

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 & 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. [Source: 2024 Climate Action Plan]	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. [Source: 2024 Climate Action Plan]	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. [Source: 2024 Climate Action Plan]	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. [Source: 2024 Climate Action Plan]	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. [Source: 2024 Climate Action Plan]	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. [Source: 2024 Climate Action Plan]	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. [Source: 2024 Climate Action Plan]	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. [Source: 2024 Climate Action Plan]	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 Resilience 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 (CELI) 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	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</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 (CELI) 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 (CELI) 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.	