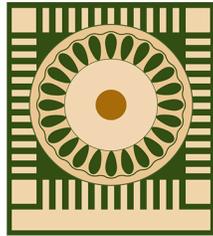


CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov



CITY OF
HAYWARD
HEART OF THE BAY

Agenda

Tuesday, March 24, 2026

7:00 PM

Council Chambers

City Council

CITY COUNCIL MEETING
777 B Street, Hayward, CA 94541
City Hall, Council Chambers

NOTICE: The City Council will hold a hybrid meeting in the Council Chambers and virtually via Zoom

PUBLIC PARTICIPATION

How to observe the Meeting:

1. Comcast TV Channel 15
2. Live stream <https://hayward.legistar.com/Calendar.aspx>
3. YouTube Live stream: <https://www.youtube.com/user/cityofhayward>

How to submit written Public Comment:

1. Use eComment on the City's Meeting & Agenda Center webpage at: <https://hayward.legistar.com/Calendar.aspx>. eComments are directly sent to the iLegislate application used by City Council and City staff. Comments received before 3:00 p.m. the day of the meeting will be exported into a report, distributed to the City Council and staff, and published on the City's Meeting & Agenda Center under Documents Received After Published Agenda.

2. Send an email to List-Mayor-Council@hayward-ca.gov by 3:00 p.m. the day of the meeting. Please identify the Agenda Item Number in the subject line of your email. Emails will be compiled into one file, distributed to the City Council and staff, and published on the City's Meeting & Agenda Center under Documents Received After Published Agenda. Documents received after 3:00 p.m. through the adjournment of the meeting will be included as part of the meeting record and published the following day.

How to provide live Public Comment during the City Council Meeting:

Participate in the Council Chambers or click link below to join the meeting:
<https://hayward.zoom.us/j/81854985923?pwd=y8dGdMaQ2EA9OQk1TEDLsEhSda30xG.1>

Meeting ID: 818 5498 5923

Password: CC3/24@7pm

or

Dial: +1 669 900 6833 or +1 646 931 3860

Meeting ID: 818 5498 5923

Password: 4641514502

CITY COUNCIL MEETING
777 B Street, Hayward, CA 94541
City Hall, Council Chambers

CALL TO ORDER: Mayor Salinas

Pledge of Allegiance: Council Member Goldstein

SB 707 TELECONFERENCE NOTIFICATIONS AND CONSIDERATION

ROLL CALL

CLOSED SESSION ANNOUNCEMENT

PUBLIC COMMENTS

The Public Comment section provides an opportunity to address the City Council on items not listed on the agenda or Information Items. The Council welcomes your comments and requests that speakers present their remarks in a respectful manner, within established time limits, and focus on issues which directly affect the City or are within the jurisdiction of the City. As the Council is prohibited by State law from discussing items not listed on the agenda, your item will be taken under consideration and may be referred to staff.

CITY MANAGER’S COMMENTS

An oral report from the City Manager on upcoming activities, events, or other items of general interest to Council and the Public.

ACTION ITEMS

The Council will permit comment as each item is called for the Consent Calendar, Public Hearings, and Legislative Business. In the case of the Consent Calendar, a specific item will need to be pulled by a Council Member in order for the Council to discuss the item or to permit public comment on the item. Please notify the City Clerk any time before the Consent Calendar is voted on by Council if you wish to speak on a Consent Item.

CONSENT CALENDAR

1. [CONS 26-085](#) 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

Attachments: [Attachment I Staff Report](#)
[Attachment II Resolution](#)

2. [CONS 26-086](#) 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

Attachments: [Attachment I Staff Report](#)
 [Attachment II Resolution](#)

3. [CONS 26-089](#) 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

Attachments: [Attachment I Staff Report](#)
 [Attachment II Resolution](#)

4. [CONS 26-097](#) 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

Attachments: [Attachment I Staff Report](#)
 [Attachment II Resolution](#)

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

Attachments: [Attachment I Staff Report](#)
 [Attachment II Resolution](#)
 [Attachment III Resignation Letter](#)

6. [CONS 26-104](#) Adopt a Resolution Reducing the Frequency of City Council Meetings and Certain Council Standing Committees

Attachments: [Attachment I Staff Report](#)
 [Attachment II Resolution](#)

7. [CONS 26-110](#) 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

Attachments: [Attachment I Staff Report](#)
 [Attachment II Safety Resolution](#)
 [Attachment III HFCA Resolution](#)

WORK SESSION

Work Session items are non-action items. Although the Council may discuss or direct staff to follow up on these items, no formal action will be taken. Any formal action will be placed on the agenda at a subsequent meeting in the action sections of the agenda.

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

Attachments: [Attachment I Staff Report](#)
 [Attachment II High Injury Network](#)
 [Attachment III Transportation Division Project List](#)
 [Attachment IV Tennyson Rd & Baldwin St Quick-Build](#)
 [Attachment V Traffic Safety Presentation](#)

INFORMATIONAL REPORT

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

Attachments: [Attachment I Staff Report](#)
[Attachment II General Plan Elements Summary 2025](#)
[Attachment III General Plan Administration](#)
[Attachment IV Land Use Element](#)
[Attachment V Mobility Element](#)
[Attachment VI Economic Development Element](#)
[Attachment VII Community Safety Element](#)
[Attachment VIII Education & Learning Element](#)
[Attachment IX Hazards Element](#)
[Attachment X Natural Resources Element](#)
[Attachment XI Health and Quality of Life Element](#)
[Attachment XII Environmental Justice Element](#)
[Attachment XIII Public Facilities and Services Element](#)
[Attachment XIV Housing Element](#)
[Attachment XV Housing Element APR 2025](#)

COUNCIL REPORTS AND ANNOUNCEMENTS

Council Members can provide oral reports on attendance at intergovernmental agency meetings, conferences, seminars, or other Council events to comply with AB 1234 requirements (reimbursable expenses for official activities).

COUNCIL REFERRALS

Council Members may bring forward a Council Referral Memorandum (Memo) on any topic to be considered by the entire Council. The intent of this Council Referrals section of the agenda is to provide an orderly means through which an individual Council Member can raise an issue for discussion and possible direction by the Council to the appropriate Council Appointed Officers for action by the applicable City staff.

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

Attachments: [Attachment I Referral](#)

ADJOURNMENT

NEXT MEETING, April 7, 2026, 7:00 PM**PUBLIC COMMENT RULES**

Any member of the public desiring to address the Council shall limit their comments to three (3) minutes unless less or further time has been granted by the Presiding Officer or in accordance with the section under Public Hearings. The Presiding Officer has the discretion to shorten or lengthen the maximum time members may speak. Speakers will be asked for their name before speaking and are expected to honor the allotted time.

PLEASE TAKE NOTICE

That if you file a lawsuit challenging any final decision on any public hearing or legislative business item listed in this agenda, the issues in the lawsuit may be limited to the issues that were raised at the City's public hearing or presented in writing to the City Clerk at or before the public hearing.

PLEASE TAKE FURTHER NOTICE

That the City Council adopted Resolution No. 87-181 C.S., which imposes the 90-day deadline set forth in Code of Civil Procedure section 1094.6 for filing of any lawsuit challenging final action on an agenda item which is subject to Code of Civil Procedure section 1094.5.

****Materials related to an item on the agenda submitted to the Council after distribution of the agenda packet are available for public inspection in the City Clerk's Office, City Hall, 777 B Street, 4th Floor, Hayward, during normal business hours. An online version of this agenda and staff reports are available on the City's website. Written comments submitted to the Council in connection with agenda items will be posted on the City's website. All Council Meetings are broadcast simultaneously on the City website, Cable Channel 15 - KHRT, and YouTube. ****

Assistance will be provided to those requiring accommodations for disabilities in compliance with the Americans with Disabilities Act of 1990. Interested persons must request the accommodation at least 48 hours in advance of the meeting by contacting the City Clerk at (510) 583-4400 or cityclerk@hayward-ca.gov.

Assistance will be provided to those requiring language assistance. To ensure that interpreters are available at the meeting, interested persons must request the accommodation at least 48 hours in advance of the meeting by contacting the City Clerk at (510) 583-4400.



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: CONS 26-085

DATE: March 24, 2026

TO: Mayor and City Council

FROM: Assistant City Manager

SUBJECT

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

RECOMMENDATION

That City Council adopt a resolution (Attachment II) authorizing the City Manager to accept and appropriate \$1,908,067 of Proposition 47 Grant funding in Fund 230 and to execute agreements to carry out the approved grant activities including an award to Bay Area Community Services (BACS) for enhanced services for the Hayward Navigation Center over the term of the grant in the amount of \$1,528,600 and other agreements that may be required by the Board of State and Community Corrections (BSCC).

SUMMARY

The Hayward Navigation Center (HNC) opened in November 2019 as a key component of the City of Hayward's response to the homelessness crisis and the shortage of shelter beds available for unhoused residents in Hayward. It is the only interim transitional housing program in the City for single adults. The HNC operates as a low barrier, interim congregate (i.e., dorm style) shelter that opened with a nightly bed capacity of 45 beds and has since expanded to 66 beds. BACS operates the HNC, providing housing navigation and support for individuals experiencing homelessness, following the Housing First model. This evidence-based model prioritizes providing stable housing before addressing other issues such as employment, mental health, or substance use. HNC operations has been funded through multiple funding sources since 2019 and staff have continually sought grant funding to support the program.

In June 2025, the City partnered with Capitol Advocacy Partners to apply for Proposition 47 (Prop 47) funds, made available through the BSCC. On September 11, 2025, the BSCC approved the funding recommendations for Prop 47 Grant Program Cohort 5 and the City's proposal was recommended for full funding, in an amount of \$1,908,067. The City's application was the highest scored in its category.

File #: CONS 26-085

These funds are intended to expand and enhance HNC operations and outreach without placing additional strain on the City's General Fund. The enhancements align with the relocation of the HNC to Regis Village and will support initiatives that connect program participants with wrap-around services, case management, and re-entry resources designed to reduce recidivism and provide behavioral health support. Additionally, the funds will expand onsite resources to boost participant engagement, foster a stronger sense of community, and make the campus a more welcoming environment where individuals can remain onsite and receive more personalized support.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution



DATE: March 24, 2026

TO: Mayor and City Council

FROM: Assistant City Manager

SUBJECT: 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

RECOMMENDATION

That City Council adopt a resolution (Attachment II) authorizing the City Manager to accept and appropriate \$1,908,067 of Proposition 47 Grant funding in Fund 230 and to execute agreements to carry out the approved grant activities, including an award to Bay Area Community Services (BACS) for enhanced services for the Hayward Navigation Center over the term of the grant in the amount of \$1,528,600 and other agreements that may be required by the Board of State and Community Corrections (BSCC).

SUMMARY

The Hayward Navigation Center (HNC) opened in November 2019 as a key component of the City of Hayward's response to the homelessness crisis and the shortage of shelter beds available for unhoused residents in Hayward. It is the only interim transitional housing program in the City for single adults. The HNC operates as a low barrier, interim congregate (i.e., dorm style) shelter that opened with a nightly bed capacity of 45 beds and has since expanded to 66 beds. BACS operates the HNC, providing housing navigation and support for individuals experiencing homelessness, following the Housing First model. This evidence-based model prioritizes providing stable housing before addressing other issues such as employment, mental health, or substance use. HNC operations have been funded through multiple funding sources since 2019 and staff have continually sought grant funding to support the program.

In June 2025, the City partnered with Capitol Advocacy Partners to apply for Proposition 47 (Prop 47) funds, made available through the BSCC. On September 11, 2025, the BSCC approved the funding recommendations for Prop 47 Grant Program Cohort 5 and the City's proposal was recommended for full funding, in an amount of \$1,908,067. The City's application was the highest scored in its category.

These funds are intended to expand and enhance HNC operations and outreach without placing additional strain on the City's General Fund. The enhancements align with the relocation of the HNC to Regis Village and will support initiatives that connect program participants with wrap-around services, case management, and re-entry resources designed to reduce recidivism and provide behavioral health support. Additionally, the funds will expand onsite resources to boost participant engagement, foster a stronger sense of community, and make the campus a more welcoming environment where individuals can remain onsite and receive more personalized support.

FISCAL IMPACT

This grant will fund services at the HNC that would otherwise not be possible.

Over the past several months, City staff has worked with BACS to reduce the cost to the General Fund and Measure C of operating the HNC from \$2,185,440 in FY 2026 to a proposed \$682,000 for FY 2027. With the relocation of the HNC to Regis, staff from both agencies identified operating efficiencies that can reduce costs without negatively affecting service delivery. At the February 28 budget work session, City Council expressed support for funding the HNC at the \$682,000 level in FY 2027 from the General Fund.

Prop 47 requires the City to leverage funding to receive the grant award, though the specific source of that contribution is flexible. The proposed use of \$682,000 from the General Fund, \$175,00 in Community Development Block Grant (CDBG funds, \$197,000 in opioid settlement funding, and \$206,681.36 in various State and County grants meets this requirement for FY 2027. If the General Fund contribution were reduced in future years, the City would need to identify alternative leveraged funding sources to sustain the Prop 47 grant.

BACKGROUND

In October 2018, City Council declared a shelter crisis in Hayward, finding that the health and safety of the City's growing homeless population was threatened by a lack of shelter beds.¹ Since the declaration, City Council has continuously worked to address these health and safety concerns through a variety of approaches.

One of the initiatives supporting Hayward's homeless community is the provision of interim housing through the HNC for single adults currently experiencing homelessness. Operated by BACS, the program offers housing navigation and supportive services within a Housing First framework, which prioritizes stable housing placement before addressing other needs such as employment, mental health, or substance use. Historically, the HNC has been funded through multiple sources, including Measure C, the General Fund, American Rescue Plan Act (ARPA) funds, CDBG funds, Opioid Settlement funds, and various State and County grants.

¹ October 2, 2018 Hayward City Council meeting:
<https://hayward.legistar.com/LegislationDetail.aspx?ID=3690554&GUID=A8DF0FBF-2F19-4648-8632-2BFE62A97107&Options=&Search=3>

The Proposition 47 Grant Program, administered by the BSCC, distributes state savings generated by Prop 47, the 2014 voter-approved measure that reclassified certain non-violent felonies as misdemeanors. These savings are reinvested into local jurisdictions and community organizations to support mental health services, substance use disorder treatment, diversion programs, and re-entry support such as job training, housing stability, and case management. The grant funds are designed to reduce recidivism by expanding community-based services for individuals involved in the justice system, and they are awarded in multi-year cycles that require programs to demonstrate measurable outcomes. The City of Hayward previously received a three-year Prop 47 grant for the HNC in 2019.

DISCUSSION

To support enhancements to HNC operations in alignment with its transition to Regis Village without further impacting the General Fund, the City successfully secured \$1.9 million in Prop 47 funds. The City will partner with BACS to use these funds to divert individuals from the criminal justice system by connecting them to the HNC and providing enhanced mental health and/or substance use disorder treatment, along with other housing support services. Approximately 80% of the grant will go directly to BACS, 5% toward data collection and evaluation, and 15% toward the City’s administration of Prop 47 funds, including the BSCC-required audit at the conclusion of the grant period. A breakdown of the funding allocation by category across the grant’s four-year grant period can be found in Table 1 below.

Table 1: Prop 47 Funding Breakdown

Source	Amount	Percentage
Salaries and Benefits	\$203,692	11%
Services and Supplies	\$2,400	<1%
Professional Services (required third-party audit)	\$25,000	1%
BACS Subcontract (required minimum of 50% of award)	\$1,528,600	80%
Data Collection and Project Evaluation (required 5% of award)	\$95,500	5%
Other (travel, training, etc.)	\$51,075	3%
Total	\$1,906,267	100%

Salaries and Benefits

This project will be managed by the Community Services Division of the City Manager’s Office. The Program Manager will oversee the project and ensure it is developed in partnership with key stakeholders, including community members, the required Local Advisory Committee, and individuals with lived experience and will manage contracts with non-profit partners and the program evaluator. Staff will promote inclusive collaboration and guide the project toward community-rooted outcomes.

Services and Supplies

Services and supplies costs include funds to support the compensation of people with lived experience (PWLE) of homelessness and justice system involvement who participate in the Local Advisory Committee and the grant program evaluation process. These stipends ensure equitable participation by addressing financial barriers that may prevent low-income or

marginalized individuals from contributing. The input of PWLE provides critical, firsthand insight that improves the relevance and effectiveness of program design and evaluation. Research and best practices in community engagement consistently recommend compensation to recognize time, labor, and expertise, and to build trust and accountability.

Professional Services

Professional Services funds support compliance with audit and financial reporting requirements associated with the Prop 47 grant, specifically a program-specific compliance audit that covers the entire service delivery period of the grant.

Non-Government Organization Subcontracts

BACS was selected through RFI to operate the HNC. The scope of services will include 1) Housing Navigation Services, 2) Case Management, 3) Street Outreach, and 4) Non-personnel costs (onsite meal(s), resident flex funds for housing transition stipend, transportation support, and/or first and last month's rent). Grant funds will cover an estimated 20% of the BACS Contract over the grant's 3.5-year grant period, providing additional re-entry and behavioral health support and case management for individuals referred to the HNC who meet the Prop 47 target population eligibility criteria. The funds will also support the provision of an additional onsite meal to enhance participant engagement.

Data Collection and Project Evaluation

As required by the BSCC, 5% of the grant award is designated for data collection and project evaluation. The City released a Request for Proposals for a qualified external evaluator on November 12, 2025, and received three proposals in December 2025. In January 2026, the City selected Data In Action, LLC (dba DNA Global) to provide evaluation services for the project. DNA Global brings extensive experience managing Prop 47 grants, strong cross-system coordination, and has deep connections with multiple jurisdictions across Alameda County.

Other (Travel, Training, etc.)

Other expenses include three training conferences for five participants, including the Crisis Negotiation Conference, Association of Threat Assessment Professional Winter Conference, and Crisis Intervention Team International Conference. These conferences provide behavioral health intervention training to support police officers to safely and effectively respond to individuals in mental health crises by teaching de-escalation, communication, and recognition skills. This reduces the risk of injury, unnecessary arrests, and officer stress while increasing the likelihood of building relationships and connecting people to proper care, including the HNC. These trainings support the City's safe and effective response to individuals who meet the Prop 47 eligibility criteria and support the grant program's goal of diversion. As a result, it improves community trust, supports public safety, and promotes positive outcomes for both law enforcement and community members. This budget includes allowable travel expenses (food per diem, flights, transportation, parking and gas expenses).

ECONOMIC IMPACT

There is a positive economic impact from reducing homelessness and poverty and moving individuals into permanent housing as part of the HNC operations.

STRATEGIC ROADMAP

This agenda item supports the Strategic Priority of Preserve, Protect, and Produce Housing, under

- Project H2: Implement the Homelessness Reduction Strategic Plan

PUBLIC CONTACT

No public contact has been made specifically regarding the Proposition 47 Grant funding. However, the City is required to convene a Local Advisory Committee of stakeholders to provide feedback on grant fund usage and program performance. The current Local Advisory Committee members include City and County staff, HNC program staff, and individuals with lived experience of homelessness and justice involvement. These meetings will be open to the public.

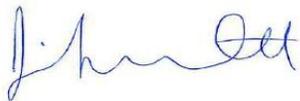
NEXT STEPS

If Council approves this resolution, the City Manager will accept and appropriate \$1,906,267 in Proposition 47 Grant Program funds to Fund 230, the State Grants Fund, and enter into funding agreements to support the grant-funded activities as approved by the BSCC from October 1, 2025, through the end of the grant term on June 30, 2029.

Prepared by: Carol Lee, Senior Management Analyst

Recommended by: Dr. Emily Young, Youth and Family Services Bureau Administrator

Approved by:



Jennifer Ott, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 26-_____

Introduced by Council Member_____

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

WHEREAS the City of Hayward (“City”) desires to participate in the Proposition 47 Grant administered by the Board of State and Community Corrections (hereafter referred to as BSCC); and,

WHEREAS, in June 2025, the City submitted a funding application to the BSCC; and

WHEREAS, the City was selected to receive a Proposition 47 Grant Award in the amount of \$1,906,267, at the September 11, 2025 BSCC Board Meeting; and

WHEREAS, as part of the requirements to receive the Proposition 47 Grant Award, the BSCC requires the City to leverage outside funds alongside the BSCC awarded funds; and

WHEREAS, the City is committed to providing funds to maintain services and support the enhancements to the Hayward Navigation Center, providing interim shelter and related homeless and housing support services as outlined in the operating agreements that City Council has previously approved to implement said services; and

WHEREAS, the Charter of the City of Hayward establishes that the City Manager has the authority to make and execute contracts on behalf of the City for commodities or services.

NOW THEREFORE BE IT RESOLVED THAT, that the City Manager or designee be authorized on behalf of the City Council of the City of Hayward to execute the Proposition 47 Grant Agreement with the BSCC, including any subsequent amendments or modifications thereto, as well as any other agreements or documents which are related to the Proposition 47 grant awarded to the City, as the City Manager’s office may deem appropriate.

BE IT FURTHER RESOLVED that the City Council of the City of Hayward hereby authorizes the City Manager or designee to accept and appropriate up \$1,906,267 in

Proposition 47 grant funds to Fund 230 to carry out the activities outlined in the Proposition 47 Agreement including awarding Bay Area Community Services \$1,528,600 in Proposition 47 Grant funding to operate the Hayward Navigation Center over the term of the grant.

BE IT FURTHER RESOLVED that the City Council of the City of Hayward hereby consents to and the City agrees to abide by the terms and conditions of the Grant Agreement and Proposition 47 Grant Guidelines as set forth by the BSCC.

BE IT FURTHER RESOLVED that grant funds received hereunder shall not be used to supplant expenditures controlled by this body.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2026.

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: CONS 26-086

DATE: March 24, 2026

TO: Mayor and City Council

FROM: Chief of Police

SUBJECT

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

RECOMMENDATION

That the City Council adopts a resolution (Attachment II) authorizing the City Manager to accept and appropriate up to \$115,000 to Fund 250, the Donation Fund from the Edward Michael Nuss Trust, for use by the Hayward Animal Services Bureau (HASB) to continue offering subsidized spay and neuter for community cats through HASB's Trap, Neuter, Vaccinate, and Return (TNVR) program.

SUMMARY

The HASB has been named as a beneficiary of a gift from the Edward Michael Nuss Trust (the Trust). Pursuant to the Trust, a bequest with an approximate value of \$107,899, shall be distributed to "Hayward Animal Shelter." The HASB is proposing to use the gift for the continued operation of the community cat TNVR program. The HASB plans to place donor recognition on its website as well as TNVR program material to memorialize this generous gift Edward Michael Nuss has bestowed upon the HASB and the animals and community it serves.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution



DATE: March 24, 2026

TO: Mayor and City Council

FROM: Chief of Police

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

RECOMMENDATION

That Council adopts a resolution (Attachment II) authorizing the City Manager to accept and appropriate up to \$115,000 to Fund 250, the Donation Fund, from the Edward Michael Nuss Trust, for use by the Hayward Animal Services Bureau (HASB) to continue offering subsidized spay and neuter for community cats through HASB's Trap, Neuter, Vaccinate, and Return (TNVR) program.

SUMMARY

The HASB has been named as a beneficiary of a gift from the Edward Michael Nuss Trust (the Trust). Pursuant to the Trust, a bequest with an approximate value of \$107,899, shall be distributed to "Hayward Animal Shelter." The HASB is proposing to use the gift for the continued operation of the community cat TNVR program. The HASB plans to place donor recognition on its website as well as TNVR program material to memorialize this generous gift Edward Michael Nuss has bestowed upon the HASB and the animals and community it serves.

FISCAL IMPACT

The gift of approximately \$107,899 from the Edward Michael Nuss Trust will allow for the continued operation of the HASB's Community Cat TNVR program. Receipt of this gift will have no impact on the general fund.

DISCUSSION

The HASB's Community Cat TNVR program is a cornerstone of our city's proactive animal welfare strategy. By humanely managing the community cat population, this program serves

as an indispensable tool for maintaining public health, reducing shelter intake, and addressing resident concerns regarding unmanaged feline colonies.

The TNVR model provides a dual benefit to the city:

- **Public Health & Safety:** Each cat is vaccinated against rabies and other communicable feline diseases, creating a "buffer zone" of immunity within the community.
- **Population Control:** Sterilization is the only proven method to stabilize and eventually reduce community cat populations over time, preventing the "vacuum effect" where new, unsterilized cats move into an area to replace those removed.
- **Nuisance Reduction:** Fixed cats are quieter and less likely to engage in roaming, spraying, or fighting, reducing the volume of animal-related complaints from residents.
- **Reduced kitten intake:** Community cats are sterilized preventing the birth of unwanted kittens therefore reducing the number of kittens entering the shelter or left to grow up living on the street.

The HASB began operation of this program in 2014. Under this program, HASB is able to offer subsidized services to community cat caregivers needing spay or neuter assistance, and residents wanting a humane method to help reduce the cat population in their neighborhoods. Thanks to grant funding, HASB was able to offer these services to Hayward residents for free for a period of time in 2025, however grant funds have been exhausted. In 2025, 1,084 cats were provided services through HASB's TNVR program. Without grant funding, program services are again offered to residents with a 50% subsidy funded by donations made specifically for spay and neuter programs. However, current donation levels for this program are low, creating a funding gap.

The allocation of funds from the Edward Michael Nuss Trust is vital to bridging the funding gap ensuring the continued availability of this subsidized program.

ECONOMIC IMPACT

This agenda item will have an economic impact on the residents of Hayward since it will enable HASB to continue to provide subsidized TNVR services to residents wanting to help reduce the cat population in their neighborhoods by trapping community cats for purposes of spaying or neutering, and vaccinating them, prior to being released back into the community they call home.

STRATEGIC ROADMAP

This agenda item supports the following Council Strategic Priorities: Enhances Community Safety & Quality of Life.

PUBLIC CONTACT

No public contact was made for this item.

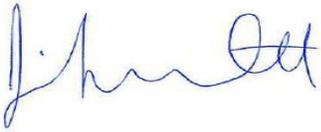
NEXT STEPS

If Council approves this resolution, the City will send a copy of the approved Staff Report and Resolution to the Executor of the Trust and the Financial Advisor handling the accounts. The City Manager or designee work with the Executor and Financial Advisor to complete actions to transfer the gift to be used as directed above.

Prepared by: Jennie Comstock, Animal Services Administrator

Recommended by: Bryan Matthews, Chief of Police

Approved by:

A handwritten signature in blue ink, appearing to read "Jennifer Ott".

Jennifer Ott, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 26-_____

Introduced by Council Member _____

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

WHEREAS, the Hayward Animal Services Bureau has been named a beneficiary of the Edwards Michael Nuss Trust; and

WHEREAS, pursuant to the Trust, approximately \$107,899 shall be distributed to Hayward Animal Services Bureau and shall be used to supplement the existing donation-based subsidized Trap, Neuter, Vaccinate and Return program, ensuring that these services remain available to residents at the reduced cost; and

WHEREAS, the Hayward Animal Services Bureau shall honor Edward Michael Nuss with recognition on their website and Trap, Neuter, Vaccinate and Return material.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that the City Manager or designee is hereby authorized and directed to:

1. Accept and appropriate a gift of up to \$115,000 from the Edward Michael Nuss Trust to Fund 250 to be used by the Hayward Animal Services Bureau; and
2. Take all necessary steps to transfer the gift and use funds as defined by the trust such as, but not limited to, executing required documents subject to approval by City Attorney as to form, opening accounts as required by the trust, transferring funds to City to pay costs of the Trap, Neuter, Vaccinate, and Return Program, and increasing revenue and appropriations in balancing amounts when funds are required.

IN COUNCIL, HAYWARD, CALIFORNIA, _____, 2026

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: CONS 26-089

DATE: March 24, 2026

TO: Mayor and City Council

FROM: Director of Public Works

SUBJECT

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

RECOMMENDATION

That City Council adopts the attached resolution (Attachment II) authorizing the City Manager to amend the professional services agreement (PSA) with Brown and Caldwell, California Corporation (Brown and Caldwell), increasing the contract amount by \$832,758 to include additional engineering services during construction for the WRRF New Administration Building and Laboratory Project, Project.

SUMMARY

The WRRF Administration Building and Laboratory Project includes the construction of a two-story operations and laboratory building in the footprint of the old administration building parking lot.

Brown and Caldwell has performed design, pre-construction, and bidding services for the WRRF New Administration Building and Laboratory Project. Staff is requesting City Council approval to amend the PSA with Brown and Caldwell to increase the budget for engineering services during construction by re-allocating budget previously planned for optional services that are not to be performed. The amendment would increase the authorized budget by an amount of \$832,758.

ATTACHMENTS

- Attachment I Staff Report
- Attachment II Resolution



DATE: March 24, 2026

TO: Mayor and City Council

FROM: Director of Public Works

SUBJECT 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

RECOMMENDATION

That City Council adopts the attached resolution (Attachment II) authorizing the City Manager to amend the professional services agreement (PSA) with Brown and Caldwell, California Corporation (Brown and Caldwell), increasing the contract amount by \$832,758 to include additional engineering services during construction for the WRRF New Administration Building and Laboratory Project, Project.

SUMMARY

The WRRF Administration Building and Laboratory Project includes the construction of a two-story operations and laboratory building in the footprint of the old administration building parking lot.

Brown and Caldwell has performed design, pre-construction, and bidding services for the WRRF New Administration Building and Laboratory Project. Staff is requesting City Council approval to amend the PSA with Brown and Caldwell to increase the budget for engineering services during construction by re-allocating budget previously planned for optional services that are not to be performed. The amendment would increase the authorized budget by an amount of \$832,758.

FISCAL IMPACT

This item does not impact the General Fund or Measure C.

The WRRF Administration Building and Laboratory Project is funded by wastewater enterprise funds. The Adopted FY 2026 through FY 2035 Capital Improvement Program (CIP) includes the Administration Building and Laboratory Project as Project No. 07786 in the Sewer Improvement Fund (Fund 612), with a total CIP budget of \$63,278,513.

The breakdown for project costs is as follows for Project No. 07786:

<u>Total Administration Building and Laboratory Project Cost</u>	
Construction Contract (Contractor)	\$39,970,000
Construction Contingency (10% of Construction Contract)	\$3,997,000
Engineering Services (previously authorized)	\$3,074,994
Engineering Services During Construction (previously authorized)	\$1,034,034
Engineering Services During Construction (current request)	\$832,758
Construction Management (Consultant, previously authorized)	\$3,428,409
Construction Admin – City Staff (Estimated)	\$630,000
Building IT Equipment (Estimated)	\$300,000
Building Security and Systems Programming (Estimated)	\$100,000
Payment to Building Department for Building Permit (Estimated)	\$600,000
Total	\$53,967,195

As part of the funding strategy, the City intends to finance this project, as well as the WRRF Phase II Improvement Project, by the U.S. Environmental Protection Agency’s Water Infrastructure Financing and Innovation Act (WIFIA) loan program, publicly-sold revenue bonds and sewer fund reserves. On February 18, 2025¹, City Council authorized the issuance of the 2025 Wastewater Revenue Bonds up to \$135 million, which closed in March of 2025 at a value of \$124,885,000. A portion of the revenue bond is being used to fund the construction of the Administrative Building and Laboratory Project. The WIFIA loan is expected to be approximately \$244 million. Since April 2025, WIFIA loan signoff has been on hold by the EPA.

BACKGROUND

The WRRF new Administration Building and Laboratory Project includes the construction of a 21,600 square-foot two-story administration and laboratory building and a new parking lot. This new building will house administration, operations, maintenance, engineering, and laboratory facilities. Upon completion of the new building, the existing building would be demolished.

Engineering services for this project are being provided by Brown and Caldwell. Their contract includes design of the Administration Building and Laboratory Project as well as the WRRF Phase II Improvement Project. On July 5, 2022², City Council Authorized an agreement with Brown and Caldwell for design services for the both the WRRF Phase II Improvement Project, which consists of significant upgrades throughout the WRRF, as well as the Administration Building and Laboratory Project. On December 6, 2022³, City Council

¹ <https://hayward.legistar.com/LegislationDetail.aspx?ID=7146239&GUID=AD61FF11-52D4-46A2-905C-C06B5D86B90F>

² <https://hayward.legistar.com/MeetingDetail.aspx?ID=984055&GUID=9012B38D-23E9-440B-BC47-106F185E4401&Options=info|&Search=>

³ <https://hayward.legistar.com/MeetingDetail.aspx?ID=1056026&GUID=C06C0ECB-9E30-4702-8C4D-C92F59A4E428&Options=info|&Search=>

authorized an amendment to the PSA with Brown and Caldwell for final design services for the Administration Building and Laboratory Project and subsequently authorized final design for the WRRF Phase II Improvement Project on December 5, 2023⁴. On March 18, 2025⁵, City Council approved a resolution authorizing the City Manager to award a construction contract with Rodan Builders for the Administration Building and Laboratory Project, and also to authorize an amendment with Brown and Caldwell for engineering services during construction for the Administration Building and Laboratory Project. The total Brown and Caldwell Contract amount authorized by Council to date is \$18,095,574.

The amount authorized to date excludes an as-yet unauthorized amount of \$5,430,220, largely for engineering services during construction for the WRRF Phase II Improvement Project. The Contract Fee Schedule also includes \$1,211,530 for optional services that has not been authorized, resulting in a total potential contract amount of \$24,737,325 if all future and optional services are ultimately authorized. As the project has progressed, it has been determined that most of the remaining optional services are no longer required.

DISCUSSION

Construction on the Administration Building and Laboratory Project commenced in May of 2025, with an anticipated completion date of September 2027.

Engineering Services during Construction includes tasks such as review of shop drawings and submittals to ensure conformity with the construction contract documents and design intent, responding to Requests for Information from the construction contractor, and other items. Brown and Caldwell’s fee for engineering services during construction for the Administration Building and Laboratory is \$1,034,034. This budget was originally estimated during the original contract negotiations in 2022 based on a rough estimate of project size and complexity at the time. During the final design stage, some items were added to the project and the project complexity increased, ultimately increasing the scope of engineering services during construction that have not been captured in a prior amendment. Table 1 below lists the items in the engineering services during construction Scope and how they have increased since the original scope and fee negotiations.

Table 1.

Task	Task Description	Original Estimate	Current Projection	Increase
Submittal Reviews	Consultant shall review and respond to submittals and resubmittals	200	602	402
Requests For Information	Consultant will review and respond to RFIs	200	324	124

⁴ <https://hayward.legistar.com/LegislationDetail.aspx?ID=6439978&GUID=188C3EC0-FA52-4EC0-BC46-564035DDE84A&Options=&Search=>

⁵ <https://hayward.legistar.com/LegislationDetail.aspx?ID=7261917&GUID=9C91003F-560A-40D0-9411-C34987A272F2&Options=&Search=>

Task	Task Description	Original Estimate	Current Projection	Increase
Design Clarifications	Consultant Shall Prepare Design Clarifications	40	40	0
Contract Change Orders	Consultant shall review requested CCOs submitted by the contractor for accuracy and correctness at the City's request	40	40	0
Site Visits	Consultant shall conduct site visits to review construction-related issues at City's request	80	80	0
Progress Meetings	Consultant shall attend progress meetings at the City's request during construction	50	100	50
Record Drawings	Consultant shall prepare record drawings by incorporating plan revisions during construction, to be submitted as .pdf files in half size (11 x 17), full-size (22 x 34) and Revit and AutoCAD files	250	Projecting increase to 415 not included in this amendment	N/A

As can be seen above, the number of submittals and RFIs has significantly increased relative to the original scope. Given the complexity of the project, Brown and Caldwell's presence has also been required at most weekly meetings with the contractor, which was not originally envisioned.

Staff have negotiated an increase in the fee for engineering services during construction of \$832,758. This number is based on Table 1 and was developed to be consistent with the originally estimated fee for each of the items above.

Of the \$1,211,530 identified as optional services in the contract, staff have identified \$1,069,324 that will no longer be needed. These tasks include a potential expansion to the solids thickening facility and improvements to the cogeneration system. Part of Brown and Caldwell's scope was to prepare a Biosolids and Energy Roadmap Report. One main conclusion of this report was that these improvements do not need to be constructed until the mid 2030's, and were ultimately not included in the WRRF Phase II Improvement Project. The proposed amendment would re-allocate \$832,758 to engineering services during construction for the Administration Building and Laboratory Project. The remaining \$236,566 would remain as an unallocated budget under optional services. As a result, this amendment does not result in an overall change to the total potential contract amount of \$24,737,325 if all future and optional services are ultimately authorized.

ECONOMIC IMPACT

The new Administration Building and Laboratory will accommodate the projected increase in staff levels due to increasing regulatory requirements at the WRRF and an increase in future wastewater flows. The new Administration Building and Laboratory will support the overall WRRF Phase II Improvement Project, which will keep the WRRF in compliance with regulations and accommodate future population and business growth throughout Hayward. The new building will provide adequate support for any additional laboratory testing and regulatory requirements. The community will enjoy the benefits of the Project, including maintaining effective treatment that provides environmental protection of the San Francisco Bay.

The total cost of both the Administration Building and Laboratory and WRRF Phase II Improvement projects is estimated to be up to \$498 million, including capital costs, contingencies, and financing costs. These numbers are currently reflected in the adopted FY 2026 through FY 2035 CIP. The effect of these projects on sewer rates are described in more detail in the Sewer Rate and Connection Fee Study, which was prepared by Water Resources Economics and presented to City Council on February 18, 2025⁶.

STRATEGIC ROADMAP

This agenda item supports the Strategic Roadmap of Improve Infrastructure. The Administration Building and Laboratory and WRRF Phase II Improvements Projects will address infrastructure needs and improvements to increase the reliability of the City's treatment plant and construct process improvements to meet more stringent nutrient limits in accordance with upcoming regulatory requirements, while supporting the goals of City Council.

Specifically, this item relates to the implementation of the following projects:
Confront Climate Crises & Champion Environmental Justice.

Mitigate Climate Crisis Impacts through Resilient Design and Community Engagement
Project C14b: Implement Shoreline Master Plan, including mitigating sea level rise in the industrial corridor through building requirements and outreach

Invest in Infrastructure.

Invest in Water Supplies, Sanitation Infrastructure & Storm Sewers
Project N19: Update Water Pollution Control Facility Phase II Plan

SUSTAINABILITY FEATURES

The Administration Building and Laboratory will help improve laboratory and City Staff operations. The building's design will meet State and local requirements related to

⁶ <https://hayward.legistar.com/LegislationDetail.aspx?ID=7139170&GUID=F5F42295-1235-4AEB-89FD-ED864F22001B>

sustainability (i.e., California Building Code, California Energy Code, etc.) which require a minimal level of energy efficiency, resource conservation, material recycling, etc. In addition, the building will be designed and constructed to meet Leadership in Energy and Environmental Design (LEED) standards for a Silver Certification and will be of all-electric design. The new building will also use WRRF's recycled water system to irrigate landscaped areas around the building.

This project is part of an overall effort to help the City maintain its ability to treat wastewater efficiently and adequately before discharging it into San Francisco Bay. The overall program will help maintain and improve the biology and health of the San Francisco Bay which is vital for the region and the State.

The effects and risks of rising seawater levels have been reviewed and are being incorporated into the design of the new facilities.

PUBLIC CONTACT

As part of the funding process, an environmental study (Initial Study and Mitigated Negative Declaration) was posted for public review and comment.

There is currently a webpage hosted on the City's website that posts periodic updates throughout the multi-year duration of the project. This will continue.

NEXT STEPS

This amendment will allow Brown and Caldwell to continue providing engineering services during construction for the duration of the Administration Building and Laboratory Project. Construction is scheduled to be completed in Fall of 2027.

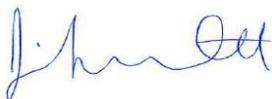
Staff will return to City Council for approval of the final design plans and specifications for and to call for bids later in 2026 for the WRRF Phase II Improvement Project, Project No. 07760. The actual date is to be determined pending when the WIFIA loan financing is secured.

Prepared by: Kyle Carbert, Principal Utilities Engineer

Reviewed by: Zaheer Shaikh, Utilities Engineering Manager

Recommended by: Alex Ameri, Director of Public Works

Approved by:



Jennifer Ott, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 26-___

Introduced by Council Member _____

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

WHEREAS, on July 5, 2022, City Council authorized preliminary design services for the Phase II project with Brown and Caldwell in a not-to-exceed amount of \$3,849,711 for the WRRF Phase II Improvements Project; and

WHEREAS, on December 6, 2022, City Council authorized the final design services for the Administration Building and Laboratory in the amount of \$4,800,000, increasing the total authorized contract amount to \$8,649,711; and

WHEREAS, on December 5, 2023, City Council authorized final design services for the WRRF Phase II Improvements Project in the amount of \$8,023,017, increasing the total authorized Brown and Caldwell contract amount to \$16,672,828; and

WHEREAS, on March 18, 2025, City Council authorized engineering services during construction for the WRRF New Administration Building and Laboratory Project and bid services for the WRRF Improvements Phase II Project in the amount of \$1,422,748, including \$1,034,034 for Project No. 07786, increasing the total authorized Brown and Caldwell contract amount to \$18,095,575.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that the City Manager is hereby authorized and directed to execute, on behalf of the City of Hayward, an amendment to the existing professional services agreement with Brown and Caldwell, to increase the contract amount by \$832,758 to a not-to-exceed amount of \$18,928,333 to include additional engineering services during construction for the WRRF New Administration Building and Laboratory Project, Project No. 07786 in a form approved by the City Attorney; and

IN COUNCIL, HAYWARD, CALIFORNIA, _____, 2026

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
 MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
 City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: CONS 26-097

DATE: March 24, 2026

TO: Mayor and City Council

FROM: Director of Public Works

SUBJECT

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

RECOMMENDATION

That the City Council adopts a resolution (Attachment II) approving:

- 1) plans and specifications, and calling for bids for the Sewer Rehabilitation Project on Hesperian Boulevard at West A Street, Project No. 07832; and
- 2) the appropriation of \$1,350,000 from the Sewer Replacement Fund (Fund 611)

SUMMARY

Staff proposes rehabilitating approximately 700 linear feet of 33-inch reinforced concrete pipe (RCP) sewer main on Hesperian Boulevard using the trenchless cured-in-place pipe (CIPP) method to address structural deficiencies and extend the service life of the sewer. CIPP involves inserting a resin-saturated liner into the existing pipe and curing it in place using steam, hot water, or ultraviolet (UV) light, forming a new jointless liner within the host pipe. The project includes a localized excavation to repair a section of pipe with a extensive deterioration that was observed during closed-circuit television (CCTV) inspection. Both the CIPP installation and local repairs require full bypass pumping of sewer flows during the construction. Work will also include pre- and post-construction CCTV inspections, traffic control, and coordination with City field staff. Design specifications and bid documents have been prepared for the rehabilitation project. Staff is requesting City Council's approval of the call of bids to be received by April 14, 2026.

The adopted FY 2026 CIP does not have funds specifically identified for the Hesperian Sewer Rehabilitation Project. However, the project is necessary to maintain service, protect public health, and prevent costly emergency repairs. As such, staff recommend that City Council authorize the City Manager to appropriate \$1,350,000 from the Sewer Replacement Fund (Fund 611) using available unrestricted fund balance, which has sufficient funds to support this project, and to fully fund the project in FY 2026.

File #: CONS 26-097

This project is categorically exempt from environmental review from the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines, Section 15301, Class 1 - Existing Facilities.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution



DATE: March 24, 2026

TO: Mayor and City Council

FROM: Director of Public Works

SUBJECT: 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

RECOMMENDATION

That the City Council adopts a resolution (Attachment II) approving:

- 1) plans and specifications, and calling for bids for the Sewer Rehabilitation Project on Hesperian Boulevard at West A Street, Project No. 07832; and
- 2) the appropriation of \$1,350,000 from the Sewer Replacement Fund (Fund 611).

SUMMARY

Staff proposes rehabilitating approximately 700 linear feet of 33-inch reinforced concrete pipe (RCP) sewer main on Hesperian Boulevard using the trenchless cured-in-place pipe (CIPP) method to address structural deficiencies and extend the service life of the sewer. CIPP involves inserting a resin-saturated liner into the existing pipe and curing it in place using steam, hot water, or ultraviolet (UV) light, forming a new jointless liner within the host pipe. The project includes a localized excavation to repair a section of pipe with an extensive deterioration that was observed during closed-circuit television (CCTV) inspection. Both the CIPP installation and local repairs require full bypass pumping of sewer flows during the construction. Work will also include pre- and post-construction CCTV inspections, traffic control, and coordination with City field staff. Design specifications and bid documents have been prepared for the rehabilitation project. Staff is requesting City Council’s approval of the call of bids to be received by April 14, 2026.

The adopted FY 2026 CIP does not have funds specifically identified for the Hesperian Sewer Rehabilitation Project. However, the project is necessary to maintain service, protect public health, and prevent costly emergency repairs. As such, staff recommend that City Council authorize the City Manager to appropriate \$1,350,000 from the Sewer Replacement Fund (Fund 611), which has sufficient available funds to support this project, and to fully fund the project in FY 2026.

This project is categorically exempt from environmental review from the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines, Section 15301, Class 1 – Existing Facilities.

FISCAL IMPACT

There will be no impact on the General Fund or Measure C.

The total estimated costs for the Hesperian Sewer Rehabilitation Project are as follows. The project will be funded through Fund 611, which has sufficient available fund balance.

Project Tasks	Cost
Construction Contract	
CIPP, local repair, cleaning, bypass, traffic control, CCTV	\$905,000
Estimating Contingency (30%)	\$271,500
Administrative Change Order (10%)	\$117,650
Staff Time for In-House Services	
(design, construction management, inspection)	\$ 55,850
Total	\$1,350,000

BACKGROUND

The 33-inch RCP sewer main on Hesperian Boulevard was installed in 1952 and has been in continuous service for over 70 years. In June 2025, CCTV inspection was conducted on a 700-foot length of the sewer main on Hesperian Boulevard between West A Street and Sueirro Street (spanning manholes 9368-09, 9368-10, and 9368-12). A void in the RCP sidewall, approximately 6 feet long, was observed just south of SSMH 9368-09, located in the crosswalk at the southwest corner of Hesperian Boulevard and West A Street. The CCTV also showed various levels of pipe degradation along the sewer line, with the worst conditions just downstream from SSMH 9368-09. Due to the age and condition of the pipe, rehabilitation of the pipe should be performed with local repairs at the void section.

In recent years, structural concerns have been identified along this sewer line. In June 2024, a sinkhole formed on Hesperian Boulevard along a downstream segment of 36-inch RCP sewer main near a manhole located approximately 2,700 feet south of the project site (in the southbound lanes of Hesperian Boulevard approximately 330 feet south of Skywest Drive). The failure was attributed to advanced deterioration and corrosion of the pipe, likely exacerbated by heavy external loading and cumulative construction-related impacts. The collapse allowed surrounding soil to migrate into the damaged pipe section, creating a cavity in the ground that ultimately resulted in a sinkhole. Emergency repairs were performed to mitigate public safety risks and restore sewer service.

The project site is located along the southbound lanes of Hesperian Boulevard beginning at the intersection of Hesperian Boulevard and West A Street. The approximate locations of the project site and the 2024 sinkhole are shown on the map below.



Figure 1 - Project Location and 2024 Sinkhole Location along Hesperian Boulevard
Base aerial imagery from Google Earth; annotations by City staff.

DISCUSSION

Proposed Project and Justification

To address the identified deficiencies, staff proposes rehabilitating approximately 700 linear feet of 33-inch RCP sewer main on Hesperian Boulevard using CIPP. This trenchless method installs liner within the existing pipe, creating a new pipe inside the old one. CIPP

will restore structural integrity, extend service life, and minimize surface disruption compared to traditional open-cut replacement.

A localized excavation will be required to repair the section of pipe with the visible void. Full bypass pumping of the sewer flows along the pipe segment will be required during CIPP installation and local repairs. Additional work will include pre-cleaning of sewer main, pre- and post-construction CCTV inspections, traffic control measures, and coordination with City field staff for inspection and oversight.

Evaluation of Alternatives

Several trenchless repair options were considered, including CIPP, High-Density Polyethylene (HDPE) sliplining, segmental sliplining, and spiral wound liners. Pipe bursting was not viable for the existing 33-inch RCP pipe. Among the options, CIPP was determined to be the more practical and cost-effective method, offering structural restoration with minimal roadway surface disruption and a short installation timeline. Other methods would require larger excavations, longer schedules, additional traffic control, or had limited City experience and contractor availability. CIPP has a proven track record in the City, having been successfully implemented on multiple projects over the past three decades. Discussions were held with qualified contractors, and a preliminary engineer's estimate was prepared to support budgeting and scheduling.

Recommendation

Based on the urgency of repair, structural needs, and desire to minimize disruption, staff recommends the CIPP lining as the preferred trenchless repair method.

CEQA Exemption

The project qualifies for a categorical exemption of environmental review under the California Environmental Quality Act (CEQA), pursuant to CEQA Guidelines Section 15301, Class 1, which covers repair and maintenance of existing infrastructure with negligible or no expansion of use.

ECONOMIC IMPACT

Proactive maintenance and repair of aging utilities infrastructure is essential to maintain service, protect public health, and avoid costly emergency repairs. Rehabilitating the 700-foot-long segment of 33-inch RCP sewer main on Hesperian Boulevard with trenchless CIPP technology addresses structural deficiencies before they escalate, reducing the risk of service interruptions, sinkholes, and damage to surrounding infrastructure. This approach represents a cost-effective investment in the long-term reliability and safety of the sewer system.

STRATEGIC ROADMAP

This agenda item supports the various goals of City Council's Strategic Roadmap. The Hesperian Sewer Rehabilitation project will increase the reliability of the City's sewer

collection system, while supporting the goals of City Council. Specifically, this item relates to the implementation of the following strategic objectives:

Invest in Infrastructure

- *Invest in City-owned facilities & property*
 - *Enhance local water supplies and wastewater systems*

PUBLIC CONTACT

The public will be informed about this project through standard City notification procedures, including coordination with nearby residents, businesses, and other stakeholders along Hesperian Boulevard. Notifications will provide details on the construction schedule, traffic control measures, and any temporary construction-related impacts. The project will not result in any disruption of sewer service to community residents or businesses.

Construction will require temporary lane closures within the southbound travel lanes of Hesperian Boulevard in the vicinity of the project limits. Lane closures will occur between 9:00 AM and 3:00 PM, to minimize impacts on commuter traffic. Skywest Drive provides a parallel local street route that reconnects with Hesperian Boulevard south of the project limits and can accommodate diverted traffic during construction. If necessary to accommodate construction activities, limited night work may be permitted in accordance with City requirements and the approved traffic control plan. All work will be performed under an approved work zone traffic control plan in coordination with Alameda County Public Works. Access to adjacent businesses and properties will be maintained throughout construction.

The project will require an encroachment permit from the County for traffic control, and appropriate approvals and coordination will be obtained prior to construction. The City will install signage in advance of construction and provide updates on the City website as appropriate. Contact information for City staff will be made available to address questions or concerns throughout the project duration.

NEXT STEPS

If City Council approves the project, staff will advertise the calling for public bidding and return to City Council for the award of the construction contract, after construction bids have been received and reviewed.

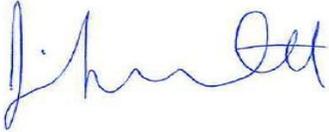
The following schedule has been developed for this project, contingent upon City Council approval.

Receive Bids	April 14, 2026
Award Construction Contract	May 2026
Notice to Proceed	June 2026
Construction Completion	September 2026

Prepared by: Steven Wolfe, Associate Civil Engineer
Zaheer Shaikh, Utilities Engineering Manager

Recommended by: Alex Ameri, Director of Public Works

Approved by:

A handwritten signature in blue ink, appearing to read "Jennifer Ott". The signature is fluid and cursive, with the first name "Jennifer" and the last name "Ott" clearly distinguishable.

Jennifer Ott, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 26-____

Introduced by Council Member _____

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

WHEREAS, the City owns and operates approximately 325 miles of sanitary sewer mains; and

WHEREAS, the City conducts ongoing sewer main cleaning and closed-circuit television (CCTV) inspections to identify structurally damaged sewer mains for repair or replacement; and

WHEREAS, CCTV inspections identified a section of sewer main on Hesperian Boulevard in need of rehabilitation including a section of pipe with a visible void; and

WHEREAS, approximately 700 linear feet of 33-inch diameter reinforced concrete pipe (RCP) sewer main on Hesperian Blvd will be rehabilitated with Cured-In-Place Pipe (CIPP) lining; and

WHEREAS, the Adopted FY 2026 Sewer Replacement Fund did not include a budget for this project; and

WHEREAS, the project is necessary to maintain service, protect public health, and prevent costly emergency repairs.

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Hayward that the plans and specifications for the Sewer Rehabilitation Project on Hesperian Blvd. at West A St., Project No. 07832, are hereby approved.

BE IF FURTHER RESOVLED that the City Council hereby approves the appropriation of \$1,350,000 from the Sewer Replacement Fund (Fund 611) for the Sewer Rehabilitation Project on Hesperian Blvd. at West A St., Project No. 07832 using available fund balance in the Sewer Replacement Fund.

BE IT FURTHER RESOLVED, that the City Clerk is hereby directed to cause a notice calling for bids for the required work and material to be made in the form and manner provided by law; and

BE IT FURTHER RESOLVED, that sealed bids will therefore be received by the City Clerk's office at City Hall, 777 B Street, Hayward, California 94541, up to the hour of 2:00 p.m. on Tuesday, April 14, 2026, and immediately thereafter publicly opened and declared by the City Clerk in the City Hall Rotunda, Hayward, California.

IN COUNCIL, HAYWARD, CALIFORNIA, _____, 2026

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: CONS 26-102

DATE: March 24, 2026

TO: Mayor and City Council

FROM: City Clerk

SUBJECT

Adopt a Resolution Accepting the Resignation of Commissioner Thomas Ford from the Clean and Green Commission, Effective Immediately

RECOMMENDATION

That the City Council adopts a resolution (Attachment II) accepting the resignation of Commissioner Thomas Ford from the Clean and Green Commission, effective immediately.

SUMMARY

Commissioner Thomas Ford was appointed to the Clean and Green Commission on September 2, 2025. Mr. Thomas Ford's resignation becomes effective immediately, according to his resignation letter (Attachment III).

Mr. Thomas Ford's vacated position will be considered as part of the annual appointment process for City appointed officials.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution
Attachment III	Resignation Letter



DATE: March 24, 2026
TO: Mayor and City Council
FROM: City Clerk
SUBJECT Adopt a Resolution Accepting the Resignation of Commissioner Thomas Ford from the Clean and Green Commission, Effective Immediately

RECOMMENDATION

That the City Council adopts a resolution (Attachment II) accepting the resignation of Commissioner Thomas Ford from the Clean and Green Commission, effective immediately.

FISCAL IMPACT

There is no fiscal impact associated with this action.

SUMMARY AND DISCUSSION

Commissioner Thomas Ford was appointed to the Clean and Green Commission on September 2, 2025. Mr. Thomas Ford's resignation becomes effective immediately, according to his resignation letter (Attachment III).

Mr. Thomas Ford's vacated position will be considered as part of the annual appointment process for City appointed officials.

STRATEGIC INITIATIVES

The agenda item is a routine operational item and does not relate to one of the Council's Strategic Initiatives.

Prepared and Recommended by: Miriam Lens, City Clerk

Approved by:

Jennifer Ott, City Manager

HAYWARD CITY COUNCIL

RESOLUTION No. 26-____

Introduced by Council Member _____

RESOLUTION ACCEPTING THE RESIGNATION OF THOMAS FORD FROM THE CLEAN AND GREEN COMMISSION

WHEREAS, Thomas Ford was appointed to the Clean and Green Commission on September 2, 2025; and

WHEREAS, Thomas Ford submitted a resignation letter on February 26, 2026.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that the City Council hereby accepts the resignation of Thomas Ford; and commends him for his civic service to the City.

IN COUNCIL, HAYWARD, CALIFORNIA, _____ 2026.

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward

From: Tom Ford
Sent: Thursday, February 26, 2026 6:41 AM
To: Melissa Milleman Colleen Kamai
Subject: Resignation-Clean and Green Commission

Dear Chair/Commission Members,

Please accept this message as my formal resignation from the City of Hayward Clean and Green Commission, effective immediately.

Due to my increasing work commitments, I have unfortunately missed several events and am unable to dedicate the time and attention the Commission's work deserves. At this time, I need to prioritize my professional responsibilities and family commitments.

I sincerely appreciate the opportunity to serve and contribute. I hope to have the chance to possibly participate again in the future when my schedule allows me to fully commit to the Commission's efforts.

Please let me know if there are any materials or items I need to return, and where and when would be most convenient to do so.

Thank you again for the opportunity.

Sincerely,

Tom Ford



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: CONS 26-104

DATE: March 24, 2026

TO: Mayor and City Council

FROM: City Clerk

SUBJECT

Adopt a Resolution Reducing the Frequency of City Council Meetings and Certain Council Standing Committees

RECOMMENDATION

That the City Council adopts a resolution (Attachment II): 1) reducing the frequency of regular City Council meetings from three meetings per month to two meetings per month, effective April 1, 2026; establishing that regular City Council meetings will occur on the first and third Tuesday of each month, January through December, except during the July City Council recess; 2) reducing the frequency of meetings for certain City Council Standing Committees, effective August 1, 2026, as follows: Council Economic Development Committee (CED) from monthly to quarterly meetings, Council Sustainability Committee (CSC) from quarterly to two meetings per year, and Council Public Safety Committee (CPSC) from bi-monthly to quarterly meetings; and 3) authorizing the City Clerk, in coordination with City departments responsible for committee administration and the City's website, to update all necessary City documents, including the Council Members' Handbook, to reflect the contents of the resolution.

SUMMARY

On February 28, 2026, during a Special City Council/Budget Work Session, the City Council accepted a recommendation to implement operational efficiency measures aimed at reducing administrative workload and supporting fiscal discipline. These measures included:

1. Reducing the frequency of regular City Council meetings from three meetings per month to two meetings per month; and
2. Reducing the frequency of meetings for certain City Council Standing Committees.

These recommendations were considered as part of broader discussions regarding cost-saving measures, staff capacity, and operational efficiencies during a period when the City is experiencing staffing reductions and focusing resources on priority programs.

The City Council is authorized to establish the time and place of its meetings pursuant to Article VI, Section 607 of the Hayward City Charter and Chapter 2, Article 1 of the Hayward Municipal Code, which provide that the City Council may set meeting schedules by resolution.

Additionally, Article VI, Section 600(a) of the Hayward City Charter authorizes the City Council to

File #: CONS 26-104

organize standing committees composed of Council Members to serve as fact-finding bodies on matters of policy and legislation.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution



DATE: March 24, 2026

TO: Mayor and City Council

FROM: City Clerk

SUBJECT Adopt a Resolution Reducing the Frequency of City Council Meetings and Certain Council Standing Committees

RECOMMENDATION

That Council adopts a resolution (Attachment II): 1) Reducing the frequency of regular City Council meetings from three meetings per month to two meetings per month, effective April 1, 2026; establishing that regular City Council meetings will occur on the first and third Tuesday of each month, January through December, except during the July City Council recess; 2) Reducing the frequency of meetings for certain City Council Standing Committees, effective August 1, 2026, as follows: Council Economic Development Committee (CEDC) from monthly to quarterly meetings, Council Sustainability Committee (CSC) from quarterly to two meetings per year, and Council Public Safety Committee (CPSC) from bi-monthly to quarterly meetings; and 3) Authorizing the City Clerk, in coordination with City departments responsible for committee administration and the City's website, to update all necessary City documents, including the Council Members' Handbook, to reflect the contents of the resolution.

FISCAL IMPACT

There is no fiscal impact associated with this action. However, reducing the number of meetings may result in incremental operational efficiencies and cost savings associated with staff time, meeting preparation, and facility usage.

BACKGROUND

On February 28, 2026, during a Special City Council/Budget Work Session¹, the City Council accepted a recommendation to implement operational efficiency measures aimed at reducing administrative workload and supporting fiscal discipline. These measures included:

1. Reducing the frequency of regular City Council meetings from three meetings per month to two meetings per month; and
2. Reducing the frequency of meetings for certain City Council Standing Committees.

¹ 2/28 City Council Meeting: [CITY OF HAYWARD - Meeting of City Council on 2/28/2026 at 9:00 AM](#)

These recommendations were considered as part of broader discussions regarding cost-saving measures, staff capacity, and operational efficiencies during a period when the City is experiencing staffing reductions and focusing resources on priority programs.

The City Council is authorized to establish the time and place of its meetings pursuant to Article VI, Section 607 of the Hayward City Charter ²and Chapter 2, Article 1 of the Hayward Municipal Code³, which provide that the City Council may set meeting schedules by resolution. Additionally, Article VI, Section 600(a) of the Hayward City Charter ⁴authorizes the City Council to organize standing committees composed of Council Members to serve as fact-finding bodies on matters of policy and legislation.

SUMMARY AND DISCUSSION

City Council Meeting Frequency

Currently, the City Council meets three times per month. After reviewing the meeting practices of other cities in Alameda County and evaluating operational needs, the City Council expressed interest in reducing the meeting schedule to two regular meetings per month.

Under the proposed schedule:

- Effective April 1, 2026, regular meetings will occur on the first and third Tuesday of each month.
- This schedule will apply January through December, except during the July Council recess.
- The fourth Tuesday of the month will remain available for:
 - Special City Council meetings
 - Closed session meetings
 - Council trainings or workshops

Reducing the number of regular meetings is expected to:

- Improve staff efficiency by consolidating agenda preparation and report development;
- Allow departments additional time to prepare thorough staff reports and recommendations; and
- Encourage more strategic scheduling and planning of Council business.

² City of Hayward Charter: [ARTICLE VI. - THE COUNCIL. | Charter | Hayward, CA | Municode Library](#)

³ Hayward Municipal Code: [ARTICLE 1 - CITY COUNCIL | Municipal Code | Hayward, CA | Municode Library](#)

⁴ Hayward City Charter: https://library.municode.com/ca/hayward/codes/charter?nodeId=CIHACH_ARTVITHCO_S600_COCO

Council Standing Committee Meeting Frequency

The City Council currently maintains several standing committees that meet periodically to review policy matters and provide recommendations to the full Council. To further improve operational efficiency, the proposed resolution modifies the frequency of meetings for the following committees as outlined below. These changes will become effective August 1, 2026.

Council Economic Development Committee

- Current schedule: Monthly, first Monday
- Proposed schedule: Quarterly

Council Sustainability Committee

- Current schedule: Quarterly (typically on the second Monday of March, June, September, and December.)
- Proposed schedule: Two meetings per year

Council Public Safety Committee

- Current schedule: Bi-monthly (January, March, May, July, September, November)
- Proposed schedule: Quarterly

The revised schedule will allow the committees to continue reviewing policy issues while aligning meeting frequency with current workload and staff capacity.

The City Clerk, Council Committee liaisons, and Maintenance Services – Facilities Division will coordinate scheduling to ensure meeting locations are available and to avoid scheduling conflicts.

Operational Considerations

These efficiency measures are intended to assist the City during a period when:

- The City is working to remain mindful of spending,
- Departments are operating with fewer employees, and
- Staff time must be prioritized to focus on critical services and strategic initiatives.

Reducing meeting frequency will help ensure City staff and City Council time is used effectively and that meetings are planned and conducted in a disciplined and efficient manner.

STRATEGIC ROADMAP

This agenda item supports the Strategic Priority of Improve Organizational Health, which focuses on ensuring the City maintains efficient operations, effective resource management, and a sustainable workforce. Improving the efficiency of Council and committee meeting schedules supports organizational effectiveness and helps align staff capacity with operational priorities.

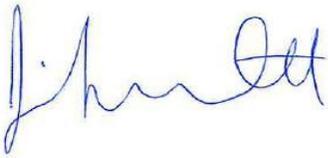
PUBLIC CONTACT

The proposed meeting schedule changes were discussed during the February 28, 2026 Special City Council/Budget Work Session, which was publicly noticed and open to the public.

Prepared and Recommended by:

Miriam Lens, City Clerk
Michael Lawson, City Attorney
Jennifer Ott, City Manager

Approved by:

A handwritten signature in blue ink, appearing to read "Jennifer Ott".

Jennifer Ott, City Manager

HAYWARD CITY COUNCIL

RESOLUTION No. 26-____

Introduced by Council Member _____

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

WHEREAS, Article VI, Section 607 of the City of Hayward Charter provides that the City Council, by ordinance or resolution, shall provide for the time and place of holding its meetings; and

WHEREAS, Chapter 2, Article 1 of the Hayward Municipal Code provides that the City Council, by resolution, shall provide for the time and place of holding its meetings; and

WHEREAS, Article VI, Section 600(a) of the City of Hayward Charter authorizes the City Council to organize among its members standing committees acting as fact-finding committees for the purpose of considering information on proposed legislation or matters of policy; and

WHEREAS, on February 28, 2026, the City Council held a Special City Council/Budget Work Session and accepted a recommendation to implement operational efficiency measures including reducing the frequency of City Council meetings and certain City Council Standing Committee meetings; and

WHEREAS, these efficiency measures are intended to support fiscal discipline, allow staff to focus resources on priority services and initiatives, and improve the efficiency and planning of City Council and committee meetings; and

WHEREAS, most cities in Alameda County conduct City Council meetings twice per month, and adopting a similar schedule will help align the City of Hayward with regional practices.

\

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward as follows:

Section 1. City Council Meeting Schedule

The City Council hereby establishes that regular City Council meetings shall be held two times per month, occurring on the first and third Tuesday of each month, January through December, except during the July City Council recess.

Section 2. Fourth Tuesday Availability

The fourth Tuesday of the month may be utilized, as needed, for special City Council meetings, closed session meetings, or City Council trainings.

Section 3. Effective Date for City Council Meeting Schedule

The change to the City Council meeting frequency established in this resolution shall become operative April 1, 2026.

Section 4. City Council Standing Committee Meeting Frequency

The frequency of the following City Council Standing Committees is hereby modified as follows:

Council Economic Development Committee (CED)

The CED shall meet quarterly, replacing the current monthly meeting schedule.

Council Sustainability Committee (CSC)

The CIAC shall meet two times per year, replacing the current bi-monthly meeting schedule.

Council Public Safety Committee (CPSC)

The CPSC shall meet quarterly, replacing the current quarterly meeting schedule.

Section 5. Effective Date for Committee Schedule

The change in frequency for the City Council Standing Committees described in this resolution shall become operative August 1, 2026.

Section 6. Coordination of Committee Scheduling

The City Clerk, in coordination with Council Standing Committee liaisons and the Maintenance Services Department – Facilities Division, shall coordinate committee meeting schedules and locations to avoid conflicts and ensure meeting space availability, and post the information on the City’s website.

\

Section 7. Administrative Updates

The City Clerk is authorized and directed to update all necessary City documents and public information materials, in partnership with City staff responsible for committee administration and the City’s website, including the Council Members’ Handbook, to reflect the meeting schedule established by this resolution.

IN COUNCIL, HAYWARD, CALIFORNIA, _____ 2026.

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
 MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
 City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward

\



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: CONS 26-110

DATE: March 24, 2026

TO: Mayor and City Council

FROM: Director of Human Resources

SUBJECT

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

RECOMMENDATION

That the City Council adopts Resolutions (Attachments II and III) approving a Side Letter of Agreement amending the Memorandum of Understanding (MOU) between the City of Hayward and the Hayward Fire Chiefs Association (HFCA), authorizing staff to execute the agreement; and approving a resolution confirming and agreeing to Government Code 20516 CalPERS Cost Share for the Unrepresented Safety Executive Group that includes the Police Chief and Fire Chief. These agreements are intended to correct existing contract language for compliance with the California Public Employee Retirement System (CalPERS) Gov. Code section 20516 (Employees Sharing Additional Cost).

SUMMARY

As a result of recent review of the MOU between the City and the HFCA for the contract term beginning July 1, 2024, through June 30, 2029, a discrepancy was discovered that requires changes to the contract language for compliance with the CalPERS Gov. Code section 20516 (Employees Sharing Additional Cost). The amendments to the HFCA contract and separate adoption of the resolution for the Unrepresented Safety Executive Group that includes the Police Chief and Fire Chief who are covered under the City of Hayward Salary and Benefits Resolution for Unrepresented Employees will bring the groups and the contract between the City and CalPERS into compliance with the Employer - Employee cost share requirements.

ATTACHMENTS

Attachment I Staff Report

File #: CONS 26-110

Attachment II	Resolution - Unrepresented Safety Executives
Attachment III	Resolution - HFCA Side Letter of Agreement



DATE: March 24, 2026

TO: Mayor and City Council

FROM: Director of Human Resources

SUBJECT: 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

RECOMMENDATION

That the City Council adopts Resolutions (Attachments II and III) approving a Side Letter of Agreement amending the Memorandum of Understanding (MOU) between the City of Hayward and the Hayward Fire Chiefs Association (HFCA), authorizing staff to execute the agreement; and approving a resolution confirming and agreeing to Government Code 20516 CalPERS Cost Share for the Unrepresented Safety Executive Group that includes the Police Chief and Fire Chief. These agreements are intended to correct existing contract language for compliance with the California Public Employee Retirement System (CalPERS) Gov. Code section 20516 (Employees Sharing Additional Cost).

BACKGROUND AND SUMMARY

As a result of recent review of the MOU between the City and the HFCA for the contract term beginning July 1, 2024, through June 30, 2029, a discrepancy was discovered that requires changes to the contract language for compliance with the CalPERS Gov. Code section 20516 (Employees Sharing Additional Cost). The amendments to the HFCA contract and separate adoption of the resolution for the Unrepresented Safety Executive Group that includes the Police Chief and Fire Chief who are covered under the City of Hayward Salary and Benefits Resolution for Unrepresented Employees will bring the groups and the contract between the City and CalPERS into compliance with the Employer – Employee cost share requirements.

FISCAL IMPACT

There is no fiscal impact associated with this report. Additionally, this item is cost neutral as the amendments to the HFCA MOU, Section 6.13 Payment of Employers’ PERS Contributions

and the Resolution for the Unrepresented Safety Executive Group that includes the Police Chief and Fire Chief resolve a reporting compliance matter.

DISCUSSION

The City has met and conferred in good faith with the members of the HFCA; and discussed with the Unrepresented Safety Executive Group that includes the Chief of Police and Fire Chief. The groups and the City have agreed to corrections to existing contract language compliant with CalPERS. These changes reflect the intention of pensionable contributions and have no additional fiscal impact to the City.

STRATEGIC INITIATIVES

This agenda item is a routine operational item and does not relate to one of the Council’s Strategic Initiatives.

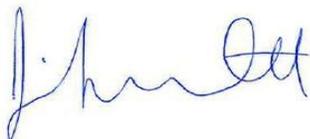
NEXT STEPS

Staff will finalize the side letter agreement and obtain necessary review by the City Attorney and approval by the City Manager to execute them. The Human Resources Department will work with the Finance Department to implement these changes.

Prepared by: Marisa Guerrero, Human Resources Manager

Recommended by: Ian Tecson, Director of Human Resources

Approved by:



Jennifer Ott, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 26-____

Introduced by Council Member _____

RESOLUTION AGREEING TO GOVERNMENT CODE 20516 CALPERS COST
SHARE FOR THE UNPRESENTED SAFETY EXECUTIVE GROUP

WHEREAS, the Unrepresented Safety Executive Group of the City of Hayward are not covered by a Memorandum of Understanding; and

WHEREAS, CalPERS requires that the City of Hayward adopt a resolution that specifically identifies the following information for unrepresented employees in order to amend the contract with CalPERS to include cost share for the Unrepresented Safety Executives who are Safety PERS Classic members: Unrepresented Safety Executives shall pay an additional 6% towards the employer rate per GC 20516 with the effective date according to the agreement or as administratively possible by CalPERS, and

WHEREAS, this resolution is an agreement between the City of Hayward and its Unpresented Safety Executive employees to include cost share pursuant to GC 20516.

NOW, THEREFORE, BE IT RESOLVED, that the City Council approves this Resolution to amend the existing contract between the City of Hayward and CalPERS under Government Code 20516.

IN COUNCIL, HAYWARD, CALIFORNIA, _____, 2026

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
 MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
 City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward

HAYWARD CITY COUNCIL

RESOLUTION NO. 26-____

Introduced by Council Member _____

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.

WHEREAS, the parties agree to amend the HFCA, MOU contract language for compliance with the CalPERS Gov. Code section 20516 (Employees Sharing Additional Cost).

WHEREAS, the Unrepresented Safety Executive Group that includes the Police Chief and Fire Chief who are covered under the City of Hayward Salary and Benefits Resolution for Unrepresented Employees agree via a resolution to comply with the CalPERS Gov. Code section 20516 (Employees Sharing Additional Cost).

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that the City Manager is hereby authorized and directed to execute, on behalf of the City of Hayward, amendment to the Memoranda of Understanding for HFCA, Section 6.13 Payment of Employers' PERS Contributions through the related side letter of agreement, and agree to enter into a resolution with the Unrepresented Safety Executive Group that includes the Police Chief and Fire Chief to comply with the CalPERS Gov. Code section 20516 (Employees Sharing Additional Cost), as soon as administratively possible, and authorizes staff to execute said agreements, a copy of which will be on file in the Office of the City Clerk.

IN COUNCIL, HAYWARD, CALIFORNIA, _____, 2026

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
 MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
 City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward



File #: WS 26-009

DATE: March 24, 2026

TO: Mayor and City Council

FROM: Director of Public Works

SUBJECT

Work Session: Traffic Safety Initiatives and Response

RECOMMENDATION

That the City Council receives the traffic safety recommendations, and provides feedback and direction on implementation.

SUMMARY

In response to the three recent pedestrian fatalities that occurred on the City's High Injury Network (HIN) in the month of February, Staff recommends the following short-term actions to be taken to enhance safety on the HIN:

Immediate Action at High Injury Network Intersections

Deploy quick-build design and implementations at the top ten HIN intersections rated by crash severity. Evaluate "No Right Turn on Red" restrictions and Leading Pedestrian Interval signal timing for crosswalks. Leading Pedestrian Intervals increase pedestrian safety by having crosswalk walk signals activate before concurrent green signals for traffic. This allows pedestrians to establish themselves and take space in the crosswalk before vehicular traffic can do so, leading to increased visibility and reduced pedestrian and vehicle conflicts.

Create a Vision Zero Crash Response Program

Public Works Transportation Division and Police Department staff will be assigned to the Vision Zero Crash Response Program (VZCRP) and will be tasked with responding to fatal and severe injury collisions by taking the following steps after a serious or fatal collision has occurred: (1) Review the results of the police investigation, (2) Perform a field visit of the collision, (3) Make recommendations on potential quick-build fixes, and (4) Publish data and results, as appropriate. Develop a Vision Zero website that will have Vision Zero statistics and resources publicly available.

Raise Awareness of Street Safety Practices

The Police Department in coordination with Youth & Family Services Bureau (YFSB) and the Case

Management & Mental Health Linkages Team (LINK) will collaborate with a network of community agencies and service providers that support vulnerable populations. Through partnership with these providers, the Police Department can deliver targeted pedestrian safety education directly to individuals most at risk. Police personnel, in coordination with LINK, will conduct periodic pedestrian safety briefings and educational outreach at shelters, transitional housing programs, and community resource centers. Community engagement and education regarding traffic and pedestrian safety will also take place in the form of local community meetings and youth program interaction.

Deploy Focused Traffic Enforcement

The Police Department will implement a focused, data-driven enforcement initiative to improve pedestrian safety within identified High-Injury Network corridors. Enforcement resources will be strategically deployed in designated HIN corridors during peak collision periods within an operational period of three months, starting in March and ending in June. Enforcement methods will include high-visibility patrol, radar/LIDAR speed enforcement, motorcycle deployments, and periodic decoy pedestrian operations, while metrics will be utilized to measure progress throughout the initiative to determine if the objectives of improving traffic and pedestrian safety, and reducing collisions are effective. A report to Council will be submitted to highlight progress and adjust where needed.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	High Injury Network
Attachment III	Transportation Division Project List
Attachment IV	Tennyson Rd & Baldwin St Quick-Build
Attachment V	Traffic Safety Presentation



DATE: March 24, 2026
TO: Mayor and City Council
FROM: Director of Public Works
SUBJECT: Work Session: Traffic Safety Initiatives and Response

RECOMMENDATION

That the City Council receives the traffic safety recommendations, provides feedback, and approves for implementation.

SUMMARY

In response to the three recent pedestrian fatalities that occurred on the City’s High Injury Network (HIN) in the month of February, Staff recommends the following short-term actions to be taken to enhance safety on the HIN:

Immediate Action at High Injury Network Intersections

Deploy quick-build design and implementations at the top ten HIN intersections rated by crash severity. Evaluate “No Right Turn on Red” restrictions and Leading Pedestrian Interval signal timing for crosswalks. Leading Pedestrian Intervals increase pedestrian safety by having crosswalk walk signals activate before concurrent green signals for traffic. This allows pedestrians to establish themselves and take space in the crosswalk before vehicular traffic can do so, leading to increased visibility and reduced pedestrian and vehicle conflicts.

Create a Vision Zero Crash Response Program

Public Works Transportation Division and Police Department staff will be assigned to the Vision Zero Crash Response Program (VZCRP) and will be tasked with responding to fatal and severe injury collisions by taking the following steps after a serious or fatal collision has occurred: (1) Review the results of the police investigation, (2) Perform a field visit of the collision, (3) Make recommendations on potential quick-build fixes, and (4) Publish data and results, as appropriate. Develop a Vision Zero website that will have Vision Zero statistics and resources publicly available.

Raise Awareness of Street Safety Practices

The Police Department in coordination with Youth & Family Services Bureau (YFSB) and the Case Management & Mental Health Linkages Team (LINK) will collaborate with a

network of community agencies and service providers that support vulnerable populations. Through partnership with these providers, the Police Department can deliver targeted pedestrian safety education directly to individuals most at risk. Police personnel, in coordination with LINK, will conduct periodic pedestrian safety briefings and educational outreach at shelters, transitional housing programs, and community resource centers. Community engagement and education regarding traffic and pedestrian safety will also take place in the form of local community meetings and youth program interaction.

Deploy Focused Traffic Enforcement

The Police Department will implement a focused, data-driven enforcement initiative to improve pedestrian safety within identified High-Injury Network corridors. Enforcement resources will be strategically deployed in designated HIN corridors during peak collision periods within an operational period of three months, starting in March and ending in June. Enforcement methods will include high-visibility patrol, radar/LIDAR speed enforcement, motorcycle deployments, and periodic decoy pedestrian operations, while metrics will be utilized to measure progress throughout the initiative to determine if the objectives of improving traffic and pedestrian safety, and reducing collisions are effective. A report to Council will be submitted to highlight progress and adjust where needed.

FISCAL IMPACT

This item does not impact the General Fund or Measure C.

Staff time and resources to implement the recommendations are expected to be funded from existing adopted CIP projects that are funded by transportation-specific funding, such as Gas Tax, Measure B, and Measure BB funds.

BACKGROUND

The City Council adopted the Local Road Safety Plan (LRSP) on June 27, 2023¹, which assesses and identifies locations and strategies to improve road safety throughout the City. Along with identifying the City's HIN, the LRSP recommends a set of strategies and countermeasures to address and prevent severe injury and fatal collisions. Through the same action, City Council also adopted Vision Zero, which established the goal to eliminate fatalities and severe injuries on the City's roadways by 2050.

The HIN was identified through the development of the LRSP. The LRSP used collision data recorded from Hayward's intersections and roadways from 2017-2021. Intersection and roadway segments were rated by their crash severity, a metric that was developed to align with the state Highway Safety Improvement Program. Tier 1 locations are considered the most severe and make up 6 centerline miles and represent 2% of the City's total roadway network but accounts for 25% of fatal and severe injury crashes. Tier 2 locations were also considered severe, but less than Tier 1 locations. Tier 2 locations make up 41 centerline miles and account for 16% of the total network and 50% of fatal and severe injury crashes.

¹ <https://hayward.legistar.com/LegislationDetail.aspx?ID=6271751&GUID=D83F21F7-16CB-46E5-A249-672EAD37C991&Options=&Search=>

Together, the HIN identifies less than 20% of the City’s roadway network where 75% of Hayward’s fatal and severe injury collisions from 2017 to 2021. A detailed HIN map along with a list of HIN intersections and roadways is provided in Attachment II.

During the month of February 2026, three separate traffic-related pedestrian fatalities occurred in the City. The first fatality occurred on February 7, when a woman was struck on Foothill Boulevard. The second fatality occurred on February 14 at the intersection of Tennyson Road and Baldwin Street, where a woman and child were struck crossing the crosswalk at that intersection. The woman did not survive her injuries. The third fatality occurred on February 17, when a woman was struck crossing the crosswalk at the intersection of Mission Boulevard and Foothill Boulevard. She was crossing against the “upraised hand” walk signal. The combination of these three collisions resulted in three pedestrian fatalities occurring in less than two weeks.

DISCUSSION

The City’s Transportation Division is a division within the Public Works Department and is tasked with leading the implementation of Vision Zero. Transportation Division staff manage a variety of short, medium, and long-term projects, shown in Attachment III. In addition, staff are responsible for non-project tasks such as responding to resident requests and troubleshooting traffic operations and maintenance issues. The number of these requests have significantly increased over the years. Table 1 shows that in the past three years, resident complaints through the City’s Access Hayward platform have steadily increased while Transportation staff response by creating work orders increased at a higher rate.

Table 1

Calendar Year	2023	2024	2025
Transportation Access Hayward Requests	704	812	821
Transportation Work Orders Created	43	31	96

Most Access Hayward requests do not require a work order to be created. Work orders are created by Transportation staff when action is required by another department. Many Access Hayward requests can be resolved or responded to without a work order. The sharp increase in work orders is shown in Table 1 to show the increased staff effort and attention given to short-term non-project requests. Given the high workload and capacity restraints of both the Transportation Division and Police Department, staff are proposing the following feasible recommendations to increase safety on the HIN in the short-term.

Immediate Action at High Injury Network Intersections

Quick-build projects are a type of transportation project that aims to achieve fast implementation of transportation infrastructure in response to pressing needs. These projects achieve this primarily using materials and infrastructure like paint, delineators, and signs. It is also achieved by fast progression or skipping of traditional project phases

like planning, outreach, and detailed design. The items and materials used in quick-build projects are often adjustable, reversible, and less costly than other types of improvements that are permanent and more durable. Because of this, quick-build projects can often take the form of pilot projects, where flexibility and the option of reversing the changes are possible. The City has completed a number of quick-build projects in recent years. This includes the Campus Drive Traffic Calming Project, the Orchard Avenue Traffic Calming Pilot Project, and the Mission Boulevard Parking Pilot Project.

Although there are medium and long-term plans and projects for many HIN roadways and intersections already underway, staff recognize the need for quicker safety enhancements to be implemented. In response to this need, staff has selected ten HIN intersections with the highest crash severity scores to propose quick-build solutions. These quick-build solutions would be designed and implemented in the short-term (within a year). The ten intersections are listed in order of priority:

1. Tennyson Road & Baldwin Street*
2. Foothill Boulevard/Mission Boulevard & Jackson Street
3. Tennyson Road & Calaroga Avenue
4. A Street & Victory Drive
5. Huntwood Avenue & Montana Way*
6. Hesperian Boulevard & Sleepy Hollow Avenue
7. Hesperian Boulevard & Turner Court
8. A Street and Foothill Boulevard
9. Tennyson Road and Huntwood Avenue
10. Industrial Parkway and Ruus Road

**Non-signalized intersection*

Of the ten intersections identified, two do not have traffic signal control. A quick-build design was completed and implemented on March 3 for the intersection of Tennyson Road & Baldwin Street, and serves as an example of a quick-build implementation at the intersection level. The design is provided in Attachment IV. If City Council concurs with this recommendation, the Transportation Division will start the design and implementation of the remaining nine intersections.

In addition to specific quick-build designs for each of the intersections listed, staff will work on these additional short-term projects to enhance safety and awareness, where feasible:

- Evaluation and implementation of “No Right Turn on Red” at HIN intersections
- Evaluation and implementation of Leading Pedestrian Intervals at HIN intersections
- Creation of a Vision Zero website, where information and statistics relating to the City’s Vision Zero goals and policies can be accessed by the public

Vision Zero Crash Response Program

The Public Works Transportation Division and Police Department staff will form a Vision Zero Crash Response Program. It is important that the cause and circumstances of a serious or fatal collision are understood and action is taken in order to prevent or reduce similar collisions from occurring in the future. Staff assigned to the this team will be tasked with responding to fatal and severe injury collisions by taking these steps after a serious or fatal collision has occurred: (1) Review the results of the police investigation, (2) Perform a field visit of the collision, (3) Make recommendations on potential quick-build fixes, and (4) Public data and results, as appropriate.

Quick-build fixes recommended through this process can be added to the list of quick-build fixes that have already been started.

Raise Awareness of Street Safety Practices

To further enhance pedestrian safety within identified HIN corridors, the Police Department in coordination with YFSB and LINK will collaborate with our network of community agencies and service providers that support vulnerable populations. Organizations include:

- BACS (Hedco/ St. Regis)
- ABODE (Outreach Teams)
- Tiburcio Vasquez Clinic (Street Outreach Team)
- South Hayward Parish
- Community Services for Independent Living (CRIL)
- Salvation Army
- South County Homeless Shelter
- Goldies Home- Nina Christian

Through partnership with these providers, the Police Department can deliver targeted pedestrian safety education directly to individuals most at risk. These partnerships allow safety messaging to be shared in trusted environments where service providers already maintain established relationships with their clients.

Police personnel, in coordination with LINK, will conduct periodic pedestrian safety briefings and educational outreach at shelters, transitional housing programs, and community resource centers. Key topics will include safe crosswalk usage, recognizing pedestrian signals, nighttime visibility, and strategies to safely navigate high-traffic corridors. Outreach teams and case managers can reinforce safety messaging during routine client engagement.

Furthermore, community engagement and education regarding traffic and pedestrian safety will also take place in the form of local community meetings and youth program interaction.

Deploy Focused Traffic Enforcement

To address requests for increased enforcement the Police Department will implement a focused, data-driven enforcement initiative to improve pedestrian safety within identified High-Injury Network corridors. This effort combines targeted enforcement, interdepartmental collaboration, and public outreach to reduce pedestrian-related collisions and increase driver compliance with traffic laws.

Enforcement resources will be strategically deployed in designated HIN corridors during peak collision periods within an operational period of three months, starting in March and ending in June. Patrols will conduct three targeted enforcement operations per week within HIN corridors focusing on the primary causes of pedestrian-involved collisions:

- Speeding
- Failure to yield to pedestrians in crosswalks
- Red-light violations
- Distracted driving
- Unsafe pedestrian crossings

Enforcement methods will include high-visibility patrol, radar/LIDAR speed enforcement, motorcycle deployments, and periodic decoy pedestrian operations. The expected outcomes of these operations will be improved driver compliance, increased pedestrian safety awareness, and a measurable reduction in pedestrian-involved collisions at HIN locations.

Metrics will be utilized to measure progress throughout the initiative to determine if the objectives of improving traffic and pedestrian safety, and reducing collisions are effective. A midterm report to council will be submitted to highlight progress and adjust where needed.

ECONOMIC IMPACT

The recommendations proposed when implemented will help reduce the likelihood of serious injuries and fatalities at High Injury Network locations throughout the City. Traffic-related injuries, fatalities, and collisions have a significant economic cost, both to those directly impacted and to other users of the transportation system. By helping to prevent these impacts, the recommendations will have a significant economic benefit for Hayward residents, businesses, and visitors.

STRATEGIC ROADMAP

This agenda item supports the Strategic Priority to Enhance Community Safety & Quality of Life and the Strategic Priority to Invest in Infrastructure. This item is not specifically related to a project identified in the Strategic Roadmap. Staff is bringing forward this new item to advance implementation of the Council adopted Local Road Safety Plan.

SUSTAINABILITY FEATURES

This agenda item will support and enhance pedestrian and bicyclist safety, which will encourage use of sustainable transportation modes throughout the City.

PUBLIC CONTACT

This City Council Traffic Safety Work Session was mentioned at community workshops for the Safe Streets Hayward project on March 2nd, 2026 at Eden Youth & Family Center and on March 10th, 2026 at the Hayward Public Library.

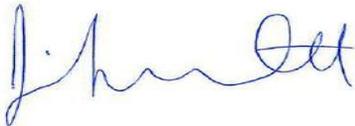
NEXT STEPS

If City Council concurs with the recommendations, staff will work on immediate implementation. The Police Department will provide a report on its focused traffic enforcement and the Transportation Division will provide a report within a year of the progress made on the proposed short-term and quick-build implementations.

Prepared by: Byron Tang, Principal Transportation Engineer
Ryan Sill, Lieutenant, Police Department

Recommended by: Alex Ameri, Director of Public Works

Approved by:



Jennifer Ott, City Manager

Figure 6. High Injury Network

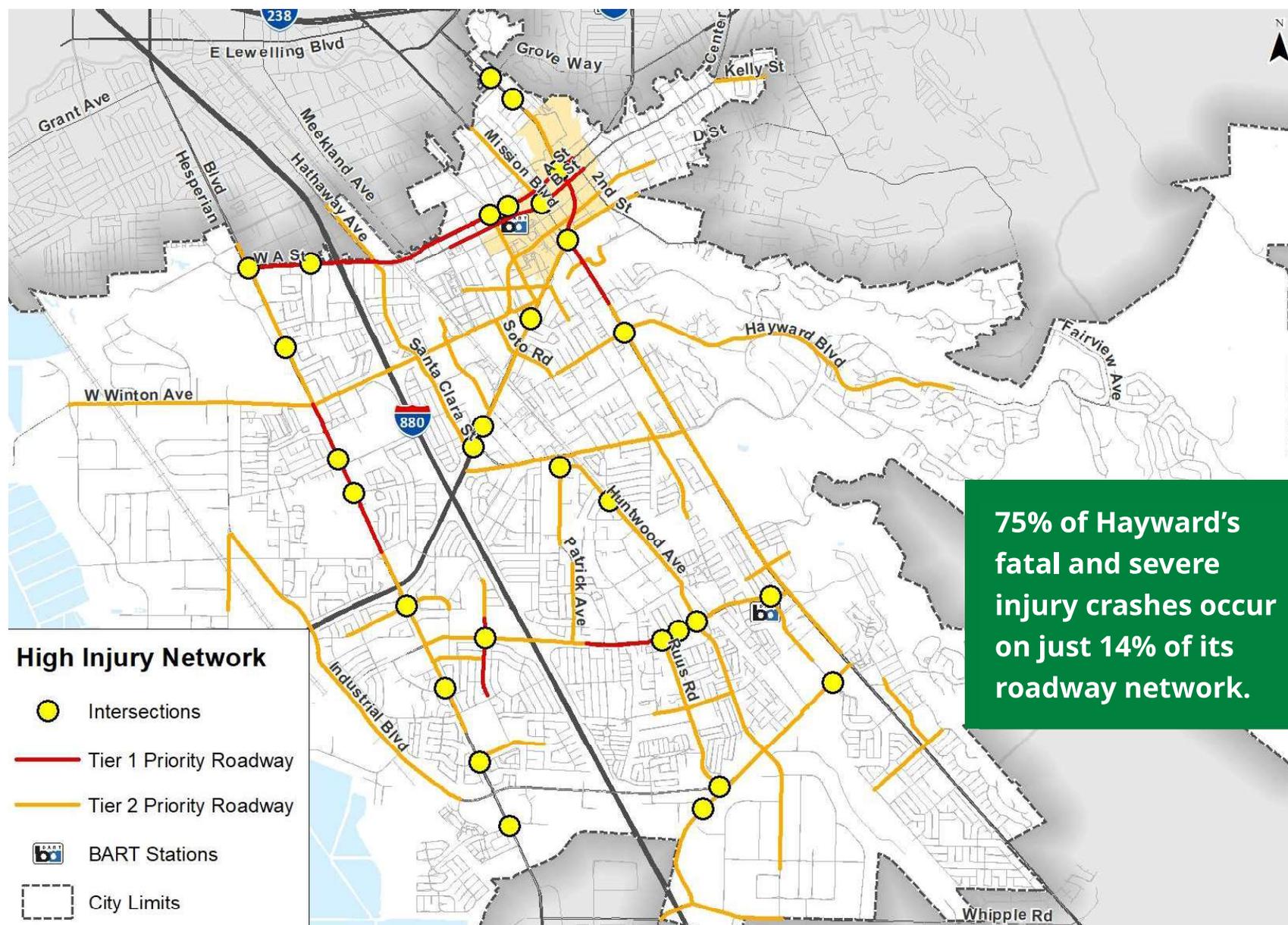


Table 4. High Injury Network Intersections

RANK	LOCATION	LOCATION TYPE	CRASH SEVERITY SCORE	TOTAL NUMBER OF CRASHES	FATAL/SEVERE INJURY CRASHES
1	Tennyson Rd & Baldwin St	Unsignalized	119.2	7	3
2	Foothill Blvd/ Mission Blvd & Jackson St	Signalized	110.5	27	4
3	Tennyson Rd & Calaroga Ave	Signalized	90.0	18	3
4	A St & Victory Dr	Signalized	79.9	8	3
5	Huntwood Ave & Montana Way	Unsignalized	77.5	3	2
6	Hesperian Blvd & Sleepy Hollow Ave	Signalized	77.3	10	3
7	Hesperian Blvd & Turner Ct	Signalized	75.0	8	3
8	A St & Foothill Blvd	Signalized	70.0	27	2
9	Tennyson Rd & Huntwood Ave	Signalized	64.0	23	2
10	Industrial Pkwy & Ruus Rd	Signalized	63.9	16	2
11	A St & Western Blvd	Signalized	62.9	17	2
12	Mission Blvd & Orchard Ave/ Carlos Bee Blvd	Signalized	62.9	22	2
13	CA-185 & B St	Signalized	59.7	16	2
14	Industrial Pkwy & Arrowhead Way/ Dixon St	Signalized	57.5	15	2
15	A St & Montgomery St	Signalized	57.3	9	2
16	Tennyson Rd & 12 St/Dixon St	Signalized	56.0	12	2
17	A St & Hesperian Blvd	Signalized	55.0	9	2

RANK	LOCATION	LOCATION TYPE	CRASH SEVERITY SCORE	TOTAL NUMBER OF CRASHES	FATAL/SEVERE INJURY CRASHES
18	Hesperian Blvd & Longwood Ave/ Skywest Dr	Signalized	53.2	8	2
19	Hesperian Blvd & Tripaldi Way/ Eden Shores Blvd	Signalized	50.8	6	2
20	Tennyson Rd & Ruus Rd	Signalized	50.6	15	2
21	Foothill Blvd & Grove Way	Signalized	50.2	32	1
22	Hesperian Blvd & West St	Signalized	49.4	4	2
23	Jackson St & Tarman Ave	Unsignalized	49.3	12	1
24	Hesperian Blvd & Tahoe Ave	Unsignalized	48.9	10	1
25	Jackson St & Alice St	Unsignalized	48.8	10	1
26	Gading Rd & Huntwood Way	Unsignalized	48.1	11	1
27	Santa Clara St & Jackson St	Signalized	47.5	29	1
28	Foothill Blvd & Kimball Ave	Unsignalized	46.6	8	1
29	Industrial Pkwy & Addison Way	Unsignalized	46.0	6	1
30	Hesperian Blvd & Oliver Dr	Unsignalized	44.6	8	1

Table 5: Priority Roadway Segments

RANK	LOCATION	LOCATION TYPE	SEGMENT LENGTH (MILES)	MAXIMUM 0.5-MILE CRASH SEVERITY SCORE	ASSOCIATED NUMBER OF TOTAL CRASHES	ASSOCIATED NUMBER OF FATAL AND SEVERE INJURY CRASHES
Tier 1						
1	Foothill Blvd, from A St to D St	Arterial	0.5	253.48	78	6
2	Hesperian Blvd, from Winton Ave to Cathy Way	Arterial	0.75	210.09	20	6
3	A St, from 2nd St to Hesperian Blvd	Arterial	2.55	177.78	18	5
4	Tennyson Rd, from Pompano Ave to Ruus Rd	Arterial	0.5	133.73	51	3
5	B St, from 2nd St to Filbert St	Arterial	1.0	123.99	38	3
6	Mission Blvd, from D St to Palisade St	Arterial	0.5	121.9	47	3
7	Calaroga Ave, from Ashbury Ln to Panama St	Collector	0.5	117.61	20	3
Tier 2						
8	Industrial Pkwy, from Whipple Rd to Mission Blvd	Arterial	2.02	114.37	20	3
9	Tennyson Rd, from Hesperian Blvd to Mission Blvd	Arterial	2.45	112.07	28	3
10	Hesperian Blvd, from Golf Course Rd to Southland Dr; from Cathy Way to Arf Ave	Arterial	2.75	110.77	21	3
11	Foothill Blvd, from Hazel Ave to A St	Arterial	0.43	102.81	55	2

RANK	LOCATION	LOCATION TYPE	SEGMENT LENGTH (MILES)	MAXIMUM 0.5-MILE CRASH SEVERITY SCORE	ASSOCIATED NUMBER OF TOTAL CRASHES	ASSOCIATED NUMBER OF FATAL AND SEVERE INJURY CRASHES
12	Sleepy Hollow Ave, from Jamaica Ln to Boca Raton St	Collector	0.75	102.34	9	3
13	Winton Ave, from Cabot Blvd to Soto Rd	Arterial	3.18	101.94	46	2
14	D St, from Meek Ave to 6th St	Arterial	1.48	96.41	48	2
15	Grand St, from A St to Meek Ave	Collector	0.62	95.56	35	2
16	B St, from Myrtle St to 2nd St	Arterial	1.00	92.58	40	2
17	Huntwood Ave, from Huntwood Way to Celia St; from Folsom Ave to Zephyr Ave	Arterial	2.75	90.55	28	2
18	Mission Blvd, from Grove Way to A St; from Palisade St to Industrial Pkwy	Arterial	3.37	88.34	29	2
19	Harder Rd, from Jackson St to Mission Blvd	Arterial	1.18	83.85	26	2
20	Orchard Ave, from Soto Rd to Mission Blvd	Arterial	0.50	80.46	29	2
21	Calaroga Ave, from Sunny Ln to Ashbury Ln	Collector	0.26	80.19	17	2
22	Clawiter Rd, from Industrial Blvd to Enterprise Ave	Collector	0.5	78.59	15	2
23	Whipple Rd, from Dyer St to Amaral St	Arterial	0.81	77.91	26	2
24	E St, from Main St to East Ave	Collector	0.45	67.27	8	2

RANK	LOCATION	LOCATION TYPE	SEGMENT LENGTH (MILES)	MAXIMUM 0.5-MILE CRASH SEVERITY SCORE	ASSOCIATED NUMBER OF TOTAL CRASHES	ASSOCIATED NUMBER OF FATAL AND SEVERE INJURY CRASHES
25	Vanderbilt St, from Garin Ave to Fairway St	Collector	0.50	66.47	4	2
26	Hayward Blvd, from Call Ave to Farm Hill Dr	Arterial	1.69	66.47	4	2
27	Jackson St, from Santa Clara St to Mission Blvd	Arterial	1.48	62.62	40	1
28	Gading Rd, from W Harder Rd to Schafer Rd	Arterial	0.58	58.07	27	1
29	Santa Clara St, from A St to Jackson Ave	Arterial	1.41	55.20	27	1
30	Ruus Rd, from W Tennyson Rd to Industrial Pkwy W	Collector	1.03	54.91	20	1
31	Patrick Ave, from St Bede Ln to W Tennyson Rd	Arterial	0.50	51.43	23	1
32	Whitman St, from Cody Rd to Peyton Dr	Collector	0.75	50.66	15	1
33	Fletcher Ln, from Fletcher Towers to Walpert St	Local	0.40	49.21	17	1
34	Meek Ave, from Filbert St to Jackson Ave	Local	0.53	49.12	17	1
35	Hathaway Ave, from Blossom Way to W A St	Arterial	0.47	47.45	23	1
36	Soto Rd, from Winton Ave to Orchard Ave	Arterial	0.54	47.45	23	1
37	Carlos Bee Blvd, from Mission Blvd to Hayward Blvd	Arterial	0.64	46.85	20	1
38	Dixon St, from Tennyson Rd to Sohay Loop	Collector	0.50	46.25	17	1
39	Industrial Blvd, from Clawiter Rd to Marina Dr	Arterial	2.29	46.18	13	1

RANK	LOCATION	LOCATION TYPE	SEGMENT LENGTH (MILES)	MAXIMUM 0.5-MILE CRASH SEVERITY SCORE	ASSOCIATED NUMBER OF TOTAL CRASHES	ASSOCIATED NUMBER OF FATAL AND SEVERE INJURY CRASHES
40	Fairway St, from Carroll Ave to Treeview St	Collector	0.58	45.86	16	1
41	Kelly St, from B Street to Mansfield Way	Arterial	0.32	44.11	17	1
42	Amador St, from Amador Village Court to Jackson St	Arterial	0.69	44.11	17	1
43	Silva Ave, from Meek Ave to Leighton St	Collector	0.26	42.81	10	1
44	Huntwood Way, from Gading Rd to Huntwood Ave	Arterial	0.14	42.39	13	1
45	Hancock St, from E 10th St to E 16th St	Local	0.32	40.86	10	1
46	Bolero Ave, from Hesperian Blvd to Calaroga Ave	Collector	0.33	39.84	10	1
47	Folsom Ave, from Harvey Ave to Huntwood Ave	Collector	0.50	39.84	10	1
48	Catalpa Way, from Hesperian Blvd to Miami Ave	Collector	0.45	39.11	11	1

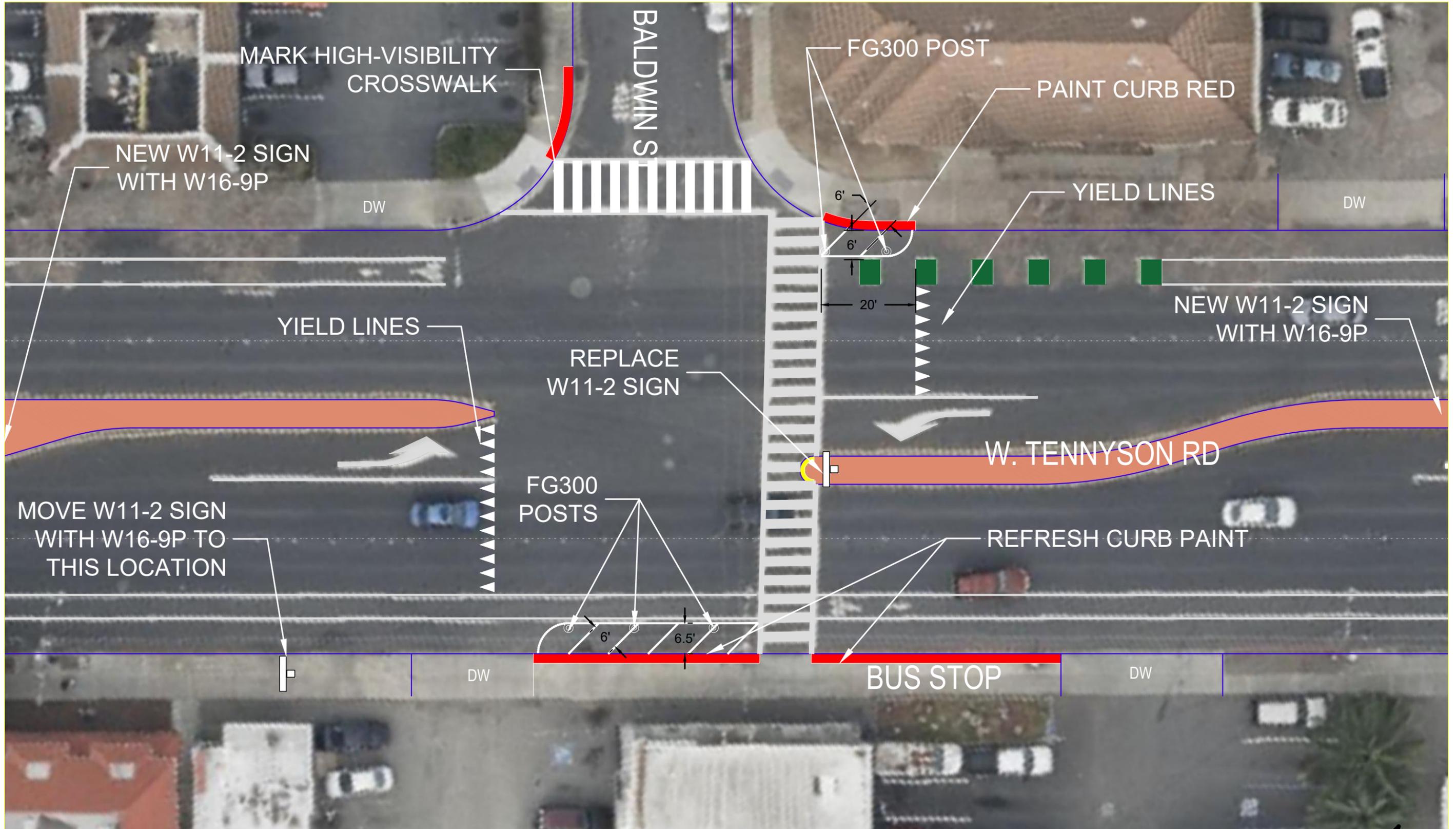
Source: SWITRS, TIMS

Short-Term Projects (6 months to 1 year)	Type
Top 10 High Injury Network Intersection Quick Builds*	Infrastructure
Evaluate High Injury Network Intersections for "No Turn on Red"*	Infrastructure
Pavement Improvement Program FY2026 (Quick Builds)	Infrastructure
Santa Clara Street Traffic Calming	Infrastructure
Patrick/Gading Complete Streets	Infrastructure
Simme Seat Implementation FY2026	Infrastructure
Hayward Rides	Non-Infrastructure
Vision Zero Webpage*	Non-Infrastructure
Speed Management Plan	Plan
Bicycle & Pedestrian Master Plan 2026 Update	Plan
Downtown Parking Management Pilot Program	Plan
Community Based Transportation Plan	Plan
Winton & Tennyson Adaptive Timing & Signal Upgrades	Signal Timing
Evaluate High Injury Network Intersections for Leading Pedestrian Intervals	Signal Timing

**Requires City Council approval of staff recommendations*

Medium-Term Projects (1 to 2 years)	
Hayward Boulevard Pedestrian Improvements	Infrastructure
Orchard Avenue Traffic Calming - Phase 2	Infrastructure
D Street Traffic Calming	Infrastructure
Safe Routes to School	Infrastructure
Safe Routes for Seniors	Infrastructure
ACTC Rail Safety Enhancement Program-Phase A	Infrastructure
Downtown Bike Loop	Infrastructure
Pedestrian Traffic Signal Upgrades	Infrastructure
Industrial & Ruus Traffic Signal & Bicycle Upgrades	Infrastructure
Pedestrian Crossing Upgrades for Minor Arterials	Infrastructure
Nighttime Safety Enhancement Plan	Plan
MTC Parking Management & Station Access Plan	Plan
Red Light Camera Automated Enforcement Pilot Program	Enforcement

Long-Term Projects (2+ years)	
I-880 Winton/A Street Interchanges	Infrastructure
I-880 Industrial/Whipple Interchanges	Infrastructure
SR92 Clawiter Interchange	Infrastructure
East Bay Greenway	Infrastructure
Eden Greenway	Infrastructure
Tennyson Road Railroad Crossing Safety Improvement Project	Infrastructure
Safe Streets Downtown	Plan
Safe Streets Hayward Phase 1 (A Street, B Street, Tennyson Road)	Plan
Safe Streets Hayward Phase 2 (Hesperian Blvd, Mission Blvd, Jackson Street)	Plan
Traffic Demand Management Plan	Plan

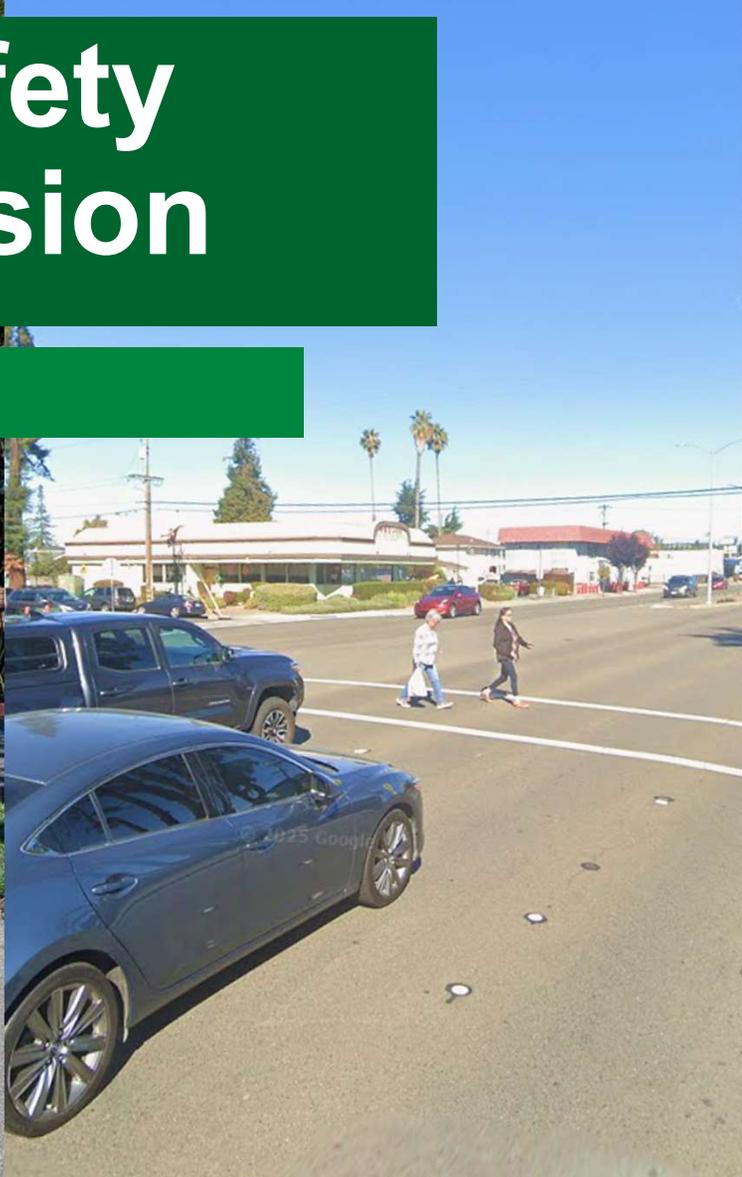
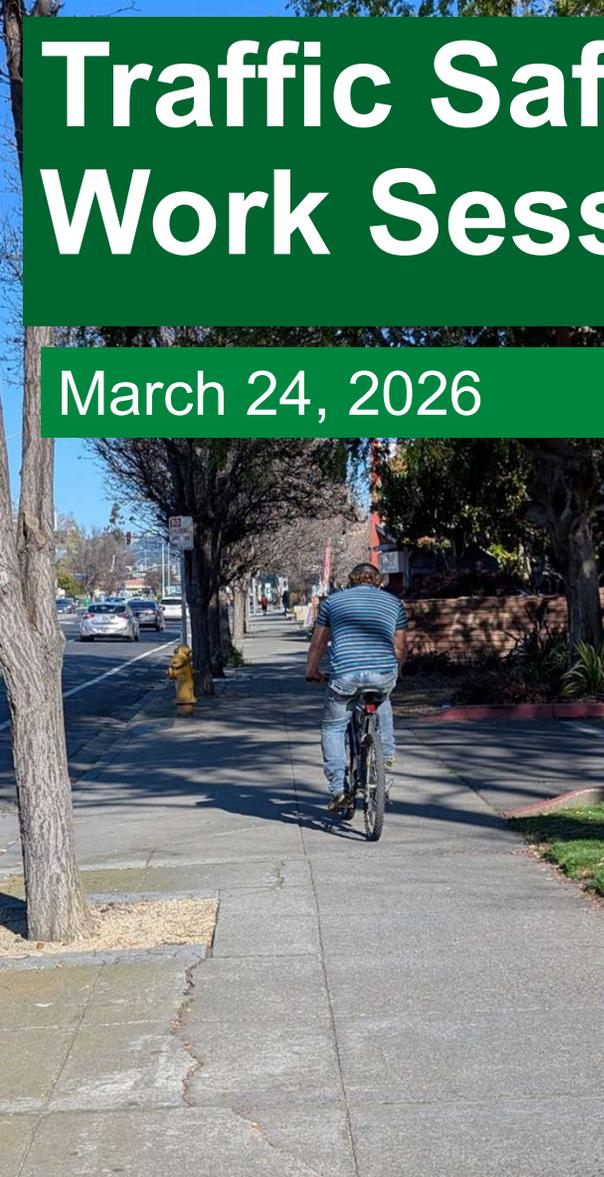


TENNYSON RD AND BALDWIN ST IMMEDIATE CROSSING IMPROVEMENTS



Traffic Safety Work Session

March 24, 2026



H HAYWARD
Vision Zero

Agenda

- Street Safety Team
- Purpose of Work Session
- Update on Recent Pedestrian Fatalities
- Vision Zero & the High Injury Network
- City to Take Immediate Action at Intersections
- Vision Zero Crash Response Program
- Transportation Projects
- Raising Awareness on Street Safety Practices
- Deploy Focused Traffic Enforcement

Purpose of Work Session

- Provide an update on recent pedestrian fatalities
- Propose short-term actions and quick-build projects to address traffic safety
- Provide information on City's longer term transportation goals and projects
- Seek feedback from the Council and community on ways to improve street safety



Street Safety Team



Byron Tang

Public Works

Principal Transportation Engineer



Ryan Sill

Police Department

Lieutenant, Traffic Bureau Administrator



Armando Quintero

Maintenance Services

Streets Manager

Update on Recent Pedestrian Fatalities

Case #: 2026-007437 - Foothill Blvd. between A and B St. (Pedestrian crossing outside of crosswalk)

Date and Time: Saturday, 02/07/26 at 0640 hours.

A vehicle vs. pedestrian collision occurred on Foothill Blvd. between B St. and A St. The pedestrian was crossing Foothill Blvd., walking westbound, outside of the crosswalks. During this time, the pedestrian was struck by a vehicle which was travelling north on Foothill Blvd. The pedestrian was transported to Eden Hospital and was later pronounced deceased. The driver remained on scene and has cooperated with the investigation.

Case #: 2026-008968 – Tennyson Rd. at Baldwin St. (Pedestrians crossing in crosswalk)

Date and Time: Saturday, 2/14/26 at 1821 hours.

A vehicle vs. pedestrians collision occurred on W. Tennyson Rd at the intersection with Baldwin St. Two pedestrians were crossing W. Tennyson Rd, walking northbound from the south curb. The subjects were in the crosswalk when a vehicle traveling westbound on W. Tennyson Rd struck both of them. The driver remained on scene and was cooperative throughout. Both pedestrians, one adult and one juvenile, were injured and transported to hospitals for additional care. The adult was later pronounced deceased, the minor was released and reunited with family.

Case #: 2026-009487 – 23950 Mission Blvd., in front of St. Regis (Pedestrian in a wheelchair crossing against)

Date and time: Tuesday, 02/17/26 at 2121 hours.

A vehicle vs. pedestrian in a wheelchair collision occurred on Mission Blvd. in front of St. Regis Village (23950 Mission Blvd). With rain falling and a wet roadway, the pedestrian was crossing Mission Blvd in a wheelchair while in the crosswalk but against an “upraised hand” signal. The driver of a vehicle traveling northbound with a green light struck the pedestrian while in the crosswalk. The driver remained on scene and has cooperated with the investigation. The pedestrian was transported to Eden Hospital and later pronounced deceased.

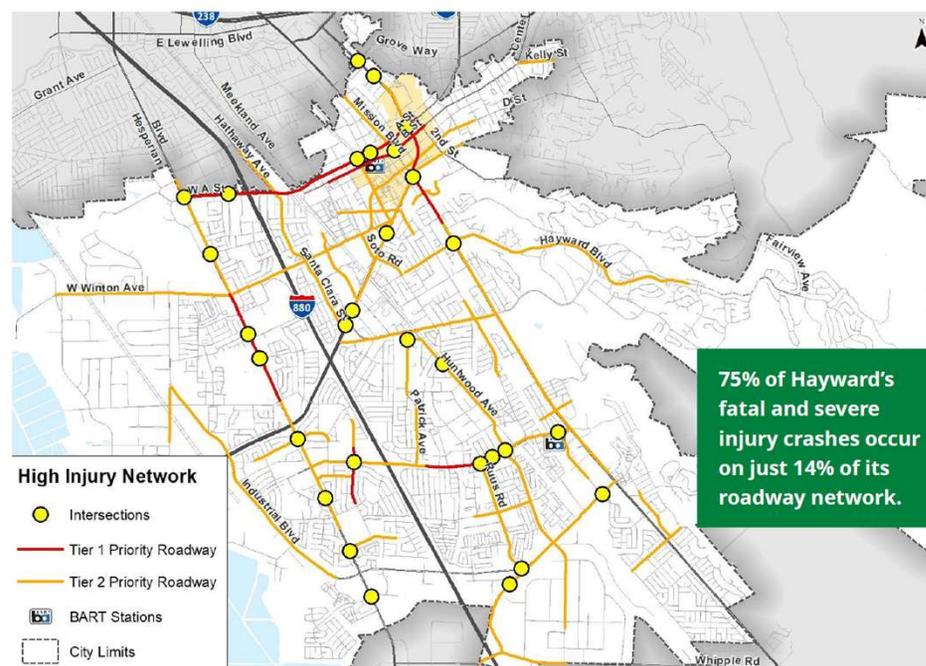
*Investigations are ongoing

**Speed and driver intoxication do not appear to be collision factors in any of the investigations.

Vision Zero & the High Injury Network

The Local Road Safety Plan & Vision Zero was adopted by City Council in 2023

- Reduce severe injury and fatality collisions to zero by 2050
- The High Injury Network was developed by the Local Road Safety Plan
- Data driven process to identify the intersections and corridors with the most severe injury and fatal collisions



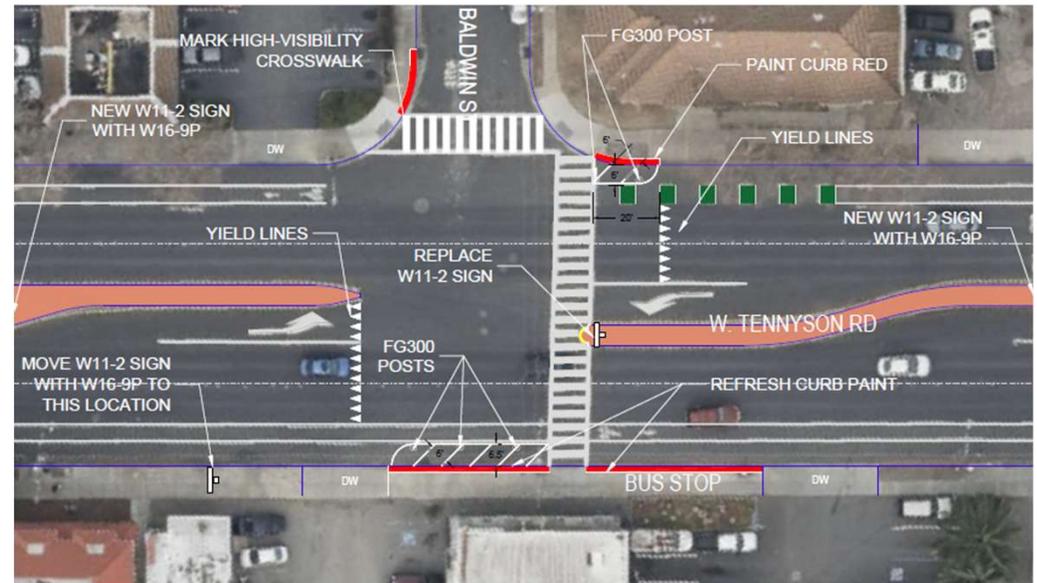
City to Take Immediate Action at High-Injury Intersections

(Implement within 6 months)

1. Tennyson Rd & Baldwin St*
2. Foothill Blvd & Mission Blvd & Jackson St
3. Tennyson Rd & Calaroga Ave
4. A St & Victory Dr
5. Huntwood Ave & Montana Way*
6. Hesperian Blvd & Sleepy Hollow Ave
7. Hesperian Blvd & Turner Ct
8. A St and Foothill Blvd
9. Tennyson Rd & Huntwood Ave
10. Industrial Pkwy & Ruus Rd

*Unsignalized intersections

*Tennyson Rd & Baldwin St
Immediate Crossing Improvements*



What is a Quick Build?

- ⚠️ Faster delivery, use of low-cost materials
- ⚠️ Reversible
- ⚠️ Less durable, requires more maintenance



Campus Dr

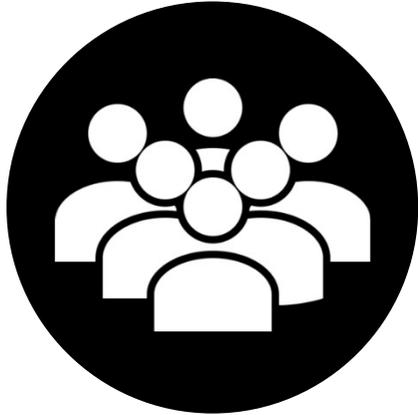


Mission Boulevard



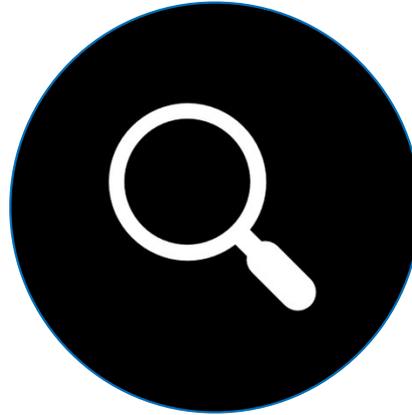
Orchard Avenue

Vision Zero Crash Response Program



Team **Quick Response**

Interdepartmental group of expert staff tasked with responding quickly to severe injury and fatal collisions.



Investigate **Evaluation**

Review police investigation and conduct site visit.



Recommend & Share **Facts & Data**

Recommend quick-build fixes, if appropriate. Share and publish information to the public.

Short-Term Transportation Projects

(Implement within 6-12 months)

- ⚠️ Top 10 High Injury Network Intersection Quick Builds*
- ⚠️ Evaluate “No Turn on Red” for High Injury Network Intersections*
- ⚠️ Evaluate Leading Pedestrian Intervals for High Injury Network Intersections*
- ⚠️ Pavement Improvement Program FY26 (Quick Builds)
- ⚠️ Santa Clara Street Traffic Calming
- ⚠️ Vision Zero Webpage*

**Proposed new short-term action*



Increasing Response to Neighborhood Traffic Issues

8.2%

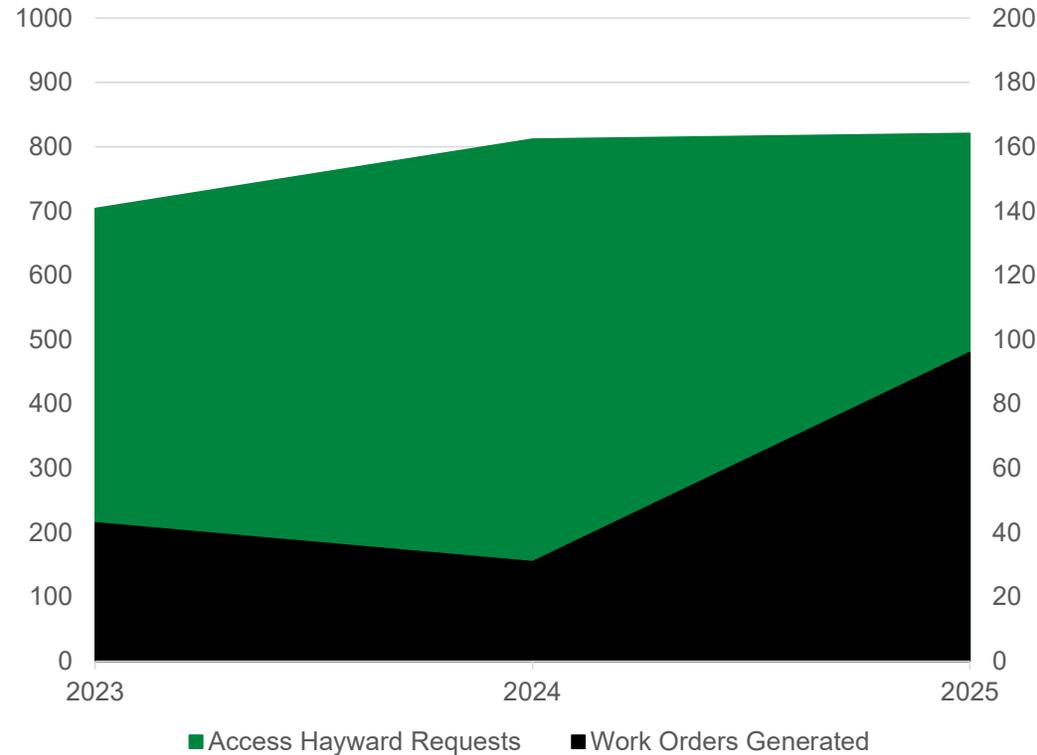
Access Hayward

Transportation-related Access Hayward requests have steadily increased on average of 8.2% per year since 2023

210%

Work Order Response

Transportation Division staff generated 210% more work orders from 2024 to 2025



Medium-Term Transportation Projects

(Implement within 1-3 years)

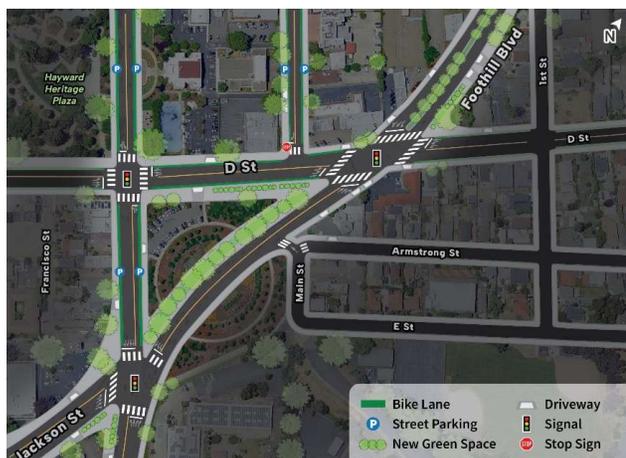
- 🚧 Hayward Boulevard Pedestrian Improvements
- 🚧 Orchard Avenue Traffic Calming – Phase 2
- 🚧 D Street Traffic Calming
- 🚧 Safe Routes to School
- 🚧 Safe Routes for Seniors
- 🚧 Pedestrian Traffic Signal Upgrades
- 🚧 Tennyson Road Railroad Crossing Safety Improvement Project
- 🚧 Nighttime Safety Enhancement Plan
- 🚧 Exploration of Red-Light Camera Automated Enforcement Pilot

Long-Term Transportation Projects

(Implement in 3+ years)

- 🛣️ Safe Streets Downtown
- 🛣️ Safe Streets Hayward
- 🛣️ East Bay Greenway
- 🛣️ Industrial & Whipple Interchanges
- 🛣️ A Street & Winton Interchanges

Safe Streets Downtown



Slide 14

JO1 [@Byron Tang] Add an introductory slide before this that summarizes Major Long-Term Transportation Projects and goals.

Jennifer Ott, 2026-03-18T13:19:12.602

BT1 0 Slide added

Byron Tang, 2026-03-18T18:29:13.688

Safe Streets Hayward

Safe Streets Hayward – Phase 1

🚧 Tennyson Road

🚧 A Street

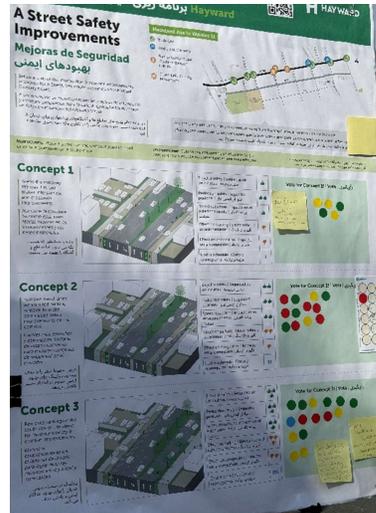
🚧 B Street

Safe Streets Hayward – Phase 2

🚧 Hesperian Boulevard

🚧 Mission Boulevard

🚧 Jackson Boulevard



Prioritizing Tennyson Road

- 1st Phase – Mission Boulevard to Ruus Road
- Expedite Environmental & Design
- Apply for Safe Streets & Roads for All Federal Grant Funding

SPECIFIC INTERSECTION RECOMMENDATIONS

- Proposed Diamond Interchange
- Protected Intersection
- Pedestrian Bulb-Out

SPEEDING DETERRENTS

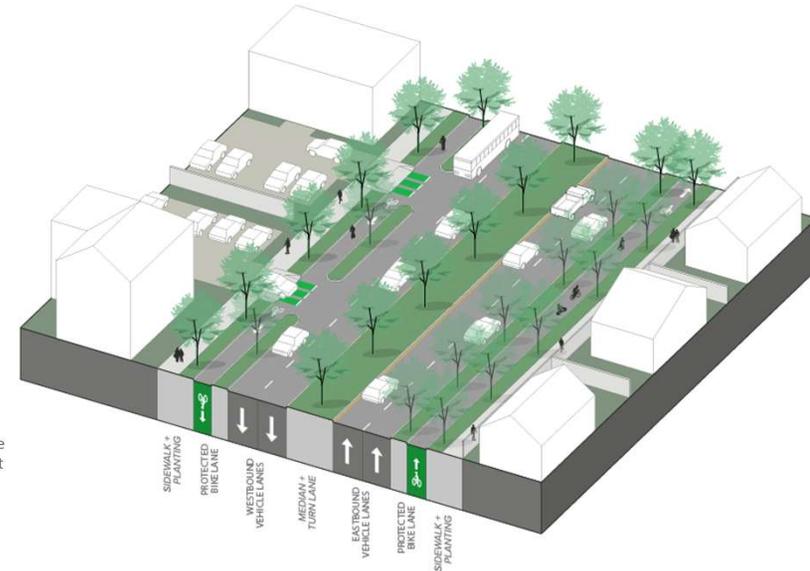
- Red Light Cameras

SIGNAL / TURNING RESTRICTIONS

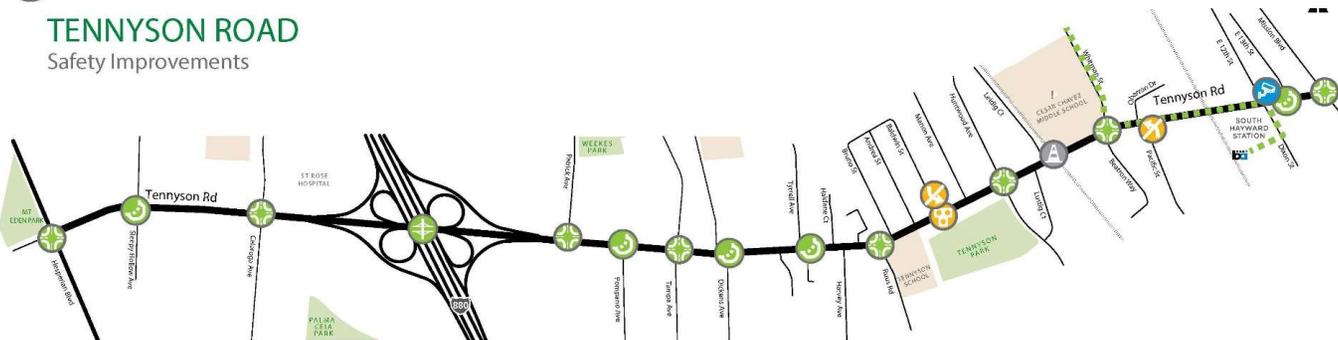
- Install Pedestrian Hybrid Beacon (PHB)
- Close left turning movements

OTHER PROJECTS

- Improvements that are part of another project
- East Bay Greenway



TENNYSON ROAD Safety Improvements



Timeline

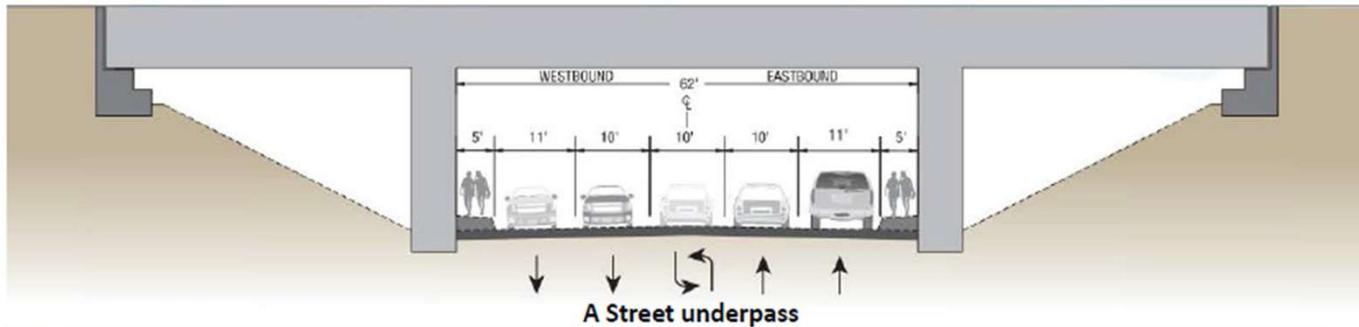
Environmental: 2026

Design: 2027-2028

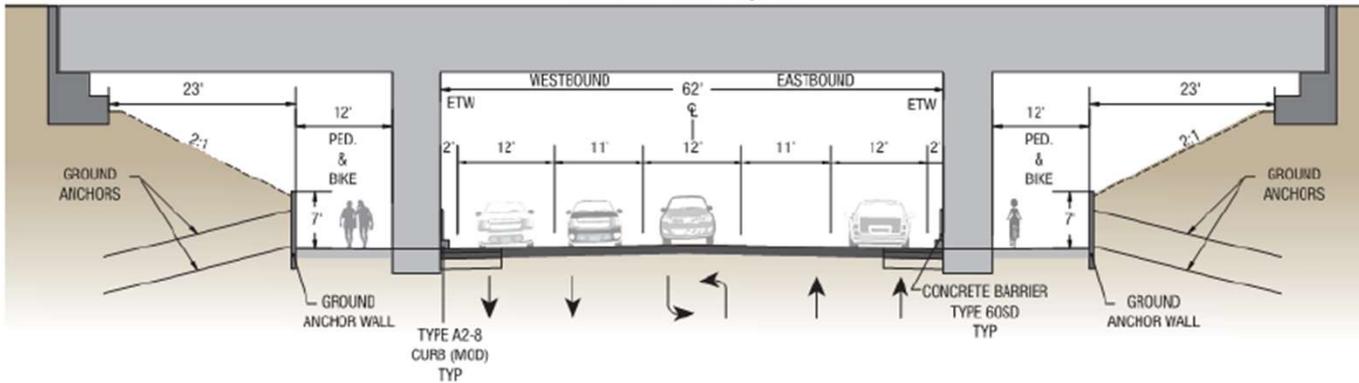
Construction: 2028/2029

I-880 / A Street Interchange Improvements

Existing



Proposed



I-880 / A Street Interchange Improvements



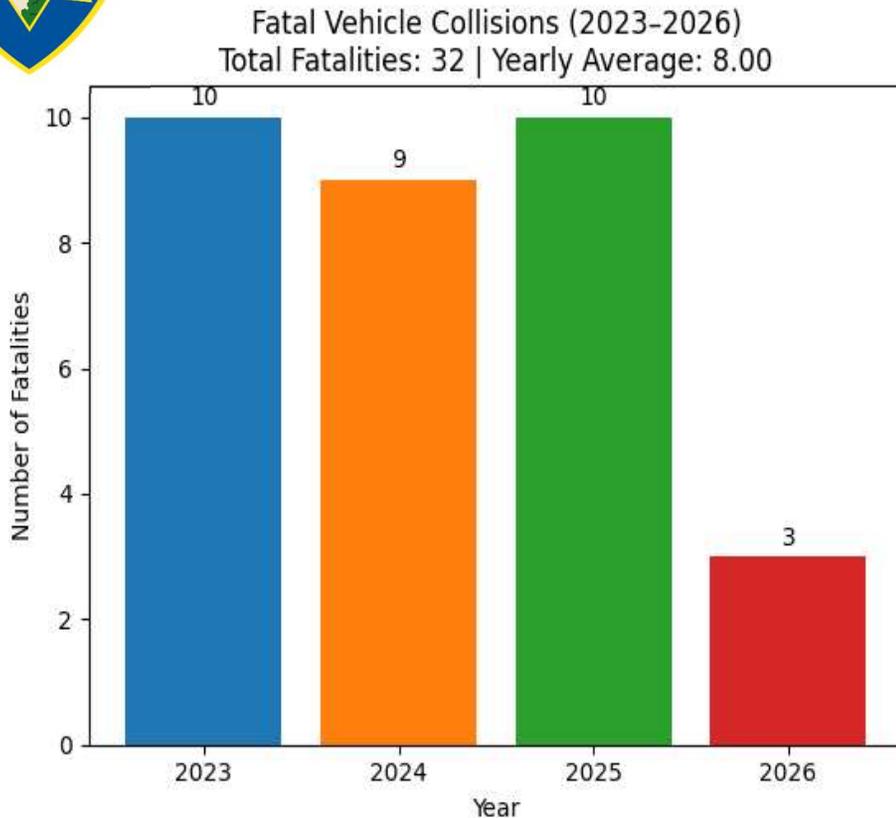
Existing



Proposed (5-lane alternative)



Raise Awareness of Street Safety Practices



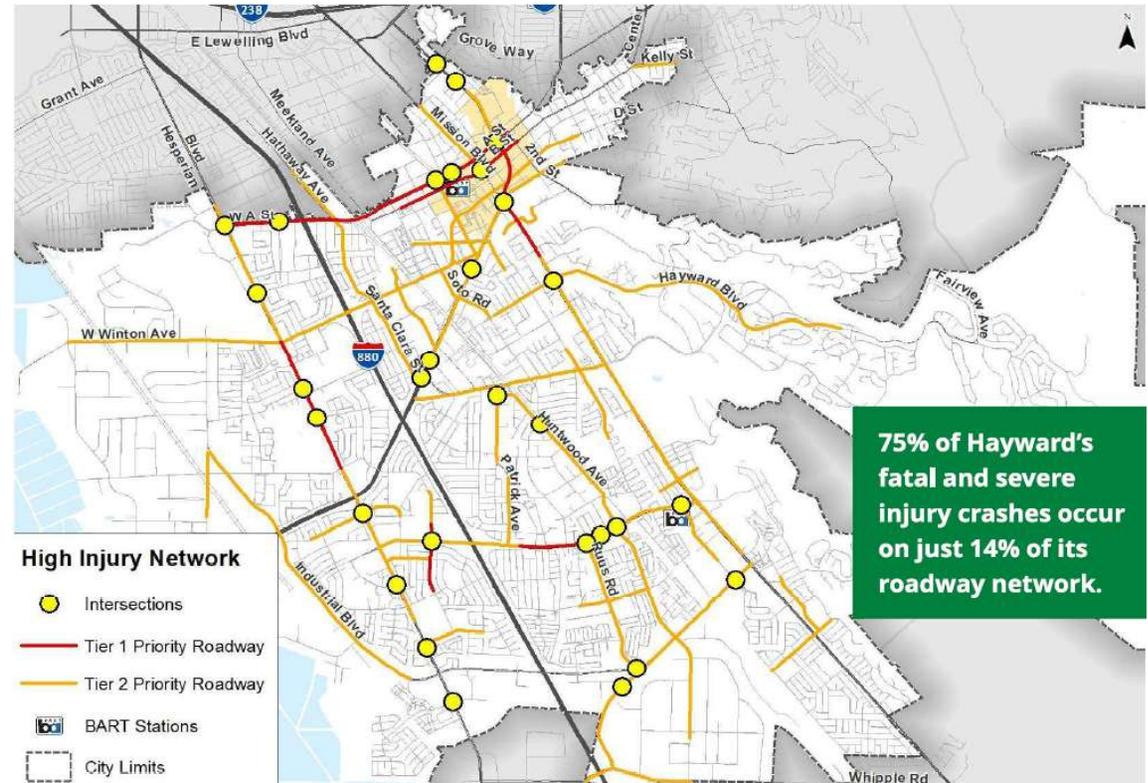
- LINK Team to collaborate with local service providers
- Targeted pedestrian safety education
- HPD Social Media Campaign
- Focus on crosswalk safety and nighttime visibility
- Outreach in different languages
- HPD Youth Engagement (YEP/Summer Library Program)
- Planned Community Meetings

Deploy Focused Traffic Enforcement



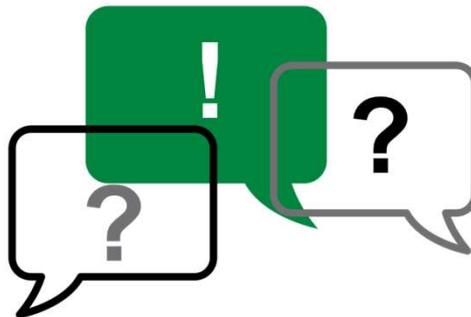
- Operational Period: 3 Months
- Focused, data-driven enforcement
- Three targeted enforcement operations per week – High-Injury Specific Corridors
 - **A Street, from Foothill Blvd. to Hesperian Blvd.**
 - **Foothill Blvd., from A Street to Mission Blvd.**
 - **Mission Blvd., from Jackson St. to Orchard Ave.**
 - **W. Tennyson Rd., from Huntwood Ave. to Patrick Ave.**
- Evaluate data and adjust objectives as appropriate
- Exploration of a potential redlight automated enforcement program

Figure 6. High Injury Network



Discussion Questions

- ⚠️ Are there other or additional priority areas or projects staff should focus on in the short-term?
- ⚠️ Do you agree with staff's recommendation to expedite design and prioritize a first phase of Tennyson Road in upcoming funding opportunities?
- ⚠️ What other feedback do you have on addressing street safety in the City?





CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: RPT 26-026

DATE: March 24, 2026

TO: Mayor and City Council

FROM: Development Services Director

SUBJECT

General Plan Annual Progress Report: Accept the Hayward 2040 General Plan Annual Progress Report for Calendar Year 2025

RECOMMENDATION

That the City Council accepts the City of Hayward 2040 General Plan Progress Report and the Annual Progress Report for the 2025 Calendar Year.

SUMMARY

In 2014, the Council adopted the Hayward 2040 General Plan (General Plan). The General Plan is a long-range comprehensive planning document that regulates land use and activities in the City through 2040. The individual elements of the General Plan (Land Use, Mobility, Economic Development, Community Safety, Natural Resources, Hazards, Education and Lifelong Learning, Community Health, Public Facilities & Services, Environmental Justice and Housing) contain goals, policies, programs and actions that guide future development, actions and investments in the City based on the community-led vision developed during the General Plan process.

California Government Code Section 65400 requires that local jurisdictions annually review the General Plan and housing related approvals and permits at a public meeting and provide a progress report to the Governor's Office of Land Use and Climate Innovation (LCI). This annual report was prepared for review and acceptance by the City Council and will be forwarded to LCI and the State Department of Housing and Community Development (HCD) to ensure compliance with State reporting requirements.

This General Plan Annual Progress Report was prepared by the Planning Division with input from all Divisions within Development Services, Public Works - Engineering, Transportation, Utilities & Airport, Fire, Police, Library Services, Maintenance Services, Community Services, and the City Manager's Office.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	All General Plan Elements Summary 2025
Attachment III	General Plan Administration 2025
Attachment IV	Land Use Element 2025
Attachment V	Mobility Element 2025
Attachment VI	Economic Development Element 2025
Attachment VII	Community Safety Element 2025
Attachment VIII	Education and Lifelong Learning Element 2025
Attachment IX	Hazards Element 2025
Attachment X	Natural Resources Element 2025
Attachment XI	Health and Quality of Life Element 2025
Attachment XII	Environmental Justice Element 2025
Attachment XIII	Public Facilities and Services Element 2025
Attachment XIV	Housing Element 2025
Attachment XV	Annual Progress Report Summary Sheet 2025



DATE: March 24, 2026

TO: Mayor and City Council

FROM: Director of Development Services

SUBJECT: General Plan Annual Progress Report: Accept the Hayward 2040 General Plan Annual Progress Report for Calendar Year 2025

RECOMMENDATION

That the City Council accepts the City of Hayward 2040 General Plan Progress Report and the Annual Progress Report for the 2025 Calendar Year.

SUMMARY

In 2014, the Council adopted the Hayward 2040 General Plan (General Plan). The General Plan is a long-range comprehensive planning document that regulates land use and activities in the City through 2040. The individual elements of the General Plan (Land Use, Mobility, Economic Development, Community Safety, Natural Resources, Hazards, Education and Lifelong Learning, Community Health, Public Facilities & Services, Environmental Justice and Housing) contain goals, policies, programs and actions that guide future development, actions and investments in the City based on the community-led vision developed during the General Plan process.

California Government Code Section 65400 requires that local jurisdictions annually review the General Plan and housing related approvals and permits at a public meeting and provide a progress report to the Governor’s Office of Land Use and Climate Innovation (LCI). This annual report was prepared for review and acceptance by the City Council and will be forwarded to LCI and the State Department of Housing and Community Development (HCD) to ensure compliance with State reporting requirements.

This General Plan Annual Progress Report was prepared by the Planning Division with input from all Divisions within Development Services, Public Works – Engineering, Transportation, Utilities & Airport, Fire, Police, Library Services, Maintenance Services, Community Services, and the City Manager’s Office.

FISCAL IMPACT

There is no direct fiscal impact associated with this report.

BACKGROUND

On July 1, 2014, following a 22-month community planning process, the City Council adopted the *Hayward 2040 General Plan*¹. Part 4 of the General Plan contained an Implementation Plan² with a series of Programs designed to achieve goals and policies set forth in the document. Each Program contains a timeframe, lead and supporting Department/Division to carry out the Program. Some programs have specified timeframes, while others are ongoing or annual meaning that monitoring and reporting will occur throughout the General Plan implementation timeframe.

On February 7, 2023³, the City adopted Resolution 23-033 adopting the 6th Cycle Housing Element, and a new Housing Plan comprised of Goals, Policies and Actions intended to implement the City's Housing Goals through the next eight-year cycle (from 2023-2031). On July 27, 2023, the State Department of Housing and Community Development (HCD) certified the City's Housing Element as being in compliance with State Law. The updated Housing Element contains 120 new programs (Actions) that will be implemented between 2023 and 2031.

On January 30, 2024⁴, the City Council adopted Resolution 24-023 updating the Climate Action Plan (CAP), amending the General Plan Hazards Element, adopting a new Environmental Justice Element and amending the General Plan Implementation Plan to include new and updated Programs related to the Climate Action Plan. A total of 247 new or updated Programs related to CAP implementation were included within the Natural Resources, Mobility, Public Facilities and Services and the new Environmental Justice Elements.

On March 12, 2026, this report was provided to the Planning Commission. One public speaker emphasized the need to implement bicycle and pedestrian safety related programs as an investment in public infrastructure rather than seeing the improvements as recreational. The Commissioners asked general questions about program status definitions; about the process is to amend the General Plan to remove or consolidate outdated programs that may never be completed; clarification about evacuation planning in the event of an emergency; encouraged collaboration with outside agencies to accomplish program goals; encouraged enforcement particularly around parking and traffic control; and, expressed support for various Mobility programs to support bicycle and pedestrian infrastructure and reduce greenhouse gas emissions.

DISCUSSION

To date, the City has started and made progress on 78% of the General Plan's 432 Implementation Programs in that they are *Complete* (11%), *Partially Complete* meaning that

they have been started in some form (16%) and will either be completed or shift into ongoing status; or are *Ongoing*, which involves monitoring, reporting, collaboration, workshops, outreach or other activity that will occur annually or on other timeframes throughout the life of the General Plan (51%). A total of 22% of Programs have *Not Started* for various reasons, including more recent adoption, funding availability, limited resources and staffing, and/or shifting priorities, which are aligned to match the City’s other guiding policy initiatives such as the Let’s House Hayward! Strategic Plan (2021)¹ and the Hayward Strategic Roadmap (2024)².

It is important to note that the timeframes associated with the General Plan Elements adopted in 2014 do not align with the timeframes included for the Programs included in the more recently updated Elements (Housing, Hazards, Mobility, Natural Resources, Public Facilities and Services and Environmental Justice), which were adopted in 2023 and 2024 as detailed in the Background section above.

Attachment II contains Summary Tables for each Element, and Attachments III through XIV provide detailed status updates for each Program with reference to the specific Strategic Roadmap projects with which the Program is aligned. Table 1 below shows the Program Status for 2025 with reference to status in 2024 for comparison.

Table 1 – General Plan Program Status by Element (2025)

General Plan Element	Total Programs	Complete	Partially Complete	Ongoing	Not Started	Strategic Roadmap Alignment
Administrative Implementation	3	0	0	3	0	2
Land Use & Community Character	18	5	5	1	7	5
Mobility	72	2	16	36	18	27
Economic Development	15	1	0	13	1	6
Community Safety	14	1	1	11	1	4
Education & Lifelong Learning	8	1	0	5	2	4
Hazards	14	2	1	7	4	2
Natural Resources	82	2	25	21	34	31
Community Health & Quality of Life	8	2	0	3	3	0
Environmental Justice	30	2	2	11	15	15
Public Facilities & Services	48	3	6	29	10	30
Housing	120	26	12	80	2	25
Total (2025)	432	47	68	220	97	151
Total % (2025)*	432	11%	16%	51%	22%	35%
Total % (2024)	432	10%	16%	50%	24%	35%

*May not sum to 100% due to rounding.

¹ Let’s House Hayward! Strategic Plan. <https://www.hayward-ca.gov/your-government/departments/city-managers-office/projects/lets-house-hayward-strategic-plan-reduce-homelessness>

² Hayward Strategic Roadmap. <https://www.hayward-ca.gov/your-government/documents/hayward-strategic-roadmap>

Regional Housing Needs Allocation

Attachment XV contains a Summary of the Annual Progress Report (APR) that is provided to HCD on April 1 of every calendar year. Table 2 below shows the City’s progress towards achieving the Regional Housing Needs Allocation (RHNA) as measured in building permits issued since the adoption of the Housing Element in 2023 and the remaining RHNA through 2031.

In 2025 the City issued 75 building permits for housing units (17 Very Low-Income Units, 17 Low Income Units, 17 Moderate Income Units and 24 Above Moderate-Income Units), which is a significant decline compared to 2023 and 2024, likely due to the larger economic downturn which has slowed development activity in general. It is notable that of the building permits applied for in 2024, approximately 34% have a status of Fees Due/Fees Paid meaning that the application is awaiting next steps by the applicant/developer.

Table 2 - RHNA Status & Building Permits Issued 2023-2025

	RHNA Allocation 2023-2031	2023	2024	2025	Remaining 2026-2031	Remaining 2026-2031 (%)
Very Low (Extremely Low)	1,075 (537)	58 (44)	81 (29)	17 (0)	919	85%
Low	617	147	11	17	442	71%
Moderate	817	108	56	17	636	78%
Above Moderate	2,115	141	125	24	1,825	86%
Total Number	4,624	454	273	75	3,822	82%

In 2025, the City received entitlement applications for 308 units which is a significant increase from 2024 when the City received 185 entitlements applications. Further, as of the date of this staff report, the City entitled 144 new residential units which is a significant increase over the 13 units entitled in 2024, signaling an uptick in anticipated housing development in the next couple of years. It is also important to note that there are over 1,850 approved/entitled units in the City’s development pipeline, and an additional 553 units that are currently under review. All of these units will count towards the City’s RHNA when developers pull building permits for the approved units.

STRATEGIC ROADMAP

This agenda item is a routine operational item and does not specifically relate to any of the six priorities outlined in the Council’s Strategic Roadmap. However, about 35% of the individual General Plan Programs described in Attachments II through XIV fall under a Strategic Roadmap Initiative or project in the areas of Confront Climate Change, Invest in Infrastructure, Preserve, Produce and Protect Housing, Grow the Economy, Enhance Community Safety and Cultivate Vibrant Neighborhoods.

SUSTAINABILITY FEATURES

There are no direct sustainability features associated with this report. Sustainability features will be more directly identified with specific implementation programs as they are carried out.

PUBLIC CONTACT

The development of the *Hayward 2040 General Plan*, including the various implementation programs, contained a significant amount of community outreach component. The Hayward 2404 General Plan is included on the City's website and periodically updated to include implementation program status. In addition, many of the individual implementation programs require community outreach and engagement prior to completion.

NEXT STEPS

Following City Council review of this report, staff will submit the report to the Governor's Office of Land Use and Climate Innovation and the State Department of Housing and Community Development by April 1 pursuant to State Law. Development Services staff will continue to provide annual updates to the Planning Commission and City Council on General Plan implementation progress; and, staff from various departments will continue to take the lead on the various programs, helping to implement the General Plan's goals and policies.

Prepared by: Leigha Schmidt, AICP, Principal Planner

Recommended by: Sara Buizer, AICP, Development Services Director

Approved by:



Jennifer Ott, City Manager

2025 General Plan Annual Report - Summary of Status for All Elements

All Elements		%	
Total Programs	432		
Complete	47	10.88%	
Partially Complete	68	15.74%	
Ongoing	220	50.93%	
Not Started	97	22.45%	
Strategic Roadmap Projects	151	35%	

General Plan Administration			
Total Programs	3		
Complete	0	0%	
Partially Complete	0	0%	
Ongoing	3	100%	
Not Started	0	0%	
Strategic Roadmap Projects	2	67%	

Land Use & Community Character			
Total Programs	18		
Complete	5	28%	
Partially Complete	5	28%	
Ongoing	1	6%	
Not Started	7	39%	
Strategic Roadmap Projects	5	28%	

Mobility			
Total Programs	72		
Complete	2	3%	
Partially Complete	16	22%	
Ongoing	36	50%	
Not Started	18	25%	
Strategic Roadmap Projects	27	38%	

Economic Development			
Total Programs	15		
Complete	1	7%	
Partially Complete	0	0%	
Ongoing	13	87%	
Not Started	1	7%	
Strategic Roadmap Projects	6	40%	

Community Safety			
Total Programs	14		
Complete	1	7%	
Partially Complete	1	7%	
Ongoing	11	79%	
Not Started	1	7%	
Strategic Roadmap Projects	4	29%	

Education & Lifelong Learning			
Total Programs	8		
Complete	1	13%	
Partially Complete	0	0%	
Ongoing	5	63%	
Not Started	2	25%	
Strategic Roadmap Projects	4	50%	

Hazards			
Total Programs	14		
Complete	2	14%	
Partially Complete	1	7%	
Ongoing	7	50%	
Not Started	4	29%	
Strategic Roadmap Projects	2	14%	

Natural Resources			
Total Programs	82		
Complete	2	2%	
Partially Complete	25	30%	
Ongoing	21	26%	
Not Started	34	41%	
Strategic Roadmap Projects	31	38%	

Community Health & Quality of Life			
Total Programs	8		
Complete	2	25%	
Partially Complete	0	0%	
Ongoing	3	38%	
Not Started	3	38%	
Strategic Roadmap Projects	0	0%	

Environmental Justice			
Total Programs	30		
Complete	2	7%	
Partially Complete	2	7%	
Ongoing	11	37%	
Not Started	15	50%	
Strategic Roadmap Projects	15	50%	

Public Facilities & Services			
Total Programs	48		
Complete	3	6%	
Partially Complete	6	13%	
Ongoing	29	60%	
Not Started	10	21%	
Strategic Roadmap Projects	30	63%	

Housing			
Total Programs	120		
Completed	26	22%	
In Progress	12	10%	
Continuous	80	67%	
Not Started	2	2%	
Strategic Roadmap Projects	25	21%	

General Plan Administrative Implementation

Program	Description	Responsible Departments	Implementation Timeframe	Status	2025 Update	Strategic Priority
GPA-1: General Plan Annual Report	1. General Plan Annual Report. The City shall prepare and submit an annual report to the City Council that summarizes the implementation of the General Plan, including the status of implementation programs. The report shall also be submitted to the Office of Planning and Research. <i>[Source: New Program; City Staff] (PSR)</i>	Development Services	Annual	Ongoing	Annual report to Council is provided in March, followed by submittal to the State Office of Planning and Research shortly thereafter.	
GPA-2: General Plan Update	2. General Plan Update. The City shall review and update (as necessary) the General Plan every five years. <i>[Source: New Program; City Staff] (MPSP)</i>	Development Services	2020-2040	Ongoing	The City updated and received State certification of the 6th Cycle of Housing Element in June 2023. The City also updated the Climate Action Plan and adopted a new Environmental Justice element and updated Hazards element in February 2024, consistent with State legislation.	All six core priorities of the Strategic Roadmap are aligned with General Plan Elements/Programs
GPA-3: Master Plans, Strategies, and Program Updates	3. Master Plans, Strategies, and Programs Updates. As part of its process to develop the Biennial Operating Budget, the City shall review a list of its adopted master plans, strategies, and programs and identify those that will be reviewed and updated, as necessary. The City shall develop and maintain a publicly available list of its adopted master plans, strategies, and programs. <i>[Source: New Program; City Staff] (MPSP)</i>	Development Services	2014-2016 (Ongoing)	Ongoing	City staff has reviewed the list of master plans, strategies and programs and those identified to be reviewed and updated were factored into Department budgets and annual work plans and in the Strategic Roadmap.	Invest in Infrastructure and Champion Climate Resilience & Environmental Justice

Land Use & Community Character Element

Program	Description	Responsible Departments	Implementation Timeframe	Status	2025 Update	Strategic Priority
LU-1: Comprehensive Zoning Ordinance Update	<p>1. Comprehensive Zoning Ordinance Update. The City shall prepare a comprehensive update to the Hayward Zoning Ordinance to ensure that the City's zoning regulations align with the guiding principles, goals, and policies of the General Plan. <i>[Source: New Program; City Staff] (RDR)</i></p>	Development Services	2014-2016	Partially complete	<p>In 2024, the City adopted a comprehensive update to the Residential District regulations; adopted streamlining provisions for qualifying properties; and, processed updates related to supportive housing which were recommended for approval by the Planning Commission in December 2024 and approved by the City Council in January 2025. In 2025, the Planning Division in partnership with the Economic Development Division initiated a comprehensive update to the City's Commercial District regulations to incentivize and support businesses. The amendments are expected to be adopted in 2026.</p>	Grow the Economy (EP3, EP4, EP5, EP7, EP10, EP11, EP12, EP13, EP14)
LU-2: Comprehensive Subdivision Ordinance Update	<p>2. Comprehensive Subdivision Ordinance Update. The City shall prepare a comprehensive update to the Hayward Subdivision Ordinance to ensure that the City's subdivision regulations align with the guiding principles, goals, and policies of the General Plan. <i>[Source: New Program; City Staff] (RDR)</i></p>	Development Services	2014-2016	Not started	<p>The City has not begun this program due to limited staff and fiscal resources, along with other City priorities. Minor updates were made to the Subdivision Ordinance in 2017.</p>	
LU-3: Comprehensive Design Guidelines Update 14:20	<p>3. Comprehensive Design Guidelines Update. The City shall prepare a comprehensive update of the Hayward Design Guidelines and the Hillside Design and Urban Wildland Interface Guidelines. The guidelines shall apply to commercial, residential, industrial, and mixed-use developments located outside of the City's Priority Development Areas. <i>[Source: New Program; City Staff] (RDR)</i></p>	Development Services	2017-2019	Partially complete	<p>In January 2024, the City adopted new Residential Design Guidelines, which will included updates to the City's Zoning Ordinance and the Off-Street Parking Regulations. Further, the Downtown Specific Plan (adopted 2019), and the Mission Boulevard Code (adopted 2020) include design and development standards that apply to mixed use, commercial and residential development within the specified areas. These efforts meet the intent of this program.</p>	
LU-4: Downtown City Center Specific Plan	<p>4. Downtown City Center Specific Plan. City shall develop and adopt a Downtown City Center Specific Plan. <i>[Source: New Program; City Staff] (MPSP)</i></p>	Development Services	2014-2016	Complete	<p>Completed. In 2019, the City adopted the Downtown Specific Plan, and is currently implementing the plan through private development and infrastructure improvements. These efforts meet the intent of this program.</p>	
LU-5: Priority Development Area Marketing Strategy	<p>5. Priority Development Area Marketing Strategy. The City shall prepare, implement, and maintain a Priority Development Area Marketing Strategy. Based on the findings of the strategy, the City shall develop an implementation program to promote development opportunities within the City's Priority Development Areas. <i>[Source: New Program; City Staff] (MPSP/CSO)</i></p>	City Manager	2017-2019 (Ongoing)	Partially complete	<p>Although this program has not begun due to limited staff and budget resources, the City did designate a Priority Production Area (PPA) for many of the existing Industrially zoned areas in Hayward and is currently exploring grant opportunities to further promote and market these areas within the Priority Development Area and Priority Production Areas of the City. In December 2024, the City received a Priority Site designation for three areas within existing PDAs in the City, including the Hayward BART Station, the South Hayward BART Station and downtown City Center site. All three sites are located within a designated Priority Development Area and the Priority Site designation will help facilitate redevelopment of these areas.</p>	

LU-6: CompleteNeighborhood Strategy	6. CompleteNeighborhood Strategy. The City shall develop and implement a community outreach program to identify various types of complimentary and supporting uses that are needed and desired in each Hayward neighborhood. Based on the findings of the outreach program, the City shall develop an implementation program to facilitate desired changes within local neighborhoods. [Source: New Program; City Staff] (MPSP)	City Manager	2020-2040	Ongoing	The Planning Division conducts annual updates to the public stakeholder, neighborhood, and HOA contact list, and uses these lists to provide notification about upcoming development projects and City initiatives.	
LU-7: "A" Street and Redwood Road Corridor Plan Feasibility Report	7. "A" Street and Redwood Road Corridor Plan Feasibility Report. The City shall coordinate with Alameda County to explore the feasibility of preparing a master plan or specific plan for the "A" Street and Redwood Road corridor. The City shall submit a feasibility report to the City Council, and additional actions shall be determined based on Council direction. [Source: New Program; City Staff] (IGC/PSR)	Development Services	2020-2040	Not started	The City received grant funding from the USDOT Safe Streets for All program to conduct safety-focused corridor studies for seven corridors, including A Street between Hesperian Rd and Foothill Blvd. The portion of A Street between Foothill Blvd and Redwood Road is not included in this grant or project. This may be a future project upon realignment of staffing and priorities.	
LU-8: Hesperian Boulevard College Corridor Plan	8. Hesperian Boulevard College Corridor Plan. The City shall develop and adopt a master plan or specific plan to enhance the Hesperian Boulevard corridor. [Source: New Program; City Staff] (MPSP)	Development Services	2020-2040	Partially complete	The City received grant funding from the USDOT Safe Streets for All program to conduct safety-focused corridor studies for seven corridors, including Hesperian. The work on Hesperian will be in FY27 and will develop a comprehensive multimodal study for the entirety of Hesperian within the City of Hayward.	
LU-9: Corridor Beautification Plan	9. Corridor Beautification Plan. The City shall develop and adopt a Corridor Beautification Plan as the key regulatory document for focusing future streetscape improvements along major streets and corridors throughout the city. [Source: New Program, City staff] (MPSP)	Development Services	2020-2040	Partially complete	The City is implementing corridor enhancements through the following projects: -Main Street CompleteSt. Improvements from A St to D St. - Mission Blvd Phase 3 Improvements from A St to Rose St. - Hesperian Blvd Median Landscape Improvements The City received grant funding from the USDOT Safe Streets for All program to conduct safety-focused corridor studies for seven corridors. Work started on 2025 for A St, B St, the Loop, and Tennyson Rd. Work will begin in 2026 for Hesperian Blvd, Jackson St, and Mission Blvd.	Invest in Infrastructure (FP2, FP5)
LU-10: Sign Ordinance Update	10. Sign Ordinance Update. The City shall update the Sign Ordinance. [Source: New Program; City Staff] (RDR)	Development Services	2014-2016	Complete	This program was completed in 2015.	Grow the Economy (EP4, EP5, EP10, EP12, EP13, EP14)
LU-11: Industrial Technology and Innovation Corridor Plan	11. Industrial Technology and Innovation Corridor Plan. The City shall develop and adopt a specific plan or master plan for the Industrial Technology and Innovation Corridor. [Source: New Program; City Staff] (MPSP)	Development Services	2017-2019	Complete	This program was completed in 2019.	Grow the Economy (EP7); Preserve, Protect & Produce Housing for All (HP6, HP7, HP8), and Cultivate Vibrant Neighborhoods (NP1, NP4, NP5, NP6 and NP7)

LU-12: Grading and Clearing Ordinance Update	12. Grading and Clearing Ordinance Update. The City shall update the Grading and Clearing Ordinance. <i>[Source: New Program; City Staff] (RDR)</i>	Public Works – Engineering and Transportation	2017-2019	Not started	The City has not initiated a comprehensive update to the Grading and Clearing Ordinance due to limited staff resources and competing priorities. In the interim, PW&U-Engineering and DSD-Engineering has refined grading/fill review requirements for projects proposing fill within Special Flood Hazard Areas. These refinements include (1) requiring independent third-party technical review of CLOMR-F/LOMR-F submittals at the applicant's expense, and (2) requiring an agreement that obligates the applicant/developer to submit the FEMA LOMR-F (and obtain final map revision) when FEMA resumes processing and/or as a condition of project completion, as applicable. Broader ordinance amendments (e.g., hillside grading/slope stability requirements and other citywide grading standards) remain pending and will be advanced when staffing allows.	Preserve, Protect and Produce Housing For All (HP6, HP7 and HP8); and Grow the Economy (EP6, EP7, EP11, EP12, EP13)
LU-13: Certified Local Government Program	13. Certified Local Government Program. The City shall coordinate with the State Historic Preservation Office to initiate and Complete the process for becoming a Certified Local Government under the National Parks Service historic preservation program. <i>[Source: New Program; City Staff] (MPSP/IGC)</i>	Development Services	2020-2040	Not started	The City has Not started this program.	
LU-14: Historic Districts Strategy	14. Historic Districts Strategy. The City shall prepare and submit applications to the State Historic Preservation Office to establish National Park Service Historic Districts for the Upper "B" Street neighborhood; "B" Street Historic Streetcar District; Prospect Hill Neighborhood; and the Downtown Historic District. <i>[Source: New Program; City Staff] (MPSP/IGC)</i>	Development Services	2020-2040	Not started	The City has Not started this program.	
LU-15: State Historic Building Code	15. State Historic Building Code. The City shall develop and adopt an ordinance to allow the use of the State Historic Building Code for the rehabilitation of historic resources. <i>[Source: New Program; City Staff] (RDR)</i>	Development Services	2014-2016	Complete	Pursuant to Hayward Municipal Code Chapter 10, Article 11, Historic Preservation Ordinance, historical resources are eligible to use the California Building Code, which allows for alternate methods of meeting building code requirements. These efforts meet the intent of this program.	
LU-16: Mills Act Program	16. Mills Act Program. The City shall develop and adopt a California Mills Act Property Tax Abatement Program. <i>[Source: New Program; City Staff] (MPSP)</i>	Development Services	2017-2019 (Ongoing)	Complete	The City Council established the Hayward Mills Act Program on May 3, 2016. Information about the program is available on the City's website. These efforts meet the intent of this program.	
LU-17: Historic Preservation Resource Center	17. Historic Preservation Resource Center. The City shall prepare and maintain a web-based resource center to promote Hayward's local historic resources and to provide resources and incentives to encourage historic preservation. <i>[Source: New Program; City Staff] (CSO/PI)</i>	Development Services, Information Technology, Library and Community Services	2020-2040 (Ongoing)	Not started	The City has not started this program.	
LU-18: Alameda County Government Center Area Plan Feasibility Report	18. Alameda County Government Center Area Plan Feasibility Report. The City shall coordinate with Alameda County to explore the feasibility of forming a partnership to fund and prepare a master plan or specific plan for the Alameda County Government Center area. The City shall submit a feasibility report to the City Council, and additional actions shall be determined based on Council direction. <i>[Source: New Program; City Staff] (IGC/PSR)</i>	City Manager	2020-2040	Not started	The City has not started this program.	

Mobility Element

Program	Description	Responsible Departments	Implementation Timeframe	Status	2025 Update	Strategic Priority
M-1: Regional Connection Improvements	1. Regional Connection Improvements. The City shall work with the Alameda County Transportation Commission, AC Transit, and adjacent communities to identify better connections between city roadways, pedestrian ways, bicycle facilities, and transit corridors and neighboring and regional transportation networks. Based on findings from the study, the City shall prepare and submit recommendations to the City Council on priority improvements for better regional transportation connections that should be included in the Capital Improvement Program or Countywide Transportation Plan. <i>[Source: New Program, City Staff] (PSR/IGC)</i>	Public Works & Utilities – Transportation	2024-2040	Ongoing	City staff attend regular meetings with Alameda CTC, adjacent municipalities and AC Transit to coordinate and identify better transportation connections. Staff make recommendations to City Council and Council Infrastructure Committee regularly, including in regards to regional opportunities, the CIP and the Countywide Transportation Plan. These efforts meet the intent of this program.	
M-2: Improved Traffic Flow Program	2. Improved Traffic Flow Program. The City shall work with Metropolitan Transportation Commission and the Alameda County Transportation Commission to plan and obtain funding for projects that improve traffic flow on arterials and reduce vehicle idling <i>[Source: New Program, Climate Action Plan] (MPS/IGC)</i>	Public Works & Utilities – Transportation	2024-2040	Ongoing	Public Works-Transportation staff are actively engaged in seeking funding opportunities from MTC and Alameda CTC in order to improve traffic flow on arterials and reduce vehicle idling. In August 2023, the City was awarded \$515,000 in ACTC TPCA grant funds to pursue signal timing upgrades and install adaptive signal timing along Winton Ave and Tennyson Rd. in order to improve traffic flow and reduce vehicle idling. Implementation began June 2025. These efforts meet the intent of this program. These efforts meet the intent of this program.	
M-3: Pedestrian Design Standard for Transit Stop	3. Pedestrian Design Standard for Transit Stop. The City shall work with AC Transit to coordinate transit stop design standards for lighting, walkways, streetscape furniture, and landscaping to promote a feeling of safety at transit stops. <i>[Source: New Program, City Staff] (RDR)</i>	Public Works & Utilities – Transportation	2024-2040	Ongoing	Public Works-Transportation staff attend regularly meetings with AC Transit as part of the agency's Interagency Liaison Committee (ILC) in order to coordinate transit and transit stop improvements. The City entered into a Transit Shelter Agreement with AC Transit in 2025 and is implementing Simme Seats in coordination with AC Transit. AC Transit completed an updated design guide for transit stops on March 2025. These efforts meet the intent of this program.	Invest in Infrastructure (FP4)
M-4: City Commuter Benefits	4. City Commuter Benefits. The City shall continue to offer commuter benefits, such as Tran Ben or Commuter Checks to City employees, and when possible, expand or develop other commuter benefits programs, such as parking cash-out or parking pricing programs, or taking advantage of the new tax credit for biking to work. <i>[Source: New Program, Climate Action Plan] (CSO)</i>	Human Resources	2024-2040	Ongoing	The City implemented this program and will continue City Commuter Benefits which include transit and parking benefits.	Champion Climate Resilience and Environmental Justice (Objective 1, Reduce Greenhouse Gases & Dependency on Fossil Fuels)

T-1.1: Amend the Off-Street Parking Regulation	5. CAP Action T-1.1. Amend the Off-Street Parking Regulation of Municipal Code to incorporate smart growth principles and to incentivize walking, biking, and public transit. 1. Create a single "blended" parking requirement for commercial uses to facilitate future changes of use (i.e., changing a retail store to a restaurant). 2. Provide requirements or incentives for bicycle parking. 3. Allow on-street parking along the property's frontage to count towards satisfying a portion of the property's off-street parking requirements. 4. Create parking preferences or incentives for residents who rideshare or use low- or zero-emissions vehicles. 5. Allow property owners to develop and implement parking demand management plans that consider ways to reduce the need for off-street parking by using shared parking arrangements, valet parking services, paid parking, and other appropriate techniques. 6. Establish design standards or retrofit standards for CompleteStreets. 7. Promote multi-modal use. [Source: 2024 Climate Action Plan]	Public Works & Utilities – Transportation	2024-2040	Partially complete	In January 2024, the City adopted new Residential Design Guidelines, which included some of the intent of this item, including updates to the City's Zoning Ordinance and the Off-Street Parking Regulations, providing incentives for bicycle parking, rideshare. Transportation staff will continue to coordinate with Development Services-Planning regarding opportunities to amend the off-street parking regulations further where feasible.	Champion Climate Resilience and Environmental Justice (Objective 1, Reduce Greenhouse Gases & Dependency on Fossil Fuels)
T-1.10: Prioritize mobility projects in disadvantaged communities	14. CAP Action T-1.10. Prioritize active transportation and mobility projects in historically under-invested neighborhoods.	Public Works & Utilities - Transportation	2024-2040	Ongoing	Community Based Transportation Plan is under development and is focused on the Transportation needs of disadvantaged communities in Hayward.	Champion Climate Resilience and Environmental Justice (CP1)
T-1.11: Teach bicycle and pedestrian safety	15. CAP Action T-1.11. Partner with schools, employers, transit agencies, Hayward Area Recreation and Park District (HARD), and community groups to teach bicycle and pedestrian safety in schools and workplaces and to educate residents and businesses about the health and environmental benefits of walking, bicycling, and using public transit.	Public Works & Utilities - Transportation	2024-2040	Ongoing	California Air Resources Board grant funds bicycle training classes and direct outreach to schools about encouraging safe active transportation.	
T-1.12: Provide income-qualifying rebates for transportation equipment	16. CAP Action T-1.12. Partner with community organizations and local bike shops to provide rebates for low-income community members to purchase bicycles, helmets, pumps, e-bikes, e-scooters, and other related equipment. Work with community partners to provide incentives to promote bicycle, e-bike and e-scooter ownership.	Public Works & Utilities – Transportation, City Manager's Office – Economic Development	2024-2040	Ongoing	The City is implementing a grant from the California Air Resources Board to implement the largest local program to distribute bicycles to City residents. The program, Hayward Rides, began bicycle giveaways in October 2025, and has been prioritizing in-need high school students and adults in Hayward. In addition to a bicycle, residents receive a helmet, lights, lock, and patch repair kit, and events have included free on-site bicycle repair.	Champion Climate Resilience and Environmental Justice (CP5)
T-1.13: Obtain funding for pilot bike-share program	17. CAP Action T-1.13. Partner with community groups to obtain funding through the California Air Resources Board Car Sharing and Mobility Options program for a pilot bike-share program in low-income communities and to connect low-income communities with the E-Bike Purchase Incentive Program through CalBike.	Public Works & Utilities – Transportation, City Manager's Office – Economic Development	2024-2040	Partially complete	The City is implementing a grant from the California Air Resources Board to implement the largest local program to distribute bicycles to City residents. The program, Hayward Rides, began bicycle giveaways in October 2025, and has been prioritizing in-need high school students and adults in Hayward, as well as documenting and augmenting current bike parking available in the City. In addition, the City has partnered with Ava Energy to promote their e-bike voucher program.	Champion Climate Resilience and Environmental Justice (CP5)
T-1.14: Ensure equitable walking and biking safety	18. CAP Action T-1.14. Ensure there is equitable access to safe bicycle and pedestrian infrastructure in all areas of the city. Prioritize the development of pedestrian and bicycle infrastructure in low-income communities where there is currently no or limited pedestrian and bicycle infrastructure.	Public Works & Utilities - Transportation	2024-2040	Ongoing	Multiple planning documents, including the Local Road Safety Plan, the Bike & Pedestrian Master Plan, and the Community Based Transportation Plan (under development), guide staff to ensure equitable walking and biking safety.	Champion Climate Resilience and Environmental Justice (CP1)
T-1.15: Eliminate barriers to completing CompleteStreets Evaluation	19. CAP Action T-1.15. Based on the identified barriers to completing the CompleteStreets Evaluation including limited staff and fiscal resources, develop strategies to reduce or eliminate barriers, such as identifying staff to assign the Complete Streets Evaluation to.	Public Works & Utilities - Transportation	2024-2040	Ongoing	Staff incorporates Complete Streets development and design into all transportation projects.	

T-1.16: Devote staff time to seeking mobility grants	20. CAP Action T-1.16. Devote staff time to managing, tracking and applying for grant funding to Complete projects that would improve active transportation or mobility in the community.	Public Works & Utilities - Transportation	2024-2040	Ongoing	Staff applied for a Caltrans Sustainable Planning Grant for planning of the Eden Greenway. Staff is currently preparing for the next Active Transportation Program Grant cycle.	Champion Climate Resilience and Environmental Justice (CP1)
T-1.2: Support the Sustainable Communities Strategy	6. CAP Action T-1.2. In support of the General Plan and City land-use policies, maximize infill development, increase land-use and transit efficiencies to support the regional Sustainable Communities Strategy and promote a jobs housing match. In addition, work with developers to prioritize infill development projects and transit-oriented development zones.	Public Works & Utilities - Transportation	2024-2040	Partially complete	Current adopted policies and guidelines used for review of private developments include incentives for infill developments up to a specified size, including but not limited to exemptions provided by state law, transportation and trip credits, exemption from having to complete local transportation assessments (traffic studies). Staff will continue to work with other city departments to prioritize, support and maximize infill development.	Champion Climate Resilience and Environmental Justice (Objective 1, Reduce Greenhouse Gases & Dependency on Fossil Fuels)
T-1.3: Develop a priority list of Complete Streets improvements	7. CAP Action T-1.3. Based on the completed Complete Streets Assessment (existing Mobility program 6), the Complete Streets Inventory Baseline, and the 2020 Bicycle and Pedestrian Master Plan, develop a priority list of Complete Streets improvements such as retrofits, design standards, and green infrastructure that would accommodate walking, biking, transit use and carpooling. This effort should include a schedule for implementation, prioritization of improvements, identification of whether improvement will aid in walking, biking or transit access, and the plan should ensure equitable roll-out to low-income communities.	Public Works & Utilities - Transportation	2024-2040	Partially complete	For Complete Streets improvement prioritization, plans were recently developed to aid in this effort. The Local Road Safety Plan (2023) and the Speed Management Plan (2026) prioritizes corridors for improvements.	Invest in Infrastructure (Objective 1, Invest in multi-modal transportation)
T-1.4: Promote ownership of micro-mobility devices	8. CAP Action T-1.4. Adopt and implement a micro-mobility policy that promotes ownership of micro-mobility devices, especially among lower income community members. Promote equitable access to charging facilities for electric micro-mobility devices.	Public Works & Utilities - Transportation	2024-2040	Ongoing	City of Hayward Micromobility Feasibility Study completed in April 2023. California Air Resources Board grant is focused on promoting ownership of micromobility devices through the Hayward Rides bicycle distribution program and other supportive efforts.	Champion Climate Resilience and Environmental Justice (CP1 and CP5)
T-1.5: Continue 2020 Bicycle and Pedestrian Master Plan implementation	9. CAP Action T-1.5. Continue to implement 2020 Bicycle and Pedestrian Master Plan goals of developing 153 new bicycle facilities and 32 miles of multi-use paths for pedestrians and cyclists.	Public Works & Utilities - Transportation	2024-2040	Ongoing	Staff continue to implement goals from the 2020 Bicycle and Pedestrian Master Plan. Bicycle lanes and facilities continue to be added as part of annual repavement efforts and in conjunction with development projects. In addition, staff are actively engaged in implanting regional bicycle projects such as the East Bay Greenway and are actively pursuing grant opportunities to expand bicycle and pedestrian facilities throughout the City, including initiating a citywide bike parking needs assessment through the California Air Resources Board (CARB) Grant.	Champion Climate Resilience and Environmental Justice (CP1)
T-1.6: Update codes to reflect transportation demand	10. CAP Action T-1.6. Evaluate and, if necessary, update the City's Zoning Code, Transportation Demand Management Plan (or Administrative Rule 2.26), and California Green Building Code to reflect current transportation demand management opportunities and to ensure the City requires sufficient bicycle parking for new commercial development and retrofits.	Public Works & Utilities - Transportation	2024-2040	Ongoing	Public Works-Transportation staff will continue to coordinate with Development Services to evaluate and update these items when opportunities arise. The Residential Design Guidelines adopted in January 2024 included modifications to transportation demand management, including providing parking credits to developers for implementation of TDM measures	
T-1.7: Conduct Underused Rights-of-Way Study	11. CAP Action T-1.7. Update and conduct Underused Rights-of-Way Study such that a community/business survey and evaluation is completed to understand community perspective on potential barriers to conversions and identify barrier solutions. Based on findings, convert recommended amount miles of under used roadways thoroughfare to active transportation corridors to create a connected environment City (i.e., downtown areas). As part of the program, launch a public campaign to gain public and business support to ensure success of such efforts. Consider having pilot programs (i.e., shutting down street lanes for specific events/periods of time) to demonstrate the advantages of proposed improvements.	Public Works & Utilities - Transportation	2024-2040	Not started	This specific program has not been initiated. However, staff routinely review available right of way use as part of repaving projects and corridor studies to identify how best to support multimodal safety and mobility. Staff have implemented pilots on several streets, including a lane reduction on Mission Blvd downtown and a pilot of the Orchard Traffic Calming Project.	

T-1.8: Identify streets for permanent through traffic closures	12. CAP Action T-1.8. Identify streets for permanent through traffic closures to promote walking, biking, and other forms of active transportation.	Public Works & Utilities - Transportation	2024-2040	Partially complete	Safe Streets Downtown is evaluating downtown streets that could potentially be closed down from through traffic. Further outreach is needed.	
T-1.9: Identify streets to prioritize outdoor dining	13. CAP Action T-1.9. Identify areas of the City to remove parking and/or additional traffic lanes to prioritize outdoor seating and make permanent outdoor dining established during Covid 19.	Public Works & Utilities - Transportation	2024-2040	Ongoing	City staff are exploring feasibility of establishing a parklet program however it is in early planning stages.	Champion Climate Resilience and Environmental Justice (CP1)
T-2.1: Continue to promote infill development	21. CAP Action T-2.1. Continue to promote infill development and/or new development that is compact, mixed use, pedestrian friendly, and transit oriented.	Public Works & Utilities - Transportation	2024-2040	Ongoing	City code, development standards and guidelines support infill development. From the Transportation side, this includes compliance with state and regional guidelines for transit-oriented development, Completestreets, promoting bicycle and pedestrian infrastructure and access, discounts for development fees, allowing unbundling of parking in new developments.	Champion Climate Resilience and Environmental Justice (CP1)
T-2.10: Support AC Transit expansion	30. CAP Action T-2.10. Dedicate staff time or create a staff position to pursue funding opportunities to implement planned City transit/TDM projects and programs and to support AC Transit in obtaining grant funding for region-wide service expansion.	Public Works & Utilities - Transportation, City Manager's Office - Economic Development	2024-2040	Ongoing	Staff continues to collaborate and seek opportunities for grant funding to implement transit or TDM projects and programs. Previous effort involved a collaboration with AC Transit for an application to the Affordable Housing and Sustainable Communities (AHSC) grant.	Champion Climate Resilience and Environmental Justice (CP1)
T-2.11: Conduct local transportation surveys	31. CAP Action T-2.11. Conduct local transportation surveys to better understand the community's needs and motivation for traveling by car versus other alternatives such as AC Transit or BART. Use survey results to inform policy development and education/outreach campaigns that are transit focused. Consistent with the previous CAP policy M-3 (Survey Transportation and Transit Gaps and Barriers).	Public Works & Utilities - Transportation	2024-2040	Partially complete	The Community Based Transportation Plan is currently being developed and is designed to survey the community regarding their transportation needs, including the use of different transportation modes. Outreach will be conducted to gather this information.	
T-2.12: Assess GHG reduction potential in high-traffic zones	32. CAP Action T-2.12. Assess the feasibility and GHG reduction impact of banning cars in high-traffic zone(s) or on individual roads in the City where other transit options are available by implementing a congestion charge that applies to passenger cars and car-sharing services like Uber and Lyft with exceptions for handicap drivers and residents of those areas.	Public Works & Utilities - Transportation Division, Public Works & Utilities - Environmental Services Division	2024-2040	Not started	This program has not been initiated. The City is not currently authorized by state law to implement congestion charges.	
T-2.13: Prioritize transit infrastructure in existing neighborhoods	33. CAP Action T-2.13. Partner with AC Transit to conduct a study to determine transit priority corridors and prioritize infrastructure improvements in existing neighborhoods that enable people to better access and use public transit.	Public Works & Utilities - Transportation Division	2024-2040	Partially complete	City staff collaborated with AC Transit to install Simme Seats at various bus stop locations in the City. City is currently installing Simme Seats. Additional collaboration with AC Transit expected in the future.	
T-2.2: Establish standards for transit accessibility	22. CAP Action T-2.2. Adopt a policy or code into the Municipal code that establishes specific standards for new development of public space to be transit accessible and multi-functional by co-locating public facilities.	Public Works & Utilities - Transportation	2024-2040	Not started	This item has not been initiated.	
T-2.3: Adopt parking requirements	23. CAP Action T-2.3. Consistent with the Downtown Parking Management Plan and Downtown Specific Plan, adopt parking requirements into the Municipal code that are appropriate for a mixed-use, walkable, and transit-oriented district. Evaluate opportunities in the Downtown area to designate streets for transit only.	Public Works & Utilities - Transportation	2024-2040	Partially complete	In 2019, the City adopted the Downtown Specific Plan, and is currently implementing the plan through private development and infrastructure improvements. The City is studying the Downtown Loop and surrounding streets to implement multimodal safety and accessibility improvements that support these objectives. Staff successfully received a grant from MTC to identify improvements to multimodal accessibility in the Hayward BART station area (1/2 mile around the station). Staff have implemented a pilot program that reduced lanes on Mission Blvd through downtown and is evaluating the project.	
T-2.4: Require new multi-family projects to provide mobility amenities	24. CAP Action T-2.4 Develop and adopt an ordinance requiring new multi-family development projects to install a car share or provide e-bikes/e-scooters to each new tenant.	Public Works & Utilities - Transportation	2024-2040	Not started	This item has not been initiated.	Champion Climate Resilience and Environmental Justice (CP5)

T-2.5: Upgrade transit stops to include shade and bicycle parking	25. CAP Action T-2.5. Evaluate and prioritize transit stops needing renovations that do not meet the adopted Pedestrian Design Standard for Transit Stop. Upgrade transit stops such that they include bicycle parking and shade trees or structures and are designed to promote use.	Public Works & Utilities - Transportation	2024-2040	Partially complete	Simme seats have been installed at approximately 50 transit stops, increasing the total count of Simme Seats in Hayward to 74.	Invest in Infrastructure (FP4)
T-2.6: Allow housing with off-street parking	26. CAP Action T-2.6. Consistent with the intention of Senate Bill 10, allow developers to build housing without off-street parking if they're close to frequent transit service.	City Manager's Office - Housing, Public Works & Utilities - Transportation	2024-2040	Complete	Complete HMC Sec 10-2.420(b) grants exception to minimum off-street parking ratios within one-half mile of major transit in accordance with California Government Code Sec. 65863.2. This meets the intent of this item.	
T-2.7: Require large employers to develop a TDM Plan	27. CAP Action T-2.7. Through the adoption of an ordinance or incorporation into large commercial building codes, require all employers to develop a Transportation Demand Management (TDM) Plan. TDM plans should include money-based incentives for employees to bike, walk, carpool, or take the bus to work. In alignment with BAAQMD requirement, large employers (more than 50 employees) shall subsidize biking, walking, or bus travel.	Public Works & Utilities - Transportation	2024-2040	Ongoing	Projects are reviewed on an ad-hoc basis against the City's current Transportation Impact Analysis guidelines in order to determine if TDM measures are required. This generally applies to large employers. However, a citywide program has not yet been adopted.	
T-2.8: Expand the Student Transit Pass Program	28. CAP Action T-2.8 Expand the Student Transit Pass Program (STPP), which provides free youth clipper cards with unlimited bus rides to middle and high schools students, to provide free AC transit to college students and low income community members.	Public Works & Utilities - Transportation, City Manager's Office - Economic Development	2024-2040	Ongoing	Alameda CTC currently administers a Student Transit Pass provides free and discounted rides on local and regional transit systems is now available to all Hayward Unified School District middle and high school students. Staff will continue to coordinate with Alameda CTC, MTC, and other partners on opportunities to expand free or reduced transit passes for college students.	
T-2.9: Collaborate with AC Transit	29. CAP Action T-2.9. Collaborate and engage with AC Transit to understand how they are addressing the Innovative Clean Transit Rule and their plan to electrify their bus fleet.	Public Works & Utilities - Transportation	2024-2040	Ongoing	Staff continues to coordinate with AC Transit. Staff participates in a quarterly Interagency Council Liaison Committee meeting where this and other topics can be discussed.	Champion Climate Resilience and Environmental Justice (CP1)
T-3.1: Develop a Citywide TDM	34. CAP Action T-3.1. Develop and adopt a Citywide Transportation Demand Management (TDM) Plan including strategies to reduce peak-hour traffic, such as staggered work hours, flexible schedule options, and telecommuting from home offices. Include updated policy incentives or disincentive options to achieve reductions in peak-hour traffic, reduce traffic congestions and promotes alternative transportation (biking, walking, and use of transit).	Public Works & Utilities - Transportation Division, City Manager's Office - Economic Development	2024-2040	Not started	Staff has Not started on this item. Projects are currently reviewed on an ad-hoc basis instead.	
T-3.10: Implement a gasoline/diesel car registration tax	43. CAP Action T-3.10. Implement a gasoline/diesel car registration tax starting in 2028 with exemption criteria established for low-income residents.	Public Works & Utilities - Transportation Division, City Manager's Office - Economic Development	2024-2040	Not started	Registration taxes related to gasoline or diesel powered cars are within the purview of the State through the DMV. The City cannot currently implement its own vehicle registration tax.	
T-3.11: Increase Broadband Internet Access	44. CAP Action T-3.11 Increase Broadband Internet Access. Add a program to encourage more working from home and reduce the need to travel for work.	Public Works & Utilities - Transportation Division, City Manager's Office - Community Services Division	2024-2040	Ongoing	The City is permitting extension of pole mounted or underground fiber optic communication lines in various parts of the City. Additionally new developments are conditioned to provide fiber optic conduits.	
T-3.2: Reduce use of single occupancy vehicles	35. CAP Action T-3.2. Continue to require new development adopt transportation demand management strategies to reduce use of single occupancy vehicles and encourage the use of alternative modes of travel. Update development requirements, ordinances, and/or building codes requiring TDM as part of new developments as part of enforcement.	Public Works & Utilities - Transportation Division	2024-2040	Partially complete	Public Works-Transportation continues to require new developments to adopt transportation demand management strategies as part of CEQA mitigations, to address transportation deficiencies, to receive trip credits, and/or to receive credits against parking requirements per the new Residential Design Guidelines adopted in January 2024. Additional expansion of TDM requirements will be considered in coordination with Development Services - Planning as part of code amendment opportunities or as part of a citywide TDM program.	Champion Climate Resilience and Environmental Justice (CP1)

T-3.3: Develop citywide parking minimums and maximums	36. CAP Action T-3.3. Develop consistent standards for parking minimums and maximums across the city. Reduce parking minimums and parking maximums citywide, as improved active and public transit infrastructure becomes more available. Additionally, price all public parking spaces for all areas of the city based on available transportation options, travel demand, and land use.	Development Services – Planning Division, Public Works & Utilities – Transportation Division	2024-2040	Partially complete	The Hayward Municipal Code sets consistent parking maximums and minimums across. Hayward is in compliance with state laws regarding no minimum parking near high frequency transit. Staff is currently evaluating potential options for pricing parking in public areas such as downtown Hayward. That effort is currently in early planning stages.	
T-3.4: Evaluate parking pricing	37. CAP Action T-3.4. Evaluate parking pricing structures that would best work with the City of Hayward. Based on evaluation, implement dynamic parking pricing in downtown parking areas and earmark parking revenues to implement other active transportation and transit projects.	Public Works & Utilities – Transportation Division, City Manager’s Office – Economic Development	2024-2040	Partially complete	The City released a Downtown Parking Plan in January 2018. Put on hold during the COVID-19 pandemic, the staff have restarted this effort and are working towards initial implementation in FY 2027.	
T-3.5: Analyze community impacts to single passenger vehicles disincentives	38. CAP Action T-3.5. Conduct an analysis of the potential community impacts and benefits of implementing disincentive-based policies for driving single passenger vehicles, including a congestion charge program, limiting parking options, increased local taxes (income tax, gasoline tax, or car registration tax), and Transportation Network Company (TNC) user taxes.	Public Works & Utilities – Transportation Division, City Manager’s Office – Economic Development	2024-2040	Not started	The City has not begun this program due to limitations on City’s ability to implement tolling, congestion charges per state law and due to limited staff and fiscal resources, along with other City priorities.	
T-3.6: Conduct equitable outreach to understand community concerns	39. CAP Action T-3.6. Conduct engagement efforts for the general public and target low-income communities of color during analysis of the disincentive-based transportation policies to understand the community’s potential concerns.	Public Works & Utilities – Transportation Division	2024-2040	Partially complete	The Community Based Transportation Plan is currently being developed and is designed to survey the community regarding their transportation needs, including the use of different transportation modes. Outreach will be conducted to gather this information.	
T-3.7: Define equity metrics	40. CAP Action T-3.7. Define equity metrics for implementation of disincentives based on feedback from local low-income communities of color and structure the disincentive programs to meet these metrics.	Public Works & Utilities – Transportation Division	2024-2040	Not started	The Community Based Transportation Plan is currently being developed and is designed to survey the community regarding their transportation needs, including the use of different transportation modes. It has not been started yet, but there may be an opportunity to set goals for delivering improvements equitably through this effort.	
T-3.8: Fund transit programs	41. CAP Action T-3.8. Fund active and public transit programs through a local gasoline tax and/or through paid parking fees.	Public Works & Utilities – Transportation Division, City Manager’s Office – Economic Development	2024-2040	Ongoing	Public Works-Transportation coordinates with AC Transit through the AC Transit LLC program, including regarding public transit program funding. These efforts meet the intent of this item.	
T-3.9: Implement a Transportation Network Company (TNC)	42. CAP Action T-3.9. Implement a Transportation Network Company (TNC) user tax which would put a small fee on the use of Uber and Lyft and generate funds to pay for transit and mobility infrastructure.	Public Works & Utilities – Transportation Division, City Manager’s Office – Economic Development	2024-2040	Not started	This program has not been initiated. The City does not have authority under state law to implement	
T-4.1: Enforce Hayward EV Charger Reach Code	45. CAP Action T-4.1. Continue to enforce the Hayward EV Charger Reach Code requiring electric vehicle charging stations in new development projects.	Development Services – Planning Division, Public Works & Utilities – Environmental Services Division	2024-2040	Ongoing	The Council Sustainability Committee (CSC) recommended maintaining and re-adopting the City’s existing reach code requirements related to electric vehicle (EV) charging infrastructure for the 2025 Building Code cycle at the September 8, 2025 CSC meeting. The re-adoption was approved by City Council on November 18, 2025.	Champion Climate Resilience and Environmental Justice (CP1, CP2, CP3)
T-4.10: Survey EV chargers placement	54. CAP Action T-4.10. Partner with Ava Community Energy to aid in Ava’s survey of existing publicly accessible electric vehicle chargers and their locations and identify a prioritized list of locations in Hayward for new electric vehicle charging stations with particular consideration for equitable distribution of chargers to residents of multi-family homes, low-income people, people on a fixed income, and communities of color.	Public Works & Utilities – Transportation Division, Public Works & Utilities – Environmental Services Division	2024-2040	Ongoing	Staff is currently working with Ava Community Energy to develop a network of fast charging stations.	Champion Climate Resilience and Environmental Justice (CP1, CP2)

T-4.11: Support ZEV car share companies	55. CAP Action T-4.11. Support zero-emission vehicle (ZEV) car share companies in coming to the City. Coordinate with car share companies and community groups to develop an affordable, zero-emission vehicle (ZEV) car share to serve affordable housing and/or multifamily developments with a priority to target low income communities of color.	Public Works & Utilities – Transportation Division, Public Works & Utilities– Environmental Services Division	2024-2040	Partially complete	Zoox Technologies opened a manufacturing plant in Hayward in 2025. Zoox Technologies develops driverless, autonomous electric bidirectional robotaxis.	
T-4.12: Collaborate to develop ZEV car share network	56. CAP Action T-4.12. Collaborate with neighboring jurisdictions and the Alameda County Transportation Commission to develop a connected network of ZEV car share.	Public Works & Utilities – Transportation Division, Public Works & Utilities – Environmental Services Division	2024-2040	Not started	Program has Not started	
T-4.2: Install 100 new EV chargers	46. CAP Action T-4.2. Work with Ava Community Energy to install 100 new publicly accessible EV chargers by 2030 through public private partnerships and on City owned properties.	Public Works & Utilities – Environmental Services Division	2024-2040	Ongoing	Staff is currently working with Ava Community Energy to develop a network of fast charging stations. Plans are in development for fast charging at Municipal Lot #4.	Champion Climate Resilience and Environmental Justice (CP1)
T-4.3: Streamline EV infrastructure permitting	47. CAP Action T-4.3. Continue to maintain a streamlined EV infrastructure permitting process and ordinance in accordance with AB 1236.	Development Services – Building Division	2024-2040	Complete	Hayward is in compliance with AB 1236, the State's required expedited, streamlined permitting process for EV charging infrastructure.	Champion Climate Resilience and Environmental Justice (CP1)
T-4.4: Grant preferred parking to ZEVs	48. CAP Action T-4.4. Require that new private parking lots grant zero emission vehicles (ZEVs) access to preferred parking spaces.	Development Services – Planning Division	2024-2040	Partially complete	Hayward Municipal Code Section 10-2.800 Electric Vehicle Charging Spaces sets forth minimum number of type of EV charging infrastructure that shall be provided based on land use. There is no specific locational requirements in the Ordinance at this time.	
T-4.5: Conduct ZEV education events for residents	49. CAP Action T-4.5 Coordinate with local agencies and community-based organizations, agencies, and non-profits to conduct zero-emission vehicle (ZEV) education events for residents and targeted events for low-income communities that would evaluate the barriers to ZEV adoption, include information on costs/benefits of owning ZEVs, steps on how to receive incentives for ZEVs, and other benefits.	Public Works & Utilities – Transportation Division, Public Works & Utilities – Environmental Services Division	2024-2040	Partially complete	In 2025, the City supported a ZEV education event at Glad Tidings Church. Staff has developed an "Electric Vehicle Resources" webpage on the City of Hayward website that provides details on incentives, rebates, insurance discounts, charging locations, and consumer resources. Staff also promotes EV related events in the environmental newsletter, the Leaflet, like events hosted by Ride and Drive Clean.	
T-4.6: Assist lower-income households purchase EVs	50. CAP Action T-4.6 Explore opportunities with CARB, BAAQMD, or other agencies to start a purchase rebate program and provide higher trade-in value for combustion vehicles to assist lower-income households to purchase EVs.	Public Works & Utilities – Transportation Division, Public Works & Utilities– Environmental Services Division	2024-2040	Ongoing	In August 2025, the Bay Area Air District re-launched its Clean Cars for All program that offers grants for income-qualified Bay Area residents to retire their old, qualified cars with a hybrid, plug-in hybrid, battery, or hydrogen fuel cell electric vehicle or use the funds for public transit and to purchase e-bikes. https://www.baaqmd.gov/funding-and-incentives/residents/clean-cars-for-all	
T-4.7: Conduct ZEV education for businesses	51. CAP Action T-4.7. Develop outreach and education materials and distribute to local businesses and organizations on the financial, environmental, and health and safety benefits of ZEVs. Provide information on available funding opportunities.	Public Works & Utilities – Transportation Division, Public Works & Utilities– Environmental Services Division	2024-2040	Ongoing	Staff has developed an "Electric Vehicle Resources" webpage on the City of Hayward website that provides details on incentives, rebates, insurance discounts, charging locations, and consumer resources. Staff also promotes EV related events in the environmental newsletter, the Leaflet, like events hosted by Ride and Drive Clean. Staff promotes partner resources such as Ava Community Energy's technical assistance services for business fleet (https://avaenergy.org/businesses/commercial-transportation/).	
T-4.8: Configure on-bill financing	52. CAP Action T-4.8. Work with Ava Community Energy and PG&E to incentivize residential electric vehicle charger installations through on-bill financing.	Public Works & Utilities – Transportation Division, Public Works & Utilities – Utilities, Division Public Works – Environmental Services Division	2024-2040	Not started	Not started In 2026, staff will engage with Ava Community Energy as they develop their new Customer Programs Roadmap and staff will advocate for on-bill or similar financing.	

T-4.9: Evaluate opportunities for EV or hydrogen charging	53. CAP Action T-4.9. Evaluate opportunities for EV or hydrogen charging infrastructure through State and utility programs, like LCFS or PG&E EV Fast Charge Program. Disseminate information via outreach and education materials.	Public Works & Utilities – Transportation Division, Public Works & Utilities – Utilities Division, Public Works & Utilities – Environmental Services Division	2024-2040	Ongoing	Staff are evaluating opportunities to provide charging infrastructure within the City however this effort is in very early stages of evaluation.	
T-5.1: Accelerated fleet electrification	57. CAP Action T-5.1. Work with stakeholders to develop and implement a plan for City-supported accelerated fleet electrification. As part of the plan, identify opportunities for accelerated fleet electrification and promote ZEV/EV adoption within business fleets.	Public Works & Utilities – Transportation Division, Public Works & Utilities – Environmental Services Division	2024-2040	Ongoing	Ava Community Energy has a webpage with resources for businesses to electrify their fleet. https://avaenergy.org/for-businesses/commercial-transportation/	
T-5.2: Incentives for accelerated fleet electrification	58. CAP Action T-5.2. Identify incentives for accelerated business fleet electrification and communicate that information to local businesses.	Public Works & Utilities – Transportation Division, Public Works & Utilities – Environmental Services Division	2024-2040	Not started	Program has Not started	
T-5.3: Engage with businesses to identify fleet conversion to EV	59. CAP Action T-5.3. Engage with local employers and business fleet owners in the City to identify opportunities for accelerated fleet conversion to ZEV/EV. Provide information on the requirements of the Advanced Clean Fleets rule and available funding sources for fleet replacements (e.g., LCFS, Clean Truck and Bus Voucher).	Public Works & Utilities – Transportation Division, Public Works & Utilities – Environmental Services Division	2024-2040	Ongoing	Ava Community Energy has a webpage with resources for businesses to electrify their fleet. https://avaenergy.org/for-businesses/commercial-transportation/	
T-5.4: Collaborate to create EV infrastructure funding	60. CAP Action T-5.4. Develop and maintain a collaborative of stakeholders (e.g., local major employers, commercial business) to lead the creation of best practices and the pursuit of funding for ZEV/EV infrastructure as well as public and private zero-emission business vehicle fleets.	Public Works & Utilities – Transportation Division, Public Works & Utilities – Environmental Services Division	2024-2040	Not started	Program has Not started	
T-5.5: Inventory business vehicle fleets	61. CAP Action T-5.5. Conduct an inventory of business vehicle fleets in Hayward and identify employers and businesses subject to the Advanced Clean Fleets rule as well as those to target for accelerating ZEV/EV adoption.	Public Works & Utilities – Transportation Division, Public Works & Utilities – Environmental Services Division	2024-2040	Not started	Program has Not started	
T-6.1: Require zero-emission small off-road engines	62. CAP Action T-6.1. Support and promote CARB's regulations requiring most newly manufactured small off-road engines such as those found in leaf blowers, lawn mowers, and other equipment to be zero emission starting in Model Year 2024. Phase 2 of the regulations will be implemented in Model Year 2028, when the emission standards for generators and large pressure washers will be zero. In addition, work with Hayward Chamber of Commerce to disseminate information regarding the regulation to impacted businesses (e.g., lawn equipment dealers, commercial landscapers, construction companies) and promote transition of equipment sales and equipment use to electric alternatives.	Public Works & Utilities – Transportation Division, Public Works & Utilities – Environmental Services Division	2024-2040	Ongoing	Environmental Services staff created an educational article on CARB's new regulations and published it in the January 2025 Leaflet, Hayward's environmental newsletter.	Champion Climate Resilience and Environmental Justice (CP1)
T-6.2: Replace City off-road equipment with zero-emission	63. CAP Action T-6.2. Develop and implement a plan to replace all City owned end-of-life off-road equipment with zero-emission equipment. Plan should include evaluation of current City-owned equipment, alternative low or zero-emission options, prioritize equipment to replace first (e.g., largest GHG emission reduction potential), and a timeline for replacements that align with goals and feasibility of replacement.	Public Works & Utilities – Transportation Division, Public Works & Utilities – Environmental Services Division	2024-2040	Ongoing	In alignment with the Fleet Replacement plan, staff use the 15-year life cycle as the standard model for vehicle replacement, including off-road equipment. After review of City off-road inventory, the oldest piece is a 2011 which will be considered for replacement in 2026(FY27). The remaining inventory still has roughly 5 years of useful life. In FY24, Facilities staff ordered the first electric forklift for Facilities and will be the first off-road ZEV we place into service.	

T-6.3: Develop Off-road Equipment Replacement Program and Outreach Campaign	64. CAP Action T-6.3. Develop an Off-road Equipment Replacement Program and Outreach Campaign that provides information to contractors, residents, and fleet operators in Hayward regarding alternatives to fossil fueled off-road equipment, public health and safety benefits of alternative equipment technology, and funding opportunities available (i.e., Clean Off-Road Equipment Voucher Incentive Program [CORE], Zero-Emission Landscaping Equipment Incentive Programs).	Public Works & Utilities – Transportation Division, Public Works & Utilities – Environmental Services Division	2024-2040	Ongoing	Environmental Services staff created an educational article on CARB's new regulations and published it in the January 2025 Leaflet, Hayward's environmental newsletter.	
T-6.4: Encourage replacement of gas-powered landscaping equipment	65. CAP Action T-6.4. Partner with BAAQMD to identify funding opportunities to encourage residents to replace gas-powered landscaping equipment and off-road engines with zero emission equipment.	Public Works & Utilities – Transportation Division, Public Works & Utilities – Environmental Services Division	2024-2040	Not started	The City has not begun this program.	
T-6.5: Develop rebates for replacing gas-powered equipment	66. CAP Action T-6.5. Partner with BAAQMD to develop a rebate and incentive program for upgrading off-road equipment and switching to biofuels.	Public Works & Utilities – Transportation Division, Public Works & Utilities – Environmental Services Division	2024-2040	Not started	The City has not begun this program.	
T-6.6: Assess feasibility of replacing City offroad fleets	67. CAP Action T-6.6. Conduct a study to assess the technological and economic feasibility of replacing the City-owned offroad equipment fleets.	Public Works & Utilities – Transportation Division, Public Works & Utilities – Environmental Services Division	2024-2040	Ongoing	The inventory in this class is 25. City staff does not believe study is not necessary at this time, however MSD and PW staff have been working for several years on implementing an EV charging plan.	
T-6.7: Inventory major off-road equipment fleets	68. CAP Action T-6.7. Conduct an inventory of major off-road equipment fleets in Hayward and identify fleets with highest decarbonization potential.	Public Works & Utilities – Transportation Division, Public Works & Utilities – Environmental Services Division	2024-2040	Not started	The City has not begun this program.	
T-7.1: Adopt Zero-emission Fleet Conversion and Purchase Policy	69. CAP Action T-7.1. Establish and adopt Zero-emission Fleet Conversion and Purchase Policy that requires new, and replacement municipal fleet vehicle purchases are EVs or ZEVs. The policy will also include a schedule for replacement of fleet vehicles to meet a 100% carbon neutral fleet by 2040.	Public Works & Utilities – Transportation Division, Public Works & Utilities – Environmental Services Division	2024-2040	Ongoing	On June 17, 2025, the City Council received an informational report with the City of Hayward Fleet Electrification Assessment, a study analyzing the costs and charging infrastructure needed to electrify the City's fleet.	Champion Climate Resilience and Environmental Justice (CP1)
T-7.2: Assess cost of City fleet transition	70. CAP Action T-7.2. Conduct feasibility and cost assessment to determine the number of EV/ZEV chargers and funds needed to support the fleet transition to 50% EV/ZEV by 2030. Expand EV/ZEV charging infrastructure for city fleet and employees in alignment with feasibility study.	Public Works & Utilities – Transportation Division, Public Works & Utilities – Environmental Services Division	2024-2040	Ongoing	On June 17, 2025, the City Council received an informational report with the City of Hayward Fleet Electrification Assessment, a study analyzing the costs and charging infrastructure needed to electrify the City's fleet.	Champion Climate Resilience and Environmental Justice (CP1)
T-7.3: Secure EV funding	71. CAP Action T-7.3. Secure funding from programs such as the California Air Resources Board's Clean Vehicle Rebate Project and the Clean Truck and Bus Voucher Incentive Program to increase procurement of EV or ZEV cars, trucks, and other vehicles and installation of EV/ZEV charging/fueling infrastructure at municipal facilities.	Public Works & Utilities – Transportation Division, Public Works & Utilities – Environmental Services Division	2024-2040	Ongoing	In April 2024, staff submitted a grant application to the CEC for EV chargers to support City fleet vehicles. The application scored well, but was not funded. Staff has not applied for other grants in 2025 due to financial constraints.	Champion Climate Resilience and Environmental Justice (CP1)
T-7.4: Evaluate credit opportunities within LCFS	72. CAP Action T-7.4. Evaluate credit generation opportunities within the Low Carbon Fuel Standard (LCFS) program for ZEV/EV fueling and charging stations for the municipal fleet to offset cost of infrastructure development needed to support transition.	Public Works & Utilities – Transportation Division, Public Works – Environmental Services Division	2024-2040	Not started	The City has not begun this program.	

Economic Development Element

Program	Description	Implements Which Policy(ies)?	Responsible Departments	Supporting Departments/Partners	Implementation Timeframe	Status	2025 Update	Strategic Priority
ED-1: Economic Development Strategic Plan Annual Report	<p>1. Economic Development Strategic Plan Annual Report. The City shall submit an annual report to the City Council that evaluates the implementation of the Economic Development Strategic Plan. <i>[Source: New Program; City Staff] (FSR)</i></p>	ED-1.2	City Manager	Development Services	Annual (Complete)	Ongoing	<p>In 2025, the Economic Development Division transitioned from time-limited COVID-19 economic recovery efforts to ongoing, standard economic development programming aligned with the Economic Development Strategic Plan (EDSP). Following the completion of recovery initiatives in 2024, staff focused on embedding successful program elements into core service delivery.</p> <p>Throughout the year, the Division emphasized business attraction, expansion, and retention through the City's Business Concierge and ombudsman services. Key activities included proactive corridor outreach and tours, direct support to concierge clients, and coordination across departments to advance projects that contribute to job creation, sales tax generation, and investment in catalytic and strategic industries. Progress and outcomes were regularly reported to the Council Economic Development Committee, demonstrating continued alignment with and implementation of the EDSP.</p>	Grow the Economy EP1, EP3, EP8, EP10
ED-2: Branding and Marketing Program	<p>2. Branding and Marketing Program. The City shall develop and maintain a branding and marketing strategy and materials to promote Hayward and maximize the effectiveness of the City's communication materials and website. <i>[Source: New Program; EDSP/MPSP/CSO]</i></p>	ED-5.1, ED-5.6	City Manager	Development Services, Chamber of Commerce, California State University East Bay	2014-2016 (Complete)	Ongoing	<p>In 2025, the City continued implementation of its Branding and Marketing Program through targeted initiatives that build upon the City's established branding framework. The Economic Development Division led the second year of Hayward Restaurant Month, further promoting local eateries, increasing visibility for participating businesses, and reinforcing Hayward as a dining destination.</p> <p>The City also completed a second round of the Hashtag Hayward program in 2025, utilizing funding previously allocated and approved by City Council. Through targeted, business-led marketing campaigns, the program helped improve Hayward's perception on social media while supporting small businesses in strengthening their digital presence. These campaigns also generated earned media and organic content that extended the reach of the City's branding efforts beyond direct City-led communications.</p> <p>Collectively, these Ongoing initiatives advanced the objectives of the Branding and Marketing Program by maintaining consistent promotion of Hayward's businesses and reinforcing the City's broader economic development and marketing goals.</p>	
ED-3: Energy and Sustainability Businesses Program	<p>3. Energy and Sustainability Businesses Program. The City shall coordinate with the Chamber of Commerce and the East Bay Economic Development Alliance to develop a program that supports and attracts businesses in the renewable and energy-efficiency sector to Hayward. <i>[Source: Climate Action Plan] (MPSP/JP/AGC)</i></p>	ED-1.7, ED-6.11	City Manager	Development Services, Chamber of Commerce, East Bay Economic Development Alliance, Public Works & Utilities	2017-2019 (Complete)	Ongoing	<p>The City of Hayward has coordinated and collaborated with the East Bay Economic Development Alliance (EDA) on the East Bay Forward document, which outlines strategies for attracting emerging industries, including green tech businesses. Utilizing the findings and strategies from this collaboration, staff integrated these goals into the Business Concierge Program.</p> <p>This proactive approach has already led to the successful attraction of several major green tech businesses to Hayward, reinforcing our commitment to sustainability and economic growth. Moving forward, the City will continue to work closely with the Chamber of Commerce, East Bay EDA, and State organizations to build partnerships and further establish Hayward as a hub for energy and sustainability businesses.</p>	
ED-4: Business Resource Center and Website	<p>4. Business Resource Center and Website. The City shall develop and maintain a business resource center and website. <i>[Source: New Program; City Staff] (CSO)</i></p>	ED-1.10, ED-1.17, ED-1.18, ED-2.1, ED-2.2, ED-2.3, ED-2.4, ED-2.7, ED-2.8, ED-3.4, ED-3.5, ED-5.1	City Manager	Development Services, Information Technology, Library and Community Services, Chamber of Commerce	2014-2016 (Complete)	Ongoing	<p>In 2025, the City continued to maintain and utilize the Business Resource Center and Website as a core tool for supporting the local business community. Building on the updates completed in 2024, the platform continued to serve as a centralized hub providing businesses with access to essential information, guidance on site selection, and direct points of contact with City staff.</p> <p>Economic Development staff continued to monitor and update business-facing webpages to ensure information remains accurate, current, and responsive to business needs. This Ongoing maintenance supports a consistent, user-friendly experience for businesses and reinforces the City's commitment to providing clear, accessible resources that help businesses navigate City processes and operate successfully in Hayward.</p>	

ED-5: International Business Program	<p>5. International Business Program. The City shall develop and promote an international business program to expand and diversify the economic base of Hayward and to promote businesses that reflect the cultural diversity of the Hayward community. <i>[Source: New Program, City Staff] (MSP/CSO/AF)</i></p>	ED-1.8, ED-1.9, ED-2.1	City Manager	Development Services	2020-2040 (Complete)	Ongoing	<p>In 2025, the City continued to advance the International Business Program through the Business Concierge Program, which remains a primary mechanism for attracting, supporting, and retaining international businesses in Hayward. Through personalized assistance, streamlined coordination, and Ongoing support, the Concierge Program helped international firms navigate local processes and integrate into the local economy.</p> <p>The City continued to attract and support businesses in advanced and emerging industries, including artificial intelligence, robotics, biotechnology, battery manufacturing, and clean technology. This focus on innovation-driven sectors has contributed to the diversification of Hayward's economic base and reinforced the City's position as a competitive location for globally oriented businesses.</p> <p>By supporting international firms and advanced industries, the City continues to strengthen economic vitality while reflecting the cultural and industrial diversity of the Hayward community. These Ongoing efforts position Hayward as an increasingly global destination for innovative businesses and long-term investment.</p>	
ED-6: Industrial Technology and Innovation Corridor Marketing Strategy	<p>6. Industrial Technology and Innovation Corridor Marketing Strategy. The City shall develop and maintain a branding and marketing strategy to promote economic investment and business and development opportunities within the Industrial Technology and Innovation Corridor. <i>[Source: New Program, City Staff] (MSP)</i></p>	ED-1.16	City Manager	Development Services, Public Works - Engineering and Transportation, Public Works & Utilities, Police, Fire, City Attorney	2020-2040 (Complete)	Ongoing	<p>The City successfully completed the development of the Industrial Technology and Innovation Corridor Marketing Strategy, beginning with the creation of the Industrial Technology and Innovation Corridor Baseline Profile Report in 2015. This report continues to provide valuable insights into the corridor and is regularly utilized by the Economic Development Division. The report has laid the groundwork for attracting economic investment and business development opportunities within the corridor.</p> <p>Moving forward, staff will focus on updating the data and identifying emerging trends to ensure the strategy remains relevant and effective in promoting business and development opportunities. With the baseline profile in place, the strategy has already been established, and the primary task ahead will be to enhance it with updated information to reflect current market conditions and opportunities.</p>	
ED-7: Local Hire Incentives	<p>7. Local Hire Incentives. The City shall develop a package of business incentives (e.g., reduced business license fees) to encourage Hayward businesses to hire local residents. <i>[Source: New Program; GP/TF, RC/CCL] (MSP/RDR)</i></p>	ED-1.19	Finance	City Manager, Development Services, City Attorney, Public Works & Utilities.	2014-2016 (Complete)	Ongoing	<p>In 2025, the City continued implementation of local hire incentives through Ongoing workforce development programming aligned with the intent of this program. The Hire Hayward program was completed, having successfully supported local hiring and training efforts within industrial and advanced manufacturing sectors.</p> <p>Building on this foundation, the Tuition Assistance Program remained active in 2025 through continued partnerships with local higher education institutions and vocational training providers. Through this program, the City has supported over 600 Hayward residents in upskilling and pursuing education and training opportunities that align with the workforce needs of local employers, particularly in skilled trades and advanced industries.</p> <p>Together, these efforts continue to strengthen the local workforce pipeline, connect residents to employment opportunities, and support businesses in accessing a qualified, locally based labor force, consistent with the goals of the Local Hire Incentives program.</p>	Grow the Economy EP8, EP9
ED-8: Business Incubator Study	<p>8. Business Incubator Study. The City shall partner with the Hayward Chamber of Commerce, local business organizations, and college business programs to explore the feasibility of establishing a business incubator. The City shall submit a feasibility report to the City Council and additional actions shall be determined based on direction from the City Council. <i>[Source: New Program, City Staff] (P/IC/PSB)</i></p>	ED-2.1, ED-2.2, ED-2.6	City Manager	Finance, Development Services, Library and Community Services, Chamber of Commerce, Chabot College, California State University East Bay,	2017-2019 (Complete)	Ongoing	<p>In 2025, the City continued to advance the objectives of the Business Incubator Study through partnerships that support entrepreneurship, innovation, and early-stage business development. Rather than pursuing a City-operated incubator facility, efforts focused on leveraging regional partnerships and existing institutional assets to foster startup activity in Hayward.</p> <p>The City partnered with California State University East Bay (CSUEB), Pegasus Tech Ventures, and the Small Business Development Center (SBDC) to host a regional Startup World Cup event at CSUEB. The event featured startup pitch competitions and panel discussions, providing emerging companies with opportunities for exposure, mentorship, and investment connections. The winning startup received \$10,000 and advanced to compete in the global Startup World Cup finals in San Francisco. The East Bay regional winner ultimately went on to win the global competition, securing \$1,000,000 in funding. This outcome demonstrated the strength of Hayward's entrepreneurial ecosystem and the City's ability to support innovation through strategic partnerships. These efforts continue to inform the City's approach to fostering entrepreneurship and evaluating future business incubation strategies consistent with the intent of this program. In addition, Economic Development staff have attracted new businesses that are building and offering business incubator and accelerator support in the fields of EV battery, sustainable advanced materials, and biotechnology. Several of these businesses are funded by the Federal government.</p>	Grow the Economy EP8

ED-9: Business Attraction, Expansion, and Retention Program	<p>9. Business Attraction, Expansion, and Retention Program. The City shall develop a comprehensive business attraction, expansion, and retention program. <i>[Source: Modified Program; GPUTF, PC/CC (CSO/MSP)]</i></p>	ED-1.4, ED-1.5, ED-1.6, ED-1.7, ED-1.8, ED-1.9, ED-2.6, ED-3.1, ED-3.2, ED-3.4, ED-3.5, ED-3.6, ED-4.7, ED-6.8, ED-6.12	City Manager, Finance	Development Services, Library and Community Services	2014-2016 (Complete)	Ongoing	<p>The City of Hayward's Business Concierge Program serves as a cornerstone of the City's commitment to business attraction, expansion, and retention program. This "white glove" service is designed to assist new and existing businesses at every step of their journey. The program supports business owners with site selection, technical permitting assistance, and navigating the City's permit and entitlement processes. Additionally, it provides critical coordination with utility providers and other regulatory agencies, ensuring a seamless experience for businesses looking to establish or expand operations in Hayward. Through personalized assistance and a proactive approach, the Economic Development team acts as a direct liaison between business owners and city departments, addressing concerns quickly and fostering a business-friendly environment. By delivering real-time answers and resolving issues efficiently, the Business Concierge Program plays a vital role in retaining businesses, attracting new investments, and promoting economic growth across the city.</p>	Grow the Economy EP5, EP6
ED-10: Town-Gown Economic Partnership	<p>10. Town-Gown Economic Partnership. The City shall coordinate with Chabot College and California State University, East Bay to develop a formalized Town-Gown Economic Partnership. <i>[Source: New Program; Public, GPUTF (MSP/IGC)]</i></p>	ED-4.1	City Manager	Development Services, Chabot College, California State University East Bay	2014-2016 (Complete)	Ongoing	<p>In 2025, the City continued to advance its Town-Gown Economic Partnership with Chabot College and California State University, East Bay through coordinated workforce development and economic engagement initiatives. Collaborative efforts between the City and its higher education partners remained focused on connecting students, residents, and local businesses.</p> <p>The business showcase video series developed in partnership with CSUEB continued to generate views in 2025 and has served as a model replicated by other jurisdictions seeking to highlight local businesses through student-led content. These videos remain accessible through the City's digital platforms and continue to support local business visibility.</p> <p>The Tuition Assistance Program continued through 2025 in partnership with Cal State East Bay, Chabot College, and Eden ROP, assisting more than 600 Hayward residents in pursuing education and training aligned with local workforce needs. In addition, City-funded, job-targeted job fairs continued to connect residents with local employers and are funded to continue through 2027. Collectively, these efforts reflect the City's ongoing commitment to strengthening its relationship with local academic institutions and supporting pathways to high-quality employment for Hayward residents.</p>	Grow the Economy EP9
ED-11: Town-Gown Economic Strategic Plan and Annual Report	<p>11. Town-Gown Economic Strategic Plan and Annual Report. The City shall coordinate with Chabot College and California State University, East Bay to develop a Town-Gown Economic Strategic Plan that focuses on enhancing the college-town economy and culture of Hayward. The City shall submit an annual report to the City Council that evaluates the implementation of the Strategic Plan. <i>[Source: New Program; City Staff] (MSP/IGC/PSR)</i></p>	ED-3.3, ED-3.6, ED-4.1, ED-4.2, ED-4.3, ED-4.4, ED-4.5, ED-4.6, ED-4.7, ED-5.6	City Manager	Development Services, Library and Community Services, Chabot College, California State University East Bay	2017-2019 (Complete)	Ongoing	<p>In 2025, the City continued to advance the goals of the Town-Gown Economic Strategic Plan through ongoing collaboration with Chabot College and California State University, East Bay. Economic Development efforts remained focused on strengthening the connection between higher education, workforce development, and the local economy.</p> <p>The Tuition Assistance Program continued to serve as a key implementation tool of the Town-Gown Economic Strategic Plan, supporting Hayward residents in pursuing education and training aligned with local workforce needs. Through 2025, the program has assisted more than 600 residents, while City-funded, job-targeted job fairs continued to connect students and residents with local employers and remain funded through 2027.</p> <p>In addition, Economic Development staff worked directly with California State University, East Bay leadership, including the Provost, to provide guidance on aligning educational and training goals more closely with the needs of local and regional industries. Collectively, these efforts support the long-term objectives of the Town-Gown Economic Strategic Plan by strengthening workforce pipelines, supporting economic mobility, and reinforcing Hayward's college-town economy.</p>	Grow the Economy EP9
ED-12: Customer Service Survey	<p>12. Customer Service Survey The City shall develop and maintain a customer service survey to evaluate and identify opportunities to improve permit procedures and the customer service of the Development Services Department and Finance Department (business license permitting). The survey will be sent to applicants after permits for the project are approved or denied. <i>[Source: New Program; City Staff] (MSP)</i></p>	ED-6.1, ED-6.3, ED-6.4, ED-6.6	Development Services	City Manager, Finance	2014-2016 (Ongoing)	Ongoing	<p>Surveys are regularly sent to customers and available at City Hall for an evaluation of the City's customer service. Development Services and Permit Center surveys were released in Spring 2019 and will continue to solicit customer feedback on ways to improve and expand customer service delivery. Additionally, after action surveys are regularly conducted following ED program completion to assess program impact and potential best practices for future iteration. Surveys conducted in 2025 included business participant surveys following the Restaurant Month promotion and the Small Business Resiliency Workshop the City held in partnership with the California Office of Small Business Assistance.</p>	

ED-13: Permit Processing Software	<p>13. Permit Processing Software. The City shall upgrade its Development Services permit processing software to streamline review, allow the submission of electronic applications, reduce costs, and monitor processing time. <i>[Source: New Program; City Staff] (CSO/FB)</i></p>	ED-6.4, ED-6.5	Development Services, Information Technology	City Manager	2014-2016 (Ongoing)	Complete	In 2023, the City launched the permit system to streamline entitlement and permit processing. The ePermit system allows for the electronic submittal and review of Planning, Building, Engineering and Fire-related permits and applications. These efforts meet the intent of this program.	
ED-14: Ombudsperson Service	<p>14. Ombudsperson Service. The City shall develop an ombudsperson service to assist commercial and industrial business and new development applicants with the City's permit and entitlement process, and to provide coordination assistance with utility providers and other regulatory and permitting agencies. <i>[Source: New Program; City Staff] (CSD)</i></p>	ED-6.3	City Manager	Development Services, City Attorney, City Clerk	2014-2016 (Complete)	Ongoing	The City of Hayward's Business Concierge Program, formerly known as the Ombudsman Program, offers a "white glove" service designed to assist new and existing businesses. This program provides comprehensive support throughout the business journey, including site selection, technical permitting assistance, and facilitating smoother interactions with city departments. The Economic Development team serves as an intermediary between business owners and city staff, promptly addressing concerns and ensuring real-time or faster responses than external parties typically receive. This proactive approach fosters a business-friendly environment and helps streamline processes. As part of this initiative, the City is committed to providing service that assists commercial and industrial businesses, as well as new development applicants, with the City's permit and entitlement processes. Additionally, this service coordinates with utility providers and other regulatory and permitting agencies to provide seamless support for businesses.	
ED-15: Cultural Commission	<p>15. Cultural Commission. The City shall establish a Cultural Commission to coordinate the efforts of various arts, culture, and historical groups within Hayward and to assist with cultural event planning reflective of Hayward's diversity. The Commission shall also evaluate funding mechanisms for public art and performance projects. <i>[Source: New Program; Community Outreach] (MPSP)</i></p>	ED-5.2	City Manager	Development Services	2020-2040	Not started	<p>In 2025, Economic Development staff continued to explore opportunities to support and coordinate arts, culture, and historical activities that reflect Hayward's diversity. While a formal Cultural Commission has not yet been established, staff advanced the intent of this program through partnerships and event-based collaboration.</p> <p>Economic Development served as the primary liaison in attracting the Bay Area Philharmonic to Hayward, supporting the organization's 2025 season hosted at Chabot College. The Bay Area Philharmonic's programming incorporates local artists and performers, contributing to community engagement and cultural representation. These efforts support cultural activation and collaboration while informing future consideration of more formal coordination structures consistent with the goals of this program.</p>	

Community Safety Element

Program	Description	Responsible Departments	Implementation Timeframe	Status	2025 Update	Strategic Priority
CS-1: Grant Funding	<p>1. Grant Funding. The City shall pursue grant funding on an on-going basis to increase Police and Fire Department staffing levels, improve police and fire facilities and equipment, and improve community safety services and programs. <i>[Source: New Program; PC/CC] (CSO)</i></p>	Police and Fire	Ongoing	Ongoing	<p>The Police Department currently has 28 Sworn and 20 Professional Staff positions vacant and will pursue additional grant funding programs when and where appropriate. The Police Department was recently awarded \$184,000 in funding to expand its License Plate Reading Camera program and will be applying for a grant with the goal of obtaining Rapid DNA technology in an effort to quickly identify possible leads and/or suspects (Olsen, 2024). In FY2025, the Fire Department was awarded approximately \$1.8 million in grant funding to support paramedic training requirements for 21 newly hired firefighter emergency medical technicians, offsetting costs that the City would otherwise bear to maintain required staffing levels. In CY2025, the Fire Department applied for three grant opportunities to support existing vegetation management programs, expand wildfire mitigation and preparedness initiatives. These initiatives include Zone 0 compliance activities, Firewise and resiliency hub concepts, community education and outreach, and an evacuation planning study to enhance emergency preparedness and community safety. By the end of 2025, the Fire Department was awarded a \$215,000 Wildfire Ready grant from Cal Fire and a \$19K Homeland Security Grant to manage our CERT program.</p>	
CS-2: Police Department Strategic Plan Annual Report	<p>2. Police Department Strategic Plan Annual Report. The City shall submit an annual report to the City Council that evaluates the implementation of the Police Department Strategic Plan. <i>[Source: Existing Program; City Staff] (PSR)</i></p>	Police	Annual	Ongoing	<p>The Police Department updated its Strategic Plan spanning calendars years 2026-2028. The Strategic Plan fulfills a requirement by the Commission on Accreditation for Law Enforcement Agencies (CALEA) to achieve our reaccreditation.</p>	
CS-3: Crime Prevention Through Environmental Design Checklist	<p>3. Crime Prevention Through Environmental Design Checklist. The City shall develop a Crime Prevention Through Environmental Design (CPTED) Checklist to encourage project applicants to incorporate CPTED principles into the design of their projects and to assist in the Police Department's review of development applications. <i>[Source: New Program; City Staff] (RDR)</i></p>	Police	2017-2019	Ongoing	<p>HPD provides literature related to Crime Prevention Through Environmental Design (CPTED) that is available from the Police Department's Crime Prevention Coordinators. There is also a checklist used internally when Crime Prevention Coordinators go to a location for an assessment. Crime Prevention Coordinators provide a written report of their findings.</p>	
CS-4: Homeless Services Partnership	<p>4. Homeless Services Partnership. The City shall develop formal partnerships with community and faith-based organizations to develop and implement a coordinated strategy for managing food, shelter, and support services to the homeless in Hayward. <i>[Source: New Program; City Staff] (MPSP/IGC/JP)</i></p>	Library and Community Services	2014-2016	Ongoing	<p>On July 13, 2021, the City adopted its five-year Let's House Hayward (LHH) strategic plan, along with identifying several efforts that could be funded through the American Rescue Plan Act's (ARPA) State and Local Fiscal Recovery Funds. The LHH plan spans five years from fiscal year 2021-2022 through 2025-2026. Approximately 6 months remain in its implementation period. Programs implemented with ARPA funding included expansion of the existing Winter Warming shelter into a year-round emergency drop in shelter, a temporary expansion to the Hayward Navigation Center to allow for non-congregate shelter during the COVID-19 pandemic, and implementation of a shallow rental subsidy program for individuals with prior experience of homelessness. Additional programs implemented included the launch of the Hayward Evaluation and Response Teams (HEART) continuum of care program, development of 35 units of permanent supportive housing (PSH) through a scattered sites program, coordination with nonprofits to develop a multiservice health and housing campus including 70 PSH units.</p>	Preserve, Protect & Produce Housing For All (HP1, HP3, HP6) and Enhance Community Safety (SP7)

CS-5: Park Security Program	5. Park Security Program. The City shall coordinate with the Hayward Area Recreation and Park District and East Bay Regional Park District to prepare a strategy for integrating appropriate security and surveillance technology in Hayward parks. [Source: New Program; Public; City Staff] (MPSP)	Police	2017-2019	Ongoing	HARD has the primary authority. HPD's District Operations collaborates and provides recommendations to HARD on an Ongoingbasis to improve security and quality of life concerns at our city's parks. These efforts are ongoing.	
CS-6: Comprehensive Safe School Plans	6. Comprehensive Safe School Plans. The City shall coordinate with local school districts on an Ongoingbasis to assist in the review and update of a Comprehensive Safe School Plan for each school in Hayward. [Source: New Program; City Staff] (MPSP/IGC/CSO)	Police	Ongoing	Ongoing	HPD maintains schematics of all school campuses. These are reviewed annually to ensure accuracy.	
CS-7: Fire Department Strategic Plan and Annual Report	7. Fire Department Strategic Plan and Annual Report. The City shall develop and adopt a Fire Department Strategic Plan. The City shall submit an annual report to the City Council that evaluates the implementation of the Fire Department Strategic Plan. [Source: New Program; City Staff] (MPSP)	Fire	2017-2019 (Annual)	Ongoing	Hayward Fire Department (HFD) completes its Annual Report by the end of the first quarter of each calendar year. To enhance accessibility, the report is distributed through various internal City communication channels. In 2025, HFD started a contract with CityGate LLC to Complete the Standards of Cover survey which will provide additional information on adequate staffing, response, materials, etc and will be implemented in strategic plan updates. The study will Complete in 2026.	
CS-8: Center for Public Safety Excellence Program	8. Center for Public Safety Excellence Program. The City shall initiate and Complete the accreditation process for the Center of Public Safety Excellence to evaluate and enhance fire and emergency medical services within the city. [Source: New Program; City Staff] (MPSP)	Fire	2014-2016	Partially complete	In CY25, HFD partnered with CityGate, LLC to create the Standards of Cover document, an integral part of the Center for Public Safety Excellence (CPSE) accreditation process. This document will provide an outline of essential resources, staff, stock, and placement to effectively and efficiently manage response throughout the City.	
CS-9: Policy & Fire Impact Fees	9. Police and Fire Impact Fees. The City shall prepare a Development Impact Fee Feasibility Study and Nexus Report to assess the potential for establishing development impact fees for police and fire services. Based on the findings of the Feasibility Study and Nexus Report and direction from the City Council, the City may prepare and adopt an impact fee ordinance for police and/or fire services. [Source: New Program; City Staff] (RDR/FB)	Finance	2014-2016	Not started	This program may need to be reevaluated to determine if it is feasible and/or still a desired approach.	
CS-10: Disaster Awareness and Emergency Preparedness Program	10. Disaster Awareness and Emergency Preparedness Program. The City shall prepare a comprehensive update of its disaster awareness and emergency preparedness program. [Source: New Program; City Staff] (MPSP)	Fire	2014-2016	Ongoing	At the December 16, 2025, meeting, Council adopted the newly updated Comprehensive Emergency Management Plan (CEMP), along with a new Shelter Management and Debris Management Plan. Following execution of the Plan, staff will continue to update Council with all plans as needed/required.	Enhance Community Safety (SP4, SP5, SP6)

CS-11: Disaster Drills	<p>11. Disaster Drills. The City shall conduct annual disaster drills to train City staff and test the effectiveness of the Comprehensive Emergency Management Plan and operational readiness of the Emergency Operations Center. If necessary, the City shall submit a report to the City Council that provides recommendations for follow-up training, updates to the Comprehensive Emergency Management Plan, and improvements to the Emergency Operations Center. <i>[Source: New Program; City Staff] (PSR)</i></p>	Fire, Police	Annual	Ongoing	<p>In January 2025, HPD and HFD collaborated on an active shooter drill for City Hall, providing the opportunity for practice and planning for how to respond in this type of emergency. October 2025 the Fire Department tested the City's mass notification system, AC Alert, to alert all employees to participate in the Great Shakeout Drill, via text, email, and phone call. An Emergency Operations Center (EOC) event was created and established in VEOCI, our Virtual Emergency Operations Center Interface, where employees with positions in the City EOC can log in and perform specific EOC tasks assigned to them. All to simulate an actual EOC.</p>	Enhance Community Safety (SP4, SP5, SP6)
CS-12: Community Emergency Response Reserves Program	<p>12. Community Emergency Response Reserves Program. The City shall establish a volunteer reserves program for Hayward residents certified in Community Emergency Response Training (CERT). The reserves program shall include a regular training program and a leadership structure to communicate and coordinate with volunteers during emergencies. <i>[Source: New Program; City Staff] (MPSP/CSO)</i></p>	Fire	2020-2040	Ongoing	<p>In 2025, 110 students completed the Community Emergency Response Team (CERT) program, with 25 of those students also completing CPR certification. The Fire Department is also working towards establishing CERT Leads and building resilient communities.</p>	Enhance Community Safety (SP4, SP5, SP6)
CS-13: Energy Assurance Plan	<p>13. Energy Assurance Plan. The City shall develop and implement an Energy Assurance Plan to ensure that critical facilities have access to power during emergencies and power outages. <i>[Source: New Program; City Staff] (MPSP)</i></p>	Public Works & Utilities	2020-2040	Complete	<p>HFD purchased 10 solar-powered generators and 6 satellite phones in FY23. The generators will be used to support 112 baseline residents during public safety power shutoffs; power tents in the event of any disaster, large or small; support the continuing operations of maintenance services through disasters and will be used in emergency response drills. Council approved funding for solar generators, and communications equipment that will assist directors and public safety leadership with communicating off the grid. These efforts support the intent of the program in ensuring that critical facilities have access to power during emergencies and power outages. In FY25 HFD will purchase Starlink, a satellite internet system that provides high speed internet. This equipment will be used when cell phone towers are down during any type of emergency response.</p>	
CS-14: Mass Communication System Update	<p>14. Mass Communication System Update. The City shall review and update (as necessary) its mass communication system (the system for sending emergency information and updates to the Hayward community). <i>[Source: New Program; GPUTF; City Staff] (CSO)</i></p>	Fire	Ongoing	Ongoing	<p>The department continues to use Everbridge, aka AC Alert and collaborate with Alameda County Office of Emergency Services to create templates to use in the event of a major disaster. This system is capable of sending alerts by voice, text and email, as well as messaging other mass notification systems, posting to social media pages, and sending FEMA (Federal Emergency Management Agency) Wireless Alerts. Hayward currently has 62,031 participants</p>	

Education & Lifelong Learning Element

Program	Description	Responsible Departments	Implementation Timeframe	Status	2024 Update	Strategic Priority
EDL-1: Education and Lifelong Learning Resource Center	<p>1. Education and Lifelong Learning Resource Center. The City shall develop and maintain a web-based Education and Lifelong Learning Resource Center to promote and provide access to local and web-based educational resources, programs, and services for parents, students, and adults. <i>[Source: New Program; City Staff] (CSO/JP/IGC/PI)</i></p>	Library and Community Services	2017-2019	Ongoing	<p>The Library provides access to web-based links and resources through its virtual branch. This is a robust Digital Library which includes free access to cradle to senior resources, collections, and online classes and programming. In addition, the Library launched a Community Hub on Monday June 9, 2025. Community agencies staff the Hub in two 3-hour shifts per day, during the Downtown Library's open hours. Each partner agency works two shifts per month and has signed an MOU committing to 6 months, after which the City will collect and analyze partner feedback and usage data. Partners include 4Cs of Alameda, HEART, La Familia, Eden Youth, CSUEB, Deputy Sheriff's Activities League, HUSD, Tiburcio Vasquez Health Center, multiple City of Hayward departments, HARD, Alameda County Public Health, HPN, Chabot College, and Immigrant Hope. The partners provide service to the Hayward community on a drop-in basis, offering assistance in obtaining subsidized childcare, healthy food, health and wellness referrals, adult education, employment assistance, legal aid, and more. The City has made space in the Downtown Library on the second floor, and outfitted the room with a desk, seating, storage, laptops, monitors, and space for partner flyers and forms. The Hub also features a community cabinet offering emergency supplies such as non-perishable food, hygiene kits, diapers, books and school supplies for children, and Covid test kits. The cabinet is stocked by all partner agencies and utilized through targeted distribution to Hub families in need. The City has been meeting regular with HPN and Salesforce to build out the shared registration and referral system that partners and community members will use.</p>	Cultivate Vibrant Neighborhoods, Objective 2: Provide Community Enrichment and Educational Programming
EDL-2: Education Partnership	<p>2. Education Partnership: The City shall establish a formal partnership with the Hayward Unified School District, the Hayward Area Recreation and Park District, the Hayward Chamber of Commerce, Chabot College, and California State University, East Bay to coordinate the educational support programs and services offered to Hayward's youth. <i>[Source: New Program; City Staff] (IGC/JP)</i></p>	City Manager	2014-2016	Ongoing	<p>The Library Department is the lead for the City's participation in the Hayward Promise Neighborhoods Initiative. HPN/CSUEB is the lead agency for the initiative and HUSD, HARD, Hayward Chamber of Commerce, Chabot and CSUEB are all partner agencies among the Cradle to Career Reform Network of Hayward Promise Neighborhoods. Agencies have aligned resources/programming/funding to support local Hayward youth. Examples of robust collaborations include summer feeding and reading programming, after-school homework support programming, summer learning camps, and the Trunk or Treat (servicing over 14,000 families annually).</p>	Grow the Economy (EP9)

EDL-3: Cradle-to-Career Strategic Plan and Annual Report	<p>3. Cradle-to-Career Strategic Plan and Annual Report. The City shall coordinate with the Hayward Local Agency Committee, local businesses, community organizations, Chabot College, and California State University, East Bay to develop a Cradle-to-Career Strategic Plan. The City shall submit an annual report to the City Council that evaluates the implementation of the Cradle-to-Career Strategic Plan. <i>[Source: New Program; City Staff] (MPSP/PSR/JP/IGC)</i></p>	Library and Community Services	2017-2019	Ongoing	<p>The Library received a third round of Hayward Promise Neighborhood (HPN) funding (5-year grant, lead agency CSUEB) on the City's behalf. This multi-agency grant collaboration among 15 community partners has 3 community networks: Early Learning Network (ELN), Cradle-to-Career Reform Network (C2CRN), and the Neighborhood Health and Empowerment Network (NHEN). This has led to additional federal, state, and local funds to support Tech Lending, expansion of e-resources, funding for Bookmobile staffing, supplies, and additional support services.</p> <p>The Library's Family Education Program has provided the infrastructure to expand cradle to career support services. In collaboration with HUSD, California State Library, CSUEB, Chabot College, Let's Do Lunch and Breakfast Too, and many other private and nonprofit partners, the Library has successfully developed the following programs – to name just a few:</p> <ul style="list-style-type: none"> - Summer Reading/Feeding Program - 2010-2025 K-12 after-school Homework Support Centers - ESL Grammar and Citizenship Workshops - Scholarships for adults to enroll in Career Online High School - Expansion of English Conversation Circles - Purchase of a bookmobile and techmobile - Creation of a Community Hub at the Downtown Library - Technology Workshops in the Downtown Library's Digital Learning Lab 	Cultivate Vibrant Neighborhoods, Objective 2: Provide Community Enrichment and Educational Programming
EDL-4: Education Awards Program	<p>4. Education Awards Program. The City shall establish an annual awards program to recognize and honor the achievements of students, local schools, and businesses and community organizations that support local schools. <i>[Source: New Program; City Staff] (MPSP/JP/CSO)</i></p>	Library and Community Services	Annual	Ongoing	<p>From 2010-2019, the Library held an annual student recognition event at Hayward City Hall in collaboration with HUSD, CSUEB, Chabot, and HPN to honor student academic achievement during each academic school year. The City's Library Department offers after-school Homework Support Programming and Family Education Programming to HUSD families, two hours each day after-school, at both Library locations and from 2010-2019 at various HUSD elementary schools, middle schools, and high schools. Tutors are recruited and trained from CSUEB and Chabot MESA and Credential Programs and provide free small group tutoring services to enrolled students. All levels of leadership were represented at each annual student recognition event. Budget restrictions limited the Library to hosting large scale recognition events in 2025.</p>	
EDL-5: Public School Marketing Campaign	<p>5. Public School Marketing Campaign. The City shall coordinate with local school districts, alumni networks, real estate professionals, and the business community to develop and implement a comprehensive marketing campaign that promotes the positive achievements of local schools and helps change the perception and conversation about the quality of public schools in Hayward. <i>[Source: New Program; City Staff] (IGC/JP/MPSP/PI)</i></p>	City Manager	2014-2016	Not started	<p>The City has not begun this program due to limited staff and fiscal resources, along with other City priorities.</p>	

EDL-6: Library Strategic Plan and Annual Report	<p>6. Library Strategic Plan and Annual Report. The City shall develop and adopt a Library Strategic Plan. The City shall submit an annual report to the City Council that evaluates the implementation of the Library Strategic Plan. <i>[Source: New Program; City Staff] (MPSP/PSR)</i></p>	Library and Community Services	2017-2019	Ongoing	<p>The Library conducted a pre-strategic planning assessment of services and training for all staff in strategic planning in 2021, but the Strategic Planning project was put on hold during the pandemic.</p> <p>In 2023, both a community needs assessment of the Weekes Branch and an architectural assessment were completed. An RFP was also posted in November 2023 for the Library's Strategic Planning process and the project was awarded to Baton Global on December 21, 2023. The Library worked closely with Baton Global throughout 2024 to complete the Library's Strategic Plan. Committees met regularly, and an employee survey was successfully completed, community and stakeholder surveys were successfully completed and consultants performed on-site visits and stakeholder interviews, focus groups, best practice analyses, and implementation and communications plans. The consultants utilized and added information to the City's strategy automation platform, ClearPoint, during these processes. This project was completed and presented to the Library Commission in December 2024 and was presented to City Council in early 2025.</p> <p>Information from the various assessments and Strategic Plan have been used to pursue grants and guided the Weekes Branch safety, clean-up, and renovation. In June and August of 2024, \$892,826 in CDBG funding was awarded to the Library, in addition to \$100,000 in funding from CSUEB, \$150,000 from Senator's Padilla's Office, and \$40,000 in donations from the Friends of the Library, and \$14,000 in private donations, to initiate an interior and exterior renovation to Weekes Library. Remodeling and construction began in January 2025 and was completed in August 2025. Weekes Branch has successfully been reactivated in the community.</p>	Cultivate Vibrant Neighborhoods, Objective 2: Provide Community Enrichment and Educational Programming
EDL-7: Library Facility Revenue Measure	<p>7. Library Facility Revenue Measure. The City shall develop and promote a local library facility revenue measure to be considered by Hayward voters. <i>[Source: New Program; City Staff] (FB/CSO/PI)</i></p>	Library and Community Services	2014-2016	Complete	<p>On Tuesday, June 18, 2024, the City Council voted in favor of placing a measure on the November 2024 ballot asking Hayward voters to extend, without increasing, the City of Hayward half-cent sales tax for an additional 20 years. Ballot Measure Question: To continue providing essential City of Hayward services, including firefighting, emergency-medical response, police protection, pothole repair, street improvements, general City maintenance, and modernization of aging City facilities, including for police, public works, and South Hayward community and library services; shall a City of Hayward measure to continue (without increasing) an existing half-cent sales tax for 20 years, providing \$20,000,000 annually that cannot be taken by the State, requiring annual audits and public disclosure, be adopted? In November 2024, Measure K1 was passed overwhelmingly by Hayward voters.</p>	
EDL-8: Library Fee Ordinance	<p>8. Library Fee Ordinance. The City shall prepare a Development Impact Fee Feasibility Study and Nexus Report to assess the potential for establishing development impact fees for library services. Based on the findings of the Feasibility Study and Nexus Report and direction from the City Council, the City may prepare and adopt an impact fee ordinance for library services. <i>[Source: New Program; City Staff] (FB/CSO/RDR)</i></p>	Library and Community Services	2017-2019	Not started	<p>The City has not begun this program due to limited staff and fiscal resources, along with other City priorities. However, based on various studies, as of January 2021 the Library has suspended all overdue fines on library materials. The Library also instituted a revenue sharing plan with the vendor for the printers for public use in the Library.</p>	

Hazards Element

Program	Description	Responsible Departments	Implementation Timeframe	Status	2025 Update	Strategic Priority
HAZ-1: Seismic and Geologic Safety Standards	1. Seismic and Geologic Safety Standards. The City shall review and update (as necessary) its seismic and geologic safety standards when there is an update to the Uniform Building Code and the California Building Code. <i>[Source: New Program; City Staff] (RDR)</i>	Development Services	Ongoing	Ongoing	The City requires preparation of geologic studies for development projects in earthquake fault hazard zone as mandated by the Alquist Priolo Act; and, slope stability and liquefaction analysis is required for new developments in the potential hazard areas identified by the State Geologist. Further, all new development is required to comply with Uniform Building Code & California Building Code, as amended.	
HAZ-2: Seismic Retrofit Feasibility Study for City Facilities	2. Seismic Retrofit Feasibility Study for City Facilities. The City shall prepare a study to identify all existing City facilities that do not meet current building code standards. The City shall use the study to prioritize the funding of capital improvement projects. <i>[Source: New Program; City Staff] (PSR)</i>	Development Services	2020-2040	Not started	This citywide seismic retrofit feasibility study has not been initiated. However, the City has continued to advance replacement and modernization of key public facilities consistent with the intent of this program. Recent efforts include completion of major facilities (including the new Main Library and fire stations such as the renovation of FS 1 to 5 and the new FS6 and training center). In addition, the City is currently evaluating a Public Safety Center and the Corp Yard as part of a broader feasibility and needs-assessment effort. While these facility projects help reduce long-term seismic risk for critical services, a comprehensive inventory-and-prioritization study of all existing City facilities remains pending and will be pursued as staffing and funding allow.	
HAZ-3: Seismic Retrofit Program	3. Seismic Retrofit Program. City shall establish and promote a seismic retrofit program to encourage property owners to upgrade buildings, especially masonry buildings, soft-story buildings (i.e., buildings designed with minimal bracing on the first floor), and critical facilities (i.e. hospitals, schools, and long-term care facilities). <i>[Source: New Program; City Staff] (MPSP/PI)</i>	Development Services	2017-2019	Complete	On July 2, 2019 the City adopted Ordinance 19-14, requiring mandatory seismic screening of certain residential buildings. The adoption of this ordinance is the first step in addressing potential Soft Story Buildings located in our city by; establishing a soft story registry, implementing a screening process, and developing a framework and guidelines to encourage the voluntary retrofitting of qualifying structures. The program is considered complete.	
HAZ-4: Tsunami Warning System	4. Tsunami Warning System. The City shall coordinate with the Hayward Area Recreation and Park District, the East Bay Regional Parks District, and Alameda County Flood Control and Water Conservation District to develop and implement a tsunami warning system and evacuation plan for the Hayward shoreline. <i>[Source: New Program; City Staff] (IGC)</i>	Fire	2020-2040	Complete	The Integrated Public Alert & Warning (IPAWs) system, AC Alert, and other local alerting systems have incorporated the warning and alerting system for the entire coastal region, and will serve to alert all Hayward residents and visitors via their automated systems.	

HAZ-5: Flood Plain Management Ordinance Comprehensive Update	<p>5. Flood Plain Management Ordinance Comprehensive Update. The City shall prepare a comprehensive update to the Floodplain Management Ordinance. The ordinance shall be periodically reviewed and revised in order to incorporate climate change projections. <i>[Source: New Program; City Staff] (RDR)</i></p>	Public Works & Utilities, Development Services	Ongoing	Not started	<p>The City has not initiated a comprehensive update to the Floodplain Management Ordinance at this time due to limited staff resources and competing priorities. However, the City continues to implement and refine floodplain review requirements for development within Special Flood Hazard Areas. All new construction and grading/fill within flood zones must comply with the City's Floodplain Management Ordinance (HMC Chapter 9, Article 4) and the California Building Code. In addition, for projects proposing fill and/or floodplain modifications, PW-Engineering has strengthened submittal requirements by (1) requiring independent third-party technical review of CLOMR-F/LOMR-F analyses at the applicant's expense, and (2) requiring an applicant/developer agreement obligating the applicant to file and obtain the FEMA LOMR-F when FEMA resumes processing and/or as a condition of project completion, as applicable. These measures help ensure floodplain compliance and long-term map-revision follow-through while broader ordinance updates remain pending.</p>	
HAZ-6: Airport Noise Monitoring and Reporting	<p>6. Airport Noise Monitoring and Reporting. The City shall submit an annual report to the City Council that evaluates airport noise. If necessary, the City shall consider taking appropriate actions to comply with airport noise mitigation requirements. <i>[Source: New Program; City Staff] (PSR)</i></p>	Public Works & Utilities	Annual	Ongoing	<p>The Hayward Airport's Noise Abatement Program collects and records all noise-related complaints. Staff responds to each report via phone, email, or Access Hayward App and prepares an annual noise report. The 2025 report is being finalized in the first quarter of 2026.</p>	
HAZ-7: Extreme Heat and Air Quality Monitoring and Assistance	<p>7. Extreme Heat and Air Quality Monitoring and Assistance. The City shall collaborate with the Alameda County Public Health Department and local community organizations to establish extreme heat and air quality monitoring systems and develop accessible and language appropriate community education resources to prepare community members for increased extreme heat events and air pollution. Explore the feasibility of developing a program to assist the public in accessing cooling infrastructure for in-home use, such as ceiling fans, air exchangers, increased insulation and low-solar-gain exterior materials. <i>[Source: New Program; City Staff] (PSR, PI, IGC)</i></p>	City Manager, Fire	Ongoing	Ongoing	<p>In CY25 the Fire Department updated the Extreme Heat Advisory webpage advising the public what to do and where to go during extreme heat weather events. Also in CY25, Hayward's two libraries were designated as Clean Air Centers and will receive funding for specialized filtration equipment for five years.</p>	
HAZ-8: Wildfire Mitigation in the Wildland Urban Interface	<p>8. Wildfire Mitigation in the Wildland Urban Interface. The City shall develop programming and content to educate landowners and residents on how structures ignite, the role of embers, and which building materials, designs, and retrofits reduce wildfire risk. Continue to track new and ignition-resistant construction technologies and promote increasingly fire safe building standards through ordinance updates. Provide funding incentives to promote fire safe retrofits of existing structures that meet ignition-resistant building codes. <i>[Source: New Program; City Staff] (PSR, PI, IGC)</i></p>	Fire	Ongoing	Ongoing	<p>The Fire Department updates the City Fire Prevention Code of the City of Hayward every year state fire codes are updated. The 2025 State codes were adopted by the City in November 2025, with an effective date of January 1, 2026. In CY25 the City also adopted and incorporated the newly State adopted Local Responsibility Areas and Fire Hazard Severity Maps, implemented by the California State Fire Marshal, into the City Chapter 3 - Public Safety ordinance. In 2025 the Fire Department applied for a grant from Cal OES for a Hayward-Fairview Ember Resistant and Zone 0 program. Which will focus on implementing minor ignition-resistant construction retrofits, such as gutter/vent guards, and Zone 0 defensible space treatments.</p>	
HAZ-9: Wildfire Educational Materials	<p>9. Wildfire Educational Materials. The City shall make available and promote educational materials for defensible space standards, or vegetation "clear zones," and vegetation compliance for all existing and new structures in areas that are proximal to designated California Department of Forestry and Fire Protection State Responsibility Areas or Very High Fire Hazard Severity Zones. <i>[Source: New Program; City Staff] (PI)</i></p>	Fire	Ongoing	Not started	<p>The Hayward Fire Department has published updates to its website reflecting the State's current Wildland-Urban Interface (WUI) requirements and recommendations, which are also incorporated into the City's 2025 Fire Prevention Code. In CY25, the Fire Department implemented a public outreach campaign, including mailed notices and social media communications, to inform residents of fire hazard severity zones and wildfire risk reduction strategies. The Fire Department maintains a publicly accessible defensible space webpage that provides guidance, examples, and educational materials to assist residents in reducing wildfire risk. These materials include recorded workshops demonstrating fire-safe practices, defensible space standards, and measures to reduce structure ignitability, High Fire Hazard Severity Zone mapping process and providing public access to the maps adopted by the City, as designated by the California Department of Forestry and Fire Protection.</p>	

HAZ-10: Climate Resilient Buildings and Public Spaces	<p>10. Climate Resilient Buildings and Public Spaces. The City shall evaluate climate hazard risks associated with sea level rise, flooding, heat, air quality, and wildfire, for at-risk City facilities (as identified in its Climate Vulnerability Assessment). Develop adaptation plans for at-risk buildings, facilities, and spaces, and prioritize necessary retrofits or upgrades based on the age, vulnerability, and need of the City facility. Continually re-assess climate hazard exposure for facilities and open spaces as best available science changes. <i>[Source: New Program; City Staff] (RDR, CSO)</i></p>	Public Works & Utilities, Maintenance Services	Ongoing	Not started	This program has not started.	
HAZ-11: Climate Adaptation Staffing	<p>11. Climate Adaptation Staffing. The City shall sufficiently resource the city-wide planning and implementation of adaptation-related programs, partnerships with outside agencies and CBO partners, activity tracking to monitor the implementation of resilience strategies, and grant administration. <i>[Source: New Program; City Staff] (CSO, FB, MPSP)</i></p>	Public Works & Utilities, Development Services	Ongoing	Partially complete	<p>City staff participate on city-wide planning and implementation efforts for sea level rise through the Hayward Area Shoreline Planning Agency (HASPA). HASPA is a partnership with East Bay Regional Parks District, Hayward Area Recreation and Parks District, Alameda County Mosquito Abatement District and the City of Hayward to implement the Hayward Area Shoreline Adaptation Master Plan (SAMP). To advance these efforts, HASPA hosts quarterly meetings with community stakeholders including but not limited to Friends of San Lorenzo Creek, Plantify, CalTrans, Alameda County, City of San Leandro, Union City, Greenbelt Alliance, Save the Bay and San Francisco Estuary Partnership. HASPA is currently managing an approximate \$600,000 grant to develop an implementation plan for the SAMP and a governance strategy to further advance sea level rise resiliency in the area.</p>	Champion Climate Resilience and Environmental Justice (CP10)
HAZ-12: Evacuation Preparedness and Coordination	<p>12. Evacuation Preparedness and Coordination. The City shall convene interdepartmentally coordinated evacuation preparedness activities on an annual basis, including evacuation route maintenance, annual hazard-based evacuation scenario trainings, and measures to assist vulnerable populations and neighborhoods. <i>[Source: New Program; City Staff] (CSO, IGC, MPSP)</i></p>	Fire	Ongoing	Ongoing	<p>The HFD, in coordination with the City's Streets Maintenance Division, installed a new fire access gate to improve emergency access and evacuation route functionality in high fire hazard areas. Fire access gates and routes are evaluated and maintained to support emergency response, evacuation operations, and safe passage for residents during hazard events.</p> <p>The City utilizes evacuation planning and notification technologies to support coordinated evacuation preparedness efforts. Evacuation zones within the City are identified using Genasys EVAC. Evacuation notifications are delivered through the City's mass notification system, Everbridge, locally referred to as AC Alert, which enables timely communication with residents during emergencies. These systems are administered in coordination with the Alameda County Office of Emergency Services, which provides procedural guidance, training, and standardized templates to support consistent evacuation messaging and operations.</p>	Enhance Community Safety (SP4, SP5, SP6)
HAZ-13: Green Infrastructure	<p>13. Green Infrastructure. The City shall develop a program supported by partnerships with ABAG and BCDC focused on the design and implementation of green infrastructure and watershed management projects within the City. Facilitate these changes by communicating and providing public resources for decreasing flood risk and reducing the heat island effect through Low Impact Development (LID) practices, floodplain restoration, and other nature-based stormwater management options. <i>[Source: New Program; City Staff] (CSO, JP, PI)</i></p>	Public Works & Utilities	Ongoing	Ongoing	<p>Staff is actively implementing the Green Infrastructure Plan, adopted in 2019. In addition to Ongoing LID implementation through development review, the City completed installation of the Arf Avenue trash capture device in 2025, which captures trash and debris from stormwater runoff serving approximately 400 acres of watershed. In 2025, staff will begin preliminary design for a nature-based solution for treatment of wastewater at the Water Resource Recovery Facility. Preliminary Design phase is expected to be Complete in late 2026.</p>	
HAZ-14: Resilient Power	<p>14. Resilient Power. The City shall develop and support a plan of action targeting city-wide resilient power projects including critical facilities, a network of resilience hubs, and utility activities outlined in the Safety Element. <i>[Source: New Program; City Staff] (CSO, IGC, JP, PI)</i></p>	Public Works & Utilities, Maintenance Services	Ongoing	Ongoing	<p>On October 15, 2024, Council approved Ava's Critical Municipal Facilities Program. The City is entering into a Power Purchase Agreement with Ava Community Energy to install solar panels and backup batteries at four City facilities- Fire Station 1, Fire Station 7, the City Corp Yard, and the Cinema Place Garage (no backup battery installed in this location).</p>	

Natural Resources Element

Program	Description	Responsible Departments	Implementation Timeframe	Status	2025 Update	Strategic Priority
NR-1: Habitat Conservation Plan	1. Habitat Conservation Plan. The City shall coordinate with Alameda County, the cities of Fremont and Union City, the Hayward Area Recreation and Park District, and the East Bay Regional Park District to develop and adopt a comprehensive Habitat Conservation Plan for areas within and surrounding Hayward. <i>[Source: New Program, City staff] (MPSP/IGC)</i>	Development Services	2017-2019	Not started	The City has not begun this program due to limited staff and fiscal resources, along with other City priorities.	
NR-2: Creek Daylighting and Restoration Study	2. Creek Daylighting and Restoration Study. The City shall prepare a Creek Daylighting and Restoration study that will identify specific actions to maintain and restore creeks and streams to a more natural state. Based on findings from the study, the City shall prepare and submit recommendations to the City Council on priority actions to maintain and restore creeks and streams. <i>[Source: Existing Policy, modified] (PSR)</i>	Public Works -Engineering and Transportation	2020-2040	Not started	The City has not begun a formal Creek Daylighting and Restoration Study due to limited staff and fiscal resources, along with other City priorities. However, through development review the City continues to require projects to detain on-site augmented runoff to limit discharge rates and reduce erosion impacts to natural creeks. City staff also coordinated with the Hayward Area Recreation and Park District in the development of the San Lorenzo Creekway Master Plan (2021), and projects proposed along the creek have been required to preserve and protect the creek consistent with the Master Plan.	
NR-4: Renewable Energy Generation Potential	4. Renewable Energy Generation Potential. The City shall conduct a city-wide study to estimate the total potential for renewable energy generation on City facilities and the estimated costs and benefits of developing that potential. Based on findings from the study, the City shall develop a plan to develop cost effective renewable energy projects. <i>[Source: New Program, Climate Action Plan] (PSR)</i>	Maintenance Services, Public Works & Utilities	2017-2019	Partially complete	In progress. Renewable energy facilities are installed on 11 City Facilities. By April of 2026, solar will be installed on two more facilities (Fire Station 1 and Corporation Yard).	
NR-5: Carbon Management Activities Program	5. Carbon Management Activities Program. The City shall develop and implement a program to track carbon sequestration activities on private and public lands, such as planting trees or managing wetlands. <i>[Source: New Program, Climate Action Plan] (MPSP)</i>	Public Works & Utilities, Maintenance Services	2017-2019	Partially complete	On February 18, 2025, the City Council authorized a contract with PlanIt Geo, Inc. for a Citywide Tree Condition Assessment, Inventory, and Tree Management Software. The inventory will be completed in 2026 and will include carbon sequestration data.	
NR-6: Business Engagement in Climate Programs	6. Business Engagement in Climate Programs. The City shall engage local businesses and business organizations (e.g., Chamber of Commerce, the Keep Hayward Clean and Green Taskforce, the Alameda County Green Business Program) in climate-related programs. <i>[Source: New Program, Climate Action Plan] (IGC/JP/PI/MPSP)</i>	Public Works & Utilities	Annual	Ongoing	In 2025, staff re-engaged with the Alameda County Green Business Program and certified the City's main library as a Green Business. Staff is currently working with Hayward businesses to help them get certified.	
NR-7: Environmental Education Programs	7. Environmental Education Programs. The City shall coordinate with Alameda County, Pacific Gas & Electric Company, non-profit organizations, and other agencies and businesses to develop and implement an Environmental Education Program. <i>[Source: New Program, Climate Action Plan] (IGC/PI/MPSP)</i>	City Manager, Public Works & Utilities	2017-2019	Ongoing	City staff works closely with HUSD, CSU East Bay, and HARD staff through the Climate Empowerment Learning Initiative (CELI) Community Partnership. On September 25, 2024, the HUSD School Board approved a Climate Literacy Resolution encouraging integrating climate science into existing curriculum, providing professional development opportunities for students, and offering climate advocacy that addresses climate goals in the city.	
NR-8: CAP Action BE-1.1	8. CAP Action BE-1.1. Continue to enforce the adopted Hayward Electrification Ordinance for new residential buildings banning natural gas. <i>[Source: 2024 Climate Action Plan]</i>	Development Services - Code Enforcement, Public Works and Utilities - Environmental Services	2020-2040	Partially complete	In 2024, the City halted enforcement of the portion of the electrification ordinance that banned natural gas infrastructure in new buildings. In December 2024, the City Council approved updated requirements for EV charging. In November 2025, the City Council approved updated EV charging requirements amending the 2025 California Building Standards Code, which took effect on January 1, 2026.	Champion Climate Resilience & Environmental Justice (CP1)

NR-9: CAP Action BE-1.2	9. CAP Action BE-1.2. Adopt an ordinance, reach code, or zero NOx threshold, effective January 1, 2026, that establishes mandatory requirements that all newly constructed buildings avoid natural gas use by 2026. [Source: 2024 Climate Action Plan]	Development Services – Code Enforcement, Public Works and Utilities – Environmental Services	2020-2040	Partially complete	Due to legal restrictions and other reasons, the ordinance was not adopted. For more details, please see the Sustainability Committee report dated September 8, 2025.	
NR-10: CAP Action BE-1.3	10. CAP Action BE-1.3. Compile case studies conducted by BayREN, the Building Decarbonization Coalition and other relevant sources that show cost effective strategies for electric buildings by prototype and detail the cost savings associated with all-electric construction. Share the information on the City's website. [Source: 2024 Climate Action Plan]	Public Works & Utilities – Environmental Services	2020-2040	Partially complete	Environmental Services has begun compiling case studies for building electrification and will post to the City website in 2026.	Champion Climate Resilience & Environmental Justice (CP1)
NR-11: CAP Action BE-1.4	11. CAP Action BE-1.4. Partner with BayREN to provide/share technical resources, including hosting workforce development training for installers, local contractors, and building owners/operators, to discuss benefits and technical requirements of electrification within Hayward. Promote the cost savings, environmental benefits, and versatility of electrification to builders, property owners, and contractors on the City website and at the City permit counters. [Source: 2024 Climate Action Plan]	City Manager's Office – Economic Development, Public Works and Utilities – Environmental Services	2020-2040	Ongoing	BayREN regularly provides workforce development trainings to installers, contractors, and building owners on building electrification. https://www.bayren.org/events-training	Champion Climate Resilience & Environmental Justice (CP1)
NR-12: CAP Action BE-1.5	12. CAP Action BE-1.5. Engage with stakeholders, both internal stakeholders, such as City staff and officials, and external stakeholders, such as local developers and community groups regarding the purpose and impact of the Hayward Electrification Reach Code and to identify equity concerns. [Source: 2024 Climate Action Plan]	Development Services – Code Enforcement, Public Works and Utilities – Environmental Services	2020-2040	Ongoing	A new Reach Code for residential building electrification was not adopted in 2025. Staff will engage with stakeholders if/when an updated Reach Code is considered.	Champion Climate Resilience & Environmental Justice (CP1)
NR-13: CAP Action BE-1.6	13. CAP Action BE-1.6. Engage with an organization such as Building Decarbonization Coalition to work with local building industry stakeholders in educating developers and other stakeholders on new appliances and approaches to building electrification. [Source: 2024 Climate Action Plan]	Development Services – Code Enforcement, Public Works and Utilities – Environmental Services	2020-2040	Ongoing	The Building Decarbonization Coalition hosts events and webinars on building electrification and new appliances. https://buildingdecarb.org/events/list/page/2/?eventDisplay=past	Champion Climate Resilience & Environmental Justice (CP1)
NR-14: CAP Action BE-1.7	14. CAP Action BE-1.7. Partner with Ava Community Energy to conduct an electrification infrastructure and capacity feasibility study to identify expected increases in electricity demand due to building and vehicle electrification, ensure capacity to meet that demand, and identify any infrastructure improvements. [Source: 2024 Climate Action Plan]	Development Services – Code Enforcement, Public Works and Utilities – Environmental Services	2020-2040	Not started	The City has not begun this program.	Champion Climate Resilience & Environmental Justice (CP2)
NR-15: CAP Action BE-1.8	15. CAP Action BE-1.8. Utilize the Low Carbon Concrete Code Amendment Toolkit and review current best practices to develop implementation strategies, compliance forms, and specifications for compliant mixes. [Source: 2024 Climate Action Plan]	Development Services – Code Enforcement, Public Works and Utilities – Environmental Services	2020-2040	Partially complete	Staff is reviewing StopWaste's Low Carbon Concrete Code Amendment Toolkit and following case studies from Marin County, Alameda County, and City of Santa Monica as well as concrete companies to form best practices.	
NR-16: CAP Action BE-1.9	16. CAP Action BE-1.9. Promote the use of low carbon concrete in construction projects (residential and commercial). Coordinate with the California Air Resources Board as they develop rules and guidance pursuant to AB2446. [Source: 2024 Climate Action Plan]	Development Services – Code Enforcement, Public Works and Utilities – Environmental Services	2020-2040	Ongoing	As of July 1, 2024, the CALGreen Nonresidential code requires commercial projects over 100,000 square feet and school building projects over 50,000 square feet to meet embodied carbon requirements through one of three pathways. Staff will investigate the feasibility of using low carbon concrete on smaller projects.	
NR-17: CAP Action BE-2.1	17. CAP Action BE-2.1. Once costs and funding/financing options are identified (BE-2.5), adopt a decarbonization ordinance for existing single-family residential buildings by 2026 that, based on legislative feasibility, establishes mandatory requirements that eliminates expansion of natural gas infrastructure, and requires appliances, upon replacement, to be decarbonized where technologically feasible and cost effective. [Source: 2024 Climate Action Plan]	Development Services – Code Enforcement, Public Works and Utilities – Environmental Services	2020-2040	Not started	Program has Not started because it requires BE-2.5 to be completed first. BE-2.5 is anticipated to be completed in 2025.	

NR-18: CAP Action BE-2.2	18. CAP Action BE-2.2. Adopt an ordinance requiring existing single-family homes to be 100% all-electric by 2045. <i>[Source: 2024 Climate Action Plan]</i>	Development Services – Code Enforcement, Public Works and Utilities – Environmental Services	2020-2040	Not started	The City has not begun this program.	
NR-19: CAP Action BE-2.3	19. CAP Action BE-2.3. Adopt a time of retrofit ordinance that requires all buildings with retrofit work who meet a certain threshold, to Complete energy efficiency/electrification actions. To be part of the reach code to take effect January 2026. <i>[Source: 2024 Climate Action Plan]</i>	Development Services – Code Enforcement, Public Works and Utilities – Environmental Services	2020-2040	Partially complete	A time of retrofit ordinance was considered in 2025, but not pursued due to concerns about up-front costs to owners and long term cost-effectiveness. For more details, please refer to the Sustainability Committee report dated September 8, 2025.	
NR-20: CAP Action BE-2.4	20. CAP Action BE-2.4. Work with community stakeholders including realtors and contractors to develop electrification readiness requirements to be completed within 120 days of completion of a home sale. Include a potential waiver process for distressed sales. <i>[Source: 2024 Climate Action Plan]</i>	Development Services – Code Enforcement, Public Works and Utilities – Environmental Services	2020-2040	Not started	The City has not begun this program.	
NR-21: CAP Action BE-2.5	feasibility study with a detailed existing building analysis and electrification costs analysis to understand cost implications, identify potential equity concerns/impacts, and develop strategies to electrify existing buildings such that natural gas usage in single-family residential buildings is reduced by 10% by 2030. <i>[Source: 2024 Climate Action Plan]</i>	Development Services – Code Enforcement, Public Works and Utilities – Environmental Services	2020-2040	Partially complete	Staff is currently preparing an Existing Building Electrification Roadmap and presented an update to the Council Sustainability Committee on January 13, 2025. In early 2025, NREL assist with cost and technical analysis, however funding for their technical assistance was paused.	Champion Climate Resilience & Environmental Justice (CP1)
NR-22: CAP Action BE-2.6	22. CAP Action BE-2.6. Support BAAQMD's efforts to require zero-NOx furnaces and water heaters at time of replacement with compliant technologies such as electric heat pumps. Advocate that BAAQMD ensure discounted electric appliances are offered to lower income households and upfront rebates are available. <i>[Source: 2024 Climate Action Plan]</i>	City Manager's Office – Housing, Public Works and Utilities – Environmental Services	2020-2040	Ongoing	Staff has attended and voiced support at BAAQMD public and internal meetings regarding BAAQMD appliance rules applicable to residential and commercial furnaces and water heaters.	Champion Climate Resilience & Environmental Justice (CP1)
NR-23: CAP Action BE-2.7	23. CAP Action BE-2.7. Partner with BayREN, Ava Community Energy, and StopWaste to work with the local contractors, realtors, homeowner associations, and labor unions to develop a comprehensive building code and compliance training program, including hosting workforce development trainings discussing the benefits and technical requirements of electrification. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Ongoing	BayREN regularly provides workforce development trainings on building electrification and code compliance. https://www.bayren.org/events-training	Champion Climate Resilience & Environmental Justice (CP1)
NR-24: CAP Action BE-2.8	24. CAP Action BE-2.8. Conduct engagement efforts for the general public and targeted to low-income communities of color during development of the electrification strategy to understand the community's concerns around electrification. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Ongoing	Staff collaborated with CSUEB and the Local Clean Energy Alliance to conduct engagement with targeted communities in 2024 on the City's Existing Building Electrification Roadmap.	Champion Climate Resilience & Environmental Justice (CP1)
NR-25: CAP Action BE-2.9	25. CAP Action BE-2.9. Partner with Hayward Below Market Rate (BMR) housing stock owners (such as Eden Housing) to commit to electrifying all BMR housing by 2045. Establish a plan, financing strategies, and schedule for implementing this action by 2026. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services, City Manager's Office – Housing	2020-2040	Not started	The City has not begun this program.	
NR-26: CAP Action BE-2.10	26. CAP Action BE-2.10. Identify and partner with local community-based organizations with connections to low-income communities of color to assist in development of the electrification strategy. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Ongoing	Staff collaborated with CSUEB and the Local Clean Energy Alliance to conduct engagement with targeted communities in 2024 on the City's Existing Building Electrification Roadmap.	Champion Climate Resilience & Environmental Justice (CP1)
NR-27: CAP Action BE-2.11	27. CAP Action BE-2.11. Devote staff time to collaborate with PG&E, Ava Community Energy, and other cities in the region to advocate for regulatory changes at the State level (e.g., CARB) to allow neighborhood level electrification and pruning of natural gas to reduce the change of stranded asset, provide potential funding, and establish and efficient transition to carbon neutral buildings. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Ongoing	Staff has kept track of the advancement of SB 1221 Gas Distribution Maps and Pilot Neighborhood Decarbonization. SB 1221 was passed by the California legislature in 2024 and requires the California Public Utilities Commission to establish a voluntary decarbonization program and designate priority neighborhood decarbonization zones. Staff participated in a meeting held by PG&E staff in June with other neighboring cities and continues to keep in touch on project advancement through StopWaste monthly meetings.	
NR-28: CAP Action BE-2.12	28. CAP Action BE-2.12. Work with Pacific Gas & Electric (PG&E), and Ava Community Energy to conduct a feasibility study assessing the cost and funding strategy for incentivizing all-electric retrofits through on-bill financing. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Not started	The City has not begun this program.	

NR-29: CAP Action BE-2.13	29. CAP Action BE-2.13. Review incentives, rebates, and financing options for procedural equity and ensure that existing and updated incentive programs are being equitably distributed to the community. Hurdles to equitable implementation could include credit checks, excessive procedural hurdles, and lack of targeted outreach. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Not started	The City has not begun this program.	
NR-30: CAP Action BE-2.14	30. CAP Action BE-2.14. Partner with a financing/management company such as BlocPower to provide electrification services and financing to the community with prioritization of historically under-invested communities. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Not started	The City has not begun this program.	Champion Climate Resilience & Environmental Justice (CP1)
NR-31: CAP Action BE-3.1	31. CAP Action BE-3.1. Based on the results of the feasibility studies (BE-3.4) adopt a decarbonization ordinance for existing commercial buildings by 2026 that, based on legislative feasibility, establishes mandatory requirements that eliminates expansion of natural gas infrastructure and requires appliances, upon replacement, to be decarbonized where technologically feasible and cost effective. As part of this ordinance, implement the following steps: 1. Develop requirements that satisfy the federal Energy Policy and Conservation Act (EPCA) seven criteria for an exemption from preemption; 2. Establish specific metrics for standard benchmarking; 3. Identify a regulatory mechanism for eliminating natural gas use in existing commercial buildings that addresses legal and feasibility considerations; and 4. Enforce requirement compliance through the same permitting compliance program as for residential building electrification. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services, Development Services – Code Enforcement	2020-2040	Partially complete	Staff is currently exploring a potential program that would include Building Performance Standards (BPS) for commercial and multi-family buildings. A BPS program could require decarbonization and reduced GHG emissions by specific target dates. Staff plans to present to the Council Sustainability Committee a model ordinance created by the USGBC for consideration and an update on the state's Building Performance Standards program for buildings over 50,000 sq ft in 2026.	
NR-32: CAP Action BE-3.2	32. CAP Action BE-3.2. Based on the results of the feasibility studies (BE-3.4) adopt a decarbonization ordinance for existing multi-family buildings by 2026 that, based on legislative feasibility, establishes mandatory requirements that eliminates expansion of natural gas infrastructure and requires appliances, upon replacement, to be decarbonized where technologically feasible and cost effective. As part of this ordinance, implement the following steps: 1. Develop requirements that satisfy the federal Energy Policy and Conservation Act (EPCA) seven criteria for an exemption from preemption; 2. Establish specific metrics for standard benchmarking; 3. Identify a regulatory mechanism for eliminating natural gas use in existing multi-family buildings that addresses legal and feasibility considerations; and 4. Enforce requirement compliance through the same permitting compliance program as for residential building electrification. <i>[Source: 2024 Climate Action Plan]</i>	Development Services – Code Enforcement, Public Works & Utilities – Environmental Services	2020-2040	Partially complete	Staff is currently exploring a potential program that would include Building Performance Standards (BPS) for commercial and multi-family buildings. A BPS program could require decarbonization and reduced GHG emissions by specific target dates. Staff plans to present to the Council Sustainability Committee a model ordinance created by the USGBC for consideration and an update on the state's Building Performance Standards program for buildings over 50,000 sq ft in 2026.	
NR-33: CAP Action BE-3.3	33. CAP Action BE-3.3. Adopt a Commercial Energy Performance Assessment and Disclosure Ordinance for commercial and multi-family buildings, which requires energy use disclosure consistent with State law (AB 1103) and the use of the ENERGY STAR Portfolio Manager benchmarking tool. <i>[Source: 2024 Climate Action Plan]</i>	Development Services – Code Enforcement, Public Works & Utilities – Environmental Services	2020-2040	Partially complete	An Energy Performance Assessment and Disclosure requirement would likely be part of the BPS program that staff is currently exploring. The California Energy Commission has been managing the State's Building Energy Benchmarking program which requires owners of large commercial (50,000 sq ft or more) and multifamily buildings (50,000 sq ft or more and 17 or more utility accounts) to report energy use by January 1 annually.	
NR-34: CAP Action BE-3.4	34. CAP Action BE-3.4. Conduct feasibility studies to identify commercial and multi-family building decarbonization barriers and develop a commercial and multi-family building decarbonization strategy with analysis supporting future adoption of a commercial and multi-family building decarbonization ordinance. <i>[Source: 2024 Climate Action Plan]</i>	Development Services – Code Enforcement, Public Works & Utilities – Environmental Services	2020-2040	Partially complete	Decarbonization feasibility will be a part of staff's consideration of a potential BPS program.	
NR-35: CAP Action BE-3.5	35. CAP Action BE-3.5. Partner with an electrification/efficiency expert to provide guidance to commercial buildings covered by the building performance standard. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Ongoing	Staff is currently partnering with other Bay Area cities as well as the California Chapter of the U.S. Green Building Council to explore the development of a Building Performance Standard.	
NR-36: CAP Action BE-3.6	electrification and include items in the program such as: 1. Continue to engage with local business and business organizations (e.g., Chamber of Commerce, the Alameda County Green Business Program) to inform and facilitate electrification for commercial business owners. 2. Continue to promote the use of the Energy Star Portfolio Manager program and energy benchmarking training programs for	Public Works & Utilities – Environmental Services	2020-2040	Partially complete	City staff continues to work with the assigned consultant running the Alameda County Green Business Program and supports them in certifying buildings in Hayward, one of which was the Downtown Hayward Library in 2025.	
NR-37: CAP Action BE-3.7	37. CAP Action BE-3.7. Conduct outreach to small businesses and minority-owned businesses to understand potential equity impacts of a decarbonization policy as part of the existing building decarbonization study. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Not started	The City has not begun this program.	Champion Climate Resilience & Environmental Justice (CP1)

NR-38: CAP Action BE-3.8	38. CAP Action BE-3.8. Conduct feasibility study to evaluate the current uptake and effectiveness of Property Assessed Clean Energy (PACE) financing for installation of renewable energy systems in commercial and industrial properties. If feasibility study indicates effectiveness, continue to offer PACE financing for commercial and industrial properties to install renewable energy systems. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities - Environmental Services	2020-2040	Not started	The City has not begun this program.	Champion Climate Resilience & Environmental Justice (CP1)
NR-39: CAP Action BE-3.9	39. CAP Action BE-3.9. Continue to work with Bay Area Regional Energy Networks (BayREN), Ava Community Energy, and StopWaste to continue to improve and implement commercial electrification rebates and financing opportunities and other offered incentives. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities - Environmental Services	2020-2040	Ongoing	This work is ongoing. Ava Community Energy maintains an Incentive Finder at https://avaenergy.org/go-electric/savings-incentives/ and staff has promoted these incentives as well as BayREN's on the department's environmental newsletter, the Leaflet.	Champion Climate Resilience & Environmental Justice (CP1)
NR-40: CAP Action BE-4.1	40. CAP Action BE-4.1. Adopt a resolution establishing a policy that if Ava Community Energy does not meet the 2030 goal of its entire portfolio being 100% carbon-free, all Hayward customers will be enrolled in Renewable 100 in by 2030. Resolution should include identification of funding or subsidies to ensure no cost increase to CARE/FERA customers. This may include subsidization costs to CARE/FERA customers to be funded by a rate increase for non-discounted customers. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities - Environmental Services	2020-2040	Not started	The City has not begun this program.	
NR-41: CAP Action BE-4.2	41. CAP Action BE-4.2. Engage with community (residential and non-residential) to advertise/highlight Ava Community Energy's plan to provide 100% carbon-free electricity by 2030. Provide information on the importance of this goal and the impact of buying electricity from Ava Community Energy. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities - Environmental Services	2020-2040	Not started	The City has not begun this program, but Ava Community Energy does promote their 2030 goal.	
NR-42: CAP Action BE-4.3	42. CAP Action BE-4.3. In collaboration with Ava Community Energy, implement a pilot program to provide Hayward's affordable housing units Ava Community Energy's Renewable 100 service. Identify funding options with Ava Community Energy such as subsidies funded by non-discounted customers or grant funding. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities - Environmental Services, City Manager's Office - Housing	2020-2040	Not started	The City has not begun this program.	
NR-43: CAP Action BE-4.4	43. CAP Action BE-4.4. Work with Ava Community Energy to conduct an annual analysis of opt-out rates in the City of Hayward to understand why residents and businesses opt out of Ava Community Energy or opt-down to Bright Choice over Renewable 100. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities - Environmental Services	2020-2040	Not started	The City has not begun this program.	Champion Climate Resilience & Environmental Justice (CP1)
NR-44: CAP Action BE-5.1	44. CAP Action BE-5.1. Continue to promote the efficient use of energy in the design, construction, maintenance, and operation of public and private facilities, infrastructure, and equipment. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities - Environmental Services	2020-2040	Ongoing	This work is ongoing. New construction is subject to the California Energy Code, which has standards requiring energy efficiency that get stricter every cycle. The 2025 California Energy Code came into effect January 1, 2026, and now requires new offices and schools smaller than 150,000 square feet to add air-water heat pumps, hotels and motels serving individual rooms to have a heat pump for water heating and have commercial kitchens and hotels and motels with central systems to be electric ready.	
NR-45: CAP Action BE-5.2	45. CAP Action BE-5.2. Continue to collaborate with partner agencies, utility providers, and the business community to support a range of energy efficiency, conservation, and waste reduction measures, including the development of green buildings and infrastructure, weatherization programs, installation of energy-efficient appliances and equipment in homes and offices, promotion of energy efficiency retrofit programs, use of green power options, and heightened awareness of the benefits of energy efficiency and conservation issues. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities - Environmental Services	2020-2040	Ongoing	This work is ongoing.	
NR-46: CAP Action BE-5.3	46. CAP Action BE-5.3. Continue to collaborate with regional entities and others to promote incentive programs for energy efficiency retrofits such as the Energy Upgrade California program for residential properties. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities - Environmental Services	2020-2040	Ongoing	This work is ongoing. Staff has promoted BayREN's newest residential program - Efficiency and Sustainable Energy (EASE) Home Program - at community events, including the annual Street Parties, and on the environmental newsletter, the Leaflet.	Champion Climate Resilience & Environmental Justice (CP1)
NR-47: CAP Action BE-5.4	47. CAP Action BE-5.4. Continue to promote the use of the Energy Star Portfolio Manager program and energy benchmarking training programs for nonresidential building owners. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities - Environmental Services	2020-2040	Not started	The City has not begun this program.	
NR-48: CAP Action BE-5.5	48. CAP Action BE-5.5. Obtain and prioritize funding for the weatherization program specifically for low, very low, and low-income homeowners, landlords, and renters, to make energy efficiency improvement and improve health and safety of residences. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities - Environmental Services	2020-2040	Ongoing	Spectrum Community Services provides the Weatherization program for Alameda County.	
NR-49: CAP Action BE-6.1	49. CAP Action BE-6.1. Obtain battery storage in City buildings and critical facilities, including community-based resilience hubs, identified to need power during emergencies or power outages. <i>[Source: 2024 Climate Action Plan]</i>	Maintenance Services - Facility Management	2020-2040	Partially complete	As part of the Critical Municipal Facilities program, a partnership with Ava Community Energy, solar carports and battery storage are planned to be installed at the Corp Yard and Fire Station 1 in the spring of 2026.	
NR-50: CAP Action BE-6.2	50. CAP Action BE-6.2. Develop partnerships with organizations, such as the Urban Sustainability Directors Network (USDN) or California Resilience Partnership (CRP), to conduct a feasibility study to identify locations for community resilience hubs within the City, identify grant opportunities, and to develop a plan to implement resilience hubs. <i>[Source: 2024 Climate Action Plan]</i>	Maintenance Services - Facility Management, Public Works & Utilities - Environmental Services	2020-2040	Ongoing	Staff has identified the Downtown Hayward Library as a possible resilience hub and is working with Ava Community Energy to apply for funding to include backup batteries.	

NR-51: CAP Action BE-6.3	51. CAP Action BE-6.3. Conduct analysis on risks and benefits associated with relying on battery storage to achieve carbon neutral electricity and grid resiliency goals in the City and set a MW capacity goal for installed battery storage by 2030 and 2045. <i>[Source: 2024 Climate Action Plan]</i>	Maintenance Services – Facility Management, Public Works & Utilities – Environmental Services	2020-2040	Not started	The City has not begun this program.	
NR-52: CAP Action BE-6.4	52. CAP Action BE-6.4. Formally include City facilities that serve as cooling centers to disadvantaged communities in the Energy Assurance Plan (Community Safety program 13) and develop and implement energy resiliency strategies like on-site renewable energy generation or energy storage to ensure center remains active even in power shortages. <i>[Source: 2024 Climate Action Plan]</i>	Maintenance Services – Facility Management, Public Works & Utilities – Environmental Services	2020-2040	Partially complete	Staff has identified the Downtown Hayward Library as a possible resilience hub and is working with Ava Community Energy to apply for funding to include backup batteries.	Champion Climate Resilience & Environmental Justice (CP1)
NR-53: CAP Action BE-6.5	program 13), include identifications of locations or complexes (i.e., City facilities, college campuses, critical facilities) in the City for installation of local renewable energy generation, energy storage projects, and/or ideal locations for development of a micro-grid as evaluated in Ava Community Energy feasibility study. <i>[Source: 2024 Climate Action Plan]</i>	Maintenance Services – Facility Management, Public Works & Utilities – Environmental Services	2020-2040	Not started	The City has not begun this program.	
NR-54: CAP Action BE-6.6	54. CAP Action BE-6.6. Develop the study estimating renewable energy generation on City facilities and schedule implementing of the prioritized solar projects identified. The plan should include an identification of barriers and needs for implementation of the prioritized projects as well as identify funding sources and partnerships needed for successful implementation. <i>[Source: 2024 Climate Action Plan]</i>	Maintenance Services – Facility Management, Public Works & Utilities – Environmental Services	2020-2040	Partially complete	In progress. Renewable energy facilities are installed on 11 City Facilities. By April of 2026, solar will be installed on four more facilities (Fire Station 1, Fire Station 7, Corporation Yard and Cinema Place Garage). Plans are underway to install additional solar at the WRRF.	
NR-55: CAP Action BE-6.7	55. CAP Action BE-6.7. Partner with PG&E and/or Ava Community Energy to ensure smooth integration of renewable energy systems from the identified prioritized projects or other individual solar projects into the grid. <i>[Source: 2024 Climate Action Plan]</i>	Maintenance Services – Facility Management, Public Works & Utilities – Environmental Services	2020-2040	Not started	The City has not begun this program.	
NR-56: CAP Action BE-6.8	56. CAP Action BE-6.8. Identify and advertise incentives available for the community members for installing solar on homes such as Net Metering Programs through PG&E for bill credits, or the Disadvantaged Communities-Single-family Solar Homes (DAC-SASH) program. Identify incentives available for businesses and homeowners to install energy storage systems, such as Self Generation Incentive Program (SGIP) and Equity Resiliency rebates that provides an upfront rebate for battery storage and/or the federal investment tax credit for solar batteries installed. Provide resource information to the community through websites, workshops, and partnerships. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Not started	The City has not begun this program.	
NR-57: CAP Action BE-6.9	57. CAP Action BE-6.9. Partner with affordable housing providers to conduct a feasibility analysis of battery storage and solar projects at the affordable housing in Hayward that are eligible for Equity Resiliency Incentives under the SGIP Program. <i>[Source: 2024 Climate Action Plan]</i>	Public Works – Environmental Services Department, City Manager’s Office – Housing	2020-2040	Not started	The City has not begun this program.	
NR-58: CAP Action BE-6.10	58. CAP Action BE-6.10 Determine opportunities for the Water Pollution Control Facility to expand existing biogas (i.e., methane) capturing and utilization as part of the Biosolids Master Plan currently underway. The Master Plan document will plan for and phase in improvements for utilizing biogas for the next 20-years including potentially expanding the existing cogeneration facility to produce more energy, or possibly converting to renewable natural gas for pipeline injection off-setting the need to purchase non-renewable natural gas. The Master Plan is consistent with General Plan Policy PFS-4.12 to develop, enhance, and maintain clean, green, and renewable energy systems at the Water Pollution Control Facility (WPCF). <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Utilities	2020-2040	Complete	The Water Resource Recovery Facility (WRRF) completed the Biosolids and Energy Roadmap in November of 2024. This document analyzed existing biogas production and usage at the WRRF and considered opportunities to expand energy generation. Specifically, this effort considered expanding the existing cogeneration facility, as well as converting digester gas to natural gas for injection into either PG&E natural gas pipelines or natural gas-powered vehicles. This effort ultimately concluded that converting digester gas to natural gas would not be as cost-effective as expanding the cogeneration facility. Additionally, this effort concluded that the existing cogeneration facility will be sufficient for generating energy from the existing biogas until approximately 2040. Depending on the rate of population growth and biogas production, the need for a second cogeneration would be considered in future years, and no near-term capital improvement is recommended at this time. This item is considered complete, but notes that staff will continue to monitor biogas production to determine whether a second cogeneration engine should be added prior to the estimated 2040 date.	Champion Climate Resilience & Environmental Justice (CP1)
NR-59: CAP Action BE 6.11	59. CAP Action BE 6.11. Provide educational materials and workshops to large commercial developers and large business property owners of the benefits of microgrids and energy resiliency. Provide resources to identify opportunities for solar installations and/or battery storage on site. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Not started	The City has not begun this program.	
NR-60: CAP Action BE-6.12	60. CAP Action BE-6.12. Prepare a plan to facilitate the transition of natural gas appliances to electric in City Facilities. Plan should include an inventory of appliances available for replacement, identify cost where possible, and establish a timeline for replacement. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Partially complete	In 2025, the City received an inventory of appliances and equipment from the San Joaquin Valley Clean Energy Organization. In 2026, staff will explore next steps to create an actionable plan.	Champion Climate Resilience & Environmental Justice (CP1)

NR-61: CAP Action CS-1.1	61. CAP Action CS-1.1. Update the Tree Preservation Ordinance by Q2 2024 to maintain existing carbon stock and identify replacement trees that are climate resilient and drought tolerant for Hayward's climate. Ordinance updates may include development requirements to protect or replace value-to-value existing trees and greenspace; and a requirement for a cash mitigation fee equal to the value of trees removed. <i>[Source: 2024 Climate Action Plan]</i>	Development Services, Maintenance Services - Landscape	2020-2040	Complete	The updated Tree Preservation Ordinance was approved by Council on August 19, 2025.	Champion Climate Resilience & Environmental Justice (CP1, CP7)
NR-62: CAP Action CS-1.2	62. CAP Action CS-1.2. Develop and adopt an Urban Forest Management Plan that identifies: City's potential capacity for new tree planting; timeframe and mechanism for implementation; a management plan for existing trees; and a tracking system to assess progress towards annual benchmark. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities - Environmental Services,	2020-2040	Not started	The City has not begun this program.	
NR-63: CAP Action CS-1.3	63. CAP Action CS-1.3. Identify and map public spaces that can be converted to green space, including freeway airspace that can be made into green space, vertical walls that can be planted with vines, and rooftops of public buildings that can be developed into gardens. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities - Environmental Services, Maintenance Department Landscape		Not started	The City has not begun this program.	Champion Climate Resilience & Environmental Justice (CP1) and Cultivate Vibrant Neighborhoods (NP3 and NP6)
NR-64: CAP Action CS-1.4	64. CAP Action CS-1.4. Partner with community groups to apply for community garden grants and develop new or expand existing community gardens based on the identified public spaces available for green space conversion. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities - Environmental Services	2020-2040	Partially complete	In 2024, staff collaborated with HUSD, CSU East Bay, and HARD staff through the Climate Empowerment Learning Initiative (CELJ) Community Partnership to apply for a Green Schoolyards grant through CalFire. Unfortunately, the project was not funded. Staff plans to leverage this grant application with upcoming Prop 4 funding in 2026.	Champion Climate Resilience & Environmental Justice (CP1)
NR-65: CAP Action CS-1.5	65. CAP Action CS-1.5. Adopt a standard policy and set of practices for expanding the urban tree canopy and placing vegetative barriers between busy roadways and developments to reduce exposure to air pollutants from traffic. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities - Environmental Services, Maintenance Department Landscape	2020-2040	Not started	The City has not begun this program.	
NR-66: CAP Action CS-1.6	66. CAP Action CS-1.6. Conduct an urban canopy study to identify areas in Hayward that have below average canopy coverage and implement a tree planting program focusing on the least covered portions of the City. Establish a goal of having no significant difference in canopy coverage between high and low-income areas citywide by 2030. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities - Environmental Services, Maintenance Department Landscape	2020-2040	Partially complete	A Tree Canopy Analysis is being prepared in conjunction with the City's Tree Preservation Ordinance Update and should be completed by mid-2025. This analysis provides a baseline for staff to direct tree planting investment in underserved areas throughout Hayward.	Champion Climate Resilience & Environmental Justice (CP1)
NR-67: CAP Action CS-1.7	67. CAP Action CS-1.7. Program, establish an adopt-a-tree or adopt-a-street program that is specific to further greening and tree planting. The program will enable individuals, businesses, and community organizations to plant and care for trees in selected communities. The program should provide formalized information on appropriate trees eligible for planting in Hayward (i.e., native, drought tolerant, locations). <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities - Environmental Services, Maintenance Department Landscape	2020-2040	Not started	The City has not begun this program.	
NR-68: CAP Action CS-1.8	68. CAP Action CS-1.8. Dedicate staff time to obtaining grant funding for tree planting. Identify and apply for applicable federal (e.g., USDA) and state (e.g., California ReLeaf, Affordable Housing and Sustainable Communities Program (AHSC), Urban and Community Forestry Program) grants for tree planting and maintenance projects. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities - Environmental Services, Maintenance Department Landscape	2020-2040	Partially complete	In 2024, staff collaborated with HUSD, CSU East Bay, and HARD staff through the Climate Empowerment Learning Initiative (CELJ) Community Partnership to apply for a Green Schoolyards grant through CalFire. Unfortunately, the project was not funded. Staff plans to leverage this grant application with upcoming Prop 4 funding in 2026.	
NR-69: CAP Action CS-1.9	69. CAP Action CS-1.9. Explore opportunities to fund the Urban Forest Management Program. Possibilities include use of general tax revenues, permit fees, or revenues from the municipal tree ordinance enforcement. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities - Environmental Services, Maintenance Department Landscape	2020-2040	Partially complete	Staff is currently seeking grant funding for the Urban Forest Management Program.	
NR-70: CAP Action CS-1.10	70. CAP Action CS-1.10. Establish a Tree Trust or Tree Endowment where the interest on the principal can be used for purchasing trees, paying for tree maintenance, or for staff resources for the Urban Forest Management Program. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities - Environmental Services	2020-2040	Not started	The City has not begun this program.	
NR-71: CAP Action CS-1.11	71. CAP Action CS-1.11. Partner with private developers, CSUEB, Chabot College, HARD, HUSD, and other community-based organizations to support and contribute to the Urban Forest Management Program. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities - Environmental Services	2020-2040	Partially complete	In 2024, staff collaborated with HUSD, CSU East Bay, and HARD staff through the Climate Empowerment Learning Initiative (CELJ) Community Partnership to apply for a Green Schoolyards grant through CalFire. Unfortunately, the project was not funded. Staff plans to leverage this grant application with upcoming Prop 4 funding in 2026.	
NR-72: CAP Action CS-1.12	72. CAP Action CS-1.12. Establish alternative fee mechanisms, similar to the SF Carbon Fund, to fund nature-based solutions. By 2026, create permanent code and financial incentives for homeowners and other private landowners to preserve existing mature trees and shrubs and to plant local native species. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities - Environmental Services, City Manager's Office - Economic Development	2020-2040	Not started	The City has not begun this program.	
NR-73: CAP Action CS-1.13	73. CAP Action CS-1.13. Identify existing greenbelts and the best locations for new greenbelts for wildfire defense and risk reduction. Incorporate these locations into comprehensive wildfire planning at regional, county, city, and community levels and in all municipal service reviews. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities - Environmental Services, Fire Department	2020-2040	Not started	The City has not begun this program.	

NR-74: CAP Action CS-2.1	74. CAP Action CS-2.1. Enforce compliance with SB 1383 by establishing a minimum level of compost application per year on applicable/appropriate land throughout the City including City-owned land. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Not started	The City has not begun this program.	Champion Climate Resilience & Environmental Justice (CP1, CP6)
NR-75: CAP Action CS-2.2	75. CAP Action CS-2.2. Adopt procurement policies to comply with SB 1383 requirements for jurisdictions to purchase recovered organic waste products. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Partially complete	Staff prepared amendments to the City's Environmental Purchasing Policy to include SB 1383 Procurement requirements. City is also working to ensure new janitorial service provider uses SB1383 compliant paper.	Champion Climate Resilience & Environmental Justice (CP1)
NR-76: CAP Action CS-2.3	76. CAP Action CS-2.3. Work with Hayward Area Recreation and Park District to develop and adopt urban park guidelines that: 1) Provide flexible solutions for developing urban parks in infill areas where traditional neighborhood and community parks are not feasible; 2) Establish guidelines for achieving the greatest carbon sequestration potential of parks via design; 3) Are equitable in ensuring such urban parks are accessible for lower-income residents while avoiding displacement, in alignment with the Parks Master Plan. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Not started	The City has not begun this program.	
NR-77: CAP Action CS-2.4	77. CAP Action CS-2.4. Identify locations within Hayward to apply compost to help meet the procurement requirements of SB 1383. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Partially complete	The City has started working with HARD to apply compost and mulch to Hayward parks.	Champion Climate Resilience & Environmental Justice (CP1, CP6)
NR-78: CAP Action CS-2.5	78. CAP Action CS-2.5. Work with StopWaste to provide residents, businesses, and developers with educational material on best practices for using compost in landscaping. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Partially complete	These educational materials are developed and distributed by StopWaste and the City and will continue to be provided to the community in 2026.	Champion Climate Resilience & Environmental Justice (CP1, CP6)
NR-79: CAP Action CS-2.6	79. CAP Action CS-2.6. Explore opportunities to use the parkland in-lieu fees from the updated City's Property Developers - Obligations for Parks and Recreation Ordinance (Article 16 of City's municipal code) to implement the Carbon Management Activities Program (NR 15). <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Not started	The City has not begun this program.	
NR-80: CAP Action CS-2.7	80. CAP Action CS-2.7. Collaborate with Chabot College, CSUEB, and local schools to identify opportunities to apply compost to landscaping. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services, Maintenance Services - Landscape		Ongoing	This work is ongoing.	Champion Climate Resilience & Environmental Justice (CP1)
NR-81: CAP Action CS-2.8	81. CAP Action CS-2.8. Work with Alameda County and StopWaste to identify opportunities for a regional compost procurement program to help meet the organics procurement provisions of SB 1383. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Ongoing	With support from StopWaste, staff is currently working with HARD to develop a compost hub at the Hayward Community Garden.	Champion Climate Resilience & Environmental Justice (CP1, CP6)
NR-82: CAP Action CS-2.9	82. CAP Action CS-2.9. Work with the City's franchisee under the new franchise agreement with Waste Management of Alameda County to provide compost throughout the community. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Ongoing	This work is ongoing. In 2026, staff held two compost giveaway events and provided compost to the Hayward Downtown Improvement Association, as well as a few schools.	Champion Climate Resilience & Environmental Justice (CP1)
NR-83: CAP Action CS-2.10	83. CAP Action CS-2.10. Conduct a study to identify opportunities to enhance or create new natural areas in existing open spaces, parklands, and fields with native species, biodiverse ecology, higher carbon sequestration potential and improved recreational connectivity for the community. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Not started	The City has not begun this program.	

Community Health and Quality of Life Element

Program	Description	Responsible Departments	Implementation Timeframe	Status	2025 Update	Strategic Priority
HQL-4: Senior Assistance Program	<p>4. Senior Assistance Program. The City shall conduct a study to identify service assistance, grants, loans, and/or special concessions in permitting procedures to maintain or modify homes to meet the needs of aging senior residents. Based on findings from the study, the City shall prepare and submit recommendations to the City Council on types of services, financial assistance, or incentives the City can provide to help meet the housing needs of seniors. <i>[Source: New Program, City Staff] (PSR)</i></p>	Library and Community Services	Ongoing	Ongoing	<p>The City currently supports several partner agencies offering services to seniors through its Community Agency Funding (CAF) process. These include senior food security, safe aging in place, legal assistance and home rehabilitation programs funded by both its Community Development Block Grant (CDBG) and General Fund allocations. Additionally, the City operates a non-ADA paratransit program funded through Measure BB, which includes subsidized transportation using transportation network companies, home food delivery for housebound adults and seniors, and public transit education. Responding to a recent program evaluation, the City partnered with a new paratransit vendor to implement service improvements and introduce a flat-rate fare structure with options for different levels of support need. Services were initiated through a soft launch in early 2025 and began full operation in July 2025. Following these changes, enrolled riders increased from 773 at the end of FY 2023-24 to 1,247 at the end of FY 2024-25 (61% increase), and total rides provided increased from 8,233 in FY 2023-24 to 19,063 in FY 2024-25 (132% increase).</p>	
HQL-1: Healthy Community Program	<p>1. Healthy Community Program. The City shall partner with local health officials, planners, nonprofit organizations, businesses, schools, hospitals, local health clinics, and community groups to conduct a study to identify strategies, programs, and practices that prioritize the overall health of Hayward residents and employees. Based on findings from the study, the City shall prepare and submit recommendations to the City Council on ways the City can prioritize community health and remove barriers to healthy living. <i>[Source: New Program, City Staff] (PSR)</i></p>	City Manager/Fire	2020-2040	Ongoing	<p>Through a new program Fire has initiated creating Resiliency Hubs in the city. The first one started at Glad Tidings Church. The fire department also continues to teach CPR/First Aid training to its CERT participants. The Fire Department also provides cancer screening and mental health consulting to its firefighters. Through community collaborations, the Library has partnered with CSUEB, HPN, HARD, and 5 Sikh Seva to provide free, healthy meals, in food insecure neighborhoods of Hayward (Jackson Triangle, South Hayward, and Downtown neighborhoods). 5 Sikh Seva has donated tens of thousands of free meals to Hayward families on a regular basis, also in collaboration with the Alameda County Food Bank and HPN Feeding Programs. The Library also provides free meals to children during summer through the USDA and State Library supported Lunch at the Library program.</p>	
HQL-3: Food Policy Task Force	<p>3. Food Policy Task Force. The City shall work with Healthy Eating Active Living Cities Campaign (HEAL) to develop and maintain a task force to advance healthy food options within the city. <i>[Source: New Program, City Staff] (IGC/PI)</i></p>	Library and Community Services	2017-2019	Not started	<p>The City has not begun this program due to limited staff and fiscal resources, along with other City priorities; however, through community collaborations, the Library has partnered with CSUEB, HPN, HARD, and 5 Sikh Seva to provide free, healthy meals, in food insecure neighborhoods of Hayward (Jackson Triangle, South Hayward, and Downtown neighborhoods). 5 Sikh Seva has donated tens of thousands of free meals to Hayward families on a regular basis, also in collaboration with the Alameda County Food Bank and HPN Feeding Programs. The Library also provides free meals to children during summer through the USDA and State Library supported Lunch at the Library program.</p>	
HQL-2: Healthy Development Checklist	<p>2. Healthy Development Checklist. The City shall develop a checklist of health strategies that could be incorporated into the design of discretionary development projects and plans. The City shall share this resource with project applicants to help them design their projects to promote community health. <i>[Source: New Program, City Staff] (RDR/PI)</i></p>	Development Services	2020-2040	Not started	<p>The City has not begun this program.</p>	
HQL-7: Parks and Recreation Guidelines	<p>7. Parks and Recreation Guidelines. The City shall work with Hayward Area Recreation and Park District to develop and adopt urban park guidelines that provide flexible solutions for developing urban parks in infill areas where traditional neighborhood and community parks are not feasible or appropriate. <i>[Source: New Program, City Staff] (MPSP/IGC)</i></p>	Development Services	2020-2040	Ongoing	<p>The Planning Division refers all new development projects to the Hayward Area Recreation District (HARD) for review. Through that project-specific review, infill and pocket parks may be proposed as part of the development project.</p>	
HQL-8: Park Dedication Requirements and In-Lieu Fees	<p>8. Park Dedication Requirements and In-Lieu Fees. The City shall work with the Hayward Area Recreation and Park District to review and amend its ordinances (as necessary) to require sufficient park dedications or in-lieu fees to meet the parkland standards outlined in the General Plan. <i>[Source: New Program, City Staff] (RDR/IGC)</i></p>	Development Services	2014-2016	Complete	<p>This program was completed in 2020.</p>	
HQL-9: Park Dedication Incentives Program	<p>9. Park Dedication Incentives Program. The City shall develop an incentives program that encourages private development to dedicate parkland beyond the minimum requirements. <i>[Source: New Program, City Staff] (RDR/MPSP/IGC)</i></p>	Development Services	2017-2019	Complete	<p>As part of the adoption of the Parkland In Lieu Fee Ordinance in 2019, staff expanded the number and type of credits that could be applied, which provides new development with additional options to satisfy the parkland dedication requirements.</p>	
HQL-10: Park Surveillance Program	<p>10. Park Surveillance Program. The City shall develop and implement a park surveillance program to train citizens and neighborhood groups in the proper methods of park surveillance and how to coordinate with the Police Department to report safety issues and address neighborhood concerns. <i>[Source: New Program, City Staff] (MPSP/IGC)</i></p>	Police	2020-2040	Not started	<p>There are Ongoing discussions with HARD to collaborate about improving security measures at the parks.</p>	

Environmental Justice Element

Program	Description	Responsible Departments	Implementation Timeframe	Status	2025 Update	Strategic Priority
Ej-1.1: Develop freeway-adjacent greening	1. Program EJ-1.1: Develop freeway-adjacent urban greening initiatives, including vegetative barriers and greenwalls, to reduce the impacts from Diesel Particulate Matter pollution on sensitive land uses located adjacent to major highways and roadways. [Source: <i>New Program, see also CAP CS-1.5</i>]	Public Works & Utilities	2020-2040	Not started	This program has not been initiated.	Cultivate Vibrant Neighborhoods (NP3) and Champion Climate Resilience & Environmental Justice (CP9)
Ej-1.2: Establish an Air Filtration Grant program	2. Program EJ-1.2: Establish an Air Filtration Grant program for low-income residents, allowing for free indoor air filtration improvements to qualifying community members. Coordinate with the Bay Area Air Quality Management District (BAAQMD) to explore opportunities to collaborate on existing initiatives. [Source: <i>New Program, City Staff</i>]	Public Works & Utilities	2020-2040	Not started	This program has not been initiated. Acterra has their own air filtration program.	Champion Climate Resilience & Environmental Justice (CP9)
Ej-1.3: Advocate for HUDSD to install MERV-13 filters	3. Program EJ-1.3: Advocate for the Hayward Unified School District to install MERV-13 air filtration systems in all local schools to reduce the impacts from air pollution, especially Particulate Matter pollution. [Source: <i>New Program, City Staff</i>]	Public Works & Utilities	2020-2040	Not started	This program has not been initiated. Environmental Services staff wrote a Leaflet article in 2025 on what Spare the Air alerts mean when one had been recently released by the Air District.	Champion Climate Resilience & Environmental Justice (CP9)
Ej-1.4: Add Spare the Air widget to City webpage	4. Program EJ-1.4: Incorporate the BAAQMD Spare the Air widget into the City's webpage to highlight daily air quality information and highlight when air quality is notably critical. [Source: <i>New Program, City Staff</i>]	City Manager	2020-2040	Not started	This program has not been initiated.	Champion Climate Resilience & Environmental Justice (CP9)
Ej-1.5: Locate and monitor local cleanup sites and hazardous waste facilities	5. Program EJ-1.5: Prepare and publish an annual report identifying the location and status of local cleanup sites and hazardous waste facilities to keep residents informed about local polluting sources. Identify sites that are at risk of contaminant mobilization due to sea level or groundwater rise. [Source: <i>New Program, City Staff</i>]	Public Works & Utilities	Annual	Not started	The City of Hayward does not have the authority to oversee the cleanup, closure, or interpretation of contaminated sites and hazardous waste sites. The City of Hayward Fire Department's Hazardous Materials Office does works with agencies that do have the authority including the Alameda County Environmental Health Department - Local Oversight Program (LOP), San Francisco Bay Regional Water Quality Control Board, and the Department of Toxic Substances Control to ensure that sites that have contamination or could pose a threat to developments are properly screened and addressed. Information regarding these sites is continually updated and their status can be accessed by the public on the following two state web links: https://gsotracker.waterboards.ca.gov ; www.envirostor.dtc.ca.gov/public/	Champion Climate Resilience & Environmental Justice (CP9)
Ej-1.6: Offer health resources to residents near hazardous waste or cleanup sites	6. Program EJ-1.6: Develop a community protection program that offers health resources, monitoring, and additional support to residents living within a half-mile radius of a hazardous waste facility or cleanup site. [Source: <i>New Program, City Staff</i>]	Development Services	2020-2040	Not started	This program has not been initiated.	Champion Climate Resilience & Environmental Justice (CP9)
Ej-1.7: Develop a Truck Route Ordinance	7. Program EJ-1.7: Perform a review of designated truck routes in the City to identify routes abutting residential land uses that can be effectively rerouted. Develop a Truck Route Ordinance to designate Truck Prohibited Streets and include fines and penalties to enforce restrictions. [Source: <i>New Program, City Staff</i>]	Public Works & Utilities	2020-2040	Complete	Truck routes are defined and included in the City's adopted Traffic Code Section 6.11, which meets the intent of this program.	Champion Climate Resilience & Environmental Justice (CP9)
Ej-1.8: Limit idling	8. Program EJ-1.8: Identify areas within the City where excessive truck idling is occurring and post "no idling" signage that is visibly accessible for motor vehicles utilizing the roadways. [Source: <i>New Program, City Staff</i>]	Public Works & Utilities	2020-2040	Complete	Staff reviews and posts appropriate signage in problem areas that are identified. These efforts meet the intent of this program.	Champion Climate Resilience & Environmental Justice (CP9)
Ej-2.1: Assess bikeways and greenways accessibility and connectivity	9. Program EJ-2.1: Prepare a City-wide connectivity assessment in coordination with HARD, including bike lanes, greenways, existing and planned trails and parks as part of the City's future Bicycle and Pedestrian Master Plan update. City will include parking assessments as part of future parking studies. Develop a summary report that identifies priority improvement areas for connectivity. [Source: <i>New Program, City Staff</i>]	Public Works & Utilities, Development Services	2020-2040	Ongoing	Staff regularly engage with HARD regarding bike lanes, greenway projects, existing/planned trails, parks and open space. Staff is currently exploring opportunities with HARD to connect the East Bay Greenway (in progress) with the Shoreline and Bay Trails. The City expects to receive \$150,000 in developer funding and is actively seeking grant/funding opportunities with HARD.	
Ej-2.2: Require future community parks are connected	10. Program EJ-2.2: Update the Municipal Code to require that future community parks incorporate a connectivity assessment and active transportation improvements [Source: <i>New Program, City Staff</i>]	Public Works & Utilities, Development Services	Ongoing	Not started	City staff coordinates with HARD in order to assess connectivity and encourage implementation of active transportation features and improvements. This effort meets the intent of this program.	
Ej-2.3: Support HARD Park and Recreation Master Plan	11. Program EJ-2.3: Support HARD with implementation of programs and policies outlined within the HARD Park and Recreation Master Plan, with priority given to programs focused on the central portion of the City of Hayward. [Source: <i>New Program, City Staff</i>]	Public Works & Utilities	2020-2040	Ongoing	City staff coordinates with HARD regularly in order to support implementation and programs outlined in HARD's Master Plan. This effort meets the intent of this program.	
Ej-2.4: Support implementation of HARD Park and Recreation Master Plan	12. Program EJ-2.4: Support implementation of policies and programs outlined within the HARD Parks and Recreation Master Plan. [Source: <i>New Program, City Staff</i>]	Public Works & Utilities	Ongoing	Ongoing	The Planning Division routes all new large-scale development projects to HARD to review for consistency with adopted plans, and incorporates Conditions of Approval as directed by HARD.	

EJ-2.5: Identify underutilized rights of way	13. Program EJ-2.5: Identify underutilized rights-of-way in the central portion of the City and develop a program for gradual conversion of these spaces for public gathering. <i>[Source: New Program, City Staff]</i>	Development Services	2020-2040	Not started	This program has not been initiated.	Cultivate Vibrant Neighborhoods (NP3) and Champion Climate Resilience & Environmental Justice (CP9)
EJ-2.6: Support collaboration between public safety groups	14. Program EJ-2.6: Support collaboration and partnership between Hayward Police Department, Hayward Evaluation and Response Teams and HARD's Public Safety Division to ensure park patron safety. <i>[Source: New Program, City Staff]</i>	Development Services	Ongoing	Ongoing	HPD, HEART and HARD have an open line of communication and work collaboratively on park safety.	
EJ-2.7: Regularly assess bus stops and shelters	15. Program EJ-2.7: Perform a biennial review of local bus stops and shelters to assess the quality and adequacy of facilities. Develop improvement priorities based on the findings and coordinate with AC Transit to facilitate these improvements. <i>[Source: New Program, City Staff]</i>	Public Works & Utilities	Ongoing	Ongoing	Staff have collaborated with AC Transit to assess bus stops and prioritized installation of Simme Seats to increase access and comfort at those bus stops. Staff will continue to review bus stops for further prioritizing of improvements.	Invest in Infrastructure (FP4) and Champion Climate Resilience & Environmental Justice (CP9)
EJ-2.9: Incentivize EV charging stations in Station Priority Areas	16. Program EJ-2.9: Perform an assessment of the location of EV charging stations across the City to identify priority areas using an equity lens. Update the Municipal Code to incentivize the placement of EV charging stations in Station Priority Areas. <i>[Source: New Program, City Staff]</i>	Public Works & Utilities	2020-2040	Ongoing	Staff is currently working with Ava Community Energy to develop a network of fast charging stations. Plans are in development for fast charging at Municipal Lot #4 in the Downtown Priority Development Area.	Champion Climate Resilience & Environmental Justice (CP2 and CP3)
EJ-3.1: Provide public nutritional education	17. Program EJ-3.1: Develop and expand city programs that are focused on public nutritional education. <i>[Source: New Program, City Staff]</i>	Community Services	2020-2040	Not started	This program has not been initiated. However, a map was created to list Hayward-based food resources: https://experience.arcgis.com/experience/a5f13e4977414e1b948b376e7da6ba8f/ which will be shared on the City's webpage. The Alameda County's All In Eats program, on which this work was based, sunsetted.	
EJ-3.2: Expand subsidized food for marginalized communities	18. Program EJ-3.2: Partner with local non-profits and food banks to expand the availability of subsidized food programs for marginalized communities. <i>[Source: New Program, City Staff]</i>	Development Services	Ongoing	Ongoing	During the COVID-19 pandemic, the City used both general fund reserves and leveraged Coronavirus Aid, Relief, and Economic Security (CARES) Act funding to partner with the Alameda County Food bank for emergency food distribution. Since the conclusion of that program in early FY2021, the City has primarily funded food security efforts through the Community Agency Funding process. In addition to existing food security programs for seniors, the City has supported a meal distribution program for low-income residents of any age hosted at rotating public facilities since FY23, and a unsold food recovery and redistribution program beginning in FY24. In 2025, the City's priorities have changed with our fiscal challenges and decreased staffing, so our capacity to be involved in these activities will be put on hold until stated otherwise.	
EJ-3.3: Develop a City-sponsored food delivery program	19. Program EJ-3.3: Develop a City-sponsored food delivery program for senior citizens and disabled residents in Hayward that may have limited access to food banks and non-profits due to transportation impediments. <i>[Source: New Program, City Staff]</i>	Community Services	2020-2040	Ongoing	The City's Paratransit program includes funding for meal delivery to homebound adults through a Meals on Wheels program. However, the program is funded under Measure BB, which only allows reimbursement for direct transportation costs. In addition to this program, the City has funded food distribution to seniors through two location-based senior meal programs since 2019. In FY 2024-25, the Meals on Wheels program provided 81,639 delivered meals to 499 unique homebound seniors, exceeding the annual goal of 80,000 meals. The Meals on Wheels program was also awarded additional funding through the FY 2026 Community Agency Funding (CAF) process to support non-transportation program needs during the FY 2025-26 program year.	Champion Climate Resilience & Environmental Justice (CP9)
EJ-3.4: Partner to support circular economy and expand food access	20. Program EJ-3.4: Partner with Alameda County in the All In Eats and other programs intended to support the circular food economy and expand food access. Develop a "Nutritional Resources" informational flyer that outlines Federal, State, and local food and nutritional resources for low-income residents. Disseminate the "Nutritional Resources" flyer by posting it on the City's official social media and dispersing it as a "take-home" document to be provided for all families of children through the public school system. <i>[Source: New Program, City Staff]</i>	Community Services	Ongoing	Partially complete	The "Nutritional Resources" Flyer Has Not Been Initiated. However, a map was created to list Hayward-based food resources: https://experience.arcgis.com/experience/a5f13e4977414e1b948b376e7da6ba8f/ which will be shared on the City's webpage. The Alameda County's All In Eats program, on which this work was based, sunsetted.	Champion Climate Resilience & Environmental Justice (CP9)

EJ-4.1: Continue Minor Home Repair Program	21. Program EJ-4.1: Continue implementing Minor Home Repair Program for lower-income householders, including elderly and/or disabled homeowners, to make minor home repairs to address health and safety problems. <i>[Source: Housing Element Program H-1]</i>	Development Services, City Manager	Ongoing	Ongoing	The City expects to continue its partnership with Habitat for Humanity and Rebuilding Together East Bay Network in FY 2025-26. With the Rebuilding Together Oakland affiliate closing its doors in late FY 2024, the City shifted these programs to Rebuilding Together East Bay Network. In FY 2024-25, Rebuilding Together East Bay Network experienced a slower start during the first half of the year as it established outreach and referral pipelines in a new service area, and completed 30 minor repair rehabilitations against a goal of 35. The organization reports that it is fully established for FY 2025-26 and expects to meet its program goals. Habitat for Humanity completed 6 major repair rehabilitations against a goal of 7; progress was affected by underwriting delays that extended from late FY 2023-24 into the first quarter of FY 2024-25.	
EJ-4.2: Continue Tenant Relocation Assistance Ordinance and Emergency Relocation Assistance	22. Program EJ-4.2: Continue to implement and, if warranted, expand the Tenant Relocation Assistance Ordinance and Emergency Relocation Assistance to mitigate the impacts of identifying uninhabitable units through the rental inspection program. <i>[Source: New Program, City Staff]</i>	Development Services, City Manager	Ongoing	Ongoing	Housing Division has engaged in continued communication by conducting monthly meetings with Code Enforcement, and maintaining open communication with Building and Fire to identify eligible relocation cases and providing information regarding factors that related to emergency relocation assistance and Tenant Relocation Assistance Ordinance (TRA0).	
EJ-4.4: Regularly meet to discuss housing	23. Program EJ-4.4: Hold quarterly meetings on various housing related topics (i.e. tenant resources, Residential Rent Stabilization Ordinance and Tenant Protection Ordinances, foreclosure prevention among other topics). Keep a list of attendees, population and housing characteristics via survey to ensure that outreach is targeted to Low Resource, high need areas and households as determined by updated TCAC and/or CalEnviroScreen maps <i>[Source Housing Element Program H-20]</i> .	Development Services, City Manager	Ongoing	Ongoing	In 2025, Centro Legal de la Raza, held a legal contract with the City through July 2025, and in conjunction with subcontractors like Housing & Economic Rights Advocates (HERA), facilitated 5 workshops pertaining to tenant rights in Hayward, reaching about 116 tenants. and has assisted approximately 3 residents through unlawful detainers, and across their grants have served at least 57 Hayward tenants through direct legal services on housing related issues working to stop displacement. Centro also conducts monthly Hayward-specific Clinics. Centro continued to subcontract with My Eden Voice and Housing Economic Rights Advocates to provide legal services to low-income Hayward Residents through the end of their contract. Echo Housing continues to conduct monthly Fair Housing, Home Buyer Education, and Tenant/Landlord workshops.	
EJ-5.1: Educate public about local asthma risk	24. Program EJ-5.1: Inform the public about heightened local asthma risk by developing an asthma informational document identifying warning signs, prevention strategies, and County Public Health Department resources. Disseminate asthma informational documents broadly to residents of the City. <i>[Source: New Program, City Staff]</i>	Community Services	2020-2040	Not started	This program has not been initiated.	Champion Climate Resilience & Environmental Justice (CP9)
EJ-5.2: Advocate for in-school asthma screening program	25. Program EJ-5.2: Advocate for the Alameda County Health Department and Hayward Unified School District to facilitate an in-school asthma screening program. <i>[Source: New Program, City Staff]</i>	City Manager	2020-2040	Not started	This program has not been initiated.	Champion Climate Resilience & Environmental Justice (CP9)
EJ-5.3: Increase access to health services	26. Program EJ-5.3: Increase access to health services by coordinating with the Fire Department to expand the use of the Firehouse Clinic Model to additional firehouse locations throughout the City, with priority given to locations in the central and western portion of the City. <i>[Source: New Program, City Staff]</i>	City Manager, Hayward Fire Department	2020-2040	Not started	There is currently a reorganization of responsibility amongst the Battalion Chiefs due to recent retirements and promotions and would be expected that this project would be handled by a new lead in CY26.	
EJ-5.4: Assess feasibility of Clinic Shuttle Program	27. Program EJ-5.4: Support community health by assessing the feasibility of a Clinic Shuttle Program to provide subsidized on-demand access to intra-City clinics and health centers, especially to those that offer subsidized health care. Coordinate with AC Transit to assess opportunities to partner in the development of the Clinic Shuttle program. <i>[Source: New Program, City Staff]</i>	Community Services	2020-2040	Not started	This program has not been initiated.	
EJ-5.5: Implement SR2S Improvement Plans	28. Program EJ-5.5: By 2030, implement all recommendations outlined within the SR2S (Safe Routes to Schools) Improvement Plans outlined for each local schools.	Public Works & Utilities	2020-2040	Partially complete	Design plans are being developed for the SR2S locations. Implementation will require additional funding sources that have not been identified yet.	
EJ-6.1: Complete Comprehensive Needs Assessment	29. Program EJ-6.1: Complete Comprehensive Needs Assessment and implement a Language Access Program. <i>[Source: New Program, City Staff]</i>	City Clerk	2020-2040	Not started	In process. In 2024, the City started working on a Language Access Plan anticipated to be completed in 2025 with a three year implementation period through 2028. The Language Action Plan will include Translation Standards; Interpretation Standards; Digital Information and Access; Outreach and Promotion Standards; Policy, Compliance and Quality Assurance; and a Bilingual Staff Program.	
EJ-6.2: Host annual workshops with neighborhoods with high CalEnviroScreen scores	30. Program EJ-6.2: Host annual workshops and small meetings within identified neighborhoods in Hayward with elevated CalEnviroScreen scores in order to identify community priorities, issues and if needed interventions to address specific issues identified by the community or by the screening scores/maps. <i>[Source: New Program, City Staff]</i>	City Manager, Development Services	2020-2040	Not started	This program has not been initiated.	Champion Climate Resilience & Environmental Justice (CP9)

Public Facilities & Services Element

Program	Description	Responsible Departments	Implementation Timeframe	Status	2025 Update	Strategic Priority
PFS-1: Capital Improvement Program	1. Capital Improvement Program. The City shall annually review and update the Capital Improvement Program to ensure adequate and timely provision of public facility and municipal utility provisions. <i>[Source: Existing City Program] (MPSP/FB)</i>	Public Works – Engineering and Transportation, Public Works-Utilities and Environmental Services	Annual	Ongoing	Public Works & Utilities staff updates City's Capital Improvement Program annually.	
PFS-2: Water Conservation Programs	2. Water Conservation Programs. The City shall regularly develop cost effective conservation programs that decrease water use. <i>[Source: New Program, City staff] (MPSP)</i>	Public Works-Utilities - Environmental Services	Ongoing	Ongoing	Hayward offers conservation programs such as free water-conserving devices and rebates for smart irrigation controllers, rain barrels, and turf replacement. Also offered are free water wise landscape classes throughout the year and water education programs for schools.	
PFS-3: Public Use Telecommunications Systems and Services Plan	3. Public Use Telecommunications Systems and Services Plan. The City shall prepare a plan for the incorporation and accessibility of state-of-the-art, attractive telecommunication systems and services for public use in public buildings and support the development of internet-connected informational kiosks in public places and streetscapes. <i>[Source: New Program, City staff] (MPSP)</i>	Information Technology	2017-2019	Not started	The City has not begun this program due to limited staff and fiscal resources, along with other City priorities.	
PFS-4: Requirements for Telecommunication Technologies in New Planned Development.	4. Requirements for Telecommunication Technologies in New Planned Development. The City shall prepare an ordinance to establish requirements for the installation of state-of-the-art internal telecommunications technologies in new planned developments and office and commercial developments. <i>[Source: New Program, City staff] (RDR)</i>	Development Services	2017-2019	Complete	In 2019, the City passed a Dig-Once Ordinance and Policy that requires public right-of-way excavation projects that have a trench length of at least 300 feet to install conduit for utilities, including communications. Joint Trench installations are standard practice for all major new residential, commercial, and industrial development projects. Open trench utility installations exceeded 300 feet in length are reviewed Public Works for compliance with all City Municipal Ordinances. Various Internet Services Providers have been permitted to expand their fiber optic network within the City's ROW. CIP projects like the Mission Blvd Corridor Projects included installation of empty conduits for potential use by providers. These efforts meet the intent of this program. Lastly, in 2025, the City has prepared the guidelines and standard details for the trenchless construction methods.	
PFS-5: Construction and Demolition Debris Recycling Ordinance	5. Construction and Demolition Debris Recycling Ordinance. The City shall revise the Construction and Demolition Debris Recycling Ordinance to be consistent with the processing capabilities Alameda County transfer stations and waste facilities. <i>[Source: New Program, Climate Action Plan] (RDR)</i>	Public Works-Utilities and Environmental Services	2017-2019	Complete	Construction and Demolition Debris Recycling Ordinance was updated in 2017 and is available at: https://www.hayward-ca.gov/services/city-services/construction-and-demolition-debris-disposal . These efforts meet the intent of this program.	
PFS-6: Rainwater Harvesting and Greywater Systems	6. Rainwater Harvesting and Greywater Systems. The City shall study the feasibility of amending the City's building and development codes to encourage rainwater harvesting and greywater systems. Based on findings from the study, the City shall prepare and submit recommendations to the City Council to amend the building and development codes as necessary. <i>[Source: New Program, Climate Action Plan] (PSR)</i>	Public Works-Utilities and Environmental Services, Development Services	2017-2019	Complete	Staff is continuing to implement the Bay-Friendly Water Efficient Landscape Ordinance, and provide rebates for rain barrels. Staff also coordinated a water-wise classon installing rain barrels in November 2025 (see also CAP Action WW-1.12).	

PFS-7: Underground Utility Ordinance	7. Underground Utility Ordinance. The City shall prepare an ordinance that establishes thresholds and requirements for private developers to underground utilities along the street frontage of their project site. <i>[Source: New Program; City Staff] (RDR)</i>	Development Services	2020-2040	Partially complete	Public Works requires underground utility distribution systems within land development and along street improvement projects for enhanced safety as per the municipal code SEC. 10-3.815 . This municipal code section primarily applies to subdivision projects. For other development types (e.g., commercial or industrial), undergrounding is typically evaluated and required on a case-by-case basis through discretionary conditions of approval, based on project scope, frontage improvements, and feasibility. As additional projects are processed, the City may consider developing a standalone ordinance to better define thresholds and standardize requirements.	
SW-1.1: Purchase recovered organic waste products	8. CAP Action SW-1.1. Adopt procurement policies to comply with SB 1383 requirements for jurisdictions to purchase recovered organic waste products. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Partially complete	Program is in progress. Staff has updated the environmental preference purchasing policy (EP3) to comply with SB 1383, including paper procurement requirements. Staff also continues to host compost giveaways and is devising new ways to use the compost and mulch requirement, including compost hubs, and working with HARD to use material.	Champion Climate Resilience & Environmental Justice (CP1)
SW-1.2: Continue to regulate haulers collecting organic waste	9. CAP Action SW-1.2. Continue to implement exclusive hauling agreement with Waste Management of Alameda County (WMAC) that regulates haulers collecting organic waste, including collection program requirements and identification of organic waste receiving facilities. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Ongoing	Staff is continuing to fulfill this program.	Champion Climate Resilience & Environmental Justice (CP1)
SW-1.3: Continue to implement edible food recovery ordinance	10. CAP Action SW-1.3. Continue to implement edible food recovery ordinance for edible food generators, food recovery services, or organizations that are required to comply with SB 1383. Ordinance requires all residential and commercial customers to subscribe to an organic waste collection program and/or report self-hauling or backhauling of organics. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Ongoing	Staff continues to partner with StopWaste and Alameda County Health Department to fulfil this program.	Champion Climate Resilience & Environmental Justice (CP1)
SW-1.4: Charge fee for incorrectly sorted materials	11. CAP Action SW-1.4. Implement enforcement and fee for incorrectly sorted materials with sensitivity to shared collection. Utilize funding to implement programs and efforts to increase communitywide organic waste diversion. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Ongoing	Staff works with WMAC to implement enforcement for sorting materials in bins through the franchise agreement. WMAC has cameras in their trucks that check for contamination. Residents and businesses who do not correctly sort their bins receive a warning and get a fee if warnings continue.	Champion Climate Resilience & Environmental Justice (CP1)
SW-1.5: Conduct SB 1383 outreach with food organizations	12. CAP Action SW-1.5. Work with StopWaste to conduct targeted outreach with food recovery organizations, generators, haulers, facilities, and local agencies to promote strategies to implement requirements of SB 1383. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Ongoing	Staff is collaborating with StopWaste on outreach.	Champion Climate Resilience & Environmental Justice (CP1)
SW-1.6: Encourage employee sorting and organics diversion education	13. CAP Action SW-1.6. Encourage businesses to educate their employees about organic waste diversion and proper sorting annually by providing training resources and rebate programs to fund employee time for training. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Ongoing	Staff coordinates with StopWaste and WMAC to send resources to businesses. Additionally, the City has a Recycling Fellow that works with WMAC staff to offer trainings on-request to businesses on proper sorting and organic waste diversions.	Champion Climate Resilience & Environmental Justice (CP1)
SW-1.7: Partner to implement SB 1383	14. CAP Action SW-1.7. Partner with local community organizations, public agencies like StopWaste and businesses to implement all required activities under SB 1383. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Ongoing	Staff is partnering with the necessary organizations to comply with SB 1383.	Champion Climate Resilience & Environmental Justice (CP1)

SW-1.8: Provide free compost bins to low-income communities of color and elderly households	15. CAP Action SW-1.8. Provide free compost bins and kitchen-top food waste containers to low-income communities of colors and elderly households in order to increase compost participation. Evaluate opportunities to have a community compost hub that is easily accessible to disadvantaged neighborhoods. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Ongoing	Staff gives out free compost bins at city-wide events such as the Downtown Hayward Street Parties. Staff is in the process of establishing a compost hub at the Hayward Community Gardens.	Champion Climate Resilience & Environmental Justice (CP1, CP6)
SW-1.9: Work with multi-family property owners	16. CAP Action SW-1.9. Establish relationships with multi-family property owners/managers to develop signage for their properties. Present at Homeowner Associations in Hayward annually and provide supplies and education for proper sorting. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Ongoing	The City has a Recycling Fellow that works with WMAC staff to offer proper sorting trainings on-request that are open to multi-family properties and HOAs.	Champion Climate Resilience & Environmental Justice (CP1)
SW-1.10: Establish an edible food recovery program	17. CAP Action SW-1.10. Establish an edible food recovery program to minimize food waste. Leverage CalRecycle supports projects that prevent food waste or rescue edible food. Partner with existing food pantries like CSUEB, South Hayward Parish to identify and advertise locations for surplus food to be taken in the community. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Ongoing	Staff in the City Manager's Office helped coordinate setting up edible food recovery efforts in 2024. City of Hayward's webpage continues to display food recovery lists, food rescue facilities.	
SW-1.11: Work with hauler to review contamination, label bins, and monitor consumer behavior	18. CAP Action SW-1.11. Work with contracted hauler to: - Provide quarterly route reviews to identify prohibited contaminants potentially found in containers that are collected along route. - Clearly label all new containers indicating which materials are accepted in each container, and by January 1, 2024, place or replace labels on all containers. - Develop and implement a comprehensive monitoring and quality control program with a focus on consumer behavior change. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Ongoing	The City has an agreement with Waste Management of Alameda County (WMAC) to work on this program. WMAC has cameras on their vehicles to monitor compliance and prohibited contaminants. Existing containers are labeled and new and replacement containers are also labeled.	Champion Climate Resilience & Environmental Justice (CP1)
SW-1.12: Fund edible food recovery organizations	19. CAP Action SW-1.12. Work with local organizations, StopWaste, and investigate various funding/grant opportunities to fund edible food recovery organizations so they can expand and handle increased volume. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Not started	Due to staffing constraints, Environmental Services continues to not actively investigate and apply for grants on food recovery.	Champion Climate Resilience & Environmental Justice (CP1)
SW-1.13: Partner with schools to create waste diversion plan	20. CAP Action SW-1.13. Partner with schools, retirement communities, and other large institutions to create waste diversion and prevention program/procedure/plan. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Ongoing	The Go Green Initiative has been working with HUSD schools to create Green Teams and implement waste diversion and prevention programs. City staff has occasionally worked with Go Green. Staff also worked with Chabot JC in 2025 to expand their recycling program.	Champion Climate Resilience & Environmental Justice (CP1)
SW-1.14: Evaluate edible food reuse infrastructure in Hayward	21. CAP Action SW-1.14. Partner with StopWaste to conduct a feasibility study and identify next steps to ensure edible food reuse infrastructure in Hayward is sufficient to accept capacity needed to recover 20% of edible food disposed of within Hayward. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Ongoing	StopWaste conducts the Alameda County Waste Characterization Study and coordinates next step efforts with the jurisdictions.	Champion Climate Resilience & Environmental Justice (CP1)
SW-2.1: Continue to implement ORRO	22. CAP Action SW-2.1. Continue to implement the Organics Reduction and Recycling Ordinance (ORRO) adopted in November 2021 in alignment with the Countywide ORRO ordinance. Support StopWaste and County Environmental Health in the enforcement of the ORRO within the City. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Ongoing	Staff is continuing to implement the Organics Reduction and Recycling Ordinance.	
SW-2.2: Review and incorporate new circular economy bills	23. CAP Action SW-2.2. Review recent circular economy bills signed by the governor (i.e., SB 343, AB 881, AB 1201, AB 962, AB 1276) and incorporate requirements into hauling agreements, and municipal codes for full-service restaurants and local manufacturing businesses. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Ongoing	Staff continually reviews all legislation relevant to waste management and sustainability and updates hauling agreements and municipal codes as needed.	

SW-2.3: Continue to enforce Hayward Construction and Demolition Debris Recycling Ordinance	24. CAP Action SW-2.3. Continue to enforce the Hayward Construction and Demolition Debris Recycling Ordinance. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Ongoing	City staff continues to enforce the Hayward Construction and Demolition Debris Recycling Ordinance to eligible building permits.	Champion Climate Resilience & Environmental Justice (CP1)
SW-2.4: Adopt citywide Zero Waste Goal	25. CAP Action SW-2.4. Adopt a citywide Zero Waste Goal and develop a Zero Waste Strategic Plan to increase diversion from the landfill by 85% 2045. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Not started	The City has not begun this program.	
SW-2.5: Require a waste management team for large events	26. CAP Action SW-2.5. Create a requirement for large events to hire an event waste management team. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Partially complete	Currently all event permits have certain solid waste requirements to which they must adhere. This program requiring large events to have an event waste management team can be explored in 2027-2028	
SW-2.6: Regularly revisit franchise agreement with WMAC to increase diversion	27. CAP Action SW-2.6. Regularly evaluate and update new franchise agreement with Waste Management of Alameda County to meet SB 1383 requirements and to implement new components to further divert waste from landfills. Work with WMAC to determine data necessary to meet zero waste goals and establish protocol for regular collection and reporting of associated metrics. Identify dedicated staff responsible for this. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	Annual	Ongoing	Staff continues to regularly evaluate and update the franchise agreement to meet state requirements and local zero waste goals.	Champion Climate Resilience & Environmental Justice (CP1)
SW-2.7: Implement a fee for single-use food ware	28. CAP Action SW-2.7. Require food service providers to implement a fee for single-use food ware. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Partially complete	Staff presented a report on this Program to the CSC in September 2023. Community engagement is needed before drafting an ordinance.	
SW-2.8: Conduct multi-lingual and multi-cultural education on waste diversion	29. CAP Action SW-2.8. Partner with StopWaste to conduct targeted, multi-lingual, culturally appropriate, and geographically diverse waste prevention educational and technical assistance campaigns based on outcomes of a waste characterization study (WCS). Such as food waste prevention, edible food recovery strategies, proper storage, how to fix clothes/electronics, how to donate, reusable alternatives, effects of over consumption, sustainable consumption habits, buying second hand, buying durable, sharing, repurposing. Continue to conduct outreach regarding AB 1276 to full-service restaurants. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Ongoing	Staff provides waste prevention education through educational articles published in the City Leaflet newsletter. City partnerships with WMAC and StopWaste also provide multi-lingual waste prevention education through their marketing efforts. The City website is in the process of being revamped and the new version will include an updated webpage with information on waste prevention.	Champion Climate Resilience & Environmental Justice (CP1)
SW-2.9: Monitor participation in residential recycling programs	30. CAP Action SW-2.9. Continue to work with StopWaste and haulers to monitor participation in residential recycling programs, create education materials for the community, provide technical assistance to business to implement mandatory recycling, and identify other opportunities and means to promote zero waste efforts. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Ongoing	Staff continues to partner with StopWaste and haulers to encourage zero waste habits to the public. WMAC and Tri-CED provide city with collection information on residential recycling.	Champion Climate Resilience & Environmental Justice (CP1)
SW-2.10: Promote extended producer responsibility	31. CAP Action SW-2.10. Work with StopWaste and the business community to design and promote extended producer responsibility such as take-back programs. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Ongoing	Staff is working with StopWaste to implement SB 54, the Plastic Pollution Prevention and Packaging Producer Responsibility Act. A report was presented to the CSC in May 2025. Staff also attend quarterly SB54 update meetings held by Stopwaste.	
SW-2.11: Conduct a consumption-based GHG inventory	32. CAP Action SW-2.11. Conduct a consumption-based GHG emissions inventory to understand the community's worst consumption habits and emission reduction potential and provide educational materials on a closed-loop circular economy. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Not started	The City has not begun this program.	

SW-2.12: Establish post-consumer recycled content requirements	33. CAP Action SW-2.12. Work with local businesses to establish post-consumer recycled content requirements that meet SB 343 recyclability claims as part of their purchasing criteria. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Not started	The City has not begun this program.	
SW-2.13: Establish pop-up repair cafes for easily repaired items	34. CAP Action SW-2.13. Partner with local organizations, schools, and libraries to establish pop-up repair cafes for commonly broken and easily repaired items. Partner with library to promote reuse by increasing accessibility to shared tools through a tool lending library. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Not started	The City has not begun this program.	
SW-2.14: Increase bans on "problem materials"	35. CAP Action SW-2.14. Based on existing StopWaste waste characterization studies and Litterati litter assessment, increase bans on "problem materials" (i.e., items without means of recycling or recycling markets, such as sale of polystyrene, plastic packaging, straws, plastics #4-7, mixed materials). Enforce the single-use plastic precheckout ban, by January 1, 2025, in alignment with SB 1046. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Ongoing	Staff has not begun this program. Staff is in the process of determining the implementation structure for enforcing SB 1046.	Champion Climate Resilience & Environmental Justice (CP1)
SW-2.15: Increase circular food economy	36. CAP Action SW-2.15. Explore funding opportunities to increase the circular food economy. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Environmental Services	2020-2040	Ongoing	Staff has not found funding opportunities on circular food economy.	Champion Climate Resilience & Environmental Justice (CP1)
WW-1.1: Continue to implement the Bay-Friendly Water Efficient Landscape Ordinance	37. CAP Action WW-1.1. Continue to implement the City's Bay-Friendly Water Efficient Landscape ordinance applicable to all land use types to decrease water consumption. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Utilities, Maintenance Services - Landscape	2020-2040	Ongoing	Hayward Municipal Code Chapter 10, Article 12, Bay Friendly Water Efficient Landscape Ordinance applies to all new development. Consistency with this Ordinance is assured on a project-by-project basis through the plan and permitting review process. Additionally, in 2025, staff also coordinated 11 water-wise landscape classes with an average class size of 20 participants.	Champion Climate Resilience & Environmental Justice (CP1)
WW-1.2: Enforce the Water Conservation Standards	38. CAP Action WW-1.2. Continue to implement and enforce the Water Conservation Standards within the Municipal Code via the Prohibition of Wasteful Water Practices Ordinance for households, businesses, industries, and public infrastructure. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Utilities	2020-2040	Ongoing	Staff continues to implement and enforce the Prohibition of Wasteful Water Practices Ordinance for households, businesses, industries, and public infrastructure. In 2025, 50 reports were responded through AccessHayward. Staff also responds to water waste reports submitted to the State as necessary. There were zero water waste reports submitted to the state in 2025.	Champion Climate Resilience & Environmental Justice (CP1)
WW-1.3: Track rebates and water devices distributed	39. CAP Action WW-1.3. Continue to implement rebate and water conservation device tracking system to track the number of rebates and water devices distributed. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Utilities	2020-2040	Ongoing	Staff continues to track the number of water conservation rebates and devices distributed to customers. In 2025, (48) 1.5 gpm showerheads, (38) 2.0 gpm kitchen aerators, and (40) 1.5 gpm bathroom aerators were distributed to Hayward customers.	Champion Climate Resilience & Environmental Justice (CP1)
WW-1.4: Continue the Recycled Water Program	40. CAP Action WW-1.4. Continue to implement the Recycled Water Program which includes expanding facilities if necessary to deliver recycled water to additional customers, working with customers to Completesite retrofits, connecting customers to the recycled water system, and ensuring customer deliveries. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Utilities	2020-2040	Partially complete	Hayward began deliveries of recycled water to more than 30 customers in March 2022 through its Phase 1 Program. Staff is developing a Recycled Water System Master Plan to identify potential upgrades to, and expansion of the recycled water system with an anticipated completion of Spring 2026.	Champion Climate Resilience & Environmental Justice (CP1)

WW-1.5: Continue to offer water conservation programs	41. CAP Action WW-1.5. Continue to offer water conservation programs to the community including educational programs like water education program for schools and water wise landscape classes as well as incentives like free water conserving devices, and rebates for rain barrels and turf replacement. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Utilities	2020-2040	Ongoing	Hayward continues to offer water conservation programs to the community including educational programs such as water education program for schools. In FY 24-25, the Earthcapades School Water Education Program was presented at 14 schools, 2 shows each, reaching a total of 6,033 students.	Champion Climate Resilience & Environmental Justice (CP1)
WW-1.6: Create water conservation education campaign	42. CAP Action WW-1.6. As part of the water conservation programs offered, implement a public education campaign that in addition to highlighting water conservation practices, with focus on low-income households with high utility bill burdens. <i>[Source: 2024 Climate Action Plan]</i>	Public Works & Utilities – Utilities	2020-2040	Not started	Staff will coordinate with other City departments to identify and target low-income, high-utility bill households. Conservation materials are available and accessible in multiple languages. Staff will be working to develop additional materials that will be available to all Hayward customer classes and income levels.	Champion Climate Resilience & Environmental Justice (CP1)
WW-1.7: Create multi-lingual and accessible water education materials	43. CAP Action WW-1.7. Ensure that water conservation educational materials, programs and outreach efforts are in multiple languages and accessible for low-income or disadvantaged communities.	Public Works & Utilities – Utilities	2020-2040	Not started	Conservation materials are available and accessible in multiple languages. Staff will be working to develop additional materials that will be available to all Hayward customer classes and income levels.	Champion Climate Resilience & Environmental Justice (CP1)
WW-1.8: Conduct outreach to low-income communities and elderly households	44. CAP Action WW-1.8. Perform targeted outreach to low-income communities and elderly households to provide free water conservation devices and aid disadvantaged community members in obtaining available rebates for water conservation devices.	Public Works & Utilities – Utilities	2020-2040	Not started	Staff will coordinate with other City departments to identify and target low-income and elderly households, and disadvantaged communities. Conservation materials are available and accessible in multiple languages. Staff will be working to develop additional materials that will be available to all Hayward customer classes and income levels.	Champion Climate Resilience & Environmental Justice (CP1)
WW-1.9: Support equitable installation of water saving devices	45. CAP Action WW-1.9. Partner with programs such as Green House Call or other similar programs to support community members with installation of water saving devices with a particular focus of support for low-income, elderly, or disadvantaged elderly residents.	Public Works & Utilities – Utilities	2020-2040	Not started	Public Works staff is coordinating with other City Departments to identify and target low-income, elderly, and disadvantaged community members to ensure the availability of water-saving devices by request through the water conservation program.	Champion Climate Resilience & Environmental Justice (CP1)
WW-1.10: Advance commercial and industrial water recycling	46. CAP Action WW-1.10. Continue to coordinate with commercial and industrial customers including the Hayward Area Recreation and Park District and the Hayward Unified School District to advance water recycling programs.	Public Works & Utilities – Utilities, Maintenance Services – Landscape	2020-2040	Ongoing	Recycled water is currently being delivered to a number of Hayward Area Recreation and Park District, and Hayward Unified School District sites for irrigation purposes through Hayward's Phase 1 Recycled Water Project. Staff is developing a Recycled Water System Master Plan with an anticipated completion of Spring 2026, to evaluate potential water quality needs and expansion of the system to deliver recycled water to additional commercial and industrial customers. Staff also continues to coordinate with both districts in pursuit of potential recycled water opportunities.	Champion Climate Resilience & Environmental Justice (CP1)
WW-1.11: Develop a Recycled Water Master Plan	47. CAP Action WW-1.11. Develop a Recycled Water Master Plan to assess the feasibility of expanding the recycled water system and establish a roadmap for a recycled water expansion program. The plan will identify the locations available for recycled water use, the capacity needed to fully replace potable water use at identified locations and establish a schedule for potable water replacement with recycled water for appropriate applications.	Public Works & Utilities – Utilities		Partially complete	Staff is developing a Recycled Water System Master Plan with an anticipated completion of Spring 2026, to evaluate potential water quality needs and expansion of the system to deliver recycled water to additional commercial and industrial customers.	Champion Climate Resilience & Environmental Justice (CP1, FP13)
WW-1.12: Promote gray water and rainwater collection	48. CAP Action WW-1.12. Promote the use of on-site gray water and rainwater collection systems.	Public Works & Utilities – Utilities	2020-2040	Ongoing	Staff is continuing to implement the Bay-Friendly Water Efficient Landscape Ordinance, and provide rebates for rain barrels. Staff also coordinated a water-wise class on installing Rain Barrels in November 2025.	

Housing Element								
Program	Objective	Projected Completion Date in Housing Element	Applicable Cycle	Status of Program Implementation	Program Implementation Details (2025 Status)	Quantified Outcomes: Category	Quantified Outcome: Count	Strategic Priority
PROGRAM H-1: MINOR HOME REPAIR PROGRAM	Action 1.1: Provide housing rehabilitation assistance to lower-income, elderly, and/or disabled households. Distribute targeted outreach to households in areas with higher concentration of single-family older housing stock and lower income neighborhoods such as North Hayward and Downtown (Tracts 4354 and 4363), Upper B Street (portion of Tract 4364.03), Mission Fossilhill (Tracts 4365, portion of Tract 4353), Mt Eden (Tract 4372), Southgate (Tract 4370), Longwood/Winton Grove (Tract 4369), Whitman Mocine (Tract 4378), Harder/Tennyson (Tracts 4374, 4375, 4376, 7377.01 and 4377.02), Jackson Triangle (Tracts 4366.01 and 4366.02), Santa Clara (Tracts 4367 and 4368) and Mission Garin (Tract 4380), among other tracts that have qualifying households. Ensure specific households are targeted rather than entire census tracts to ensure that the City reaches the target population.	2023-2031 (Annual)	6th Cycle	Continuous	The City of Hayward partners with Habitat for Humanity East Bay/Silicon Valley, Inc. and Rebuilding Together East Bay Network for home rehabilitation services for low-income Hayward residents. Habitat for Humanity targets major home renovation projects, such as roof replacement, furnace installation, and plumbing repair. Rebuilding Together East Bay Network provides minor repairs and safety modifications such as installation of hand rails and replacement of smoke and carbon monoxide detectors. In FY 2024-25, Rebuilding Together East Bay Network completed 30 minor repair rehabilitations against a goal of 35 as it established outreach and referral pipelines in a new service area, and Habitat for Humanity completed 6 major repair rehabilitations against a goal of 7, with work affected by underwriting delays extending into the first quarter of the fiscal year.	Households	Annually assist ten households with larger repairs and 40 households with smaller repairs.	
PROGRAM H-1: MINOR HOME REPAIR PROGRAM	Action 1.2: Continue existing partnerships with nonprofit housing rehabilitation agencies such as Rebuilding Together Oakland/East Bay and Habitat for Humanity East Bay/Silicon Valley to provide property rehabilitation assistance to targeted Hayward homeowners.	2023-2031 (Ongoing)	6th Cycle	Continuous	The City expects to continue its partnership with Habitat for Humanity and Rebuilding Together East Bay Network in FY 2025-26. With the Rebuilding Together Oakland affiliate closing its doors in late FY 2024, the City shifted these programs to Rebuilding Together East Bay Network. For FY 2025-26, staff expects that the Habitat for Humanity contract will increase from \$175,000 per year to \$225,000, recognizing increased staffing and administrative costs (and is expected to remain at this level in FY 2026-27), while the City's contract with Rebuilding Together East Bay Network will remain at its current funding level of \$150,000 per year. Habitat for Humanity projects assisting approximately 10 households with major repairs, and Rebuilding Together East Bay Network projects assisting 26 households with minor repairs and safety modifications.	Other	Continue existing partnerships with nonprofit rehabilitation agencies to provide property rehabilitation assistance to targeted homeowners.	
PROGRAM H-1: MINOR HOME REPAIR PROGRAM	Action 1.3: Disseminate information regarding rehabilitation standards, preventative maintenance, and energy conservation measures to eligible homeowners.	2023-2031 (Annual)	6th Cycle	Continuous	Information is posted to the City's website and disseminated as requested.	Households	Maintain current information on the City's website and disseminate to at least 100 qualified homeowners annually.	
PROGRAM H-2: RESIDENTIAL RENTAL INSPECTION PROGRAM	Action 2.1: Systematically inspect rental units throughout the city to safeguard the stock of safe, sanitary rental units within the city and protect persons entering or residing in rental units.	2023-2031 (Annual)	6th Cycle	Continuous	The Code Enforcement Division completed approximately 600 systematic rental inspections in 2025. Inspections included both single-family residential units and multi-family apartment complexes. The purpose of these inspections is to ensure compliance with California State Housing laws and to uphold safe, sanitary, and habitable housing conditions for residents.	Units	Annually inspect 250 single-family homes and 750 multi-family units.	
PROGRAM H-2: RESIDENTIAL RENTAL INSPECTION PROGRAM	Action 2.2: Amend the Hayward Municipal Code (HMC) to comply with Section 17970.5 of the California Health and Safety Code requiring that upon a rental tenant complaint, the respective landlord a) conducts a mandatory inspection and b) specifies specific actions that can be taken to mitigate any hazards present.	1/1/2025	6th Cycle	Completed	Following research on this topic, the City found that Hayward Municipal Code Chapter 9, Article 5, Section 9-5.305, Residential Rental Inspections, is compliant with Section 17970.5 of the California Health and Safety Code.	Other	Amend the Hayward Municipal Code by January 2025.	
PROGRAM H-2: RESIDENTIAL RENTAL INSPECTION PROGRAM	Action 2.3: Disseminate information to residents about the mandatory rental inspections and up to date information on the City's adopted laws and regulations specific to housing.	2023-2031 (Annual)	6th Cycle	Continuous	In alignment with City Council goals related to community well-being, housing quality, and transparency, the City continues to conduct outreach and provide public education regarding its mandatory rental inspection program through program brochures and a dedicated public website. Throughout the fiscal year, staff engage with property owners, tenants, and community members to promote awareness of housing standards, inspection requirements, and available compliance resources, supporting safe and well-maintained housing citywide.	Households	Maintain current information on the City's website and provide information to a minimum of 100 renter households annually through workshops, non-profits or advocacy groups, and direct outreach at the Permit Center and in the field.	
PROGRAM H-2: RESIDENTIAL RENTAL INSPECTION PROGRAM	Action 2.4: Provide annual trainings during the planning period to improve capacity of Code Enforcement staff to work with diverse communities, in a culturally competent manner with a focus on problem solving and with connections to social and economic support services.	2024-2031	6th Cycle	Continuous	The Code Enforcement Division conducts annual training to strengthen staff's ability to effectively communicate with the public and address housing concerns within diverse communities. During the current fiscal year, the Division conducted refresher training in May focused on rental housing inspections and case management in support of the Division's 2025 objectives. In addition to this training, the Rental Housing team received targeted in-house training and completed mandatory State-required training through the California Association of Code Enforcement Officers (CACEO) and the International Code Council (ICC), ensuring staff remain current on applicable laws, inspection standards, and best practices.	Meetings	Begin providing annual trainings to staff by 2024.	
PROGRAM H-3 PRESERVATION OF AT-RISK AFFORDABLE HOUSING	Action 3.1: Monitor the status of the five projects and 295 units at risk of conversion to market-rate units during the planning period and seek to preserve these affordable units for extremely low-income households and very low-income households. The five projects include: Hayward Villa, Josephine Lum Lodge, Sycamore Square, Wittenberg Manor II, and Weirich Place	2023-2031 (Annual)	6th Cycle	Continuous	Staff Determined that - 1) Josephine Lum Lodge has a regulatory term units December 2060, 2) Weirich Place is subject to affordability restrictions through December 2071, 3) Wittenberg Manor II is located in unincorporated Alameda County, 4) The City is maintaining communication with Eden Housing regarding Sycamore Square, 5) The City is working to identify a contact for Hayward Villas.	Other	Monitor the status of units in five affordable housing projects that are at risk of conversion to market rate.	
PROGRAM H-3 PRESERVATION OF AT-RISK AFFORDABLE HOUSING	Action 3.2: Reach out to property owner to inquire about their plans for the property with the expiring regulatory controls and assess the risk of loss of affordable housing units.	2023-2031 (Case by Case)	6th Cycle	Continuous	There are no properties near the expiration of regulatory controls.	Other	Send correspondence to property owner three years prior to termination of regulatory controls.	
PROGRAM H-3 PRESERVATION OF AT-RISK AFFORDABLE HOUSING	Action 3.3: Inform property owners of their obligation to comply with noticing requirements stipulated under state law to ensure that qualified non-profit entities from the State's qualified entities list are informed of the opportunity to acquire the affordable property and that tenants are informed about their rights and potential resources. If the property was built before July 1, 1979, inform property owner that rent increase limits stipulated in the City's Residential Rent Stabilization Ordinance will apply post conversion to market rate.	2023-2031 (Case by Case)	6th Cycle	Continuous	Although there are no properties approaching the end of regulatory control, the City remains attentive to the noticing requirements that property owners must comply with under state and local laws. The City maintains an on-going interest list of affordable housing developers that includes qualified non-profit entities which will be used to notify the opportunities for acquisition.	Other	Send notice to property owner three years prior to potential project conversion. Provide follow-up with contacts one year and six months prior to conversion if property owner fails to comply.	

PROGRAM H-3 PRESERVATION OF AT-RISK AFFORDABLE HOUSING	Action 3.4: Contingent of funding availability, in the event that a property is scheduled for conversion, contact property owner regarding funding availability. If the property owner intends to sell the property encourage sale to a qualified non-profit entity.	2023-2031 (Case by Case)	6th Cycle	Continuous	There have been no conversations with property owners regarding properties seeking conversion. However, if such conversations are proposed, the City will work closely and diligently with property owners before any potential conversion to support and strategize the preservation of affordability restrictions, regardless of the funding available.	Other	Inform property owner three years prior to potential project conversion whether funding is available to preserve the affordability restrictions.	
PROGRAM H-3 PRESERVATION OF AT-RISK AFFORDABLE HOUSING	Action 3.5: Include naturally occurring affordable housing at risk of conversion to higher rates as an eligible project type for funding under the City's Notice of Funding Availability (NOFA) to preserve these units through long-term affordability covenants as a condition of funding.	2023-2031 (at least once)	6th Cycle	Not Yet Started	The City is planning to issue a Notice of Funding Availability (NOFA) at least once during the compliance period where there adequate funds in the Housing Trust Fund. The NOFA aims to establish a pipeline for developing affordable housing and award the revenue generated by the collection of affordable housing in-lieu fees to affordable housing projects. This includes projects that convert from market-rate housing to affordable housing through a competitive process.	Other	Subject to availability of Inclusionary Housing Trust funds, issue NOFA at least once during compliance period.	Preserve, Protect and Produce Housing For All (HP5)
PROGRAM H-3 PRESERVATION OF AT-RISK AFFORDABLE HOUSING	Action 3.6: Support qualified affordable housing developers that acquire and convert naturally occurring affordable housing to restricted affordable housing meet state or federal funding application requirements that subject to City review or support. The City may choose not to support projects that pose a high risk of displacement of existing tenants.	2023-2031 (Case by Case)	6th Cycle	Continuous	The City has not received any requests for technical assistance or support from projects to meet affordability requirements for state or federal funding applications. However, the City encourages affordable housing developers to contact city staff to identify opportunities where the City can help them meet affordability requirements while assessing the risk of displacement for existing tenants.	Other	Provide support to qualified housing developers that acquire and convert naturally occurring affordable housing to meet state or federal funding requirements.	
PROGRAM H-3 PRESERVATION OF AT-RISK AFFORDABLE HOUSING	Action 3.7: As necessary, provide technical assistance to tenants to access other affordable housing resources.	2023-2031 (Case by Case)	6th Cycle	Continuous	No assistance was provided specific to housing preservation; however, the City has continued its efforts to provide affordable housing resources	Other	Provide assistance to tenants about affordable housing resources.	
PROGRAM H-4 AFFORDABLE HOUSING DEVELOPMENT ASSISTANCE	Action 4.1: Partner with qualified housing developers to identify affordable housing development opportunities with emphasis on promoting housing choices that serve the needs of special needs populations, including seniors, homeless, female-headed households, large families, low-income, and/or persons with disabilities.	2023-2031 (Annual)	6th Cycle	Continuous	Although there were insufficient funds to issue a NOFA in 2025, the City provides technical assistance and identifies housing development and funding opportunities to support qualified housing developers throughout the development process from the preliminary development stages to entitlements.	Other	Subject to availability of Inclusionary Housing Trust funds, issue NOFA at least once during compliance period and establish and affordable housing development pipeline of at least three affordable housing projects.	Preserve, Protect and Produce Housing For All (HP5)
PROGRAM H-4 AFFORDABLE HOUSING DEVELOPMENT ASSISTANCE	Action 4.2: Monitor availability of State and federal funding and support developers with their applications for state and other local development incentives and funding programs that provide financial assistance to develop affordable housing for special needs populations.	2023-2031 (Annual)	6th Cycle	Continuous	The City reviewed the development budget with RCD, the developer of Parcel Group 8, and updated financing plan to develop 82 units of affordable housing. Based on the new financing plan, the City is supporting the developer in application for AHSC and other grants and tax credit financing. The City will continue to monitor and assist developers upon request.	Other	Annually, review proposed development budgets and schedules for City funded affordable housing projects to identify the need for City support with funding applications.	
PROGRAM H-4 AFFORDABLE HOUSING DEVELOPMENT ASSISTANCE	Action 4.3: Subject to funding availability, provide development subsidy for at least three affordable housing developments with an effort to locate such housing in Moderate Resource areas (Appendix F, Table F-20 shows Census Tracts 4312, 4353, 4351.03, and 4370 and as updated on current California Tax Credit Allocation Committee Maps). Prioritize subsidy for financing for rental housing units affordable to lower-income households and households with special needs and projects that promote the City's goals relating to transit-oriented development and jobs/ housing balance.	2023-2031 (Ongoing)	6th Cycle	Continuous	City staff review and provide support to housing developers throughout the development process upon request. According to the 2025 Annual Progress Report, the City approved 13 housing units; and, issued 75 building permits of which with 51 are identified for low and moderate income households.	Units	Assist in the development of at least 200 lower income units over the eight-year planning period.	
PROGRAM H-4 AFFORDABLE HOUSING DEVELOPMENT ASSISTANCE	Action 4.4: Through the NOFA process described in Action 4.1, use state, federal, and local In-Lieu Fees to reimburse the cost of land for the development of extremely low-, very low-, low-, and moderate-income housing.	2023-2031 (Biennial Basis)	6th Cycle	Continuous	When they are developed, the NOFA guidelines will provide information related to eligible cost for reimbursement, such as cost of land acquisition, with the use of public funding to eligible affordable housing developers serving extremely low, very low, low, and moderate income housing.	Other	Any development subsidy awarded to affordable housing developers can be applied to acquisition costs at the time the project closes all project funding. See also Action 4.1.	Preserve, Protect and Produce Housing For All (HP5)
PROGRAM H-4 AFFORDABLE HOUSING DEVELOPMENT ASSISTANCE	Action 4.5: Subsidize the development of affordable housing through disposition of City-owned land where feasible and provision of development subsidy when available. See also Program H-9, No Net Loss Zoning with regard to monitoring reporting on progress of development of publicly owned sites and identification of alternative actions to ensure RHNA targets can be met with alternative sites.	2023-2031 (Annual)	6th Cycle	Continuous	The City has entered into three Disposition and Development Agreements (DDAs) to develop housing on City owned land, Parcel Group 3, which is currently under construction, will result in the development of 179 units of affordable housing. In 2024, Developers of Parcel Group 8 amended its DDA to improve financial feasibility and competitiveness for state funding and proposed the development of 82 units of affordable housing. Finally, Parcel group 5 started negotiating amendments to its DDA to improve financial feasibility of its projects.	Other	Support at least two affordable housing developments on City owned land during the planning period.	
PROGRAM H-4 AFFORDABLE HOUSING DEVELOPMENT ASSISTANCE	Action 4.6: Adopt written policies and procedures for the City of Hayward Public Works – Utilities Division (Water and Wastewater) that grants priority to proposed developments that include housing affordable to lower-income households pursuant to Government Code Section 65509.7.	1/1/2025	6th Cycle	Completed	On May 16, 2023, the City Council adopted Resolution No. 23-108 adopting policies and procedures for providing water and sewer service to affordable housing projects pursuant to Government Code Section 65509.7.	Other	Develop and adopt written policies and procedures.	
PROGRAM H-5 DENSITY BONUS	Action 5.1: Ensure that housing developers are informed about the City's density bonus program during pre-development conferences, inquiries, and at application and highlight the additional development potential available.	2023-2031 (Case by Case)	6th Cycle	Continuous	The City developed a City of Hayward Density Bonus User Guide which is available on the City's website, and provides a graphic, easy to read guide for developers. Further, there is a Planner on Duty every day who provides in person and virtual support on a daily basis including but not limited to support and information regarding the Density Bonus Ordinance in conjunction with potential development opportunities.	Other	Ensure that developers are aware of and informed about Density Bonus program.	
PROGRAM H-5 DENSITY BONUS	Action 5.2: Update the Density Bonus Ordinance to bring it into compliance with State Law and remove the requirement for Planning Commission approval of Density Bonus applications. Through the update process.	1/17/2023	6th Cycle	Completed	Hayward's Density Bonus Ordinance Update (Ordinance 23-01) was adopted by the City Council on January 17, 2023. As part of the update, Planning Commission review and approval was removed as a requirement for Density Bonus applications.	Other	Adopt updated Density Bonus Ordinance by June 2023.	

PROGRAM H-5 DENSITY BONUS	Action 5.3: As part of Density Bonus Ordinance update, discuss incentives and concessions with qualified housing developers to determine if increasing density bonus for market-rate projects beyond state law is appropriate for Hayward.	1/17/2023	6th Cycle	Completed	The City developed a City of Hayward Density Bonus User Guide which is available on the City's website, and provides a graphic, easy to read guide for developers. Further, there is a Planner on Duty every day who provides in person and virtual support on a daily basis to qualified housing developers on topics including but not limited to support and information regarding the Density Bonus Ordinance. Further, the Hayward Municipal Code Chapter 10, Article 19, Density Bonus Ordinance, allows for an additional 5% bonus in density over what is permitted per State Law for City Special Targeted Housing including developments that provide rental units for large families, seniors, college students, children aging out of foster care, disabled veterans, people experiencing homelessness and projects that incorporate universal design features in at least 20% of the units. Further, Hayward's Density Bonus offers one additional concession over and above what is allowed by State Law if a development deed restricts 100% of the units for moderate and low income households.	Meetings	Meet with four qualified housing developers annually.		
PROGRAM H-5 DENSITY BONUS	Action 5.4: Provide technical assistance to developers on how to use the Density Bonus incentives.	9/1/2023	6th Cycle	Completed	Following adoption of the Density Bonus Ordinance Update, the Planning Division created a Density Bonus User Guide which provides technical assistance to developers about how to maximize development under the Ordinance. The User Guide is available on the City's website.	Other	Maintain current information on the City's website and publish informational bulletin by September 2023.		
PROGRAM H-6 INCLUSIONARY HOUSING	Action 6.1: Complete a new feasibility study to determine the appropriate on-site affordable housing requirements and fees for rent and ownership of residential units that appropriately reflect market conditions.	6/1/2023	6th Cycle	Completed	In conjunction with an update to the Affordable Housing Ordinance, the City of Hayward hired Strategic Economics to prepare a Feasibility Study in February 2023 which was shared with decisionmakers and the public throughout the AHO Update process.	Other	Complete feasibility study by June 2023.		
PROGRAM H-6 INCLUSIONARY HOUSING	Action 6.2: Based on the findings of the feasibility study, modify the ordinance as necessary to maximize production of affordable units without adversely affecting market-rate development.	1/1/2024	6th Cycle	Completed	On March 28, 2023, the City Council held a public hearing on updates to the Affordable Housing Ordinance based on the Feasibility Study prepared in February 2023. The second reading of the Ordinance was April 11, 2023 and the updated regulations took effect in May 2023.	Other	Modify the Affordable Housing Ordinance by January 2024.		
PROGRAM H-6 INCLUSIONARY HOUSING	Action 6.3: Following the adoption of the modifications to the Affordable Housing Ordinance, monitor the effectiveness of the current Inclusionary Housing Program to determine if modifications would be necessary. Conduct a subsequent feasibility study if monitoring results in findings that ordinance may not be maximize production of affordable units or may be adversely affecting market-rate development.	2024-2031 (Ongoing)	6th Cycle	In Progress	To date, we have not completed a formal evaluation but overall the number of development applications have has been reduced related to overall economic downturn and the slowdown in the development market in general.	Other	Assess program by January 2027		
PROGRAM H-7 HOUSING CHOICE VOUCHERS	Action 7.1: Cooperate with the HACA to provide tenant-based rental assistance.	2023-2031 (Ongoing)	6th Cycle	Continuous	The City provides interested residents with information about open waiting lists and regularly refers residents to contact the Housing Authority of the County of Alameda (HACA).	Households	Assist approximately 1,844 households through Section 8 Vouchers during the planning period.		
PROGRAM H-7 HOUSING CHOICE VOUCHERS	Action 7.2: Refer Housing Choice voucher holders to a list of properties compiled by HACA that actively participating in the Housing Choice Voucher Program throughout the housing cycle.	2023-2031 (Ongoing)	6th Cycle	Continuous	The City provides interested residents with information about open waiting lists and regularly refers residents to contact HACA about available resources and housing opportunities.	Other	Ensure Hayward Housing Staff is aware of the HACA "For Rent" directory.		
PROGRAM H-7 HOUSING CHOICE VOUCHERS	Action 7.3: Provide outreach and education to potential tenants and landlords/property management regarding State law that prohibits housing discrimination based on source of income, including public subsidies.	2023-2031 (Annual)	6th Cycle	Continuous	In 2025, the Housing Division conducted eight landlord-tenant rights workshops to promote housing stability and educate landlords and tenants on their rights and obligations under state and local legislation. In partnership with community partners, the workshops offered information on topics related to discrimination on sources of income, rent increase limitations, substandard housing conditions, eviction protections, security deposit requirements, and best practices for both landlords and tenants.	Meetings	Annually conduct one workshop for tenants and one workshop for landlords in multiple languages.		
PROGRAM H-7 HOUSING CHOICE VOUCHERS	Action 7.4: Disseminate information on HCV opportunities offered by HACA through the City website, newsletters, and brochures at public counters.	2023-2031	6th Cycle	Continuous	The City maintains office hours four days a week, in which staff share information relevant to Housing Choice Vouchers (HCVs), affordable housing openings, and other tenant-based rental assistance to members of the community. The City staff has also engaged in quarterly meetings with HACA to remain up to date on relevant HCV to better disseminate information to the community.	Other	Publish material on the City's website by June 2023.		
PROGRAM H-7 HOUSING CHOICE VOUCHERS	Action 7.5: Provide support to HACA as necessary to seek additional funding that can be used, in addition to Housing Choice Voucher funds, to provide subsidies to lower-income households to bring monthly rents in line with affordability guidelines.	2023-2031 (Ongoing)	6th Cycle	Continuous	The City continues to utilize its HOME Investment Partnership funds for contracts with Abode Services to provide tenant-based rental assistance for formerly emancipated youth. Abode assists about 12 tenants, plus any children, per month.	Other	Upon request by HACA.		
PROGRAM H-7 HOUSING CHOICE VOUCHERS	Action 7.6: In collaboration with HACA, provide education to property owners and managers to expand awareness of the Housing Choice Voucher program in an effort to increase acceptance of tenant-based Housing Choice Vouchers and to facilitate mobility to Moderate Resource areas, and provide choices for lower-income households throughout the city.	2023-2031 (Annual)	6th Cycle	Continuous	HACA is not currently conducting Owner/Landlord workshops pertaining to the Housing Choice Voucher Program.	Meetings	Annually conduct one workshop for tenants and one workshop for landlords in multiple languages with the goal of reaching out to 100 property owners annually.		
PROGRAM H-7 HOUSING CHOICE VOUCHERS	Action 7.7: Inform HACA of affordable homeownership opportunities to provide participants of the Family Self-Sufficiency Program the opportunity to transition from renter to homeowner and begin to build assets.	2023-2031 (Ongoing)	6th Cycle	Continuous	The City has identified the appropriate contact person at HACA to disseminate information about affordable homeownership opportunities. HACA has been added to the City's distribution list.	Other	Identify the appropriate contact at HACA to disseminate information to participants by June 2023.		

PROGRAM H-8 ENSURE ADEQUATE SITES TO ACCOMMODATE REGIONAL FAIR SHARE OF HOUSING GROWTH	Action 8.1: Maintain an updated inventory of housing sites and actively promote sites available for lower- and moderate-income housing development to potential developers, private and non-profit organizations, and other interested persons and organizations. Post such information on the City's website and update as necessary to maintain accurate information.	2023-2031 (Ongoing)	6th Cycle	Continuous	The City's GIS webmap contains a Housing Element Sites Inventory layer which shows which properties were identified in the 6th Cycle Housing Element as potential development sites. Further, the webmap contains detailed parcel information including but not limited to zoning, General Plan, environmental factors and site acreage to allow developers to understand a site's development potential.	Other	Publish on the City's website by June 2023 and update annually as needed.
PROGRAM H-8 ENSURE ADEQUATE SITES TO ACCOMMODATE REGIONAL FAIR SHARE OF HOUSING GROWTH	Action 8.2: Maintain an updated list of residential housing developments that have been submitted, approved, and denied throughout the housing cycle.	2023-2031 (Ongoing)	6th Cycle	Continuous	See Tables A and AZ of this Annual Progress Report. The City also maintains a list of affordable housing developments pending, approved and under construction on an Affordable Housing Dashboard and Development Explorer maps available on the City's website.	Other	Publish by June 2023 and update annually as part of the Annual Progress Report (APR).
PROGRAM H-8 ENSURE ADEQUATE SITES TO ACCOMMODATE REGIONAL FAIR SHARE OF HOUSING GROWTH	Action 8.3: Comply with California law regarding reporting requirements including, without limitation, annual reporting in accordance with Government Code Section 65400.	2023-2031 (Ongoing)	6th Cycle	Continuous	See Tables A through K of the Housing Element Annual Progress Report.	Other	Annually as part of the APR.
PROGRAM H-8 ENSURE ADEQUATE SITES TO ACCOMMODATE REGIONAL FAIR SHARE OF HOUSING GROWTH	Action 8.4: Provide technical assistance and information on available parcels for lower income developments to private or non-profit housing providers. Technical assistance includes land development counseling by City planners.	2023-2031 (Ongoing)	6th Cycle	Continuous	There is a Planner on Duty (POD) every day who provides in person and virtual (emails, calls) support through the City's Permit Center. The POD is responsible for providing technical assistance and information on available parcels to private and non-profit developers and providers.	Other	Provide technical assistance at the City's Permit Center Monday through Thursday from 9 am to 1 pm. Accept electronic correspondence and respond within two to three business days.
PROGRAM H-8 ENSURE ADEQUATE SITES TO ACCOMMODATE REGIONAL FAIR SHARE OF HOUSING GROWTH	Action 8.5: Maintain a list of publicly owned properties with potential for residential development. These parcels are periodically assessed for their potential redevelopment or development for residential use. Use City-ownership as an incentive for affordable housing development. To the extent feasible, the City will pursue projects that include housing for extremely low income households and those with special needs such as seniors and persons with disabilities.	2023-2031 (Ongoing)	6th Cycle	Continuous	The City's website contains a Parcel Explorer map that shows all publicly owned land among other attributes on the layer list. In 2025, the City hired a Real Property Manager who is responsible for coordinating with affordable housing developers to dispose of City owned land.	Other	Publish on the City's website by June 2023. Prioritize releasing Surplus Lands Act-related documents for three City-owned parcels (APNs 415-0250-111-02, 415-0250-112-00 and 415-0250-113-00) by January 2026. Prioritize releasing Surplus Lands Act-related documents for the remaining City-owned sites by January 2028. For Parcel Group 6 and 7, prioritize getting RFPs, ENAs and/or DDAs and entitlements for these projects prior to 2027 consistent with the City's agreement with Caltrans or later as amended by agreement with Caltrans.
PROGRAM H-8 ENSURE ADEQUATE SITES TO ACCOMMODATE REGIONAL FAIR SHARE OF HOUSING GROWTH	Action 8.6: Develop and maintain a partnership with BART to support residential redevelopment around the BART stations. Diligently pursue necessary actions to remove barriers and support and promote housing and community development on BART owned properties including but not limited to identifying market readiness and affordable housing funds, demonstrating local support through policy alignment and commitment of staff resources to support development of BART owned property.	2023-2031 (Ongoing)	6th Cycle	In Progress	On November 19, 2024, City and BART staff met to kick-off planning for release of an Request for Proposals for development on BART owned properties around the Downtown BART Station. To date, the City and BART have met several times, crafted a list of goals for the site and plan to conduct outreach in Spring 2026 in anticipation of releasing a Request for Qualifications for developers who would like to develop the Downtown Hayward BART site.	Other	Identify and maintain a point of contact with BART and meet annually to determine how the City can partner with and support BART. Make a good faith effort to enter into a Memorandum of Understanding by January 2025 to advance residential development on Downtown Hayward BART property. Make a good faith effort to enter into a Memorandum of Understanding by January 2029 to advance residential development on South Hayward BART property.
PROGRAM H-8 ENSURE ADEQUATE SITES TO ACCOMMODATE REGIONAL FAIR SHARE OF HOUSING GROWTH	Action 8.7: Support BART in acquiring sufficient funding and commitment to infrastructure for parking replacement and station access.	2023-2031 (Ongoing)	6th Cycle	In Progress	In 2025, Hayward was awarded an MTC Station Access and Circulation grant to conduct an access gap analysis around the Downtown Hayward BART Station. The grant is intended to support transit, bike, walk, and micromobility access to the station area in anticipation of development of the site.	Other	Assist BART in completing a study of infrastructure phasing and financing recommendations for BART-owned sites in Downtown Hayward by January 2025. Provide assistance if BART embarks upon such a study for BART owned properties in South Hayward.
PROGRAM H-8 ENSURE ADEQUATE SITES TO ACCOMMODATE REGIONAL FAIR SHARE OF HOUSING GROWTH	Action 8.8: Promote the Downtown Hayward and South Hayward BART areas as a major regional opportunity for mixed use development. Continue to market development opportunities in this area, work with property owners to facilitate development, and continue to improve the pedestrian environment, streetscape, and circulation system to attract investment.	2023-2031 (Ongoing)	6th Cycle	In Progress	In 2025, Hayward was awarded an MTC Station Access and Circulation grant to conduct an access gap analysis around the Downtown Hayward BART Station. The grant is intended to support transit, bike, walk, and micromobility access to the station area in anticipation of development of the site.	Units	Support the development of 374 lower-income units, 152 moderate-income units, and 228 above moderate-income units on BART owned sites during the planning period.
PROGRAM H-9 NO NET LOSS ZONING	Action 9.1: Recognizing that the Housing Element is a living document that provides a roadmap of potential development for the next eight years, implement a monitoring program that evaluates the current capacity of housing sites, with specific attention on publicly owned sites and planned, approved and pending projects, for all income levels throughout the duration of the planning period to ensure the City remains on track towards satisfying its RHNA target. Should an approval of development result in a shortfall of sites to accommodate the City's remaining RHNA requirements, the City will identify and, if necessary, rezoned sufficient sites within 180 days to accommodate the shortfall and ensure "no net loss" in capacity to accommodate the RHNA. The City will further monitor and report through the Annual Progress Report (APR) on deadlines with regard to publicly owned sites (Program H-4 and Program H-8), and planned, approved and pending projects that expire or fail to meet assumptions for development. If necessary, the City will identify alternative actions to ensure that RHNA targets can be met with alternative sites. The City will also monitor activities undertaken to meet program objectives pursuant to Annual Progress Report (APR) requirements. The City will present the APR annually to the Planning Commission and City Council for discussion and monitoring purposes.	2023-2031 (Ongoing)	6th Cycle	Continuous	The City is tracking development of Housing Element sites in the City's ePermit software. While the City has not approved any projects that have resulted in a shortfall of units on a specific identified site in the Housing Element, the 2025 Annual Progress Report demonstrates a reduction in the number of entitlements and building permits which is related to the overall economic downturn. Specifically, two developers requested that the Planning Division not take forward entitlement applications in 2025 due to uncertainty related to funding. The City will continue to monitor entitlement applications and can provide an update on Program H-8, and the 2,073 planned, approved and pending units (Appendix C, Table C-3) upon request.	Other	Implement program by January 2025 and monitor annually through the APR process. Additionally, evaluate progress towards publicly owned sites per the timeframes outlined in Program H-8, and, the 2,073 planned, approved and pending units (Appendix C, Table C-3) a minimum of two times in the planning period.
PROGRAM H-9 NO NET LOSS ZONING	Action 9.2: Maintain an administrative list of additional sites with appropriate zoning that can be added to the City's Sites Inventory if and when an analysis provided through Action 9.1 or the Annual Progress Report indicates that sufficient sites may not exist to accommodate the City's remaining RHNA, by income level, for the planning period.	2023-2031 (Ongoing)	6th Cycle	Continuous	The City has developed a list of additional sites that can be added to the City's Inventory as needed. At this time, there is no shortfall based on zoning or project approvals.	Other	Create list by June 2023 and update annually as needed.

PROGRAM H-10 REPLACEMENT HOUSING	Action 10.1: Amend the Zoning Code to establish the replacement requirements pursuant to AB 1397.	1/23/2024	6th Cycle	Completed	These amendments were included in a comprehensive update to the City's Residential Districts adopted by the City Council on January 23, 2024 (Ordinance No. 24-01 and Resolution 23-287), effective upon adoption. See Hayward Municipal Code Section 10-1.2736, Demolition of Existing Residential Units.	Other	Amend HMC by January 2025.	
PROGRAM H-11: BY RIGHT APPROVALS WITH 20 PERCENT AFFORDABLE UNITS.	Action 11.1: Pursuant to Government Code Section 65583.2, subdivision (1) amend HMC to permit by-right approval for housing developments that include at least 20 percent of units as affordable to lower-income households on non-vacant sites included in one previous housing element inventory and vacant sites included in two previous housing element inventories and on sites that are being rezoned to accommodate the lower-income RHNA.	3/26/2024	6th Cycle	Completed	HCD's certification of Hayward's adopted Housing Element (July 27, 2023) occurred more than 120 days after the statutory deadline (January 31, 2023), therefore City was subject to an accelerated timeframe for rezonings. These amendments were approved by the City Council with the adoption of Ordinance No. 24-04, on March 26, 2024.	Other	Amend HMC by January 2025.	
PROGRAM H-12: ADAPTIVE REUSE	Action 12.1: Evaluate, and if appropriate, amend the HMC to remove potential constraints for adaptive reuse, such as review/approval process and minimum parking standards.	2023-2024	6th Cycle	Completed	Planning staff evaluated the Hayward Municipal Code for potential constraints for adaptive reuse and determined that amendments to the Municipal Code are not necessary because such changes are not unduly constrained by zoning or other regulations. In fact, during the planning period, the City processed a change an existing building that was formerly used as a retail store into a mixed use building with ground floor retail and eleven residential units as a ministerial building permit.	Other	Evaluate the HMC by June 2024 and, if necessary, revise HMC within one year.	
PROGRAM H-12: ADAPTIVE REUSE	Action 12.2: Promote adaptive reuse to property owners and interested developers through public outreach, with the goal of redeveloping or converting four older buildings to residential use during the planning period.	2023-2031 (Annual)	6th Cycle	In Progress	The City has a Vacant Property Monitoring Dashboard that is updated quarterly however it has not been posted to the City's website due to safety concerns. The list is available upon developer request. Planning and Code Enforcement staff will continue to work on a mechanism to safely add this information to the City's website.	Other	Make list of vacant properties available for potential developers and publish materials related to adaptive reuse on the City's website by June 2023.	
PROGRAM H-13: VARIETY OF HOUSING TYPES	Action 13.1: Explore innovative and alternative housing options that provide greater flexibility and affordability in the housing stock. This may include allowing shelters, transitional housing and tiny homes with wraparound services on site at churches, social services agencies/nonprofits that do this work in the community and on publicly owned land. The City will promote other types of alternative housing options including single-room occupancy developments or conversions, group homes, and by-right permanent supportive housing. The City has the goal of completing five tiny home developments, single-room occupancy developments, supportive housing developments, emergency shelters, transitional housing development and/or conversions in the planning period.	1/1/2025	6th Cycle	Completed	On January 21, 2025, the City Council held a public hearing on Zoning Code Amendments (Resolution 25-010 and Ordinance No. 25-02) allowing Single Residency Occupancy (SROs) in 14 commercial and mixed use districts with an Administrative Use Permit (AUP); amending the definition of Dwelling Unit/Residential Unit to include Supportive and Transitional Housing as by right uses where all Dwelling Unit/Residential Units are permitted as by right uses; and allowing dormitories in 8 additional districts with an AUP. During this planning period, the City approved a 10 unit tiny home development that is deed restricted for very low income households (April 14, 2023); and, an Administrative Use Permit for a new 30-bed shelter for unsheltered individuals (July 18, 2024). The City has also provided technical support and CDBG funding for a new behavioral health campus operated by Bay Area Community Services (BACS) that would provide 92 units of permanent supportive housing; interim recuperative care; a residential substance use disorder treatment center; a mental health rehabilitation center; a behavioral health urgent care center; and, a federally qualified health care clinic at 23950 Mission Boulevard (aka St Regis). The campus is expected to be operational in 2026. Additionally, the City has provided technical assistance to La Familia to convert of an existing building into a CSU (Crisis Stabilization Unit) and a CRT (Crisis Residential Treatment). Staff anticipates the applicant will apply for applicable permits soon.	Other	Explore options by January 2025 and amend the HMC as needed. Annually report on progress toward meeting goal in the APR. If the City is not making sufficient progress toward goal by the second half of the Housing Element cycle, evaluate if additional Municipal Code Amendments to facilitate such development is warranted and report on analysis in the APR.	Preserve, Protect & Produce Housing For All (HP1 and HP6)
PROGRAM H-13: VARIETY OF HOUSING TYPES	Action 13.2: Review all residential zoning districts and land use designations to determine feasibility for additional development in low-density neighborhoods. Amend the HMC to allow, by right or via streamlined review process, a mix of dwelling types and sizes, specifically missing middle housing types (e.g., duplexes, triplexes, fourplexes, courtyard buildings) in lower-density residential areas.	1/23/2024	6th Cycle	Completed	These amendments were included in a comprehensive update to the City's Residential Districts adopted by the City Council on January 23, 2024 (Ordinance No. 24-01 and Resolution 23-287), effective upon adoption. Specifically, the Single Family Residential District was eliminated and the replacement Low Density Residential District allows development including duplexes and triplexes in accordance with the General Plan density of the development site.	Other	Complete review by January 2025 and, if necessary, amend HMC within one year.	Preserve, Protect & Produce Housing For All (HP7)
PROGRAM H-13: VARIETY OF HOUSING TYPES	Action 13.3: Assess and amend the HMC as needed to allow Supportive Housing as a by right use where multifamily and mixed uses are permitted, including nonresidential zones permitting multifamily uses pursuant to Government Code section 65651.	2023	6th Cycle	Completed	On January 21, 2025, the City Council held a public hearing and adopted on Zoning Text Amendments (Resolution 25-010 and Ordinance No. 25-02) amending the definition of Dwelling Unit/Residential Unit to include Supportive and Transitional Housing as by right uses where all Dwelling Unit/Residential Units are permitted as by right uses per Government Code 65651.	Other	Amend HMC by January 2025.	Preserve, Protect & Produce Housing For All (HP6)
PROGRAM H-13: VARIETY OF HOUSING TYPES	Action 13.4: Evaluate the permit process for group homes of seven or more persons and amend the HMC to include a set of objective standards to provide certainty to applicants through the permitting process. Evaluate the potential of allowing the use through Administrative Use Permit process or as a by-right use subject to objective standards.	January 2025	6th Cycle	Completed	On January 21, 2025, following outreach with service and care providers conducted by Planning staff, the City Council held a public hearing and adopted Zoning Text Amendments (Resolution 25-010 and Ordinance No. 25-02) to provide additional flexibility for licensed group homes. Specifically, the amendments allow small licensed group homes for up to 8 individuals as a by right use; allow medium licensed group homes for between 9-14 individuals with an Administrative Use Permit and allow large licensed group homes for 15 or more individuals with a Conditional Use Permit. Small unlicensed group homes for six or fewer individuals is also permitted by right in accordance with State Law, and unlicensed group homes for 7 or more individuals is subject to a Conditional Use Permit.	Other	Evaluate the permit process by January 2024 and amend the HMC by January 2025.	Preserve, Protect & Produce Housing For All (HP6)

PROGRAM H-13: VARIETY OF HOUSING TYPES	Action 13.5: Amend the HMC parking regulations for Homeless and Emergency Shelters and Navigation Centers to comply with Government Code section 65583, subdivision (a)(4)(A).	1/23/2024	6th Cycle	Completed	On January 21, 2025, the City Council held a public hearing and adopted Zoning Text Amendments (Resolution 25-010 and Ordinance No. 25-02) added parking regulations for Emergency Shelters and Navigation Centers that comply with Government Code section 65583, subdivision (a)(4)(A). The standard is only to accommodate staff and is less than parking requirements for other uses within the same zone.	Other	Update will occur as part of the City's Objective Standards Update which is planned for adoption in 2023.	Preserve, Protect & Produce Housing For All (HP6)
PROGRAM H-13: VARIETY OF HOUSING TYPES	Action 13.6: Amend the HMC to comply Government Code section 65661 which requires a Low Barrier Navigation center to be a use-by-right in areas zoned for mixed use and nonresidential zones permitting multifamily uses, provided specific requirements of the law are met.	January 2025	6th Cycle	Completed	On January 21, 2025, the City Council held a public hearing and adopted Zoning Text Amendments (Resolution 25-010 and Ordinance No. 25-02) defining Emergency Shelters and Low Barrier Navigation Centers in accordance with State Law, and adding new Hayward Municipal Code (HMC) Section 10-1.2736(a) Emergency Shelters, and (b) Low Barrier Navigation Center as by right uses in commercial and mixed use zoning districts subject to standards outlined in State Law.	Other	Amend HMC by January 2025.	Preserve, Protect & Produce Housing For All (HP6)
PROGRAM H-13: VARIETY OF HOUSING TYPES	Action 13.7: Amend the HMC to allow tiny homes and emergency shelters on church and publicly owned properties.	January 2025	6th Cycle	Completed	On January 21, 2025, the City Council held a public hearing on Zoning Code Amendments (Resolution 25-010 and Ordinance No. 25-02) to allow Single Residency Occupancy (SROs) in commercial and mixed use districts with an Administrative Use Permit; amending the definition of Dwelling Unit/Residential Unit to include Supportive and Transitional Housing as by right uses where all Dwelling Unit/Residential Units are permitted as by right uses; defining Emergency Shelters and Low Barrier Navigation Centers in accordance with State Law, and adding new Hayward Municipal Code (HMC) Section 10-1.2736(a) Emergency Shelters, and (b) Low Barrier Navigation Center as by right uses in additional commercial and mixed use zoning districts, regardless of ownership, and subject to standards outlined in State Law. Finally, it is important to note that Tiny Homes are considered a Residential Unit/Dwelling Unit under the Hayward Municipal Code in that there is no minimum size for a dwelling unit.	Other	Amend HMC by January 2025.	Preserve, Protect & Produce Housing For All (HP6)
PROGRAM H-14: DEVELOPMENT INCENTIVES	Action 14.1: Create "Package of Incentives" that identifies the benefits of providing on-site affordable housing	January 2025	6th Cycle	Completed	The City's Density Bonus Use Guide contains a section devoted to compliance and consistency between the Affordable Housing Ordinance and the Density Bonus Ordinance, and notes that "Affordable units created from the application of a density bonus can also be used to comply with the Affordable Housing Ordinance." The Use Guide also provides details on waivers, concessions and reduced parking requirements. The City will continue to notify developers about the various incentives of including on-site affordable housing.	Other	Create a package of incentives	
PROGRAM H-14: DEVELOPMENT INCENTIVES	Action 14.2: Evaluate the effectiveness and appropriateness of available incentives in encouraging development of identified sites, particularly for housing affordable to lower-income households in moderate-resource areas with available land for multi-family residential opportunities and report back to appropriate Task Force(s) and City Council on an annual basis. If incentives are not effective in encouraging and facilitating affordable housing development, the City will reassess to develop alternative strategies to incentivize development.	2023-2031 (Annual)	6th Cycle	Continuous	Expanded incentives were established with updates to the Density Bonus Ordinance and the comprehensive update to the City's Residential Districts. These will be evaluated in the coming years and modified as necessary.	Other	Report on housing programs and incentives to housing production included in the Strategic Roadmap and Incentives to Housing Production Work Plan Program once a year and update if necessary.	
PROGRAM H-14: DEVELOPMENT INCENTIVES	Action 14.3: Encourage land divisions and specific plans of large sites resulting in parcels sizes that facilitate multifamily developments affordable to lower-income households.	2023-2031 (Case by Case)	6th Cycle	Continuous	There is a Planner on Duty (POD) every day who provides in person support at the Permit Center and responds to email inquiries and calls. The POD is responsible for providing technical assistance and information on available parcels to private and non-profit developers.	Other	Encourage land divisions and specific plans for large sites that can accommodate multifamily developments affordable to lower-income households.	
PROGRAM H-14: DEVELOPMENT INCENTIVES	Action 14.4: Promote incentives to interested developers and provide technical assistance regarding the potential use of various incentives through pre-application meetings.	2023-2031 (Case by Case)	6th Cycle	Continuous	There is a Planner on Duty (POD) every day who provides in person support at the Permit Center and responds to email inquiries and calls. The POD is responsible for providing technical assistance and information on available parcels to private and non-profit developers. Further, technical assistance and incentives are provided to developers through the free Conceptual Development Review process.	Other	Promote incentives and provide technical assistance to interested developers through the pre-application process.	
PROGRAM H-14: DEVELOPMENT INCENTIVES	Action 14.5: Meet with at least four qualified affordable housing developers annually to promote the use of regulatory incentives and development of inventory sites.	2023-2031 (Ongoing)	6th Cycle	Continuous	The City meets with developers on a daily basis to answer general and specific questions about the development process and specific properties. In 2025, the City provided technical support to RCD, Meta Housing, La Familia, Bay Area Community Services (BACS) about construction of affordable housing, establishment of services for the unhoused population and to provide support in preparation of grant applications.	Meetings	Meet with a minimum of four affordable housing developers annually and with other affordable housing developers upon request.	
PROGRAM H-14: DEVELOPMENT INCENTIVES	Action 14.6: Recognizing that labor supply is a constraint to development, the City will meet with trades labor groups and organizations to discuss ways in which the City can support an adequate supply of labor to build new housing.	2023-2031 (Annual)	6th Cycle	Continuous	In 2025, City Planning staff provided project-related information to union partners upon request. Typically such requests are handled by projects planners and are related to specific developments.	Meetings	Hold at least one meeting with labor groups per year.	

PROGRAM H-15: Lot Consolidation	Action 15.1: Make available an inventory of vacant and nonvacant properties to interested developers and identify sites where potential consolidation can occur based on current site usage and ownership.	June 2023	6th Cycle	In Progress	The City has a Vacant Property Monitoring Dashboard that is updated quarterly however it has not been posted to the City's website due to safety concerns. The list is available upon developer request. Planning and Code Enforcement staff will continue to work on a mechanism to safely add this information to the City's website.	Other	Publish to the City's website by June 2023.
PROGRAM H-15: Lot Consolidation	Action 15.2: Facilitate lot consolidation by providing appropriate technical assistance to developers to encourage negotiations between property owners.	2023-2031 (Case by Case)	6th Cycle	Continuous	There is a Planner on Duty (POD) every day who provides in person support at the Permit Center and responds to email inquiries and calls. The POD is responsible for providing technical assistance and information on available parcels to private and non-profit developers. Further, technical assistance and incentives are provided to developers through the free Conceptual Development Review process.	Other	Ongoing case by case basis.
PROGRAM H-16: EXPEDITED PROJECT REVIEW	Action 16.1: Continue to offer free Pre-Application Review process for developers or applicants that submit a planning application. This serves as a "free" first submittal so developers can see any major costs or issues with the proposed development without spending money.	2023-2031 (Case by Case)	6th Cycle	Continuous	The City's Conceptual Development Review application is a free pre-application that provides developers with high level feedback on development proposals. In 2025, the City processed 16 Conceptual Development Review applications for residential developments.	Other	Continue to offer the Pre-Application Review process
PROGRAM H-16: EXPEDITED PROJECT REVIEW	Action 16.2: Expedite review for the subdivision of larger sites into buildable lots when development application is consistent with the General Plan, applicable specific plan, and master environmental impact report.	2023-2031 (Case by Case)	6th Cycle	Continuous	Project planners utilize exemptions and rely on adopted environmental analysis to streamline development review and approval processes on a case by case basis.	Other	Expedite review of applications for subdivisions of larger sites into buildable lots
PROGRAM H-16: EXPEDITED PROJECT REVIEW	Action 16.3: Assess existing processes to investigate additional review processes may be delegated to a streamlined, ministerial review for projects that include a percentage of affordable housing units.	2023-2031 (Case by Case)	6th Cycle	Continuous	Project planners utilize exemptions and rely on adopted environmental analysis to streamline development review and approval processes on a case by case basis. The City will explore other options to streamline in the coming years.	Other	Assess and provide recommendations on expanding streamlined ministerial review for projects that include a percentage of affordable housing units.
PROGRAM H-16: EXPEDITED PROJECT REVIEW	Action 16.4: Identify new or improved data and technology solutions to support faster development project review and greater access to housing and land use information such as online dashboards and other publicly accessible online resources.	2023-2031 (Case by Case)	6th Cycle	Completed	In 2023, the City implemented a new ePermit software system. The software allows for planning, building and engineering permits and plans to be submitted and reviewed electronically. The City also has an affordable housing dashboard that is publicly accessible from the City's website.	Other	Identify new and improved data and technology based solutions to support expedited project review.
PROGRAM H-16: EXPEDITED PROJECT REVIEW	Action 16.5: Upzone approximately 1,558 Single Family District properties that have a higher density General Plan land use designation and develop Objective Design Criteria for residential development to streamline the development review process, allow missing middle housing and small lot single family development without requiring Zone Change to Planned Development District.	1/23/2024	6th Cycle	Completed	These amendments were included in a comprehensive update to the City's Residential Districts adopted by the City Council on January 23, 2024 (Ordinance No. 24-01 and Resolution 23-287), effective upon adoption. Specifically, the Single Family Residential District was eliminated and the replacement Low Density Residential District allows development including duplexes and triplexes in accordance with the General Plan density of the development site.	Other	This process is currently underway through a Senate Bill 2 grant. Anticipate rezoning and adoption of new objective standards by December 2023.
PROGRAM H-17: ACCESSORY DWELLING UNITS	Action 17.1: Pursue mechanisms to facilitate the construction of ADUs, including but not limited to: Pre-approved standards for ADU foundation plans or prefabricated plans. Refer property owners to programs that assist lower and moderate-income homeowners in constructing ADUs. Consider expanding/extending fee waivers for ADUs beyond State Law.	2023-2031 (Annual)	6th Cycle	Continuous	In 2024, the City developed a pre-approval process and webpage for ADU plans and continued to participate in efforts by the Alameda County ADU Resource Center which provides information and links on regulatory, construction and funding for homeowners exploring development of ADUs. The City will continue to evaluate streamlining and cost saving efforts to facilitate the development of ADUs.	Other	Facilitate the development of 320 ADUs over the planning period. Initiate efforts in 2023.
PROGRAM H-17: ACCESSORY DWELLING UNITS	Action 17.2: Perform a review of ADU trends and commit to adjustments if assumptions are not met. If the City is not meeting ADU goals, implement additional action(s) depending on the severity of the gap. Additional actions could include consideration of public outreach efforts, ADU incentives, and/or rezoning to bridge the gap. Encourage equitable distribution of ADU development throughout the City through targeted outreach. Monitor review times for ADU and JADU permit applications and explore ways to streamline review.	2023-2031 (Ongoing)	6th Cycle	Continuous	The City tracks ADUs as shown in this APR data. According to Table A2, a total of 55 building permits were issued for ADUs in 2025. The City is on track to permit more than 320 ADUs during the 6th Cycle Housing Element reporting period.	Other	Review ADU trends every two years starting in 2023.
PROGRAM H-17: ACCESSORY DWELLING UNITS	Action 17.3: Provide informational workshop(s) and/or publish resources on City's website on building ADUs and JADUs. Target outreach to property owners in low- and moderate-resource areas and provide workshops and materials in English and Spanish.	2023-2031 (Ongoing)	6th Cycle	Continuous	In 2024, the City developed a pre-approval process and webpage for ADU plans and continued to participate in efforts by the Alameda County ADU Resource Center which provides information and links on regulatory, construction and funding for homeowners exploring development of ADUs. In 2025, Planning staff attended three community outreach events to provide information about ADUs directly to the community.	Other	Publish material on the City's website by June 2023 and facilitate one workshop annually in multiple languages.
PROGRAM H-18: DUPLEXES AND LOT SPLITS	Action 18.1: The City will amend the HMC to address the requirements of SB 9.	1/23/2024	6th Cycle	Completed	These amendments were included in a comprehensive update to the City's Residential Districts adopted by the City Council on January 23, 2024 (Ordinance No. 24-01 and Resolution 23-287), effective upon adoption.	Other	Amend the HMC by January 2025.
PROGRAM H-18: DUPLEXES AND LOT SPLITS	Action 18.2: Monitor state law and SB 9 projects in the City to: Monitor who is utilizing this process; Identify how many units are being created; Identify what barriers exist to implementation of SB 9 and what solutions can be developed to address those barriers; and, encourage equitable distribution of such development throughout the City through targeted workshops and outreach.	2023-2031 (Ongoing)	6th Cycle	Continuous	In 2025, the City received four SB9 applications. Two were approved in 2025, one was approved in January 2026, and the fourth application, which came in late 2025, is still being processed. These applications are a mix of urban lot splits and duplexes. In 2025, Planning staff attended three community outreach events to provide information about SB9 and ADUs directly to the community.	Meetings	Begin monitoring in January 2024. Conduct at least two workshops related to SB 9 projects, with the goal of permitting ten SB 9 applications in the planning period.

PROGRAM H-19: HOUSING FOR SPECIAL NEEDS POPULATIONS	Action 19.1: Provide technical assistance for development of opportunity sites near commercial and civic services and public transit for senior housing development. Targeted assistance to occur in transit-rich areas with access to commercial and social services in the Downtown Specific Plan and Mission Boulevard Code Area (Census Tracts 4354, 4363, 4353, 4365, 4379, 4380 and 4381) because those areas are rich in transit access and access to commercial and social services.	2023-2031 (Case by Case)	6th Cycle	Continuous	At the request of the housing developer, the City offers technical support for senior housing development opportunities near commercial and civic services, as well as public transit. The goal is to promote affordable housing developments that align with the City's objectives related to transit-oriented developments and jobs/housing balance. In 2025, the City provided Technical Assistance to RCD in preparation of their ASHC grant for an 82-unit affordable housing development.	Other	On a case-by-case basis. Annually report on progress in the APR.	
PROGRAM H-19: HOUSING FOR SPECIAL NEEDS POPULATIONS	Action 19.2: Develop incentives for the provision of childcare in multifamily housing projects. Incentives could include parking reductions and density bonuses.	2023-2031 (Ongoing)	6th Cycle	Completed	Childcare is permitted ("by right") use in mixed use and commercial zones. Further, the City's Density Bonus Ordinance grants additional density bonus when childcare facilities are included as part of or adjacent to qualified residential or mixed use developments.	Other	Develop incentives January 2025.	
PROGRAM H-19: HOUSING FOR SPECIAL NEEDS POPULATIONS	Action 19.3: Prioritize funding awards for affordable housing projects that provide units that serve the needs of at least one special needs group by creating scoring criteria that encourage the inclusion of units and services needed to support individuals with special needs.	2023-2031 (Ongoing)	6th Cycle	Not Yet Started	To ensure that the City's housing goals are met, and at-risk and underserved populations are supported, the City plans to issue an Affordable Housing Notice of Funding Availability at least once during the compliance period. Through this program, the City can target specific populations and support affordable housing developments that serve special needs groups and award eligible affordable housing development projects with greater points that provide services to support individuals with special needs.	Other	Subject to availability of Inclusionary Housing Trust funds, issue NOFA at least once during compliance period and establish and affordable housing development pipeline of at least 3 affordable housing projects.	Preserve, Protect & Produce Housing For All (HP5)
PROGRAM H-19: HOUSING FOR SPECIAL NEEDS POPULATIONS	Action 19.4: Provide financial support to organizations such as Project Independence, Covenant House or other programs to provide a continuum of supportive and transitional services, including tenant-based rental assistance, to emancipated youth in Alameda County (youth from 18 to 24 who have aged out of the foster care system).	2023-2031 (Ongoing)	6th Cycle	Continuous	In 2025, the City continued to provide funding to Project Independence administered by Abode Servers to provide housing subsidy 8-10 former foster youth, many of whom are people of color.	Persons	Annually provide ten transition age youth with a housing subsidy.	
PROGRAM H-19: HOUSING FOR SPECIAL NEEDS POPULATIONS	Action 19.5: Assess the City's capacity to accommodate individuals experiencing homelessness by comparing the most recent homeless point-in-time count to the number of shelter beds available on a year-round and seasonal basis, the number of beds that go unused on an average monthly basis, and the percentage of those in emergency shelters that move to permanent housing. If capacity is not sufficient, amend the HMC as necessary to continue to meet the City's need (see Action 13.1).	2023-2031 (Ongoing)	6th Cycle	Continuous	On January 21, 2025, the City Council held a public hearing and adopted Zoning Text Amendments (Resolution 25-010 and Ordinance No. 25-02) to provide additional flexibility for licensed group homes and supportive housing, emergency shelters, Single Residency Occupancy (SROs) residences, and developed a process to allow for safe parking/camping on property owned by non-profits and faith based organizations. The City will evaluate shelter capacity when the 2026 Point In Time Count statistics are released later in the year.	Other	Bi-annually with release of point-in-time counts.	
PROGRAM H-19: HOUSING FOR SPECIAL NEEDS POPULATIONS	Action 19.6: Support services and programs that are part of the Continuum of Care system for the homeless.	2023-2031 (Annual)	6th Cycle	Continuous	On June 17, 2025, the City Council adopted Resolution 25-115 approving and appropriating \$295,000 in City general funds to eight community agencies to provide homelessness and housing services for FY 2025-26. Unfortunately, due to the City's projected budgetary shortfall, only half of these funds were distributed to agencies (around \$147,500) and all contracts were terminated on December 13, 2025.	Other	Annually as part of the City's funding allocation process.	
PROGRAM H-19: HOUSING FOR SPECIAL NEEDS POPULATIONS	Action 19.7: Continue to pursue CDBG funds and other funds, as available, to support any additional need for emergency shelters, and transitional and supportive housing programs for the homeless and those who are at-risk of becoming homeless.	2023-2031 (Ongoing)	6th Cycle	Continuous	On June 17, 2025, the City Council adopted Resolution 25-117 approving and appropriating \$189,284 in Community Development Block Grant funding to six community agencies to provide emergency shelter, affordable housing placement, legal counseling, and foreclosure prevention services for FY2025-26 as part of the Community Agency Funding process.	Other	As needed during annual NOFA process.	Preserve, Protect & Produce Housing For All (HP5)
PROGRAM H-19: HOUSING FOR SPECIAL NEEDS POPULATIONS	Action 19.8: Continue to fund and operate the Hayward Navigation Center and Annex, which provides transitional housing and navigation services to Hayward individuals experiencing homelessness, with the goal of transitioning residents to permanent placements.	2023-2031 (Annual)	6th Cycle	Continuous	For FY 2025-26, the Hayward Navigation Center (HNC) is funded through a combination of four funding sources, totaling \$2,500,894: \$1,812,700 from the City of Hayward General fund, \$372,740 from Measure C, \$179,121 from opioid Settlement funds, and \$136,333 from the City's Community Development Block Grant (CDBG) Entitlement Award.	Other	Annually as part of the City's funding allocation process.	
PROGRAM H-19: HOUSING FOR SPECIAL NEEDS POPULATIONS	Action 19.9: Develop and implement a shallow rent subsidy program to provide small monthly rental subsidies to extremely low-income households with prior experiences of homelessness to prevent future, displacement, homelessness and reduce housing cost burden.	2023-2026 (Annual)	6th Cycle	Continuous	The City of Hayward's shallow rental subsidy program launched in Summer 2021 with funding provided through the American Rescue Plan Act's State and Local Fiscal Recovery Funds. As of the end of FY 2024-25, the program has enrolled 53 of the planned 75 households. Enrolled households may receive up to 18 months of rental subsidies through the end of the ARPA-funded pilot period in December 2026. The City is currently evaluating program implementation options and outreach strategies to increase enrollment and support timely obligation of remaining funds prior to the end of the pilot period, including targeted outreach to additional eligible populations. Through the end of FY 2024-25, the program has provided \$785,782.58 in rental subsidies to participating households.	Other	Annually through January 2025, with option to extend if additional funding is identified.	

PROGRAM H-19: HOUSING FOR SPECIAL NEEDS POPULATIONS	Action 19.10: Develop a public education campaign to educate the Hayward community about ongoing homelessness and housing development efforts and how the homelessness system of care operates to build community trust and buy-in for homelessness services and housing efforts. Targeted outreach to occur in transit-rich areas with access to commercial and social services in the Downtown Specific Plan and Mission Boulevard Code Area (Census Tracts 4354, 4363, 4353, 4365, 4379, 4380 and 4381).	2023-2031 (Ongoing)	6th Cycle	Continuous	This effort was included in the Let's House Hayward Strategic Plan to end homelessness; however, it is currently on hold as staff work to identify funding and personnel resources to undertake this activity.	Other	Implement by January 2025.	
PROGRAM H-19: HOUSING FOR SPECIAL NEEDS POPULATIONS	Action 19.11: Explore funding and feasibility options for safe parking and safe camping programs to provide additional safe, secure, and sanitary options for individuals and families experiencing homelessness.	January 2025	6th Cycle	Completed	On January 21, 2025, the City Council held a public hearing on Zoning Code Amendments (Resolution 25-010 and Ordinance No. 25-02) to allow Safe Parking, subject to approval of an Administrative Use Permit on land owned by a tax-exempt organization. Staff also conducted outreach with service and care providers on the topic of Safe Camping and determined that there is not funding or staff resources for the City to organize and manage Safe Camping on publicly owned sites.	Other	Begin exploring funding and feasibility by January 2024.	Preserve, Protect & Produce Housing For All (HP2 and HP6)
PROGRAM H-19: HOUSING FOR SPECIAL NEEDS POPULATIONS	Action 19.12: Submit feasible and eligible projects for State Homekey funding as available, leveraging local resources such as HOME for operating funding.	2023-2031 (Ongoing)	6th Cycle	Continuous	The City of Hayward partnered with the City of Union City and Bay Area Community Services to apply for State Homekey funding to support a scattered housing program in Hayward and Union City. In August 2024, the City and its partners finalized an agreement with the California Department of Housing and Community Development to receive \$8,386,362 in Homekey Round 3 funding for the purchase of six single-family homes in Hayward and one single-family home in Union City for conversion into multiple-occupancy permanent supportive housing. The City determined with its partners that there were no appropriate competitive projects for Homekey Round 3+ in 2025 but will continue to monitor the funding availability.	Other	Ongoing, based on State Homekey NOFA schedule.	Preserve, Protect & Preserve Housing For All (HP2 and HP5)
PROGRAM H-19: HOUSING FOR SPECIAL NEEDS POPULATIONS	Action 19.13: Develop Universal Design guidelines or standards to require the use of Universal Design Principles in new construction and/or rehabilitation of housing.	January 2025	6th Cycle	Completed	On May 27, 2025, the City Council adopted Ordinance No. 25-04, amending the Hayward Municipal Code to adopt universal residential design and visitability standards.	Other	Develop ordinance by January 2025.	Preserve, Protect & Preserve Housing For All (HP6)
PROGRAM H-19: HOUSING FOR SPECIAL NEEDS POPULATIONS	Action 19.14: Review the Reasonable Accommodations Ordinance and revise findings to be based on objective standards rather than impacts on surrounding uses.	1/23/2024	6th Cycle	Completed	These amendments were included in a comprehensive update to the City's Residential Districts adopted by the City Council on January 23, 2024 (Ordinance No. 24-01 and Resolution 23-287), effective upon adoption.	Other	Amend HMC by January 2025.	
PROGRAM H-20: COMMUNITY OUTREACH AND EDUCATION	Action 20.1: Work with local organizations such as East Bay Regional Center and La Familia to inform residents of the housing and available services.	2023-2031 (Annual)	6th Cycle	Continuous	City Housing staff is in communication with outreach coordinators with local organizations to ensure that residents are informed about available resources related to Housing and Tenant rights.	Meetings	Meet with these organizations at least once per year and maintain regular communication with community organizations so that they are aware of affordable housing opportunities.	
PROGRAM H-20: COMMUNITY OUTREACH AND EDUCATION	Action 20.2: Increase accessibility by conducting public workshops at suitable times, using online methods such as Zoom, having meetings be accessible to persons with disabilities, having meetings be accessible to nearby transit centers, and provide additional resources such as childcare, translation, and food services.	2023-2031 (Case by Case)	6th Cycle	Continuous	Partnering agencies continue to conduct virtual, in person and hybrid workshops related to housing increasing inclusiveness to residents prioritizing accessibility to persons with disabilities or those without transportation. Additional resources continue to be provided regarding a variety of resources (non-housing related).	Other	Increase access to and attendance at public workshops.	
PROGRAM H-20: COMMUNITY OUTREACH AND EDUCATION	Action 20.3: Develop a list of neighborhood groups and other community organizations such as Eden Community Land Trust, Hayward Area Planning Association, and the Hayward Community Coalition, that advocate for protected housing groups including seniors, individuals with disabilities, large households, and other groups, and disseminate information about housing opportunities and participate in community meetings as requested.	2023-2031 (Ongoing)	6th Cycle	Continuous	The City has an established list of neighborhood and community organizations that are consulted and notified about housing-related activities. This is an ongoing task because the City is constantly updating the list.	Other	Develop list by January 2025 and update contact information annually.	
PROGRAM H-20: COMMUNITY OUTREACH AND EDUCATION	Action 20.4: As opportunities become available, conduct a multimedia campaign regarding available homeownership, rental, housing accessibility, and rehabilitation programs in the city.	2023-2031 (Ongoing)	6th Cycle	Continuous	In 2025, the City launched three multimedia campaigns to promote below-market-rate units available for purchase and rent. Additionally, the City collaborates closely with affordable housing developers throughout the development process to ensure effective and comprehensive marketing efforts reach Hayward's diverse community. The City's website and informational handouts are regularly updated to provide the latest information on housing opportunities. Informational handouts are also disseminated at local outreach events throughout the year.	Persons	Maintain current information on the City's website and disseminate to at least 100 individuals annually.	
PROGRAM H-20: COMMUNITY OUTREACH AND EDUCATION	Action 20.5: Work with local partners to deliver monthly housing workshops on topics including local ordinances; tenant and landlord rights and responsibilities; fair housing; habitability and health and safety code; and foreclosure prevention. Determine best method of holding meetings (online, in person) and offer childcare, translation and/or food services, if desired by community.	2023-2031 (Ongoing)	6th Cycle	Continuous	In 2025, HERA, the administrator for the City's Foreclosure Prevention Program, held three workshops serving 12 attendees. In 2025, Echo Housing held eight workshops serving 137 attendees in a hybrid setting related to landlord tenant rights and responsibilities, Fair Housing, housing programs and services in Alameda County. In 2025, Project Sentinel, the administrator for the City's Rent Dispute program, conducted four workshops serving 45 attendees in a hybrid setting related to the rent dispute resolution process under the Residential Rent Stabilization Ordinance.	Meetings	Hold quarterly meetings on various housing related topics (i.e. tenant resources, Residential Rental Stabilization Ordinance and related Tenant Protections, foreclosure prevention, among other topics).	
PROGRAM H-20: COMMUNITY OUTREACH AND EDUCATION	Action 20.6: Develop a language access policy to ensure residents with limited English proficiency have accessible information.	2024	6th Cycle	In Progress	In process. In 2024, the City started working on a Language Access Plan anticipated to be completed in 2025 with a three year implementation period through 2028. The Language Action Plan will include Translation Standards; Interpretation Standards; Digital Information and Access; Outreach and Promotion Standards; Policy, Compliance and Quality Assurance; and, a Bilingual Staff Program.	Other	Implement policy by January 2024.	Strengthen Organizational Health (RP5)

PROGRAM H-21: FORECLOSURE PREVENTION AND COUNSELING	Action 21.1: Continue existing partnerships with non-profit organizations such as Housing and Economic Rights Advocates to provide mortgage delinquency, default resolution negotiation, and legal advocacy services.	2023-2031 (Annual)	6th Cycle	Continuous	In 2025, HERA, the administrator for the City's Foreclosure Prevention Program, held three workshops serving 12 attendees. In 2025, Echo Housing held eight workshops serving 137 attendees in a hybrid setting related to landlord tenant rights and responsibilities, Fair Housing, housing programs and services in Alameda County. In 2025, Project Sentinel, the administrator for the City's Rent Dispute program, conducted four workshops serving 45 attendees in a hybrid setting related to the rent dispute resolution process under the Residential Rent Stabilization Ordinance.	Meetings	Annually host 10 educational workshops in multiple languages on foreclosure prevention, provide mortgage delinquency and debt resolution services to 100 eligible homeowners and financial assistance loans up to \$15,000 to an estimated 8 eligible homeowners for three years through December 2024.	
PROGRAM H-21: FORECLOSURE PREVENTION AND COUNSELING	Action 21.2: Continue to pursue CDBG funds and other funds, as available, to support non-profit organizations offering foreclosure prevention services.	2023-2031 (Ongoing)	6th Cycle	Continuous	The City has extend contract with service providers through October 31, 2026.	Other	As needed during annual NOFA process.	Preserve, Protect and Produce Housing For All (HP5)
PROGRAM H-21: FORECLOSURE PREVENTION AND COUNSELING	Action 21.3: Continue to partner with organizations such as AI Community Housing to provide free foreclosure prevention workshops as well as free one-on-one counseling for households at risk of foreclosure. Distribute targeted outreach to households in areas with higher concentration of single-family older housing stock and lower income neighborhoods such as North Hayward and Downtown (Tracts 4354 and 4363), Upper B Street (portion of Tract 4364.03), Mission Foothill (Tracts 4365, portion of Tract 4353), Mt Eden (Tract 4372), Southgate (Tract 4370), Longwood/Winton Grove (Tract 4369), Whitman Mocine (Tract 4378), Harder/Tennyson (Tracts 4374, 4375, 4376, 7377.01 and 4377.02), Jackson Triangle (Tracts 4366.01 and 4366.02), Santa Clara (Tracts 4367 and 4368) and Mission Garin (Tract 4380), and other qualified households.	2023-2031 (Annual)	6th Cycle	Continuous	In 2025, HERA, the administrator for the City's Foreclosure Prevention Program, held three workshops serving 12 attendees. In 2025, Echo Housing held eight workshops serving 137 attendees in a hybrid setting related to landlord tenant rights and responsibilities, Fair Housing, housing programs and services in Alameda County. In 2025, Project Sentinel, the administrator for the City's Rent Dispute program, conducted four workshops serving 45 attendees in a hybrid setting related to the rent dispute resolution process under the Residential Rent Stabilization Ordinance.	Other	Monthly host three educational workshops in multiple languages on Foreclosure Prevention. Monitor neighborhoods of workshop attendees and conduct targeted outreach in Low Resource areas to ensure that specific neighborhoods and geographic areas of highest need, based on CalEnviroScreen, TCAC or other updated maps, receive targeted outreach.	
PROGRAM H-21: FORECLOSURE PREVENTION AND COUNSELING	Action 21.4: Provide information about foreclosure prevention resources in the housing programs section of the City's website, including information about the programs available for refinancing at-risk loans, and contact information for legal services agencies and HUD-approved counseling organizations in the area. Mail foreclosure prevention materials to local residents who receive notices of default and notices of trustee sale. Distribute targeted outreach to households in areas with higher concentration of single-family older housing stock and lower income neighborhoods such as North Hayward and Downtown (Tracts 4354 and 4363), Upper B Street (portion of Tract 4364.03), Mission Foothill (Tracts 4365, portion of Tract 4353), Mt Eden (Tract 4372), Southgate (Tract 4370), Longwood/Winton Grove (Tract 4369), Whitman Mocine (Tract 4378), Harder/Tennyson (Tracts 4374, 4375, 4376, 7377.01 and 4377.02), Jackson Triangle (Tracts 4366.01 and 4366.02), Santa Clara (Tracts 4367 and 4368) and Mission Garin (Tract 4380), and other qualified households.	2023-2031 (Ongoing)	6th Cycle	Continuous	In 2025, HERA, the administrator for the City's Foreclosure Prevention Program, held three workshops serving 12 attendees. In 2025, Echo Housing held eight workshops serving 137 attendees in a hybrid setting related to landlord tenant rights and responsibilities, Fair Housing, housing programs and services in Alameda County. In 2025, Project Sentinel, the administrator for the City's Rent Dispute program, conducted four workshops serving 45 attendees in a hybrid setting related to the rent dispute resolution process under the Residential Rent Stabilization Ordinance.	Other	Maintain current information on the City's website and disseminate to at least 100 qualified homeowners annually. Focus outreach in specified Low and Moderate Resource neighborhoods.	
PROGRAM H-22: FAIR HOUSING SERVICES	Action 22.1: Coordinate with organizations such as ECHO and the East Bay Community Law Center (EBCLC) to provide fair housing and tenant/landlord services, including fair housing counseling and education and tenant/landlord counseling and mediation.	2023-2031 (Annual)	6th Cycle	Continuous	In 2025, ECHO provided 23 fair housing investigations to provide counseling to complaints and conduct testing if necessary, 10 instances of fair housing testing, 22 educational presentations on fair housing rights, 268 instances of counseling to landlords/tenants, and 16 instances of tenant/landlord mediation. In the last six months of FY25, 30 Hayward households received fair housing through the City's partnership with ECHO. These include instances of both fair housing inquiries, in which landlords or tenants request guidance on fair housing issues and fair housing investigations, which are initiated as a result of tenant complaints. Of these 30 cases, 2 were related to racial discrimination, 8 were related to disability status discrimination, 4 were related to familial status, 12 were related to source of income, 2 were related to age, 1 was related to sexual orientation, and 1 was "Other."	Persons	Annually assist 200 persons with at least 50 percent of services in areas with higher levels of housing discrimination. Monitor and conduct targeted outreach in Low Resource areas to ensure that specific neighborhoods and households of highest need receive targeted outreach (see Program H-20).	
PROGRAM H-22: FAIR HOUSING SERVICES	Action 22.2: Provide training for property owners and managers to have access to information about requirements of federal, state and local real estate, housing discrimination, tenant protection, housing inspection, and community preservation laws; and promote training of tenants in the requirements of federal, state, and local laws so that they are aware of their rights and obligations.	2023-2031 (Annual)	6th Cycle	Continuous	In 2025, ECHO provided 22 fair housing inquiries with both property owners and tenants about fair housing practices and discrimination. Fair Housing educational services for landlords in the 2025 included 18 Fair Housing Training presentations provided through ECHO, as well as distribution 3,275 fair housing information and resources one-pagers to 75 Community Based Organizations. In addition, two of the 30 inquiry cases opened by ECHO were to educate landlords regarding fair housing regulations around race and disability.	Meetings	Provide two training sessions annually.	
PROGRAM H-22: FAIR HOUSING SERVICES	Action 22.3: Conduct an annual workshop presented by local organizations such as ECHO and Centro Legal de la Raza and/or other advocacy organizations to conduct an annual fair housing and rental housing law workshops targeted to lower-income households, senior households, and individuals with disabilities.	2023-2031 (Annual)	6th Cycle	Continuous	In 2025, Centro Legal de la Raza, held a legal contract with the City through July 2025, and in conjunction with subcontractors like Housing & Economic Rights Advocates (HERA), facilitated 5 workshops pertaining to tenant rights in Hayward, reaching about 116 tenants, and has assisted approximately 3 residents through unlawful detainers, and across their grants have served at least 57 Hayward tenants through direct legal services on housing related issues working to stop displacement. Centro also conducts monthly Hayward-specific Clinics. Centro continued to subcontract with My Eden Voice and Housing Economic Rights Advocates to provide legal services to low-income Hayward Residents through the end of their contract. Echo Housing continues to conduct monthly Fair Housing, Home Buyer Education, and Tenant/Landlord workshops.	Meetings	Hold one workshop annually in multiple languages.	

PROGRAM H-25: CONSOLIDATED PLAN UPDATE	Action 25.1: Update funding policies to prioritize the improvement of public facilities and infrastructure projects that improve the quality of life and accessibility for all residents.	2023-2031 (Ongoing)	6th Cycle	Continuous	In March 2025, the Community Services Commission (CSC) will provide its recommendations for Community Agency Funding to infrastructure projects for FY2024-25. These recommendations are expected to be adopted by Council on April 22, 2025. Current requests for funding related to infrastructure include \$820,000 in Community Development Block Grant funding to four community agencies. If funded, the proposed programs would provide infrastructure improvements to renovate an affordable housing community, improve a woman's shelter, and provide home rehabilitation to an estimated 36 households.	Other	Annually as part of the NOFA process.	Preserve, Protect & Produce Housing For All (HP5)
PROGRAM H-25: CONSOLIDATED PLAN UPDATE	Action 25.2: Identify mechanisms to increase production and access to housing in high Moderate Resource areas (Census Tracts 4312, 4353, 4351.03 and 4370, and based on TCAC and CalEnviroScreen Maps as amended), such as through acquisition, rehabilitation and conversion of existing housing units to be affordable, the construction of ADUs, or through financial incentives in exchange for deed restriction of housing units for low-income use.	2025	6th Cycle	In Progress	Development of the Community Development Block Grant (CDBG) Program Year (PY) 2025-2029 Consolidated Plan was initiated in FY 2024-25, including preparation of the market analysis and demographic assessment and completion of required community participation activities. The Consolidated Plan process was presented to the Community Services Commission (CSC) on November 20, 2024, and community needs surveys were distributed to CSC members and community partners to inform priorities for submittal to the U.S. Department of Housing and Urban Development (HUD). The City Council approved the FY 2025-2029 Consolidated Plan by Resolution No. 25-117, and the Plan was submitted to HUD on September 29, 2025. Following HUD review, staff is coordinating with HUD to address identified submission issues and to complete any required technical corrections.	Other	Adopt consolidated plan update by August 2025. The City has the goal to permit acquire, rehabilitate, and/or convert at least 50 units in Moderate and/or High Resource areas into affordable housing in the planning period.	
PROGRAM H-26: PLACE BASED STRATEGIES AND COMMUNITY DEVELOPMENT	Action 26.1: Continue to utilize and refine the social equity lens to ensure that place-based strategies toward community revitalization such as infrastructure, streetscapes, active transportation, community amenities, parks and other community improvements are targeted in disadvantaged communities as determined by TCAC, CalEnviroScreen and other applicable maps as updated.	2023-2031 (Case by Case)	6th Cycle	Continuous	A social equity lens and place based improvements are included as an essential component of the Capital Improvement Program which is updated annually through inclusion of projects under streetscape improvements, tree planting, transportation equity and traffic calming. More specific project and funding information is provided in Actions below.	Other	Incorporate social equity analysis in updates, amendments and development of infrastructure plans, which are undertaken on a case-by-case basis. Use these plans to inform development of the Capital Improvement Program (CIP) which is updated annually. Report on social equity analysis utilized in the plans to decisionmakers when plans are updated and/or adopted.	
PROGRAM H-26: PLACE BASED STRATEGIES AND COMMUNITY DEVELOPMENT	Action 26.2: Implementation of Multimodal Intersection Improvement Plan (2022). Improvements identified in this plan would support high-density transit-oriented development, access to bicycling, walking and transit facilities, consideration of pedestrian needs, development of a continuous pedestrian system, collaboration with BART and AC Transit for service expansions, support of programs that increase vehicle occupancy, etc.	Near Term (2028) and Long Term (2033)	6th Cycle	In Progress	The CIP includes numerous pedestrian, bicycle and transit projects consistent with the adopted Multimodal Intersection Improvement Plan. In the FY25-26 CIP Plan, a total of \$3.5 million was allocated toward traffic calming, transportation equity and CompleteStreets improvements.	Other	Construct Near Term bicycle, pedestrian and transit improvements City-wide by 2028. Design and construct Long Term improvements City-wide by 2033.	
PROGRAM H-26: PLACE BASED STRATEGIES AND COMMUNITY DEVELOPMENT	Action 26.3: Increase Urban Canopy to mitigate heat island effect, beautify neighborhoods and support active transportation. 1) Plant 1,000 trees annually. Per Action 26.1, CIP prioritizes investment in disadvantaged communities and Low and Moderate Resource neighborhoods. 2) Complete Tree Canopy Analysis showing tree coverage of all public and private properties then further broken down by public and private property, census tracts, parks/open space, transportation corridors, or other delineations desired by the City. 3) Initiate completion of an Urban Forest Management Plan to increase tree canopy coverage City-wide. Prioritize initial efforts and new plantings in low coverage areas in Low- and Moderate-Income neighborhoods/census tracts.	2023-2031 (Ongoing)	6th Cycle	In Progress	In 2025, the City completed a tree canopy survey, which mapped all trees located on public and private property, open space and natural resource areas, creek and riparian areas and golf courses. The survey established a baseline for current tree canopy citywide and help identify areas of Hayward that are currently underserved with canopy. The survey which was presented to the City Council in as part of an update to the Tree Preservation Ordinance will be used to inform the City's CompleteTree Inventory and Management Software project which is currently underway (CIP Project No 07797). On February 18, 2025, the City Council authorized a contract with PlantIt Geo, Inc. for a Citywide Tree Condition Assessment, Inventory, and Tree Management Software. The inventory will be completed in 2026 and will include carbon sequestration data. This analysis will provide a guide to direct tree planting investment in underserved areas throughout (see Program NR-66: CAP Action CS-1.6. 3) Staff is currently seeking grant funding for the Urban Forest Management Program (see Program NR-69, CAP Action CS-1.9).	Other	Plant 1,000 trees annually as part of CIP Project 05102. Complete Tree Canopy Coverage Study by January 2025 (Climate Action Plan Task CS-1.4). Draft and implement an Urban Forest Management Plan between 2026-2030 (Climate Action Plan Task CS-1.4 and General Plan Community Health & Quality of Life Goal 8).	Champion Climate Resilience & Environmental Justice (CM4, CP7)
PROGRAM H-26: PLACE BASED STRATEGIES AND COMMUNITY DEVELOPMENT	Action 26.4: Mission Blvd Linear Park. Complete one-mile linear park along Mission Blvd (Census Tract 4380) to add green space, tree canopy and active transportation improvements.	January 2024	6th Cycle	Completed	This project is constructed. It included development of an approximately one-mile stretch of Linear Park along the eastern side of Mission Boulevard in South Hayward. The project included reshaping flat landscaped areas to echo the East Bay Hills, planting trees and native plants, using recycled concrete to expand pathways, adding seating using reclaimed wood and upcycled materials, and adding artwork to crosswalks, among a number of other improvements.	Other	Complete construction of park by January 2024.	
PROGRAM H-26: PLACE BASED STRATEGIES AND COMMUNITY DEVELOPMENT	Action 26.5: The Stack Center. The Stack Center community center, located at the corner of Tenyson and Ruus Roads (Census Tract 4382.03) will house health services, event and art spaces, a cafe, a child-care center, gymnasium, afterschool homework support center, technology lab, literacy lab and daily programming for youth ages 12-17 adjacent to the 10-acre Tenyson Park. Phase 1 of the project includes environmental cleanup, interior tenant improvement of the existing Matt Jimenez Community Center and site improvements. Once operational, Phase 1 will house a childcare center, gymnasium for afterschool programming and offices for social and community services.	Phase 1 (December 2023) and Phase 2 (January 2028)	6th Cycle	In Progress	This project is underway. The FY25-26 CIP allocated \$38 million towards development of the project. Phase I was completed in December 2024 and transformed the existing Matt Jimenez Community Center into an affordable childcare center for infants through preschoolers, installed bay-friendly landscaping, and created a community event plaza for large outdoor gatherings. Phases II & III plan to redevelop the current Eden Youth and Family Center site (formerly Tenyson Elementary School) at the corner of Tenyson Rd and Ruus Rd. Staff continue to fundraise to close the funding gap for Phase II.	Other	Complete reconstruction of the first phase of The Stack Center by December 2023 and become operational by January 2025. Fundraise and complete design for Phase 2 by January 2028.	Cultivate Vibrant Neighborhoods (NP5)

PROGRAM H-26: PLACE BASED STRATEGIES AND COMMUNITY DEVELOPMENT	Action 26.6: Russell City Reparative Justice, Art & Engagement. Established in 1853, Russell City was an unincorporated area of Alameda County located near the Hayward shoreline south of the Hayward Executive Airport (Census Tract 4372). In the early 1960s, Russell City was annexed into the City of Hayward as part of a Redevelopment Plan that entailed the relocation of Russell City residents and businesses and rezoning the property for industrial development. 1) Engagement & Art. This project will support the installation of an art piece to commemorate the heritage of Russell City in Heritage Plaza, as well as the hiring of a consultant to conduct a listening process to hear from former Russell City residents and descendants. 2) Reparative Justice Project. Collaborate with former Russell City residents and their descendants to determine appropriate restitution for the City's involvement in inequitable treatment and forced relocation of Russell City community members.	Engagement & Art (January 2025), Reparative Justice (January 2028)	6th Cycle	In Progress	In 2024, the City held meetings to engage Russell City stakeholders in development of recommendations for appropriate reparative justice solutions. The FY25 CIP allocated approximately \$73,000 towards this effort.	Other	Engagement & Art component to be completed by January 2025. All phases of Reparative Justice Project to be completed and implemented by January 2028.	Cultivate Vibrant Neighborhoods (NP9, NP10)
PROGRAM H-26: PLACE BASED STRATEGIES AND COMMUNITY DEVELOPMENT	Action 26.7: Strategic Roadmap & Racial Equity Lens. Continue to organize City wide initiatives, programs, policies and services in the Strategic Roadmap that is updated annually. Utilize a racial equity lens to ensure that the City prioritizes completion of programs, projects and services that ameliorate disproportionate impacts to identified communities and neighborhoods.	2023-2031 (Annual)	6th Cycle	Continuous	The City's Strategic Roadmap includes key projects in six core priorities to Enhance Community Safety & Quality of Life; Preserve, Protect & Produce Housing for All; Confront the Climate Crisis & Champion Environmental Justice; Invest in Infrastructure; Grow the Economy & Strengthening Organizational Health. The Strategic Roadmap and related projects are updated every year and all projects are analyzed through a racial equity lens, and specific projects that highlight racial equity are identified in the plan.	Other	Update progress on Strategic Roadmap annually at a public hearing with the City Council. To the extent possible, provide demographic and other data to accompany analysis about racial equity impacts and outcomes to ensure that programs, projects and services are furthering racial equity in Hayward.	

Jurisdiction	Hayward	
Reporting Year	2025	(Jan. 1 - Dec. 31)
Housing Element Planning Period	6th Cycle	01/31/2023 - 01/31/2031

Building Permits Issued by Affordability Summary		
Income Level		Current Year
Acutely Low	Deed Restricted	0
	Non-Deed Restricted	0
Extremely Low	Deed Restricted	0
	Non-Deed Restricted	0
Very Low	Deed Restricted	0
	Non-Deed Restricted	17
Low	Deed Restricted	0
	Non-Deed Restricted	17
Moderate	Deed Restricted	0
	Non-Deed Restricted	17
Above Moderate		24
Total Units		75

Units by Structure Type	Entitled	Permitted	Completed
Single-family Attached	3	7	63
Single-family Detached	8	6	26
2 to 4 units per structure	2	6	0
5+ units per structure	0	0	0
Accessory Dwelling Unit	0	56	41
Mobile/Manufactured Home	0	0	0
Total	13	75	130

Infill Housing Developments and Infill Units Permitted	# of Projects	Units
Indicated as Infill	70	75
Not Indicated as Infill	0	0

Housing Applications Summary	
Total Housing Applications Submitted:	119
Number of Proposed Units in All Applications Received:	446
Total Housing Units Approved:	42
Total Housing Units Disapproved:	0

Use of SB 423 Streamlining Provisions - Applications	
Number of SB 423 Streamlining Applications	0
Number of SB 423 Streamlining Applications Approved	0

Units Constructed - SB 423 Streamlining Permits			
Income	Rental	Ownership	Total
Acutely Low	0	0	0
Extremely Low	0	0	0
Very Low	0	0	0
Low	0	0	0
Moderate	0	0	0
Above Moderate	0	0	0
Total	0	0	0

Streamlining Provisions Used - Permitted Units	# of Projects	Units
SB 9 (2021) - Duplex in SF Zone	0	0
SB 9 (2021) - Residential Lot Split	0	0
AB 2011 (2022)	0	0
SB 6 (2022)	0	0
SB 423 (2023)	0	0

Ministerial and Discretionary Applications	# of	Units
Ministerial	104	138
Discretionary	12	305

Density Bonus Applications and Units Permitted	
Number of Applications Submitted Requesting a Density Bonus	6
Number of Units in Applications Submitted Requesting a Density Bonus	322
Number of Projects Permitted with a Density Bonus	0
Number of Units in Projects Permitted with a Density Bonus	0

Housing Element Programs Implemented and Sites Rezoned	Count
Programs Implemented	120
Sites Rezoned to Accommodate the RHNA	0



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: RPT 26-031

DATE: March 24, 2026

TO: Mayor and City Council

FROM: Mayor Salinas, Council Member Bonilla Jr. and Council Member Zermeño

SUBJECT

Referral: Response to Allegations Regarding Cesar Chavez and Review of City Recognition

RECOMMENDATION

That the City Council consider a referral from Mayor Salinas, Council Member Bonilla Jr., and Council Member Zermeño, directing City Manager Ott, in coordination with City Attorney Lawson and City Clerk Lens to: prepare and publish a public statement acknowledging the allegations and formally condemning the reported conduct; review all City facilities and related artifacts connected to Cesar Chavez and take appropriate action, including removal where warranted; and evaluate the City holiday currently observed in his name and return to the City Council with alternative options for consideration.

SUMMARY

Mayor Salinas, Council Member Bonilla Jr. and Council Member Zermeño request that the City take immediate and thoughtful action consistent with its values of commitment to justice, accountability, and safety and dignity of all people; review City recognition of Cesar Chavez across facilities; and reassess the observance of a City holiday in his name.

ATTACHMENTS

Attachment I Referral



COUNCIL REFERRAL MEMORANDUM

DATE: March 24, 2026

TO: Mayor and Council

FROM: Mayor Mark Salinas
Council Member Bonilla Jr.
Council Member Zermeño

SUBJECT: Consider an Item for Discussion Regarding Cesar Chavez and Review of City Recognition

RECOMMENDATION

It is recommended that the City Council discuss and determine whether the following item should be placed on the City Council agenda for discussion. Direct City Manager Ott, in coordination with City Attorney Lawson and City Clerk Lens to: prepare and publish a public statement acknowledging the allegations and formally condemning the reported conduct; review all City facilities and related artifacts connected to Cesar Chavez and take appropriate action, including removal where warranted; and evaluate the City holiday currently observed in his name and return to the City Council with alternative options for consideration.

POLICY ISSUE

Whether it is appropriate for the City to continue honoring Cesar Chavez through facilities, plaques, and a holiday in light of newly reported allegation of sexual abuse, which are described as being in direct conflict with the City's values.

DESIRED OUTCOME

To have the City Council formally take action to address and remove City recognition of Cesar Chavez in a way that aligns with the City's values.

TIMELINE

The timeline is immediate – initiate staff work following Council's action.

DESIRED COUNCIL ACTION

The referral is seeking for the City Council to consider the recommendation and provide direction to staff.

KEY STAKEHOLDER GROUPS

City staff will contact key stakeholder groups including community members, City leadership, and partner organizations who are impacted by or invested in how the City responds.

DISCUSSION

On March 18, 2026, United Farm Workers co-founder Dolores Huerta issued a public statement revealing that she had been a victim of sexual assault and rape. In the statement, she identified the perpetrator as fellow United Farm Workers co-founder Cesar Chavez. Her disclosure came the same day as a The New York Times investigative report titled “Cesar Chavez, a Civil Rights Icon, Is Accused of Abusing Girls for Years,” published on March 18, 2026. Both Huerta’s statement and the investigative report allege that Chavez abused and raped multiple women and underage girls over a period of years.

Regardless of the position and stature Cesar Chavez held within the Chicano/a and Latino/a community, the Mexican American Civil Rights Movement, and the Labor Movement, the allegations reported on March 18, 2026, stand in direct opposition to the values of the Hayward City Council, the City of Hayward as a public institution, and the Hayward community at large. Such conduct is not only unacceptable—*it is criminal*. The City of Hayward must take these allegations seriously and respond in a manner that reflects our commitment to justice, accountability, and the safety and dignity of all people.

Council Member Bonilla Jr., Council Member Zermeño, and I respectfully direct the City Manager, City Attorney, and City Clerk of the City of Hayward to take the following actions:

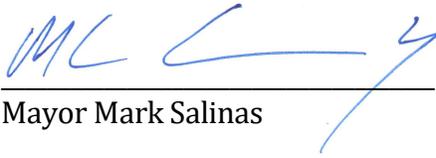
1. Prepare and publish a public statement acknowledging these allegations and formally condemning the reported conduct and behavior. I will co-author public statement.
2. Work with the Executive Team to review all City facilities, plaques, and related artifacts connected to Cesar Chavez and remove them immediately.
3. Conduct a review of the City holiday currently observed in his name and return to the Council with options for alternative holiday observances.

The purpose of this agenda item is to provide an opportunity for Council to discuss whether staff time and City resources should be devoted to actions described above, and to determine whether the item should be placed on a future agenda.

STRATEGIC INITIATIVES

This referral aligns with core City strategic priorities, particularly those related to values, governance and community trust.

Prepared and Submitted by:



Mayor Mark Salinas

Ray Bonilla Jr.

Council Member Ray Bonilla Jr.



Council Member Francisco Zermeño