

## Mobility Element

Program	Description	Responsible Departments	Implementation Timeframe	Status	2025 Update	Strategic Priority
M-1: Regional Connection Improvements	<b>1. Regional Connection Improvements.</b> 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	<b>2. Improved Traffic Flow Program.</b> 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	<b>3. Pedestrian Design Standard for Transit Stop.</b> 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	<b>4. City Commuter Benefits.</b> 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	<b>20. CAP Action T-1.16.</b> Devote staff time to managing, tracking and applying for grant funding to Completeprojects 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	<b>6. CAP Action T-1.2.</b> 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 CompleteStreets improvements	<b>7. CAP Action T-1.3.</b> Based on the completed CompleteStreets Assessment (existing Mobility program 6), the CompleteStreets Inventory Baseline, and the 2020 Bicycle and Pedestrian Master Plan, develop a priority list of Completestreets 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 CompleteStreets 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	<b>8. CAP Action T-1.4.</b> 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	<b>9. CAP Action T-1.5.</b> 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	<b>10. CAP Action T-1.6.</b> 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	<b>11. CAP Action T-1.7.</b> 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	<b>12. CAP Action T-1.8.</b> 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	<b>13. CAP Action T-1.9.</b> 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	<b>21. CAP Action T-2.1.</b> 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	<b>30. CAP Action T-2.10.</b> 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	<b>31. CAP Action T-2.11.</b> 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	<b>32. CAP Action T-2.12.</b> 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	<b>33. CAP Action T-2.13.</b> 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	<b>22. CAP Action T-2.2.</b> 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	<b>23. CAP Action T-2.3.</b> 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	<b>24. CAP Action T-2.4</b> 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	<b>25. CAP Action T-2.5.</b> 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	<b>26. CAP Action T-2.6.</b> 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	<b>27. CAP Action T-2.7.</b> 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	<b>28. CAP Action T-2.8</b> 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	<b>29. CAP Action T-2.9.</b> 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	<b>34. CAP Action T-3.1.</b> 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	<b>43. CAP Action T-3.10.</b> 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	<b>44. CAP Action T-3.11</b> 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	<b>35. CAP Action T-3.2.</b> 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	<b>36. CAP Action T-3.3.</b> 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	<b>37. CAP Action T-3.4.</b> 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	<b>38. CAP Action T-3.5.</b> 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	<b>39. CAP Action T-3.6.</b> 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	<b>40. CAP Action T-3.7.</b> 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	<b>41. CAP Action T-3.8.</b> 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)	<b>42. CAP Action T-3.9.</b> 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	<b>45. CAP Action T-4.1.</b> 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	<b>54. CAP Action T-4.10.</b> 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	<b>55. CAP Action T-4.11.</b> 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	<b>56. CAP Action T-4.12.</b> 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	<b>46. CAP Action T-4.2.</b> 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	<b>47. CAP Action T-4.3.</b> 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	<b>48. CAP Action T-4.4.</b> 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	<b>49. CAP Action T-4.5</b> 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	<b>50. CAP Action T-4.6</b> 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. <a href="https://www.baaqmd.gov/funding-and-incentives/residents/clean-cars-for-all">https://www.baaqmd.gov/funding-and-incentives/residents/clean-cars-for-all</a>	
T-4.7: Conduct ZEV education for businesses	<b>51. CAP Action T-4.7.</b> 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 ( <a href="https://avaenergy.org/businesses/commercial-transportation/">https://avaenergy.org/businesses/commercial-transportation/</a> ).	
T-4.8: Configure on-bill financing	<b>52. CAP Action T-4.8.</b> 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	<b>53. CAP Action T-4.9.</b> 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	<b>57. CAP Action T-5.1.</b> 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. <a href="https://avaenergy.org/for-businesses/commercial-transportation/">https://avaenergy.org/for-businesses/commercial-transportation/</a>	
T-5.2: Incentives for accelerated fleet electrification	<b>58. CAP Action T-5.2.</b> 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	<b>59. CAP Action T-5.3.</b> 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. <a href="https://avaenergy.org/for-businesses/commercial-transportation/">https://avaenergy.org/for-businesses/commercial-transportation/</a>	
T-5.4: Collaborate to create EV infrastructure funding	<b>60. CAP Action T-5.4.</b> 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	<b>61. CAP Action T-5.5.</b> 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	<b>62. CAP Action T-6.1.</b> 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	<b>63. CAP Action T-6.2.</b> 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	<b>64. CAP Action T-6.3.</b> 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	<b>65. CAP Action T-6.4.</b> 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	<b>66. CAP Action T-6.5.</b> 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	<b>67. CAP Action T-6.6.</b> 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	<b>68. CAP Action T-6.7.</b> 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	<b>69. CAP Action T-7.1.</b> 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	<b>70. CAP Action T-7.2.</b> 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	<b>71. CAP Action T-7.3.</b> 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	<b>72. CAP Action T-7.4.</b> 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.	