



CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

Council Chambers

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

Tuesday, April 21, 2026, 6:30 p.m.

The City Council meeting was called to order by Mayor Salinas at 6:30 p.m. in the Council Chambers.

Pursuant to Government Code section 54953(b), the meeting included a teleconference location at The Gwen Hotel, 521 North Rush Street, Chicago, Illinois, 60611. 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, Goldstein, Roche, Syrop, Zermeño

MAYOR Salinas

Absent: None

Remote COUNCIL MEMBERS Bonilla Jr.

PRESENTATIONS

Mayor Salinas and Library Director Addleman introduced Mo Kim-Tong who was recognized as the third Poet Laureate of the City of Hayward with a term ending March 31, 2028. Kim-Tong performed an original poem titled "Ode to Stray Cats," celebrating Hayward's diverse history and community spirit, and received a Certificate of Recognition for his two-year appointment as Hayward's Poet Laureate.

At Mayor Salinas' request, the City Council unanimously approved a motion, moved by Council Member Goldstein and seconded by Council Member Roche, to hear the City Manager's Comments before the next Special Presentation.

CITY MANAGER'S COMMENTS

Mayor Salinas presented a special recognition to Cal State University East Bay Men's Basketball Team for their historic 2025-2026 season, which included a 30-0 regular season record, a 22-0 mark in the California Collegiate Athletic Association (CCAA), and a final record of 33-1, culminating in the first-ever National Collegiate Athletic Association (NCAA) Division II Elite Eight appearance. Individual honors included Tyree Campbell as NABC National Player of the Year, Head Coach Bryan Rooney as NABC Division II National Coach of the Year, Jaayden Bush as MVP, and Josh Ijeh as Defensive Player of the Year. The team received a certificate of recognition and challenge coins from Mayor Salinas on behalf of the City Council. California State University East Bay President Cathy Sandeen, Athletic Director

Allison Kern, Head Coach Bryan Rooney, Assistant Coach Michael Eggleton, and the full team accepted the recognition and expressed appreciation for the community support.

CLOSED SESSION ANNOUNCEMENT

The City Council convened in closed session on April 21, 2026, at 5:30 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 two items: 1) public employment for City Clerk pursuant to Government Code section 54957(b)(1); and 2) 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 items but took no reportable action. Reference was made to the April 21, 2026, regular agenda for action items related to bargaining groups and Council officers. The closed session adjourned at 6:30 p.m.

PRESENTATIONS

Mayor Salinas read a Proclamation designating April 19-25, 2026, as National Library Week and April 21, 2026, as National Library Workers Day. Council Member Roche recognized members of the Library Commission and Library Director Addleman accepted the proclamation on behalf of the library.

Mayor Salinas read a Proclamation designating April 19-25, 2026, as National Crime Victims' Rights Week. The Proclamation was accepted by Madie Bains, Senior Advocate, and Claudia Romero, Victim Advocate, both from the Alameda County District Attorney's Office, on behalf of District Attorney Ursula Jones-Dixon.

Mayor Salinas announced the 43rd Annual Earth Day Poster and Writing Contest Awards Presentation; invited the community to the Earth Day Clean-Up and Community Fair on April 26, 2025, at Weekes Park; and recognized Public Works Director Ameri, Environmental Services Manager Pearson and Hayward Arts Council judges Ruey Syrop, Suzanne Philis, Ann Maloney-Mason and Pam Guard for evaluating entries submitted by Hayward schools. Council Members Zermeño, Roche and Goldstein, who also serve on the Council Sustainability Committee, announced the contest winners across kindergarten through high school grade levels; each winner received a gift card. Teachers of winning essays and posters were also recognized. Mayor Salinas drew names of students for three bonus prizes. Students, teachers, judges, and families were congratulated for their participation.

PUBLIC COMMENTS

TJ with Hayward Concerned Citizens, requested clarification on the source of funding for the Hayward Amplified grant program (\$75,000) citing budget transparency.

CONSENT CALENDAR

Items 5, 12-17 were pulled from the Consent Calendar for comment.



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Members of the City Council acknowledged the Memoranda of Understanding (MOU) amendments reached with the City’s labor groups, expressing gratitude for their partnership and willingness to make concessions during a challenging budget period.

1. Approve the City Council Minutes of the City Council Meeting on April 7, 2026 **MIN 26-045**

It was moved by Council Member Syrop, seconded by Council Member Goldstein, and carried unanimously, to adopt the City Council meeting minutes of April 7, 2026.

2. Affirm the Appointment of a New Hayward Poet Laureate for the Period of April 2026 - March 2028 **CONS 26-108**

Staff report submitted by Library Director Addleman, dated April 21, 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 26-041, “Resolution to Affirm the Appointment of a New Hayward Poet Laureate Effective April 21, 2026”

3. Adopt a Resolution Authorizing the City Manager to Execute Amendment No. 1 to the Professional Services Agreement with Pavement Engineering, Inc., Increasing the Maximum Compensation by \$572,225, for a Total Maximum Compensation Amount Not-to-Exceed \$911,245 to Provide Engineering Services for the Fiscal Year 2026-27 Pavement Improvement Project, Project No. 05360 **CONS 26-120**

Staff report submitted by Public Works Director Ameri, dated April 21, 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 26-042, "Resolution Authorizing the City Manager to Execute Amendment No. 1 to the Professional Services Agreement with Pavement Engineering, Inc., to Provide Engineering Services for the Fiscal Year 27 Pavement Improvement Project, Project No. 05360"

4. Adopt a Resolution Approving Addendum No. 1 and No. 2 and Awarding a Contract to SubTerra Construction, Inc. for the A Street Sewer Line Replacement Project, Project No. 07831, in a Not-to-Exceed Amount of \$4,150,449 **CONS 26-129**

Staff report submitted by Public Works Director Ameri, dated April 21, 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 26-043, "Resolution Approving Addendum No. 1 and No. 2 Awarding a Contract to Subterra Construction, Inc for the A Street Sewer Line Replacement Project, Project No. 07831, in an Amount Not to Exceed \$4,150,449"

5. Adopt a Resolution Authorizing the City Manager to Execute Amendment No. 1 to the Professional Services Agreement with Advanced Mobility Group, Inc., to 1) Extend the Term of Agreement by One Year, 2) Update the Agreement to Allow Two Additional One-Year Extensions, and 3) Increase the Contract Amount by \$250,000 Annually for a Total Not-to Exceed Amount of \$1,000,000 for the One-Year Extension and \$1,500,000 for the Two Additional Extensions **CONS 26-134**

Staff report submitted by Public Works Director Ameri, dated April 21, 2026, was filed.



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Council Member Goldstein recognized Public Works staff and their partnership with the Advanced Mobility Group for their work to improve citywide traffic flow data in support of Hayward's traffic safety and Vision Zero objectives.

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 26-044, "Resolution Authorizing the City Manager to Execute Amendment No. 1 to the Professional Services Agreement With Advanced Mobility Group, Inc., to Extend the Term of Agreement By One Year, Update the Agreement to Allow Intervals of One Year Extension for Three Additional Years, and Increase the Contract Amount By \$250,000 Annually for a Total Maximum Compensation Not-to-Exceed \$1,000,000 for One Year and \$1,500,000 for Three Additional Years to Continue On-Call Transportation Consulting"

6. Adopt a Resolution Authorizing the City Manager to Execute the Alameda County Transportation Commission Master Programs Funding Agreement for Measure B, Measure BB, and Vehicle Registration Fee Direct Local Distribution Funds **CONS 26-135**

Staff report submitted by Public Works Director Ameri, dated April 21, 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 26-045, "Resolution Authorizing the City Manager to Execute the Alameda County Transportation Commission Master Programs Funding Agreements for Measure B, Measure BB, and Vehicle Registration Fee Direct Local Distribution Funds"

7. Adopt a Resolution Awarding a Contract to Bay Cities Paving & Grading, Inc., for the FY 26 Pavement Improvement Project, Project No. 05347, in the Amount of \$10,063,947.60 and Authorizing an Administrative Change Order Budget of \$1,436,052.40 **CONS 26-140**

Staff report submitted by Public Works Director Ameri, dated April 21, 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 26-046, "Resolution Awarding a Contract to Bay Cities Paving & Grading, Inc., for the FY26 Pavement Improvement Project, Project No. 05347"

8. Adopt a Resolution Authorizing the City Manager to Negotiate and Execute a Five-Year Landscape Management Contract for the 92 Reliever Route with Los Loza, Inc. with a Maximum Compensation Not-to-Exceed \$387,000 **CONS 26-143**

Staff report submitted by Public Works Director Ameri, dated April 21, 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



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Tuesday, April 21, 2026, 6:30 p.m.

Resolution 26-047, “Resolution Authorizing the City Manager to Adopt a Resolution to Negotiate and Execute a Five-Year Landscape Management Contract for the 92 Reliever Route with Los Loza, inc. with a Maximum Compensation Not-to-Exceed \$387,000”

9. Adopt a Resolution Authorizing the City Manager to Negotiate and Execute Landscape Management Contract for CalTrans Surplus Property Weed Abatement with Joe’s Landscaping and Concrete, Inc., with a Maximum Compensation Not-to-Exceed \$700,000 through FY 2030 **CONS 26-144**

Staff report submitted by Public Works Director Ameri, dated April 21, 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 26-048, “Resolution Authorizing the City Manager to Negotiate and Execute a Landscape Management Contract for Caltrans Surplus Property Weed Abatement with Joe’s Landscape and Concrete, Inc. with a Maximum Compensation Not-to-Exceed \$700,000”

10. Adopt a Resolution Authorizing the City Manager to Negotiate and Execute a Landscape Maintenance Contract for Cannery Place Landscape and Lighting Assessment District 13 with Los Loza, Inc. with Maximum Compensation Not-to-Exceed \$470,000 Over Five Years **CONS 26-145**

Staff report submitted by Public Works Director Ameri, dated April 21, 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 26-049, "Resolution Authorizing the City Manager to Negotiate and Execute a Landscape Maintenance Contract for Cannery Place Landscape and Lighting assessment District 13 with Los Loza, Inc. with a Maximum Compensation Not-to-Exceed \$470,000 Over Five Years"

11. Adopt a Resolution Approving the Project List for FY 27 Road Repair and Accountability Act (RRAA) Funding for the FY 27 Pavement Improvement Project, Project No. 05360
CONS 26-148

Staff report submitted by Public Works Director Ameri, dated April 21, 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 26-050, "Resolution Approving Project List for FY 27 Road Repair and Accountability act (RRAA) Funding for the FY 27 Pavement Improvement Project, Project No. 05360"

12. Adopt a Resolution Approving a Side Letter of Agreement between the City of Hayward and the Hayward Association of Management Employees Deferring the Cost-of-Living Adjustment Increase Due to the Pay Period Containing July 1, 2026, and Authorizing the City Manager to Execute the Agreement **CONS 26-162**

Staff report submitted by Human Resources Director Tecson, dated April 21, 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 26-051, "Resolution Approving a Side Letter of Agreement with the Hayward Association of Management Employees Implementing a Cola Deferral in Fiscal Year 2026-27"

13. Adopt a Resolution Approving a Side Letter of Agreement between the City of Hayward and the Hayward Police Management Unit Modifying Cost of Living Adjustment Increases and Authorizing the City Manager to Execute the Agreement **CONS 26-163**

Staff report submitted by Human Resources Director Tecson, dated April 21, 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 26-052, "Resolution Approving a Side Letter of Agreement with the Hayward Police Management Unit for Implementation of a Cola Reduction in Fiscal Years 2027-28; 2028-29; And 2029-30"

14. Adopt a Resolution Approving a Side Letter of Agreement between the City of Hayward and the International Federation of Professional and Technical Engineers, Local 21 Deferring the Cost-of-Living Adjustment Increase Due the Pay Period Including July 1, 2026, and Authorizing the City Manager to Execute the Agreement **CONS 26-164**

Staff report submitted by Human Resources Director Tecson, dated April 21, 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 26-053, "Resolution Approving a Side Letter of Agreement with Local 21, International Federation of Professional and Technical Engineers (Local 21) Including Implementation of a Cola Deferral in Fiscal Year 2026-27"

15. Adopt a Resolution Approving a Side Letter of Agreement between the City of Hayward and Service Employees International Union, Local 1021 Clerical Unit Deferring the Cost-of-Living Adjustment Increase Due the Pay Period Including July 1, 2026, and Authorizing the City Manager to Execute the Agreement **CONS 26-165**

Staff report submitted by Human Resources Director Tecson, dated April 21, 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 26-054, "Resolution Approving a Side Letter of Agreement with Service Employees International Union, Local 1021 Clerical Unit (SEIU) Implementing of a Cola Deferral in Fiscal Year 2026-27"

16. Adopt a Resolution Approving a Side Letter of Agreement between the City of Hayward and the Hayward Police Officers' Association Modifying Cost of Living Adjustment Increases and Extending Previous Shift Change Agreements; and Authorizing the City Manager to Execute the Agreement **CONS 26-166**

Staff report submitted by Human Resources Director Tecson, dated April 21, 2026, was filed.



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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 26-055, “Resolution Approving a Side Letter of Agreement with the Hayward Police Officers’ Association for Implementation of a Cola Reduction in Fiscal Years 2026-27; 2027-28; and 2028-29”

17. Adopt a Resolution Approving a Side Letter of Agreement between the City of Hayward and Both Units Represented by the International Association of Firefighters, Local 1909: the Hayward Firefighters Association and the Hayward Fire Officers Association, for Deferring Cost of Living Adjustment Increases and Extending Previous Cost Saving Agreements; and Authorizing the City Manager to Execute the Agreement **CONS 26-168**

Staff report submitted by Human Resources Director Tecson, dated April 21, 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 26-056, “Resolution Approving a Side Letter of Agreement with the Bargaining Units Represented by the International Association of Firefighters, Local 1909: the Hayward Firefighters Association and the Hayward Fire Officers Association; to Amend the Current Memoranda of Understanding”

PUBLIC HEARING

18. Stratford Village Proposition 218 Hearing: Proposition 218 Public Hearing to Receive and Tabulate Property Owner Ballots Regarding the Establishment and Levying of a New Assessment for the Stratford Village Flood Control Facilities Improvement Assessment District (MD1); Adopt a Resolution Establishing the New Stratford Village Flood Control Facilities Improvement Assessment (MD1-2026); Approve the Final Engineer's Report; and Order Levy and Collection of Assessments for Fiscal Year 2027 **PH 26-018**

Staff report submitted by Maintenance Services Director Rullman, dated April 21, 2026, was filed.

Maintenance Services Director Rullman announced the item and introduced Management Analyst Grewal, who provided a synopsis of the staff report.

In response to Council Member Roche's request for clarification on the proposed Stratford Village Flood Control Facilities Improvement Assessment District, Management Analyst Grewal explained that the proposed \$97.82 per single-family assessment would help build reserves for future maintenance and fund a \$400,000 drainage improvement project by 2030. She added that the rate remains lower than it would have been had Consumer Price Index (CPI) increases been applied from the beginning, and confirmed that residents received the required Proposition 218 hearing notices.

Council Member Syrop asked staff to clarify the history of the proposed assessment and the Proposition 218 hearing process, Management Analyst Grewal explained that previous attempts to form the district had been unsuccessful, confirmed that all property owners were properly notified and required to submit their ballots to City Hall, and noted that the ballot tabulation would begin once Mayor Salinas directed the City Clerk to proceed.

There being no speakers, Mayor Salinas opened and closed the public hearing at 8:08 p.m.

Mayor Salinas directed City Clerk Lens to tabulate the ballots and called for a City Council recess at 8:08 p.m. to allow for the ballots to be tabulated.

Mayor Salinas reconvened the meeting at 8:18 p.m. stating that the City Council would proceed with Public Hearing Item 19 and return to the prior item once the ballot tabulation was complete.

Mayor Salinas reconvened the Public Hearing for Item 18 following the ballot tabulation for the Stratford Village Flood Control Facilities Improvement Assessment and the completion of the Public Hearing for Item 19 and requested that the City Clerk present the results.

City Clerk Lens reported that 41 weighted ballots were submitted, with 22 ballots (53.66 percent) in favor and 19 ballots (46.34 percent) opposed. Based on the tabulation, the ballots submitted in opposition did not exceed those in favor; therefore, a majority protest did not exist under Proposition 218 requirements.



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Tuesday, April 21, 2026, 6:30 p.m.

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 26-057, "Resolution Establishing the Stratford Village Flood Control Facilities Improvement Assessment (MD1-2026), Approving the Final Engineer's Report, and Ordering Levy and Collection of Assessments for Fiscal Year 2027"

19. Business Friendly Hayward: Proposed Text Amendments to Hayward Municipal Code Chapter 10 Articles 1, 2, 24, and 28 and Chapter 6 Article 2; Proposed Zoning Map Revisions; and Proposed Master Fee Schedule Updates Related to the Business-Friendly Hayward Project (**Report from Development Services Director Buizer**) **PH 26-017**

Staff report submitted by Development Services Director Buizer, dated April 21, 2026, was filed.

Development Services Director Buizer announced the item and introduced Senior Planner Blanton and Assistant Planner Riddle who provided a synopsis of the staff report.

Discussion ensued among City Council members and City staff, and several clarifications were provided: under the new streamlined regulations, businesses exclusively selling beer and wine would be exempt from the existing 500-foot separation requirement from other alcohol-related businesses; the 50-megawatt threshold aligns with current state regulatory standards for data center processing; the STACK data center, currently under construction, is expected to come online in phases over the next 12 to 18 months; food-related businesses were intentionally excluded from the Accessory Commercial Unit (ACU) pilot program to minimize neighborhood conflicts and reduce issues related to sidewalk vending; the area south of Tennyson was selected as the ACU pilot location based on feedback received at City Council meetings; a new limited entertainment permit is being proposed for smaller-scale events involving amplified sound for 10 to 100 attendees, such as karaoke or open mic nights, to provide a more streamlined approval process than the current cabaret permit; ACUs were described as small home-based businesses, such as yoga studios, nail salons, retail shops, or limited to-go coffee sales, operating from a structure attached to a residence under a carefully defined pilot program, and on-site food consumption would not be allowed; if the proposal is approved, the

City plans to conduct targeted outreach, workshops, and community engagement efforts to clearly communicate permitted uses and restrictions; all ACU activities would need to occur within enclosed structures, with parking requirements maintained, to prevent operations from resembling flea markets or informal outdoor sales; under the new Major Conditional Use Permit (MCUP) process, projects denied by the Planning Commission would still move forward to the City Council for final review; while signage is not currently required for ACUs, it may be tested during the pilot to improve transparency and enforcement; projects over 50 megawatts would require City Council approval, while smaller projects would remain with the Planning Commission unless called up by the City Council; data centers are now being treated as a distinct land-use category rather than traditional office space, and while no fixed performance ordinance is being proposed due to rapidly evolving technology, the updated permitting process is designated to offer flexibility while addressing environmental and community impacts; the City Council could choose to remove ACUs from the current proposal and direct staff to return with a separate ordinance at a later time; and under the new regulations, grocery stores currently restricted by proximity to existing liquor stores would be allowed to sell alcohol.

Mayor Salinas opened the public hearing at 8:49 p.m.

Pastor Vince Gomez, a local Hayward pastor, spoke in support of more accessible and flexible permitting options for smaller churches seeking legal space within the community.

Mayor Salinas closed the public hearing at 8:50 p.m.

In response to Council Member Syrop's question about whether newly built Accessory Dwelling Units (ADUs) could be used as Accessory Commercial Units (ACUs), Assistant Planner Riddle clarified that ACUs may operate within accessory structures on eligible single-family properties, including qualifying ADUs, but are not permitted on multifamily properties due to potential impacts on neighboring residents.

Council Member Syrop expressed his preference that all data center applications, including those under the 50-megawatt threshold, be elevated to the City Council for review, emphasizing that such project can have significant energy and infrastructure impacts regardless of their size.

Council Member Syrop expressed support for advancing the ACU pilot program, noting that expanding opportunities for small-scale home-based businesses could help reduce commercial rent burdens and foster greater economic competition throughout Hayward.

Council Member Syrop moved to approve the amendments to the Hayward Municipal Code related to the Business-Friendly Hayward project as presented, citing the extensive staff work, and unanimous support of the Planning Commission.

Council Member Goldstein seconded the motion.

In response to Council Member Andrews' questions about enforcement of the proposed ACU pilot program, Senior Planner Blanton explained that ACUs would primarily be enforced



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Tuesday, April 21, 2026, 6:30 p.m.

through Code Enforcement, and Development Services Director Buizer added that fixed-property ACUs would generally be easier to regulate than mobile street vendors because they are directly associated with identifiable residential properties.

Council Member Andrews emphasized the importance of clarifying enforcement and cost-recovery measures prior to evaluating long-term implementation.

In response to Council Member Roche's inquiry about how ACUs, such as home-based yoga studios, could affect parking, neighborhood character, and enforcement, Senior Planner Blanton explained that ACUs would be subject to occupancy limits to help manage potential impacts.

Council Member Roche expressed appreciation for staff's ongoing refinement of other zoning updates, including truck terminal definitions and broader permitting reforms intended to support more flexible business uses such as pop-ups, and suggested that the ACU pilot program be formally reviewed after one year to evaluate participation, compliance, and neighborhood impacts.

Mayor Salinas expressed overall support for the broader Business-Friendly Hayward project, but stated that he could not support the ACUs pilot; noted that introducing ACUs into already densely populated and parking-constrained neighborhoods south of Tennyson could create enforcement, traffic, and parking challenges that the City is not currently equipped to manage, particularly given ongoing struggles with illegal vending enforcement; emphasized the potential for unintended expansion of unregulated commercial activity in vulnerable communities; and urged the City Council to remove the ACU component from the current proposal and revisit it in the future when the City has stronger enforcement capacity, additional resources, and a clearer implementation strategy.

Council Member Syrop advocated for retaining the ACU pilot within the Business-Friendly Hayward project emphasizing its potential to expand economic opportunity, improve neighborhood walkability, increase local amenities, reduce carbon emissions, and generate new tax revenue in underserved areas; noted that selecting South Hayward as the pilot area was an equity-driven effort to bring investment and neighborhood-serving businesses to communities with fewer commercial resources; while acknowledging enforcement concerns, he stated that ACUs would be more manageable than sidewalk vending because operators are tied to fixed residential properties; and urged the City Council not to let existing enforcement challenges hinder innovative economic development and stressed that the pilot could be reevaluated or modified if issues arise.

Council Member Bonilla Jr. expressed general support for the broader Hayward Business-Friendly project and stated that all data centers, regardless of size, should ultimately come before the City Council for final review; supported the ACU concept in principle but echoed

Mayor Salinas' concerns about limited Code Enforcement capacity, uncertain neighborhood impacts, insufficient community input, and the suitability of the area south of Tennyson as the initial pilot location; and recommended postponing the ACU pilot and reconsidering it in approximately one year, once concerns related to pilot location and enforceability have been addressed.

Council Member Andrews acknowledged the value of expanding neighborhood amenities, but emphasized that Hayward's existing parking congestion, vehicle density, and residential character create unique challenges; advocated for removing the ACU pilot from the current proposal, carefully evaluating targeted pilot locations, and gathering community feedback; and stated she could not support the motion as presented but would support a revised version incorporating these adjustments.

Council Member Zermeño expressed support for the broader Business-Friendly Hayward project, praising its many business-friendly reforms, including expanded opportunities for existing businesses; agreed with Mayor Salinas that the City is not currently prepared to implement the ACU pilot due to ongoing challenges with enforcing the street vendor ordinance; stated that adding another difficult-to-enforce program could undermine public confidence in City governance; and urged that the ACU pilot be removed for now; and proposed a friendly amendment to eliminate the ACU provision from the proposal.

Council Member Goldstein supported moving forward with the full Business-Friendly Hayward initiative, including the ACU pilot, emphasizing its potential to expand economic opportunity for residents; and acknowledged that implementation may require adjustments but supported allowing the pilot to proceed so the City can evaluate its impacts rather than halting progress prematurely.

Council Member Roche reiterated growing concerns that allowing ACUs could unintentionally encourage unpermitted business activity and create enforcement challenges similar to those seen with street vending; questioned unresolved issues related to health permitting, neighborhood impacts, and the City's ability to effectively regulate new home-based commercial uses; expressed appreciation for the broader business-friendly reforms and the innovative goals of ACUs; stated that she could not support the proposal with the ACU element included; and urged consideration of delaying the ACU element for six months or to a time certain to allow additional time for policy refinement, evaluation of pilot location, and stronger enforcement planning.

Council Member Syrop agreed to amend his original motion by removing the ACU component from the Business-Friendly Hayward project, while advocating for ACUs to return as a standalone item in approximately six months to allow additional analysis of the concerns raised.

Council Member Goldstein reluctantly agreed to second the amended motion.

Following discussion among the City Council and staff, Council Member Syrop further amended his motion, seconded by Council Member Goldstein, to approve staff's recommendations to amend the Hayward Municipal Code related to the Business-Friendly Hayward project, require



CITY COUNCIL MEETING
777 B Street, Hayward, CA 94541
Council Chambers
<https://hayward.zoom.us/j/81854985923?pwd=y8dGdMaQ2EA9OQk1TEDLsEhSda30xG.1>
Tuesday, April 21, 2026, 6:30 p.m.

all data centers, regardless of size, to undergo a Major Conditional Use Permit (MCUP) process with City Council approval, and revisit ACUs as a standalone item within one year, depending on staff capacity, to allow staff time to address enforcement and pilot-location concerns.

Mayor Salinas expressed appreciation for the collaborative compromise and stated that he would be supporting the amended motion.

It was moved by Council Member Syrop, seconded by Council Member Goldstein, and carried unanimously, to adopt the resolutions and introduce the ordinance with a friendly amendment as stated by Council Member Syrop.

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

NOES: None

ABSENT: None

ABSTAIN: None

Resolution 26-058, “Resolution to Adopt Zoning Map and Text Amendments to Chapter 10, Article 1 (Zoning Ordinance), Article 2 (Off-Street Parking Regulations), Article 24 (Mission Boulevard Code), and Article 28 (Downtown Development Code) and Chapter 6, Article 2 (Miscellaneous Businesses) of the Hayward Municipal Code Related to the Business-Friendly Hayward Project”

Resolution 26-059, “Resolution Amending the City of Hayward 2026-2027 Fiscal Year Master Fee Schedule for Accessory Commercial Unit, Minor Temporary Use, Limited Entertainment, and Major Conditional Use Permits Associated with Amendments to Chapter 10, Articles 1, 2, 24, and 28 and Chapter 6, Article 2 of the Hayward Municipal Code Related to the Business-Friendly Hayward Project”

Introduction of Ordinance 26-_, “An Ordinance Amending the Zoning Map and Chapter 10, Article 1 (Zoning Ordinance), Article 2 (Off-Street Parking Regulations), Article 24 (Mission Boulevard Code) and Article 28 (Downtown Development Code) of the Hayward Municipal Code Associated with the Business-Friendly Hayward Project”

20. Master Fee Schedule: Adopt a Resolution Approving the Master Fee Schedule Fiscal Year 2026-2027 and the Fiscal Year 2026-2027 Fine and Bail Schedule, and Finding the Action is Exempt from California Environmental Quality Act Review (Report from Finance Director Hilbrants) **PH 26-020**

Staff report submitted by Finance Director Hilbrants, dated April 21, 2026, was filed.

Mayor Salinas forewent staff's oral presentation.

There being no speakers, Mayor Salinas opened and closed the public hearing at 9:58 p.m.

Finance Director Hilbrants recognized Acting Deputy Finance Director Barnes for leading the extensive fee schedule revision process on an accelerated timeline; and praised City departments for their significant collaborative effort.

It was moved by Council Member Goldstein, seconded by Council Member Syrop, 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 26-060, "Resolution Adopting the Master Fee Schedule Fiscal Year 2026-2027 and the Fiscal Year 2026-27 Fine and Bail Schedule Reflecting Updated Fees and Charges for Departments in the City of Hayward and Finding that the Action is Exempt from CEQA Review"

LEGISLATIVE BUSINESS

21. Massage Permits: Introduction of an Ordinance Amending Article 10, Chapter 6 of the Hayward Municipal Code Relating to Massage Permits and Finding that the Action is Exempt from Environmental Review (**Report from City Attorney Lawson and Police Chief Matthews**) **LB 26-007**

Staff report submitted by City Attorney Lawson and Police Chief Matthews, dated April 21, 2026, was filed.

Mayor Salinas forewent staff's oral presentation.

Senior Assistant City Attorney Vigilia clarified that the moratorium was intended to give staff time to strengthen regulations for massage establishments in response to operational and



CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

Council Chambers

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

Tuesday, April 21, 2026, 6:30 p.m.

enforcement concerns; and explained that the proposed updates include expanding the definition of “owner operator” to increase accountability, broadening the types of operational violations that could result in permit suspension or revocation, adding restrictions on sexually suggestive advertising, and shortening permit terms from two years to one year to allow for more frequent oversight and regulatory review.

In response to Council Member Roche, Senior Assistant City Attorney Vigilia explained that under the recently approved business-friendly amendments, massage establishments would be limited to designated zoning districts and would now be required to obtain both a Conditional Use Permit (CUP) and a separate massage establishment permit.

Council Member Roche thanked the City Attorney’s Office and Police Chief Matthews for developing the updated massage establishment regulations, emphasizing the importance of addressing community concerns while avoiding unfair stigma toward legitimate massage businesses.

There being no speakers, Mayor Salinas opened and closed the public hearing at 10:02 p.m.

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

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

NOES: None

ABSENT: None

ABSTAIN: None

Introduction of Ordinance 26-, “An Ordinance of the City Council of the City of Hayward Amending Chapter 6, Article 10 of the Hayward Municipal Code Relating to Massage Permits”

22. Salary and Benefits Resolution & Employment Agreements: Adopt Resolutions Amending the Unrepresented Employees Salary and Benefits Resolution, the City Clerk Employment Agreement, the City Attorney Employment Agreement, and the City Manager Employment Agreement (Report from Human Resources Director Tecson) **LB 26-008**

Staff report submitted by Human Resources Director Tecson, dated April 21, 2026, was filed.

Mayor Salinas forewent staff’s oral presentation.

In response to Council Member Bonilla Jr.'s request for clarification on the purpose of the item, Human Resources Director Tecson explained that it presents cost-saving measures for the upcoming fiscal year through negotiated concessions from unrepresented City employees, including deferral of scheduled cost-of-living adjustments (COLAs), applying similar compensation adjustments for the City Attorney and City Clerk, and continuing the City Manager's previously agreed-upon foregone benefits.

Mayor Salinas further clarified that City Council salary concessions would be addressed separately through the salary plan process.

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

Council Member Bonilla Jr. thanked the City Attorney, City Manager, and City Clerk for demonstrating leadership through their willingness to implement compensation concessions during the City's fiscal challenges, noting that their actions set an important example for the broader organization.

Council Member Syrop extended gratitude to City directors and other unrepresented employees for collectively sharing in the sacrifices needed to address the budget deficit.

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

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

Resolution 26-061, "Resolution Approving Amendment to the Salary and Benefits Resolution for Unrepresented Employees"

Resolution 26-062, "Resolution Approving Amendment to the Employment Agreement Between the City of Hayward and the City Attorney and Authorizing the Mayor to Execute the Agreement"

Resolution 26-063, "Resolution Approving Amendment to the Employment Agreement Between the City of Hayward and the City Clerk and Authorizing the Mayor to Execute the Agreement"

Resolution 26-064, "Resolution Approving Amendment to the Employment Agreement Between the City of Hayward and the City Manager and Authorizing the Mayor to Execute the Agreement"



CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

Council Chambers

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

Tuesday, April 21, 2026, 6:30 p.m.

COUNCIL REPORTS AND ANNOUNCEMENTS

Council Member Andrews announced the Earth Day and annual Keep Hayward Clean and Green event at Weekes Park on April 22, 2026.

COUNCIL REFERRALS

There were none.

ADJOURNMENT

Mayor Salinas adjourned the City Council meeting at 10:08 p.m.

APPROVED

Mark Salinas
Mayor, City of Hayward

ATTEST:

Miriam Lens
City Clerk, City of Hayward