

Attachment III: Status report on FY 2024-25 projects

#	Proposed Metrics	Status	In draft FY 25-26 Roadmap	Notes
CP3	Present a plan on EV charging for city facilities	Complete	No	Staff presented a plan and pursued a grant, but did not receive it. Staff will explore partnering with Ava.
EP1	Complete remaining ARPA programs including: "Restaurant Relaunch" and "Restore and Reopen" façade assistance programs	Complete	No	The ARPA funded portions are complete and staff continue to provide grants with department funds.
EP3	Continue to roll out ARPA-funded Hayward Open for Business program to aid businesses in activating interior and exteriors with points of interest and harness social media to attract customers	Complete	No	The ARPA funded portions are complete and staff continue to provide grants with department funds.
EP4	Implement a Downtown Working Group	Complete	No	The working group completed their efforts and provided an update to the CEDC on 9/5/24.
EP9	Partner with HUSD and HARD on a job fair for teens	Complete	No	Economic Development has done job fairs through their Learn to Earn and Hire Hayward programs. Staff also partnered with HUSD's Puente program on a job fair in March.
FP1	Implement recommended program improvements for Hayward Operated Paratransit (HOP) program to support seniors and adults with disabilities	Complete	No	These improvements are complete and ridership has more than doubled.
FP11	Complete security upgrades to Watkins Street garage	Complete	No	Additional security patrols have reduced incidents. Speed humps and bollards were added to address traffic concerns and support safe travel to and from the library.
FP13	Complete a Recycled Water Master Plan	Complete	No	The planning phase is complete. The program is ongoing.
FP14	Implement Sustainable Groundwater Plan	Complete	No	The planning phase is complete. The program is ongoing.
HP3	Provide a update to Council on the City's Let's House Hayward efforts	Complete	No	An update was given to the City Council on 12/17/24.
HP6	Zoning Ordinance Amendments Related to Shelters, Group Homes, Supportive & Transitional Housing	Complete	No	This was adopted by the City Council on 1/21/25.

HP7	Zoning Ordinance Amendments Related to Streamlining Housing Entitlements for Qualified Projects	Complete	No	This was adopted by the City Council on 1/21/25.
HP9	Evaluate the option of creating a rent registry to obtain better data on rent increase, evictions, and occupancy	Complete	No	Staff evaluated the option and a feasibility report was presented to the HPRC on 3/20/25.
HP10	Simplify the Relocation Assistance Ordinance to improve compliance and increase funding for Emergency Relocation Assistance	Complete	No	This was adopted by the City Council on 12/3/24.
NP4	Work with Council to determine funding priorities for City-run and City-sponsored events and implement new granting processes	Complete	Yes - Updated	The City Council reviewed and provided feedback on the new process on 8/20/24, which has been implemented. Staff will continue updates in FY 25-26.
NP5	Work with partners to launch outdoor programming at the Stack Center Community Event Plaza by fall 2024	Complete	No	The ribbon cutting for the Stack Center was held at the Plaza in March, and future events are being planned.
NP10	Allocate and develop resources to implement approved reparative justice actions resulting from community-led input on the Russell City Reparative Justice Project	Complete	No	City Council received updates on the community input during closed session after several town halls. Implementation is ongoing.
RP1	Continue to explore the potential early extension of the ½ cent local district sales tax	Complete	No	Measure K1 was successfully passed in November.
RP2	Expand financial transparency through platforms like OpenGov	Complete	No	Staff provided a budget work session in February. Budget will continue to be a large focus in the coming year, including public reporting.
RP3	Report on the budget for the Hayward Economic Development Corporation	Complete	No	A report was given on 4/7/25. Staff will continue to provide updates to the CEDC.
RP4	Provide a report to Council on Public Banking	Complete	No	Staff is monitoring and will continue to monitor the progress on this regional effort. If there is movement, staff will provide updates to City Council.
RP9	Audit existing policies and HR processes for compliance including areas for revision and general enhancement	Complete	No	This internal project met its FY24-25 milestones. Because it does not require Council action, staff is recommending not including it in the roadmap for FY 25-26.

RP11	Continue to implement an IT Governance workgroup to ensure business alignment with technology solutions	Complete	No	This internal project met its FY24-25 milestones. Because it does not require Council action, staff is recommending not including it in the roadmap for FY 25-26.
SP6	Implement Community Emergency Response Team (CERT) program changes	Complete	No	The program changes were implemented starting with the CERT class trained in fall of 2024.
SP8	Transition to new County Emergency Medical Services (EMS) system	Complete	No	Due to decisions at Alameda County, the context for this project has changed. Staff will continue to monitor, but does not recommend keeping this in the Roadmap.
CP7	Complete update to Tree Preservation Ordinance	On track to complete by June	No	Staff presented a work session to City Council on 3/18/25 and will return with an ordinance.
EP6	Provide a report on ordinances that may have adverse impacts on businesses	On track to complete by June	No	This report is scheduled for the CEDC this fiscal year.
EP7	Provide a report on allowing small businesses and popups in residential areas	On track to complete by June	Yes - Updated	Staff have hired a consultant to provide an analysis to City Council in the next six months.
FP2	Complete construction of Mission Boulevard phase 3	On track to complete by June	No	This project is meeting milestones and on track to finish by June.
FP5	Complete Main Street complete street construction	On track to complete by June	No	This project is meeting milestones and on track to finish by June.
FP8	Complete Phase I of Weekes Library beautification	On track to complete by June	No	This project is meeting milestones and on track to finish by June.
FP10	Finish a preliminary feasibility report on a new Corporation Yard	On track to complete by June	Yes - Updated	Staff are bringing the professional services agreement for site assessment & conceptual design services on 4/22/25.
HP2	Implement State Homekey funding for Project Reclamation scattered site program	On track to complete by June	No	This project is meeting milestones and on track to finish by June.
NP6	Complete Jackson Corridor landscape beautification, including monument gateway sign on Jackson at Silva Avenue	On track to complete by June	No	Improvements to Jackson are complete. The gateway sign will be done this calendar year.
NP7	Create an analysis of the staffing and funding needs to create a public art program, including the possibility of an art impact fee	On track to complete by June	Yes - Updated	This will come to City Council before the July recess.
HP8	Adopt Universal Design Guidelines for Accessible Housing	On track to complete by June	No	This will come to City Council before the July recess.

RP12	Implement the Strategic Roadmap project management software and dashboard and create linked performance dashboards for other plans	On track to complete by June	No	The dashboard will be live by June to show the achievements from FY 24-25 and will be updated to include FY 25-26 projects in July.
CP1	Implement Year 1 Programs from the adopted GHG Roadmap	In progress - Will continue next year	Yes - Updated	Work is ongoing and covers several areas.
CP2	Continue to collaborate with Ava Community Energy to provide public EV charging facilities	In progress - Will continue next year	Yes	Staff have identified sites and is working closely with Ava to begin installations.
CP4	Continue to transition City facilities from natural gas to electric, with a focus on HVAC systems	In progress - Will continue next year	Yes	Council approved a contract for this work on 4/1/25. The work will start in May.
CP5	Improve e-bike adoption through the creation of an e-bike rebate program and ensuring that electric transit infrastructure such as EV chargers also serve e-bike and not just electric cars	In progress - Will continue next year	Yes - Updated	The City received a grant to distribute bikes and provide bike outreach. Staff are planning to include e-bikes in the grant project.
CP6	Continue to identify opportunities for compost hubs and other distribution mechanisms for compost in Hayward	In progress - Will continue next year	Yes - Updated	The City is in the process of executing an agreement with HARD to create a compost hub, which will be implemented next year.
CP8	Prepare an ordinance to create smoke-free multifamily housing	In progress - Will continue next year	Yes	The consultant has been hired for this work, which will continue in FY25-26.
CP9	Implement Year 1 Programs from the adopted General Plan Environmental Justice Element, with a focus on mitigating the impact on frontline communities	In progress - Will continue next year	Yes - Updated	Work is ongoing and covers several areas.
CP10	Continue to work with HASPA partners to seek grant funding to implement the Shoreline Master Plan	In progress - Will continue next year	Yes	SF Estuary Partners has received \$550K over 3 years for HASPA for an implementation plan and governance study.
EP2	Explore partnerships to create an entrepreneurship hub and commercial kitchen incubator program	In progress - Will continue next year	Yes - Updated	Staff are meeting regularly with legislative partners to pursue a funding opportunity for a entrepreneurship hub.
EP10	Implement a property management strategy for Cinema Place	In progress - Will continue next year	Yes	The HEDC hired a property manager for Cinema Place in summer 2024. Staff are pursuing options to fill storefront vacancies.
EP11	Continue to work on Route 238 Corridor lands dispositions and development	In progress - Will continue next year	Yes	Staff continue to fulfill the obligations related to these properties and will increase activity once the City can hire a Real Property Manager.
FP12	Continue Water Pollution Control Facility Phase II upgrade	In progress - Will continue next year	Yes	The project is meeting milestones, including financing, and will continue in FY 2025-26.

EP14	Request for report at CEDC and then work session at Council to discuss options and strategy for Cinema Place	In progress - Will continue next year	Yes - Updated	A report was provided to the CEDC on 4/9/24. Staff will schedule a work session for the full City Council in early FY 2025-26.
FP3	Evaluate safety enhancements for the Downtown Loop	In progress - Will continue next year	Yes	The consultant has been hired for this work, which will continue in FY25-26.
FP4	Complete implementation of “A Bench for Every Stop” project	In progress - Will continue next year	Yes	Installations have been complete and new ones are planned for FY 25-26.
FP6	Complete Phase I construction of the Stack Center and continue fundraising, with the goal of beginning Phase II in FY25	In progress - Will continue next year	Yes - Updated	Phase I is complete. Phase II is included in the FY 25-26 Roadmap.
FP7	Begin construction of La Vista Park	In progress - Will continue next year	Yes	Staff anticipate award of construction contract by the end of May 2025.
FP9	Finish a needs assessment/preliminary feasibility report on a new Police Building, including a funding mechanism	In progress - Will continue next year	Yes - Updated	Staff are bringing the professional services agreement for site assessment & conceptual design services on 4/15/25.
HP1	Support development of St. Regis Behavioral Health Campus	In progress - Will continue next year	Yes - Updated	This project is meeting milestones and will continue in FY 2025-26.
NP1	Engage owners of vacant building properties to encourage activation, starting in the downtown, and enforce against owners of empty storefronts	In progress - Will continue next year	Yes	This project is meeting milestones and will continue in FY 2025-26.
NP2	Expand litter collection services (like the Downtown Streets Team) to pick up litter through the City	In progress - Will continue next year	Yes	Staff have identified a partner to expand litter collection and is working on a contract.
NP3	Formalize the working agreement with Caltrans to address blight at freeway exits	In progress - Will continue next year	Yes	Staff have instituted a process for communicating with Caltrans when clean up work is needed along freeway.
NP9	Complete interpretive signs and art in Heritage Plaza Art to Honor Indigenous and Russell City Heritage in partnership with community groups	In progress - Will continue next year	Yes	Staff are finalizing permits for the Indigenous art piece, which will be installed in September. Staff have contracted with the Historical Society to work with the Russell City Art Committee on an interpretive sign.
RP5	Develop and resource departmental language access plans which clarify baseline translation and interpretation practices for language access	In progress - Will continue next year	Yes - Updated	The language access plan was completed in the fall. Implementation will start this summer.
RP6	Conduct an interdepartmental assessment of Access Hayward and implement updates to streamline customer responses	In progress - Will continue next year	Yes	Staff will provide a memo to City Council in May on this project, which will continue in FY 2025-26.

RP8	Interdepartmentally collaborate to formalize, expand, and promote the onboarding program to improve new employee experience	In progress - Will continue next year	Yes	The project is meeting milestones and will continue in FY 2025-26.
RP10	Develop a citywide compensation philosophy with internal benchmarks in alignment with the comparator marketplace	In progress - Will continue next year	Yes	This project is meeting milestones and will continue in FY 2025-26.
SP1	Expand physical Dispatch space	In progress - Will continue next year	Yes - Updated	This project is meeting its FY 24-25 milestones.
SP2	Implement Emergency Medical Dispatch	In progress - Will continue next year	Yes - Updated	This project is meeting its FY 24-25 milestones.
SP3	Fill vacant Dispatch positions	In progress - Will continue next year	Yes - Updated	This project is meeting its FY 24-25 milestones.
SP4	Update and Train on Community Resilience Plan	In progress - Will continue next year	Yes - Updated	The City conducted several internal trainings and is seeking resources to expand this work in FY 2025-26.
SP5	Provide a training on City Council's role in an emergency	In progress - Will continue next year	Yes - Updated	This training will occur in FY 2025-26.
SP7	Transition HEART Program from pilot to permanent response program	In progress - Will continue next year	No	Staff will give an update to City Council on 4/15/25, with recommendations for next steps.
EP5	Provide a report on how midsized cities revitalized downtowns	On Hold	No	City Council prioritized reports for the CEDC in May 2024 and this was not prioritized for FY 24-25. Staff can add it to FY 25-26 if it is a priority.
EP8	Develop recommendations for encouraging development of worker-cooperatives in Hayward	On hold	No	City Council prioritized reports for the CEDC in May 2024 and this was not prioritized for FY 24-25. Staff can add it to FY 25-26 if it is a priority.
EP12	Release solicitation for City Center disposition and development	On Hold	Yes - Updated	This project is on hold until the City can hire a Real Property Manager.
EP13	Study the options for disposing of Successor Agency parcels on Mission Blvd	On Hold	Yes - Updated	This project is on hold until the City can hire a Real Property Manager.

HP4	Explore Social Impact Bond Program to convert tax-defaulted or vacant and blighted properties into wealth building ownership opportunities	On Hold	No	This project does not have funding source. The ARPA funding for this project was reappropriated in December.
HP5	Evaluate available funding to issue a Notice of Funding Availability (NOFA) for the development of affordable housing	On hold	No	This project does not have funding source.
HP11	Provide creative financing like down payment assistance to help more buyers get unrestricted-deed properties	On Hold	No	This project does not have funding source. The ARPA funding for this project was reappropriated in December.
NP8	Increase the access to community meeting rooms and facilities across the city by collaborating with HUSD and HARD to have 2-3 spaces open for public use	On hold	Yes - Updated	Staff have not worked on this project due to lack of capacity. Staff are including this in FY 2025-26.
RP7	Assess additional meeting locations with hybrid capacity for Council and Commission meetings	On hold	No	Staff surveyed existing facilities in Hayward and they lack this functionality. The Stack Center Phase II includes this as a feature.