



CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

Council Chambers

<https://hayward.zoom.us/j/89593148306?pwd=b7el9TdYj49D73xAEsQhvux800oUaS.1>

Tuesday, February 24, 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. Pursuant to Government Code section 54953(b), the meeting included a teleconference location at The Westin Phoenix Downtown, 333 N. Central Avenue, Phoenix, AZ 85004. Council Member Bonilla Jr. participated via teleconference. The agenda was posted at the teleconference location, and the public had an opportunity to address the City Council.

Pledge of Allegiance: Council Member Syrop

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 February 24, 2026, at 5:15 p.m., with all Council Member members present, including Council Member Bonilla Jr. attending remotely per Government Code section 54953(b), and no public speakers, regarding conference with labor negotiators, pursuant to Government Code section 54957.6, concerning all labor groups. City Attorney Lawson reported that the City Council conferred with labor negotiators but took no reportable action. The closed session adjourned at 6:50 p.m.

PUBLIC COMMENTS

Robert Prinz (via Zoom), Bike East Bay Director, expressed condolences for the recent pedestrian fatalities in Hayward; emphasized that the crashes were preventable because they occurred on known high-injury corridors; and urged the City to address speeding through safer street design and to take every opportunity to improve safety.

Pieter Friedrich claimed that organizations connected to HSS (Hindu Swayamsevak Sangh) have been building influence in Bay Area cities through community events and partnerships; warned the City Council that this network is now supporting a congressional candidate in the district; and urged officials to be aware of these connections.

Donna T spoke about the City's budget deficit, noting it is affecting neighborhood services, particularly trash removal near abandoned railroad tracks by her home; and urged the City to hold the railroad accountable and pursue formal abandonment authorization so the area could potentially be converted into walking and bikeway paths.

Ahmed Shorab offered condolences to families of recent crash victims, called the fatalities

unacceptable, and urged the City to implement Bike Hayward’s demands (list of quick-build solutions and pedestrian safety improvements) and move forward with delayed street safety projects to prevent further deaths.

Alejandro Jasso, with Bike Hayward, provided Bike Hayward’s demands for the record; mourned the pedestrian deaths; and urged the City Council to implement bike lanes and previously shelved safety projects, warning that delays risk further fatalities, lawsuits, and loss of funding.

Tyler Dragoni expressed condolences to the three families for the recent fatalities; and called for transparency about the causes of crashes, urging the City to release detailed Police reports and create a Bike and Pedestrian Commission to address safety issues.

William Lin (via Zoom) raised concerns about confusing road design and insufficient pedestrian signals in downtown Hayward; and suggested improving lane layouts, adding more signals and red-light cameras, and prioritizing safety over other road expenditures.

Mayor Salinas acknowledged the recent pedestrian fatalities as tragic; expressed condolences on behalf of the City Council and staff; noted that the incidents are still under investigation; and assured the public that reports will be released once the investigations are complete.

CITY MANAGER’S COMMENTS

City Manager Ott expressed condolences to the families for the three pedestrian fatalities; noted the City is creating a Fatal Crash Response Program led by staff from Police and Public Works to review the fatal crash investigations, conduct site visits, and implement quick-build improvements at the three locations where the incidents occurred; added the City will hold a City Council work session on street safety in March to discuss near- and mid-term safety plans and review funding and staffing for safety projects; indicated the City will partner with community organizations and deploy targeted traffic enforcement to raise awareness and focus enforcement on high-injury corridors; and noted the City is continuing two projects, Safe Streets Downtown and Safe Streets Hayward, focused on redesigning high-injury corridors as part of the City’s Vision Zero goal of eliminating traffic fatalities and serious injuries by 2050.

In response to Council Member Andrews’ inquiry into reports on fatal crash assessments and related safety actions, City Manager Ott noted that staff can bring the information to the Council Infrastructure and Airport Committee.

PRESENTATION

1. Hayward Area Recreation and Park District: Comprehensive Update on Current Operations (**Report from HARD General Manager Wheeler**) **RPT 26-021**

Presentation submitted by Hayward Area Recreation and Park District (HARD) General Manager Wheeler, dated February 24, 2026, was filed.



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Mayor Salinas acknowledged Hayward Area Recreation and Park District (HARD) Board of Directors Andrade, Hatcher, and Lammin in attendance, and introduced HARD General Manager Wheeler who presented the district's annual report, highlighting organizational initiatives, data-driven park maintenance improvements, expanded recreation and youth programs, equity and accessibility efforts, and major capital projects funded through Measure F1 and grants, including park renovations, new facilities, and regional and community projects serving Hayward and surrounding area.

Mayor Salinas opened public comment at 8:05 p.m.

Heather Reyes, Tyrrel Elementary's community school specialist, shared the positive impact of the Play Hard after-school sports program, noting it improved student behavior, increased attendance, and helped build teamwork and confidence among students; highlighted how the program benefited the school community; and encouraged its continuation.

Tyler Dragoni praised the Eden Greenway project but raised concerns about accessibility and connectivity, particularly the freeway barrier and lack of wheelchair ramps between segments; and asked whether the City or HARD is responsible for funding and constructing accessibility improvements.

Mayor Salinas closed public comment at 8:10 p.m.

Council Member Bonilla Jr. thanked HARD General Manager Wheeler and the HARD team for their work and for centering park and recreation improvements through an equity lens.

In response to Council Member Bonilla Jr.'s inquiry about plans for Weekes Park and how the district is addressing homelessness and safety concerns, HARD General Manager Wheeler explained that HARD is working with the City through a task force and ranger program, and is exploring environmental design changes such as perimeter fencing, gated access, and visibility improvements to address nighttime safety issues, while also planning further community engagement.

In response to Council Member Bonilla Jr.'s inquiry about expanding the Rec Rx program beyond healthcare providers to include referrals from schools or community leaders, HARD General Manager Wheeler explained the program partners with Tiburcio Vasquez Health Center, but staff could explore broader referral opportunities.

In response to Council Member Bonilla Jr.'s inquiry about an update on La Vista Park, HARD General Manager Wheeler reported that the project has been awarded, designs are complete, and construction is expected to begin within approximately six to eight weeks.

Council Member Zermeño commended the presentation and HARD’s work improving parks and community facilities, noting the importance of upgrades to Weekes Park and expressing appreciation for Arandas Garden; and recommended considering the addition of a bocce court at Eden Mansion Park for community use.

Council Member Roche thanked HARD for its partnership with the City, particularly its support for community events such as street fairs and holiday activities during the City’s budget challenges; and praised the district’s focus on shade structures, cooling features, and programs that support youth mental health, including the Rec Rx initiative.

In response to Council Member Roche’s inquiry about how park cleanup issues are reported and addressed, HARD General Manager Wheeler explained that HARD staff visit every park daily and handle most maintenance internally while coordinating with the City’s public works department on dumping and encampment-related cleanup outside park boundaries.

In response to Council Member Roche’s inquiry about improvements at Bidwell Park, HARD General Manager Wheeler confirmed that upgrades, including improvements to facilities such as the basketball court, are planned as part of ongoing park renovations.

Council Member Andrews thanked HARD for its partnership with the City in providing parks, amenities, and community events.

In response to Council Member Andrews’ inquiry about long-term strategic plan for expanding special events in the community, HARD General Manager Wheeler explained that while there is not yet a formal events strategy, HARD has recently expanded its support for numerous events, such as street parties, Juneteenth, Mariachi Festival, and All America Festival among others.

In response to Council Member Andrews’ inquiry about coordination on emergency preparedness, HARD General Manager Wheeler noted that HARD has invested heavily in emergency operations planning, staff is open to collaborating more closely with the Council Public Safety Committee and other agencies to align emergency response efforts.

Council Member Syrop praised HARD as a key asset to the Hayward area; commended the district’s investments in South Hayward parks and its data-driven approach to park maintenance; supported stronger coordination between the City and HARD, particularly regarding emergency preparedness and public safety; suggested sharing updates with the Council Public Safety Committee and exploring ways to combine data from HARD and the Hayward Police Department to improve responses to safety issues in parks; suggested exploring economic development opportunities through large public events such as World Cup watch parties; and recommended improving the online facility rental process.

Council Member Goldstein thanked HARD General Manager Wheeler for HARD’s strong partnership with the City and their work maintaining and improving parks throughout the community.



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CONSENT CALENDAR

Consent Item 4 was removed from the Consent Calendar for a separate vote.

2. Approve the City Council Minutes of the City Council Meeting on February 17, 2026 **MIN 26-021**

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

3. Adopt a Resolution Authorizing the Application for, and Receipt of, California Department of Housing and Community Development Prohousing Incentive Program Funds **CONS 26-045**

Staff report submitted by Development Services Director Buizer, Development Services Deputy Director Morales, and Principal Planner Schmidt, dated February 24, 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 26-014, "Resolution Authorizing Application for, and Receipt of, Prohousing Incentive Program Funds"

4. Adopt a Resolution Approving Plans, Specifications, and Call for Bids for the Fiscal Year 2026 Pavement Improvement Project No. 05347 **CONS 26-046**

Staff report submitted by Public Works Director Ameri, dated February 24, 2026, was filed.

The item was pulled from the consent calendar to allow for public comment.

Alejandro Jasso urged the City to incorporate protected bike lanes, pedestrian safety measures, and compliance with new safety laws such as daylighting requirements when streets are repaved; and asked that the project contract include the recommendation from the City's Bicycle and Pedestrian Master Plan for all the proposed streets.

Ahmed Shorab supported the previous speaker's concerns and urged the City Council to reject the item until staff returns with a repaving plan that complies with the Bicycle and Pedestrian Master Plan.

Tyler Dragoni questioned why the proposed paving contract does not align with the City's Bicycle and Pedestrian Master Plan and urged the City Council to prioritize safer street design, including narrower lanes and other improvements that could help prevent future accidents.

In response to Council Member Syrop's inquiry for clarification of the proposed pavement improvement project, Public Works Director Ameri indicated that some of the streets being resurfaced are residential roads where bike lanes are not typically striped and higher-level protected bike lanes usually require separate projects with community outreach. Council Member Syrop encouraged clearer communication around bike infrastructure in future pavement improvement projects to better demonstrate alignment with the City's Bicycle and Pedestrian Safety Plan and suggested integrating community feedback earlier in the planning process.

In response to Council Member Andrews' inquiry, Public Works Director Ameri clarified the distinction between paving-focused projects and those specifically aimed at bicycle and pedestrian infrastructure improvements.

Council Member Zermeño made a motion per staff's recommendation, and Council Member Goldstein seconded the motion.

Council Member Andrews offered a friendly amendment to include revisiting the Bicycle and Pedestrian Master Plan for the streets included in the paving project.

Council Member Zermeño rejected the friendly amendment, noting that many of the streets are residential cul-de-sacs where bike lanes may not be necessary and emphasizing the need to proceed with the \$13 million paving work.

Mayor Salinas appealed to include revisiting the Bicycle and Pedestrian Master Plan for the streets included in the paving project. Council Member Zermeño accepted the friendly amendment.

In response to Council Member Syrop's request for clarification on the project's funding, Public Works Director Ameri clarified that Measure BB funds in this item are allocated specifically for pavement improvements, while separate Measure BB funding sources support dedicated bicycle and pedestrian safety projects.

Council Member Syrop requested that staff look at the major streets that could benefit from bicycle and pedestrian infrastructure.

Mayor Salinas also noted broader concerns about speeding across both major corridors and residential streets as a key safety issue.



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It was moved by Council Member Zermeño, seconded by Council Member Goldstein, and carried, to adopt the resolution with an amendment directing staff to revisit the Bicycle and Pedestrian Master Plan for the streets included in the paving project.

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

Resolution 26-016, "Resolution Approving Plans and Specifications for the FY26 Pavement Improvement Project, Project No. 05347 and Call for Bids"

5. Adopt a Resolution Authorizing the City Manager to Accept and Appropriate \$215,040 in State of California Department of Forestry and Fire Protection Grant Funding through the 2025 Wildfire Ready East Bay Grant Program to Support Chipping and Residential Assistance Programs Provided by the Hayward Fire Department **CONS 26-051**

Staff report submitted by Fire Chief Hamre, dated February 24, 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 26-015, "Resolution Authorizing the City Manager to Accept and Appropriate \$215,040 in State of California Department of Forestry and Fire Protection Grant Funding Through the 2025 Wildfire Ready East Bay Grant Program to Support Chipping and Residential Assistance Programs Provided by the Hayward Fire Department"

6. Adopt an Ordinance of the City Council of the City of Hayward Amending Sections 8-18.20 to 8-18.40, 8-18.120 to 8-18.170, and 8-18.190 to 8-18.200 of Article 18, Chapter 8 of the Hayward Municipal Code Relating to the Utility Users Tax **CONS 26-057**

Staff report submitted by City Clerk Lens, dated February 24, 2026, was filed.

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

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

Ordinance 26-04, “An Ordinance of the City Council of the City of Hayward Amending Sections 8-18.20 to 8-18.40, 8-18.120 to 8-18.170, and 8-18.190 to 8-18.200 of Article 18, Chapter 8 of the Hayward Municipal Code Relating to the Utility Users Tax”

PUBLIC HEARING

7. Public Hearing Pursuant to Government Code Section 3502.3 to Receive a Report on City of Hayward Vacancies; and Recruitment and Retention Efforts **(Report from Human Resources Director Tecson) PH 26-008**

Staff report submitted by Human Resources Director Tecson, dated February 24, 2026, was filed.

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

In response to Council Member Roche’s inquiry asking staff to clarify why the City continues hiring after recently conducting layoffs, Human Resources Director Tecson explained that current hiring is limited to priority positions, particularly public safety positions requiring long recruitment timelines, and to positions funded through Enterprise Funds rather than the General Fund.

Mayor Salinas opened and closed the public hearing at 9 :10 p.m.

Michelle Nagales (via Zoom), Hayward librarian and Local 21 member, noted recent staffing losses and reduced hours at the library have caused “moral injury”; and stated that staff reductions and fewer part-time hours have increased workloads and reduced services to the community, including the closure of the library on Mondays.



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Emily Wallace, International Federation of Professional and Technical Engineers (IFPTE) Local 21 representative, noted increasing vacancy rates are placing heavy strain on City employees, who are often performing the work of multiple positions while delivering essential public services; and urged the City Council to address staffing shortages and protect public services by ensuring departments are adequately staffed and resourced.

Mayor Salinas closed the public hearing at 9:18 p.m.

Council Member Syrop noted that having regular vacancy reporting required by law will help the City Council better understand staffing levels and make more informed decisions; suggested sharing the report with the Personnel Commission; and acknowledged the concerns raised by union representatives, stating that the City Council is actively working to address the City's budget challenges while supporting employees.

Council Member Goldstein asked how current vacancies and staffing needs are reflected in the budget process. City Manager Ott explained that many vacancies, particularly in the General Fund, are currently being used to generate budget savings and may become permanent reductions as the City restructures its workforce.

Council Member Zermeño noted he appreciated the clear presentation of the vacancy data; suggested providing similar workforce reports on a quarterly basis to help the City Council stay informed about staffing trends; and asked about the high number of job applications received, which staff confirmed was typical despite a slight decrease from the previous year.

COUNCIL REPORTS AND ANNOUNCEMENTS

Council Member Andrews announced the Keep Hayward Clean and Green Cleanup event in and around the Longwood Elementary School on February 28, 2026, and invited community members to participate.

COUNCIL REFERRALS

There were none.

ADJOURNMENT

Mayor Salinas adjourned the City Council meeting at 9:25 p.m.

APPROVED

Mark Salinas
Mayor, City of Hayward

ATTEST:

Miriam Lens
City Clerk, City of Hayward