



## **CITY COUNCIL MEETING**

**777 B Street, Hayward, CA 94541**

**Council Chambers**

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

**Tuesday, March 24, 2026, 7:00 p.m.**

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The City Council meeting was called to order by Mayor Salinas at 7:05 p.m. in Council Chambers.

**Pledge of Allegiance:** Council Member Goldstein

### **ROLL CALL**

Present: COUNCIL MEMBERS Andrews, Goldstein, Syrop, Zermeño  
MAYOR Salinas

Absent: COUNCIL MEMBERS Bonilla Jr., Roche

### **CLOSED SESSION ANNOUNCEMENT**

The City Council convened in closed session on March 24, 2026, at 5:30 p.m., with Council Members Bonilla Jr. and Roche absent and no public comment, regarding two items: 1) conference with property negotiators, including City of Hayward and Hayward Area Recreation and Park District, pursuant to Government Code section 54956.8, regarding the Skywest property (formerly Skywest Golf Course, 1401 Golf Course Rd, 20301 Skywest Dr) (APNs 432-0134-001-05, 432-0134-001-00, 432-0134-003-00); and 2) conference with labor negotiators pursuant to Government Code section 54957.6, regarding all labor groups. City Attorney Lawson reported that the City Council met and discussed both items but took no reportable action. The closed session adjourned at 6:48 p.m.

### **PUBLIC COMMENTS**

Dan Magalhaes, HAME President, discussed ongoing phase two concession bargaining, emphasizing the need for structural change and transparency while expressing concern that negotiations may be repeating past failures; noted they worked diligently to reach agreement during phase one concession bargaining; highlighted workers' efforts to contribute solutions; acknowledged recent progress by City leadership; and stressed the importance of protecting staff while addressing long-term budget challenges.

Council Member Andrews congratulated the Cal State East Bay Pioneers men's basketball team on their undefeated season and for advancing to the NCAA Division II Basketball Championship; and recognized Hayward resident Abayomi for reaching the top 20 on American Idol, offering encouragement and praise.

### **CITY MANAGER'S COMMENTS**

City Manager Ott shared that Hayward Police Officer Yarbrough was charged in connection with a criminal investigation into illegal brothel led by the San Jose Police Department, indicating that as soon as the Hayward Police Department became aware of the matter, Officer

Yarbrough was placed on paid administrative leave and the case was referred to the Alameda County District Attorney's Office to assume the investigation; and reaffirmed confidence in the professionalism of the Police Department.

City Manager Ott announced two items: 1) the Earth Day Citywide Cleanup and Fair at Weekes Park on April 25, 2026; and 2) the opening of applications for vacancies on City commissions including Clean and Green, Community Services, Library, Personnel and Planning with a submission deadline of July 31, 2026, and for information, residents may contact the Office of the City Clerk.

## CONSENT CALENDAR

Consent Items 1, 2, and 3 were pulled from the Consent Calendar for comment.

1. Adopt a Resolution Accepting and Appropriating \$1,908,067 of Proposition 47 Grant Funds and Authorizing the City Manager to Execute Agreements to Implement the Approved Grant Activities, Including an Award to Bay Area Community Services for Enhanced Services for the Hayward Navigation Center over the Term of the Grant in the Amount of \$1,528,600 **CONS 26-085**

Staff report submitted by Youth and Family Services Bureau Administrator Young, dated March 24, 2026, was filed.

In response to Council Member Andrews' request for an update on safety conditions and crime data in the downtown action plan, related to the Hayward Navigation Center and Regis Village, Assistant City Manager Thomas responded that updated information and data from Hayward Police Department can be provided to the City Council.

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

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

Resolution 26-021, "Resolution Accepting and Appropriating \$1,908,067 of Proposition 47 Grant Funds to Fund 230 and Authorizing the City Manager to Execute Agreements to Implement the Approved Grant Activities Including an Award to Bay Area Community Services to Operate the Hayward Navigation Center Over the Term of the Grant in the Amount of \$1,528,600 in Proposition 47 Grant Funding"



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2. Adopt a Resolution Authorizing the City Manager to Accept and Appropriate Up to \$115,000 from the Edward Michael Nuss Trust to Fund 250 to Be Used by the Hayward Animal Services Bureau for the Community Cat Trap, Neuter, Vaccinate, and Return Program **CONS 26-086**

Staff report submitted by Police Chief Matthews, dated March 24, 2026, was filed.

Council Member Andrews expressed appreciation for the Edward Michael Nuss Trust's donation supporting the Hayward Animal Services Bureau's Trap, Neuter, Vaccine and Return (TNVR) program.

Council Member Syrop commented on the acceptance of a grant supporting the TNVR program for feral cats, emphasizing its importance to the community and thanked staff for securing funding.

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

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

Resolution 26-022, "Resolution Authorizing the City Manager to Accept and Appropriate Up to \$115,000 to Fund 250 From the Edward Michael Nuss Trust to be Used by the Hayward Animal Services Bureau for the Community Cat Trap, Neuter, Vaccinate, and Return Program"

3. Adopt a Resolution Authorizing the City Manager to Approve an Amendment to the Professional Service Agreement with Brown and Caldwell for the Water Resource Recovery Facility's (WRRF) New Administration Building and Laboratory Project, Project No. 07786 **CONS 26-089**

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

Council Member Andrews requested that updates on the treatment plant project be added as a standing item at Council Infrastructure and Airport Committee meetings due to the project's size.

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

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

Resolution 26-023, “Resolution Authorizing the City Manager to Approve an Amendment to the Professional Services Agreement with Brown and Caldwell to Increase the Contract Amount by \$832,758”

4. Adopt a Resolution Approving the Plans and Specifications, and Calling for Bids for the Sewer Rehabilitation Project on Hesperian Boulevard at West A Street, Project No. 07832, and Approving the Appropriation of \$1,350,000 from the Sewer Replacement Fund **CONS 26-097**

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

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

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

Resolution 26-024, “Resolution Approving the Plans and Specifications and Calling for Bids for the Sewer Rehabilitation Project on Hesperian Boulevard at West A Street, Project No. 07832 and Approving the Appropriation of \$1,350,000 from the Sewer Replacement Fund”

5. Adopt a Resolution Accepting the Resignation of Commissioner Thomas Ford from the Clean and Green Commission, Effective **Immediately CONS 26-102**

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

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



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MAYOR Salinas  
NOES: None  
ABSENT: COUNCIL MEMBERS Bonilla Jr., Roche  
ABSTAIN: None

Resolution 26-025, "Resolution Accepting the Resignation of Thomas Ford from the Clean and Green Commission"

6. Adopt a Resolution Reducing the Frequency of City Council Meetings and Certain Council Standing Committees **CONS 26-104**

Staff report submitted by City Clerk Lens, City Attorney Lawson and City Manager Ott, dated March 24, 2026, was filed.

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

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

Resolution 26-026, "A Resolution of the City Council of the City of Hayward Reducing the Frequency of City Council Meetings and Certain City Council Standing Committee Meetings and Establishing a Revised Meeting Schedule"

7. Adopt Resolutions for Compliance with CalPERS, Approving a Side Letter of Agreement Amending the Memoranda of Understanding between the City of Hayward and the Hayward Fire Chief's Association, Authorizing Staff to Execute the Agreement, and Approving a Resolution Agreeing to Government Code 20516, CalPERS Cost Share, for the Unrepresented Safety Executive Group that Includes the Police and Fire Chiefs who are Covered by the City of Hayward Salary and Benefits Resolution for Unrepresented Employees **CONS 26-110**

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

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

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

Resolution 26-027, “Resolution Agreeing to Government Code 20516 CalPERS Cost Share for the Unpresented Safety Executive Group”

Resolution 26-028, “Resolution Approving a Side Letter of Agreement with the Hayward Fire Chiefs Association to Amend the Current Memoranda of Understanding Section 6.13 Payment of Employers’ PERS Contributions and Approving a Resolution with the Unrepresented Safety Executive Group that Includes the Police and Fire Chief who are Covered by the City of Hayward Salary and Benefits Resolution for Unrepresented Employees Agreeing to Government Code 20516 CalPERS Cost Share”

## **WORK SESSION**

### **8. Work Session: Traffic Safety Initiatives and Response (Report from Public Works Director Ameri) **WS 26-009****

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

Mayor Salinas expressed condolences for three recent pedestrian fatalities; emphasized the need for action and improved road safety; highlighted growing concerns about speeding, reckless driving, and increased interactions between vehicles, cyclists, and pedestrians; noted the ongoing work of the Council Infrastructure and Airport Committee; and stressed the urgency of a comprehensive discussion on citywide traffic safety strategies.

Public Works Director Ameri announced the item and introduced Principal Transportation Engineer Tang who along with Police Lieutenant Sill provided an overview of the staff report.

Mayor Salinas opened the public comment section at 7:59 p.m.

Glen Kirby, Hayward resident, supported the City’s traffic calming and quick-build safety efforts but noted that such measures often face public resistance; cautioned that some designs may unintentionally create conflicts between pedestrians and cyclists; and urged careful planning.



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Naomi Powell-Ha, NoMa Prospect Hill Neighborhood Association president, urged the City to prioritize immediate traffic safety improvements in the NoMa Prospect Hill neighborhood; supported staff's short-term actions; cited heavy cut-through traffic, dangerous driving, and personal safety concerns; and advocated for measures such as the closure of Hazel Avenue and Hotel Avenue to through traffic, speed bumps, bulb-outs, street painting and enhanced stop signage to protect residents.

Ahmed Shorab, Hayward resident, urged the City to review and implement Bike Hayward's Safe Streets 4 Hayward campaign demands; supported staff's recommendation to prioritize Tennyson Road suggesting design improvements such as flex posts; noted Mision Boulevard as an additional priority area; urged prioritizing projects despite political challenges; and emphasizing that bike infrastructure is essential for safety, not just quality of life.

Jesse Hallett supported adopting Bike Hayward's Safe Streets 4 Hayward demands; suggested codifying staff's response as the normal response to other traffic incidents; indicated that the commitment to Vision Zero should emphasize prioritizing human safety over traffic convenience; and praised quick-build approaches as effective, flexible solutions for improving street safety.

Tyler Dragoni advocated implementing proven safety measures such as pedestrian lead times and addressing cut-through traffic influenced by navigation apps; emphasized that safety should take precedence over convenience; and compared traffic safety measures to other accepted safety norms.

Alex Harmon, Hayward resident, highlighted the need for continued progress toward safer, multi-modal transportation, stressing that the City should prioritize safety over car-centric design; and encouraged integrating safety improvements into all street projects.

Bruce Dughi supported traffic diversions and safer bike infrastructure, drawing comparisons to more bike-friendly cities such as Berkeley; and emphasized the need for greater driver education and cultural change to improve empathy and reduce car dependence.

Alejandro Jasso supported quick-build improvements; suggested specific design enhancements, such as adding flex posts and improving visibility at dangerous crossings; emphasized that pedestrian safety should not depend on crossing location; and urged improvements at known high-risk areas.

Mayor Salinas closed the public comment section at 8:20 p.m.

Council Member Zermeño supported continued traffic calming efforts and suggested accelerating the Vision Zero timeline to 2035; raised concerns about safety at the Hesperian

and Sleepy Hollow intersection; asked about funding and bike lane mileage; and urged faster project implementation and improved lighting and maintenance.

Principal Transportation Engineer Byron Tang and Public Works Director Alex Ameri responded that funding is secured or being pursued for proposed projects and estimated about 50 miles of bike lanes installed over the past decade.

Council Member Syrop expressed appreciation for the work done by staff so far and the community advocacy; noted ongoing Council Infrastructure and Airport Committee efforts to making streets safer; asked staff to review Bike Hayward's Safe Streets 4 Hayward demands; called for faster repair of broken safety infrastructure such as flashing beacons; expressed support for the quick-build solutions and suggested to pilot closing off streets to through traffic; and supported prioritizing Tennyson Road to secure grant funding.

Council Member Andrews highlighted the Council Infrastructure and Airport Committee efforts and supported prioritizing high-risk corridors such as Tennyson, Mission, and Foothill, while raising concerns about road rage; requested staff to explore an e-bike policy; emphasized the importance of partnerships with agencies such as Caltrans, Hayward Area Local Agencies Committee (HLAC), Downtown Hayward Improvement Association, BART; and requested comparative data on infrastructure investments.

Council Member Goldstein supported the comprehensive safety strategy, noting it builds on long-standing efforts while responding to recent incidents; and emphasized promoting alternatives to car use by implementing quick-build solutions, fixing intersections that need it; supported prioritizing Tennyson Road improvements; supported the leading pedestrian intervals; supported implementing pedestrian-friendly signal timing, and addressing speeding and road rage through smarter traffic systems; and encouraged outreach to Hayward employers to take part of BART discounts and promote Hayward jobs.

Mayor Salinas expressed general agreement with Council and public input, supporting rapid implementation of safety measures, prioritization of Tennyson Road, and exploration of street closures such as Hazel and Hotel; agreed to bring the item to HLAC; and emphasized the need for a clear citywide safety campaign, stronger partnerships, and community support to advance projects.

## **INFORMATIONAL REPORT**

9. General Plan Annual Progress Report: Accept the Hayward 2040 General Plan Annual Progress Report for Calendar Year 2025 (Report from Development Services Director Buizer) **RPT 26-026**

Staff report submitted by Development Services Director Buizer, dated March 24, 2026, was filed.

The item was presented as general information for the City Council and the public at large.



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Council Member Andrews noted the status of the Economic Development Branding and Marketing program and emphasized the need for stronger partnerships with organizations such as the Downtown Hayward Improvement Association and BART to better promote the City; and encouraged the development of more proactive marketing strategies tied to major regional events, including the World Cup.

Council Member Syrop emphasized the need to better align the General Plan, strategic planning efforts, resident feedback, and the budget to support more informed City decision-making.

### COUNCIL REPORTS AND ANNOUNCEMENTS

There were none.

### COUNCIL REFERRALS

#### 10. Referral: Response to Allegations Regarding Cesar Chavez and Review of City Recognition **(Referral from Mayor Salinas, Council Member Bonilla Jr., and Council Member Zermeño) RPT 26-031**

Referral submitted by Mayor Salinas, Council Member Bonilla Jr., and Council Member Zermeño, dated March 24, 2026, was filed.

Mayor Salinas introduced a Council referral co-authored with Council Members Zermeño and Bonilla Jr., apologizing for not meeting the standard ten-day submission timeline and offering to table the item, withdraw it, or proceed by consensus. He noted the three actions requested in the referral – preparing a public statement, reviewing all City facilities and artifacts, and evaluating the City holiday currently observed in Cesar Chavez’s name – were already being addressed by staff, including consideration of renaming Cesar Chavez Day to Farmworkers Day.

Council Member Andrews expressed empathy for those impacted by the situation and emphasized that the broader labor and community movements would continue despite the news. While acknowledging the urgency of the referral due to the upcoming holiday, she stressed the importance of adhering to City Council procedures, and stated she was not in favor of pulling the item but wanted consistency in following established policies.

Council Member Syrop supported moving forward with the referral to address community concerns in a timely manner, emphasizing the importance of being responsive to the harm caused; suggested creating a more flexible process for urgent referrals in the future; and expressed appreciation for Mayor Salinas’ leadership and staff’s quick response, while

affirming the City’s responsibility to stand in solidarity with farmworkers and the community.

Council Member Goldstein supported advancing the referral without delay, emphasizing the importance of standing with farm workers and acknowledging the complexity of reconciling admiration for historical figures with new information; expressed sympathy for those affected; and reaffirmed the need to continue supporting the broader labor movement despite the circumstances.

Council Member Zermeño expressed support for taking action on the referral, emphasizing the importance of addressing the issue promptly; added that he would respect Council rules if the majority chose otherwise; and reaffirmed his agreement with the proposed actions, stressing the need to move forward without unnecessary delay.

City Attorney Lawson responded to Mayor Salinas’ inquiry by advising the City Council to suspend the referral rule regarding the submission timeline and proceed with acting on the matter.

Mayor Salinas reflected on the significance of the issue, acknowledging the harm caused; reiterated that while individuals may fall short, the broader labor movement endures; and advocated for continued support of affected communities.

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

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

**ADJOURNMENT**

Mayor Salinas adjourned the City Council meeting at 9:17 p.m.

**APPROVED**

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Mark Salinas  
Mayor, City of Hayward

**ATTEST:**

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Miriam Lens  
City Clerk, City of Hayward