177"

8. Adopt a Resolution Approving Annexation of the Parcel Group 3 Development into the Hayward Geologic Hazard Abatement District **CONS 26-125**

Staff report submitted by Hayward Geologic Hazard Abatement District Manager Rolsten, dated April 7, 2026, was filed.

It was moved by Council Member Syrop, seconded by Council Member Goldstein, 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 26-035, “Resolution Approving the Annexation of the Parcel Group 3 Development into the Hayward Geologic Hazard Abatement District”

9. Adopt a Resolution Approving the Speed Management Plan to Reduce and Manage Traffic Speeds Citywide **CONS 26-127**

Staff report submitted by Public Works Director Ameri, dated April 7, 2026, was filed.

In response to Council Member Syrop’s inquiry into how the Local Speed Management Plan responds to recent concerns about street safety and fatalities, Principal Transportation Engineer Tang noted that the plan outlines long-term strategies and tools to reduce speeds citywide and advance safety initiatives.

It was moved by Council Member Syrop, seconded by Council Member Goldstein, 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 26-036, “Resolution to Approve the Speed Management Plan, Project No. 06943, to Reduce and Manage Traffic Speeds Citywide”

10. Adopt a Resolution Approving a Side Letter of Agreement Amending the Memoranda of Understanding between the City of Hayward and the Hayward Fire Chiefs Association and Authorizing Staff to Execute the Agreement **CONS 26-128**

Staff report submitted by Human Resources Director Tecson, dated April 7, 2026, was filed.

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



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Zermeño
MAYOR Salinas

NOES: None

ABSENT: None

ABSTAIN: None

Resolution 26-037, “Resolution Authorizing the City Manager to Execute a Side Letter of Agreement with the Hayward Fire Chiefs Association to Amend the Current Memoranda of Understanding”

11. Adopt a Resolution Designating City-Owned Properties at City Center Drive (APNs 415-0250-111-02, 415-0250-112-00, 415-0250-113-00), C Street and Main Street (1026 C Street & 22696 Main Street; APNs 428-0066-037-00, 428-0066-038-02, 428-0066-038-01), and Cinema Place (22631 Foothill Boulevard; APNs 428-0066-085-00, 428-0066-086-00) as Surplus Land, Authorizing Notices of Availability, and Finding the Action Exempt from California Environmental Quality Act Review **CONS 26-132**

Staff report submitted by City Attorney Lawson and Assistant City Manager Thomas, dated April 7, 2026, was filed.

It was moved by Council Member Syrop, seconded by Council Member Goldstein, 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 26-038, “Resolution Designating Certain City-Owned Properties Located at City Center Drive (APNs 415-0250-111-02, 415-0250-112-00, 415-0250-113-00), C Street and Main Street (1026 C Street & 22696 Main Street; APNs 428-0066-037-00, 428-0066-038-02, 428-0066-038-01), and 22631 Foothill Boulevard (APNs 428-0066-085-00 AND 428-0066-086- 00), Hayward, California as Surplus Land Pursuant to Government Code Section 54221; Authorizing the City Manager to Issue Notices of Availability as Required by the Surplus Land Act; and Finding that the Action is Exempt From Environmental Review”

12. Adopt a Resolution (1) Authorizing the City Manager to Negotiate and Execute an Agreement to Transfer the Open Space Subdivision of Parcel Group 8 to Hayward Area Recreation and Park District and Grant an Easement for a Trail Across the Market Rate Middle Segment, and (2) Finding that the Transfer is Exempt from California Environmental Quality Act Review **CONS 26-133**

Staff report submitted by Assistant City Manager Thomas, dated April 7, 2026, was filed.

It was moved by Council Member Syrop, seconded by Council Member Goldstein, 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 26-039, "Resolution Authorizing the City Manager to Execute an Agreement to Transfer the Open Space Subdivision of Parcel Group 8 and Grant an Easement for a Trail Across the Market Rate Subparcel to Hayward Area Parks and Recreation District (HARD); and Finding that the Action is Exempt from Environmental Review"

WORK SESSION

13. Work Session: Potential Ballot Measure to Modernize the City of Hayward Business License Tax Ordinance (Staff Report from City Manager Ott) **WS 26-010**

Staff report submitted by Assistant City Manager Thomas, dated April 7, 2026, was filed.

City Manager Ott opened the work session and introduced Management Analyst Perez, who, together with Blue Sky Consultant Newman, summarized the staff report on the proposed modernization of the Business License Tax (BLT) ordinance. FM3 Research Consultant Everitt presented key findings from a voter survey conducted March 10–19, 2026. City Manager Ott stated that staff were seeking City Council feedback on the proposal's structure and will return in May with finalized ordinance amendments and the materials required to place the measure on the November ballot.

Mayor Salinas opened the public comment section at 7:42 p.m.

Emily Wallace expressed concern that labor groups were not consulted on the business license tax proposal; stated that if Hayward intends to align with neighboring cities, it should



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look to jurisdictions that have successfully modernized their business license taxes in recent years; and urged the City to adopt stronger tax rates targeting high-profit industries such as professional services, business services and commercial rentals to address fiscal challenges and sustain public services.

Suzanne Luther, with Hayward Concerned Citizens, raised concerns about the survey methodology and the framing of the tax proposal, indicating it lacks transparency; and called for clearer, more direct communication about the true impact of the proposed tax increase.

Ro Aguilar, Hayward resident, asked whether revenue from the proposed measure could be used to address homelessness and related services; and emphasized that solving homelessness is critical to supporting a healthy business environment.

Derek Barnes, East Bay Rental Housing Association (EBRHA) Chief Executive Officer, supported modernizing the business license tax but raised concerns about the disproportionately high flat tax on residential rental properties; and urged the City Council to consider a tiered or reduced rate for small “mom-and-pop” property owners to ensure fairness.

Mayor Salinas closed the public comment section at 7:50 p.m.

Council Member Andrews asked about the sources of voter dissatisfaction in the survey, the benefits the City would highlight if the tax measure were approved, the potential use of funds for homelessness and core services, outreach to labor groups, and whether rental tax thresholds could be adjusted. FM3 Consultant Everitt clarified that no follow-up data was collected on dissatisfaction. City Manager Ott noted the tax is a General Fund measure primarily supporting public safety but flexible enough to fund homelessness services; and added that labor groups were invited to prior BLT ordinance discussions. Blue Sky Consultant Newman noted that the City Council could revise or create a more graduated tax structure for small rental property owners.

Council Member Zermeño asked how the proposed business license tax would position Hayward relative to neighboring cities, and whether hardship waivers could be offered for small “mom-and-pop” property owners. Blue Sky Consultant Newman explained that the proposal would place Hayward roughly in the middle of comparable cities, slightly above San Jose, and noted that hardship waivers are uncommon due to administrative challenges. Council Member Zermeño expressed general support for the proposed ballot measure and recommended including pedestrian and bicycle safety into the ballot language.

Council Member Roche asked about best practices for polling thresholds, whether current support levels are sufficient given economic conditions, and whether businesses demonstrated an understanding of the need to update the tax. FM3 Consultant Everitt

reported that the polling result, showing up to 68% support, are strong compared to typical measures. Management Analyst Perez and City Manager Ott added that groups such as Hayward Chamber of Commerce and Downtown Hayward Improvement Association Board acknowledged the need to modernize the outdated tax structure. Council Member Roche expressed support for the measure, emphasized the importance of highlighting that the tax has not been updated since 1978 in the ballot language, and underscored the need for a balanced, proportional approach that avoids overburdening businesses while addressing the City's fiscal challenges.

Council Member Syrop requested refinements to better compare Hayward's proposal with cities that have recently modernized their business license taxes; noted that the flat tax structure for small residential rentals is appropriate given their revenue levels, while suggesting that commercial rental rates could be further evaluated; invited public input on the survey design; emphasized continued collaboration with labor partners; and voiced overall support for advancing the measure with minor adjustments.

Council Member Bonilla Jr. requested clarification on the real-world financial impact of the proposed tax on small businesses and landlords and emphasized the importance of communicating that the tax has not been updated since 1978. City Manager Ott provided examples illustrating relatively modest increases for small businesses, such as small retailers and restaurants, and larger increases for rental properties to help contextualize the proposal. Council Member Bonilla Jr. expressed support for the "match-neighbors" approach, underscored the need to balance fairness and competitiveness, and added that the proposal offers a thoughtful, responsible way to modernize the tax and sustain essential City services.

Council Member Goldstein asked about the potential impact of other tax measures appearing on the ballot and whether they could influence voter support for this proposal. FM3 Consultant Everitt explained that survey results indicate voters typically evaluate each measure independently and that support for this proposal remains strong, particularly because most residents would not directly pay the tax. Council Member Goldstein expressed support for the measure, emphasized the importance of highlighting that the tax has not been updated since 1978, and recommended messaging that underscores both community and business benefits while reinforcing that Hayward remains business-friendly.

Mayor Salinas emphasized that if the City is asking businesses to pay higher taxes, it must also demonstrate clear, tangible benefits in return, such as improvements to permitting processes or direct business support; confirmed consensus on the proposed residential rental (1-3 units) tax category; and expressed overall support for the proposal, noting encouragement from the survey results.

City Manager Ott summarized the key direction, including emphasizing the importance of "since 1978" messaging and returning in November with programmatic details that demonstrate benefits to businesses; noted that staff will also provide updated comparisons to cities that have modernized their business license taxes; and confirmed that staff will incorporate feedback as appropriate while maintaining the established timeline, with the City Council generally agreeing to proceed with the current proposal.



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Work Session: Tree Mitigation In-Lieu Fees (Report from Development Services Director Buizer) WS 26-011

Staff report submitted by Development Services Director Buizer, dated April 7, 2026, was filed.

Development Services Director Buizer announced the item and introduced Landscape Architect Spores who provided a synopsis of the staff report.

There being no comment, Mayor Salinas opened and closed the public comment section at 8:48 p.m.

Council Member Syrop expressed support for allocating 15 percent of the in-lieu fees towards program administration; noted the value of revisiting the allocation annually to align funding tree-planting priorities; and asked how equity would be incorporated into expanding the tree canopy and how community partnerships, such as with 100K Trees for Hayward, would use allocated funds to maximize impact and identify the most cost-effective strategies for environmental resilience. Landscape Architect Spores clarified that the funding would support both outreach and planting, with estimated costs of about \$465 per tree; emphasized that grassroots partnerships help stretch available resources; and noted that community-based programs offer the greatest long-term value.

Council Member Andrews emphasized reducing the heat island effect, incentivizing businesses to plant more trees, and ensuring programs are funded through in-lieu fees without impacting the General Fund; called for coordination with partners such as the Bay Area Water Supply and Conservation Agency (BAWSCA) on water and fire safety and the Clean and Green Commission for outreach; emphasized strategic tree placement for economic and aesthetic benefits; and suggested renaming “Master Plan” to a term such as “Tree Canopy Action Plan” to avoid terminology with connotations of subordination.

Council Member Zermeño supported the plan and proposed three focus areas: heritage tree identification, tree count, and fruit tree planting. Landscape Architect Spores clarified that tree inventory and heritage tree identification are already being addressed through the City’s Planet Geo system and Tree Preservation Ordinance.

Council Member Bonilla Jr. expressed support for allocating 15 percent of in-lieu fees towards program administration, supported the community projects, partnerships, and programs with an emphasis on applying a strong equity focus, ensuring underserved areas are prioritized.

Council Member Roche supported the plan and prioritizing social equity programs and suggested that any unspent funds from planning studies be redirected to community equity programs; and raised the idea of coordinating with the permitting/planning process to educate homeowners about tree planting opportunities during renovations.

Council Member Goldstein supported the 15% program administration fee and called for focusing canopy expansion on currently neglected areas such as Tennyson Road; asked about and confirmed the continued existence of a tree giveaway program (funded through a grant) and requested renewed outreach promoting it, provided it does not draw from the General Fund.

Mayor Salinas expressed general support for the plan; noted the need for funding support for tree trimming, which is a significant cost burden for many homeowners; supported Council Member Andrews' suggestion to rename the "Master Plan" to "Tree Canopy Action Plan" and reiterated the need to expand tree coverage citywide.

LEGISLATIVE BUSINESS

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) LB 26-006

Staff report submitted by Human Resources Director Tecson, dated April 7, 2026, was filed.

Mayor Salinas forewent staff's presentation.

Council Member Syrop asked for clarification on the funding source for the salary plan amendment and whether it would impact the General Fund. Human Resources Director Tecson clarified that the costs are covered by Water Enterprise, Sewer, and Stormwater funds. Council Member Syrop further confirmed that these funds operate such as self-sustaining businesses and that the salary adjustments are already built into existing labor agreements.

There being no public comment, Mayor Salinas opened and closed the public hearing at 9:13 p.m.

It was moved by Council Member Goldstein, seconded by Council Member Andrews, 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



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Resolution 26-040, "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. 25-208 and all Amendments Thereto"

COUNCIL REPORTS AND ANNOUNCEMENTS

Council Member Syrop recognized Council Member Andrews' tree planting efforts.

COUNCIL REFERRALS

There were none.

ADJOURNMENT

Mayor Salinas adjourned the City Council meeting at 9:15 p.m.

APPROVED

Mark Salinas
Mayor, City of Hayward

ATTEST:

Miriam Lens
City Clerk, City of Hayward