

**SPECIAL CITY COUNCIL MEETING
TUESDAY, JUNE 16, 2020**

**DOCUMENTS RECEIVED
AFTER PUBLISHED AGENDA**

ITEM #8 WS 20-028

**REVIEW OF CAPITAL IMPROVEMENT
PROGRAM FOR FY 2021- FY 2030 & FY
2021 OPERATING BUDGET WORK
SESSION #2 (REPORT FROM FINANCE
DIRECTOR CLAUSSEN AND PUBLIC
WORKS DIRECTOR AMERI)**

SUPPLEMENTAL INFORMATION



DATE: June 16, 2020

TO: Mayor and City Council

FROM: City Manager
Police Chief
Director of Finance

SUBJECT: Supplemental Information – Agenda Item #8; Police Department Budget/Community Demands

The purpose of this memorandum is to provide a preliminary response to the various emails, letters, and public comments received over the past week outlining seven demands with respect to the Hayward Police Department funding and services. This memo is drafted to help set a framework and context for these conversations as we move forward and also to clarify what the City and City leaders have direct and immediate control over. Nothing in this memo is intended to downplay the community concerns that the City Council, City Manager, Police Chief, and other staff have heard.

The goal is to provide information so that future conversations can be productive and targeted towards topics where there may be an ability to take more immediate actions. The memo also proposes a number of areas where further review by and dialogue with the Police Community Advisory Panel would be beneficial and appropriate given the roles that were established for them. The Police Community Advisory Panel was established in 2019 and more information about their charter and responsibilities (as well as contact information for panel members) can be found on the City's website www.hayward-ca.gov/cap.

On Tuesday, June 9, staff heard from all seven City Councilmembers a desire to engage in further dialogue and examination of the Police Department budget, social services funding, and a host of related Police Department issues. The key piece of this will be further dialogue with our community, which addresses demand No. 7 on the list presented by community stakeholders. Since this is the key element, this memo addresses this point first.

- 7. Establish a city-wide, participatory committee for all residents (regardless of citizenship status) that will dictate how to reallocate another 10 percent of the police budget to non-police, community-based services for FY2022.**

Staff agrees that community conversations about the Police Department, the budget, the services provided, and what our community wants in terms of public safety are a critical first element before any decisions are made. Staff is preparing a comprehensive engagement strategy aimed at allowing as many of our residents to participate as possible. This strategy will be presented to Council by next month in a work session for feedback

and refinement. Prior to bringing the work session to Council, we will vet this plan with the Police Community Advisory Panel to receive their feedback and input into the plan. At the work session, other community members can provide input into this plan and the City Council can provide direction to staff on desired changes to the plan. This will outline how we will proceed over the next three to six months with this discussion in preparation for the development of the FY 2022 budget.

1. Redistribute 10 percent of the Police Department's budget to non-police, community-based services outside of the police department

Any reallocation of the Police Department's budget warrants a broader community dialogue. Many of the letters and emails received asked for a 10 percent reduction in the Police Department's budget, followed by an additional 10 percent reduction after the formation of a city-wide participatory committee for all residents (No. 7). A 10 percent reduction in the proposed FY 2021 budget would be \$8.3 million (Total Police Department General Fund and Measure C budget for FY 2021 is \$82.6 million). The Police Department's budget has many elements. In addition to sworn patrol officers, that \$82.6 million budget also includes the 911 Dispatch Center that serves both Police and Fire, the Animal Shelter, Records Division, Youth and Family Services Counseling Bureau, the Jail, and others. This is why a more comprehensive discussion and approach to potential reductions and restructuring of the Police Department is important. There could be a number of unintended consequences from an immediate 10 percent reduction.

The quickest way to accomplish a 10 percent reduction (\$8.3 million), if the Council wanted to accomplish this before June 30, would be to simply reduce police officer positions. The proposed budget already includes a freeze on 12 officer vacancies, which is a reduction of approximately \$2.9 million or 3.5 percent of the current departmental budget. To get to the 10 percent reduction, an additional 22 officer positions would need to be eliminated, most likely through the layoff of current employees. This reduction of 34 total officer positions is about 18 percent of the current 191 sworn officer positions in the department. This could potentially violate minimum staffing levels in the Police Officer Association Memorandum of Understanding. This MOU is governed by collective bargaining rules set forth in state law (the Meyers-Milias-Brown Act¹) and changes to the terms of the MOU cannot be unilaterally imposed by the City. They must be negotiated with and agreed to by the union. Taking time to have this conversation is important, both from the community's perspective and from the collective bargaining perspective and will result in a restructuring plan that is more sustainable and responsive to community concerns.

While we engage in this dialogue, staff believes it is imperative to recognize the devastating effect that the coronavirus has had on the most vulnerable populations in our community. As such and as an interim measure, staff would recommend that the Council allocate an

¹ Meyers-Milias-Brown Act:

http://www.leginfo.ca.gov/faces/codes_displayText.xhtml?lawCode=GOV&division=4.&title=1.&part=&chapter=10.&article=

additional \$1,000,000 in one-time funds from the General Fund reserve towards social services funding for FY 2021 (which is the equivalent of 1.2 percent of the Police Department's budget). The Community Service Commission could schedule a special meeting to develop recommendations to Council on how these additional funds should be allocated. This additional funding in no way begins to address all of the need in our community but will provide some assistance while this broader conversation happens.

2. Cancel and ban police contracts with HUSD schools and college/university campuses (that includes SROs/ROP/HPD/ICE contracts)

A couple of clarifying points related to this item:

- a. The City of Hayward has no contracts with ICE.
- b. CSU – East Bay maintains a separate police force from the City of Hayward that is funded through the State University system.
- c. The City and Chabot College had a contract for a number of years that provided for a Hayward Police Officer to be assigned to the Chabot campus. The parties ended this contract a couple of years ago. Chabot now provides private security on its campus. No Hayward police officers are assigned specifically to the Chabot campus.
- d. The City and HUSD have had a contract for many years to provide school resource officers on HUSD campuses. The school district can reexamine the terms of the contract at any time. The HUSD Superintendent and City Manager have begun preliminary conversations about this issue and how to have further discussion in the near term. School Resource Officers provide a variety of services above and beyond law enforcement on campus. Eliminating this contract requires identifying alternative means of providing those services. We recognize that the well-being (both physical and emotional) of our students is of paramount importance and want to address these concerns in the most appropriate and community-responsive manner.

3. Demilitarize the police (ban the purchase of riot, military, and surveillance equipment, software, and any third-party security services by HPD.)

A conversation around this topic would be helpful to clearly identify the equipment and software that is of most concern. This would be an excellent area for review by the Police Community Advisory Panel. They are tasked with doing deep dives into these topics and to identify concerns for certain segments of our population. Staff would recommend that the Advisory Panel develop a work plan around this topic and several others identified in this memo to support the work of the City Council in reviewing the Police Department budget and services.

In addition, many contracts for purchases of police equipment and software come to the City Council for review and approval. This provides an additional avenue for community input on these items. Contracts that will be presented to City Council for approval can and

should be presented to the Advisory Panel for input prior to being placed on the Council agenda.

4. Freeze Police Department hiring indefinitely including incoming police academy candidates/graduates

As part of the proposed FY 2021 budget, 12 police officer positions are recommended to be frozen. This will significantly limit the hiring that will occur during the first six months of the year. Any new vacancies that occur due to retirements or separations could be frozen until further decisions are made by the City Council about the budget.

There are three new Police Officer trainees who are scheduled to begin the Police Academy this July. For those officers who have received a formal job offer from the City, this is a contractual obligation. If the City did not allow these officers to proceed through the academy, there may be legal remedies they would have against the City. Once they graduate from the Academy, they would be employees and would then be subject to the layoff provisions in the Police Officers Association MOU if the Council chose to make further reductions in the Police Department budget. Unfortunately, these new officers would likely be the first individuals laid off as layoffs are governed by MOU provisions. Layoffs are purely based on seniority and cannot take into account other factors like performance, race, gender, or others. Again, this MOU is governed by collective bargaining rules set forth in state law (the Meyers-Milias-Brown Act²) and changes to the terms of the MOU cannot be unilaterally imposed by the City, including changes to the layoff procedures.

Review of police department hiring and training practices would be another appropriate topic for the Police Community Advisory Panel to evaluate in the coming months. The Panel could provide recommendations to the Police Chief, City Manager, and City Council for potential ways these could be improved and strengthened. The first step in that process would be to provide a comprehensive overview of the current practices and training provided.

5. Ban paid leave for officers being investigated for misconduct

The Supreme Court case *Skelly v. State Personnel Bd.* (1975) 15 Cal. 3d 194 held that public employees have a property interest in their jobs and cannot be deprived of that without due process. The right to pre-deprivation due process is triggered when we discipline an employee, including a pay reduction or forced leave without pay. Because public employees, such as police officers, cannot be deprived of pay without due process, if we decide to place an employee on leave pending an investigation, it must be paid leave. If the investigation reveals misconduct, there will typically be a Notice of Intent to Discipline,

² Meyers-Milias-Brown Act:

http://www.leginfo.ca.gov/faces/codes_displayText.xhtml?lawCode=GOV&division=4.&title=1.&part=&chapter=10.&article=

followed by a Skelly hearing, and finally a Notice of Discipline. Following these steps, any discipline would be implemented.

6. Ban city spending on the assessment or building of any police building or corp yards

This demand relates to a project in the City's Capital Improvement Program³, which is a comprehensive architectural and needs analysis of two separate facilities. The analysis was combined to create cost savings and economies of scale in the architect's contract. The two separate facilities included in the project are the analysis of a potential new Police Building and the renovation of the City's Corporation Yard. The City's Corporation Yard is very different from the police building and is almost completely unrelated. The Corp Yard houses all of the City's maintenance staff and related equipment (graffiti abatement, litter pickup, street repairs, landscape maintenance, city fleet maintenance, city facilities maintenance, and water and sewer system maintenance). The only services at the Corp Yard that support the Police Department are fleet maintenance (repair and maintenance of Police vehicles) and facilities maintenance (performs necessary maintenance and repairs at the existing police building). The Corp Yard is a dated and old facility that requires a number of upgrades to ensure compliance with current building codes as well as adequate facilities for our Maintenance employees.

The Council could decide to separate the two projects, which would allow the corporation yard analysis to continue while placing the police building analysis on hold for the next year while the conversations outlined above occur.

Conclusion

Staff stands ready to quickly move forward with a community engagement process to further review these community demands along with other recommendations that emerge during the process. In addition, our new Chief of Police Toney Chaplin, who has only been in his role for nine months, is particularly well equipped to address the issues being raised. In addition to being a longtime Hayward resident, Chief Chaplin is a 30-year law enforcement professional who held every rank in the San Francisco Police Department (SFPD), including Acting Chief of Police, and led SFPD reform initiatives in cooperation with the U.S. Justice Department under the Obama Administration.

³ CIP Reference documents: <https://www.hayward-ca.gov/your-government/documents/capital-improvement-program>



DATE: June 16, 2020

TO: Mayor and City Council

FROM: City Manager

SUBJECT: Additional Information for Review of Capital Improvement Program for FY 2021-FY 2030 & FY 2021 Operating Budget Work Session #2

RECOMMENDATION

That Council reviews the information below related to agenda item 8, WS 20-027 regarding Review of Capital Improvement Program for FY 2021 - FY 2030 & FY 2021 Operating Budget Work Session #2.

This memorandum provides an accounting update for FY 2018-FY2020 for the general 238 Bypass Property Disposition project expenses, the parcel specific expenditures recoverable against developer deposits, the lifetime cash flow of the project, and includes the FY 2021 CIP budget requests for the project. The 238 Bypass Property Disposition project spans across Funds 410, 411, and 412 in the FY 2021-2030 Capital Improvement Program.

General 238 Bypass Property Disposition Expenses

Table 1 provides an accounting of the actual general 238 expenditures, and Table 2 provides an accounting of the Parcel Group specific expenditures. The general 238 expenditures are for physical preparation of the site and general consultant work prior to engagement with a developer. Most of the Parcel Group specific expenditures are then incurred against a submitted developer deposit.

Table 1: General 238 Encumbered & Actual Expenditures for FY 2018, FY 2019, & FY 2020, through 6/8/20

Description	Encumbered & Actual Lifetime Cost as of 6/8/20
General 238 Legal Services ¹ (Goldfarb & Lipman)	\$ 272,048
General 238 Tenant Assistance Program (OPC)	\$ 224,528
General 238 Planning, Marketing, and Financial Consulting ²	\$ 657,157
General 238 Management Partners	\$ 71,114
General 238 Phase 1 Demo and Construction Services ³	\$ 1,435,814
General 238 Phase 2 Demo and Construction Services ⁴	\$ 1,805,571

General 238 Maintenance Department Expenses	\$ 411,756
General 238 Expenses TOTAL	\$ 4,877,989

¹ Includes legal expenses not eligible to be charged against a developer deposit

² Includes agreements with Design Workshop (\$563,646), Willdan Financial Consulting (\$69,450), and advertisements with Business Journal (\$13,095)

³ Includes asbestos management, hazmat removal, and demolition of 18 single-family residential properties and one single story office building

⁴ Includes demolition of 19 single family residential properties and one six-unit two story apartment building

Parcel Group Specific Expenditures Recoverable Against Developer Deposits

Table 2 provides eligible expenses incurred for each of the 238 Parcel Group Projects that are recoverable against the developer deposits.

Table 2: Parcel Group Expenditures Recoverable Against Developer Deposits

Description	Encumbered & Actual Lifetime Cost as of 6/8/20
PG 2 Developer Deposit	\$ (60,000)
PG 2 Legal Expenses	\$ 20,001
PG 2 Eligible Expenses TOTAL	\$ (39,999)
<hr/>	
PG 3 & 4 Developer Deposit	\$ (50,000)
PG 3 & 4 Legal Expenses	\$ 6,960
PG 3 & 4 LSA Contract	\$ 42,780
PG 3 & 4 Eligible Expenses TOTAL	\$ (260)
<hr/>	
PG 5 Developer Deposit	\$ (40,000)
PG 5 Eligible Expenses TOTAL	\$ (40,000)
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PG 7 Developer Deposit	\$ (49,350)
PG 7 Legal Expenses	\$ 20,000
PG 7 Contractor Services	\$ 3,672
PG 7 Eligible Expenses TOTAL	\$ (25,678)

Lifetime 238 Bypass Property Disposition Cash Flow

Table 3 provides an overview of the 238 lifetime project cash flow. The 238 Project revenue was generated from the sale of Parcel Groups 1 & 10 and resulted in a revenue of **\$10,127,000 in FY 2019**. Additionally, the **City Center Demolition (\$3,300,000)**, and **Hayward Housing Navigation Center (\$895,052)**, were two City priority projects that received funding from the sale proceeds of Parcel Groups 1 & and 10 in FY 2020.

Table 3: Overview of the 238 Project Cash Flow through FY 2021

Description	Lifetime Summary
Revenue: Sale of Parcel Groups 1 & 10	\$ 10,127,000
Expenditures: General 238	\$ 4,877,989
Transfer Out: City Center	\$ 3,300,000
Transfer Out: Hayward Housing Navigation Center	\$ 895,052
Remaining Project Balance through FY 2020	\$ 1,053,959
FY 2021 CIP Budget Request, net Dev. Deposits	\$ 455,000
Remaining Project Balance through FY 2021	\$ 598,959

FY 2021 CIP Budget Requests and the Developer Deposit Offsets**Table 4: FY 2021 CIP Budget Requests for 238 Projects, Including Developer Deposits**

FY 2021 Budget Requests for 238 Projects	Amount
PG 2 Legal Expenses - PSA Execution and Closing	\$ 40,000
PG 2 Developer Deposit	\$ (40,000)
PG 3 Legal Expenses - Negotiation of DDA	\$ 40,000
PG 3 ENA Developer Deposit	\$ (40,000)
PG 4 Legal Expenses - Leases and any large lot RFP or Negotiations	\$ 15,000
PG 5 Legal Expenses - CSUEB Negotiation of Easement	\$ 20,000
PG 5 Legal Expenses - Negotiation of DDA	\$ 40,000
PG 5 ENA Developer Deposit	\$ (40,000)
PG 6 Legal Expenses - Negotiation of ENA	\$ 20,000
PG 6 ENA Developer Deposit	\$ (10,000)
PG 7 Legal Expenses - Negotiation of DDA; Leases	\$ 40,000
PG 7 ENA Developer Deposit	\$ (40,000)
PG 8 Planning Expenses	\$ 30,000
PG 8 Legal Expenses	\$ 20,000
PG 9 Planning Expenses	\$ 30,000
PG 9 Legal Expenses	\$ 20,000
General Maintenance Expenses	\$ 310,000
FY 2021 CIP Net Total	\$ 455,000

Staff is tracking the revenues and expenditures of the 238 Properties closely to make additional contributions to the City's unfunded liabilities. According to Council's policy that 50% of one-time revenues be and contributions to unfunded liabilities, \$5,063,500 of the sales proceeds from PG 1 & 10 should have been contributed. Given the upfront expenses for the 238 Properties and competing City needs, this contribution will be made as additional proceeds come in from the 238 property sales. Table 5 includes the status of each of the Parcel Groups.

Table 5: Status of 238 Parcel Groups

PARCEL GROUP	STATUS	ENTITY	EST. DISPOSITION TIMELINE	ESTIMATED UNIT COUNTS	AFFORDABLE UNIT COUNT
1 & 10	Sold / Under Construction	William Lyon Homes (SOHAY)	August 2018	472 (approved)	48 (approved)
2	Executed PSA	The True Life Companies (Mirza)	April 2021	189 (approved)	20 (approved)
3	Under Negotiation	Eden Housing and The Pacific Companies	2021	150	150
4	Under Negotiation	Eden Housing and The Pacific Companies	2021	3	0
5	Under Negotiation	Trumark Properties, LLC	2021	74	8
6	RFQ	City of Hayward	2022	400-500	40-50
7	Under Negotiation	One Subaru of Hayward	Summer 2020	0	0
8	Master Development Planning	City of Hayward	2021	150-200	75-100
9	Master Development Planning	City of Hayward	2021	0	0
TOTAL				1,438-1,588	341-376 (24%)

Recommended by: Jennifer Ott, Deputy City Manager
 Dustin Claussen, Finance Director

Approved by:



Kelly McAdoo, City Manager

ITEM #6 PH 20-043

Route 238 Parcel Group 9: Proposal to Rezone Former Caltrans Property known as Rte. 238 Parcel Group 9 Located at the Intersection of Apple Avenue and Oak Street (Assessor Parcel Nos. 415-0160-052-00, & 415-0170-037-00) from High Density Residential (RH) and Commercial Office (CO) to General Commercial (CG), Requiring Approval of Rezoning Subject to an Addendum of the Hayward 2040 General Plan EIR per the California Environmental Quality Act (CEQA) Section 15164; City of Hayward (Applicant/Property Owner; Application No. 202000605) (Report from Development Services Director Simpson)

PUBLIC COMMENT

From: Ann E. Maris
Sent: Tuesday, June 16, 2020 1:42 PM
To: List-Mayor-Council
Cc: Henninger, Tona, BOS Dist4; Bazar, Chris, CDA; Ken.Carbone2@acgov.org
Subject: Rezoning Oak St Agenda Item #6
Attachments: 2020totalParcel9.pdf

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor and Council,

Please do not rezone Oak Street to CG for a hotel, regardless of whether housing could potentially still be built there, because that is not your plan. We have heard a hotel being discussed for a long time and it is clear that is the pathway.

This hotel would be one block from my home in a single-family residential neighborhood that has already been badly destabilized by the cancelled 238 Caltrans project. We want to recover and prosper and another hotel (see attached map showing multitude of badly rated nearby hotels) will not stabilize community here. It is a critical site at the juncture of Cherryland, Castro Valley, City of Hayward, and even Ashland. The Eden MAC should be considered in as representing stakeholders here and has not.

The Castro Valley MAC should also be allowed to consider how Hayward's rezoning will impact Castro Valley and has not. Several Alameda County Housing Element sites adjoin the proposed rezoning area. This is where **housing should be built** in order to save more valuable land such as Ruby Meadow from permanent destruction. It appears these housing sites will be part of the hotel's parking lots and driveway.

I am resubmitting my previous letters against rezoning this site as well as some recent pics of the site showing how it is surrounded by residential development. Oak Street is part of our neighborhood and should not be rezoned to CG. Please vote NO and require staff to come up with a better plan that stabilizes and contributes to a residential neighborhood.

Sincerely,

Ann E. Maris, PhD
Organizer Grove Way Neighborhood Association
Chair My Eden Voice! Parks & Open Space Committee
Director Eden Community Land Trust
Director Friends of San Lorenzo Creek

From: Ann E. Maris
Sent: Tuesday, June 16, 2020 3:36 PM
To: List-Mayor-Council
Cc: Henninger, Tona, BOS Dist4; Bazar, Chris, CDA; Ken.Carbone2@acgov.org
Subject: Re: Rezoning Oak St Agenda Item #6

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor and Council Members,

These are Parcel 9 pics where hotel would be located. This is the site where an apartment building was just removed recently. The highest condominiums are Mesa Verde (City of Hayward) and the smaller condominiums are on Gary Drive (Castro Valley).

Gary Drive is a very short dead end street that serves as the driveway for Mesa Verde (509 units). My property is at the corner of Grove Way and Gary Drive and is one of three single-family homes next to the Gary Drive condominiums in the pic. I understand the issues of being a driveway—traffic, trash, strangers, speeding, uber drivers, delivery vehicles, cigarette butts, drug packaging, disregard for the area as a neighborhood.

Oak Street before Apple is unincorporated Castro Valley on the east side of Oak Street (except the strip proposed for rezoning and Mesa Verde). Residents of Oak Street and Mesa Verde overwhelmingly DO NOT want a hotel on their street. Many have difficulty communicating, even moreso now during the COVID restrictions. For example, one Oak Street resident who cares about his street is not literate and cannot use computer, another is disabled, several are hispanic tenants who do not even know their landowners. Hayward is not receiving proper input from the neighbors because Hayward is not communicating well with our particular residents who are statistically poorer, older, and more disabled than in most of Castro Valley.

This rezoning issue should be brought to the Eden MAC and the CVMAC before any decision is made.

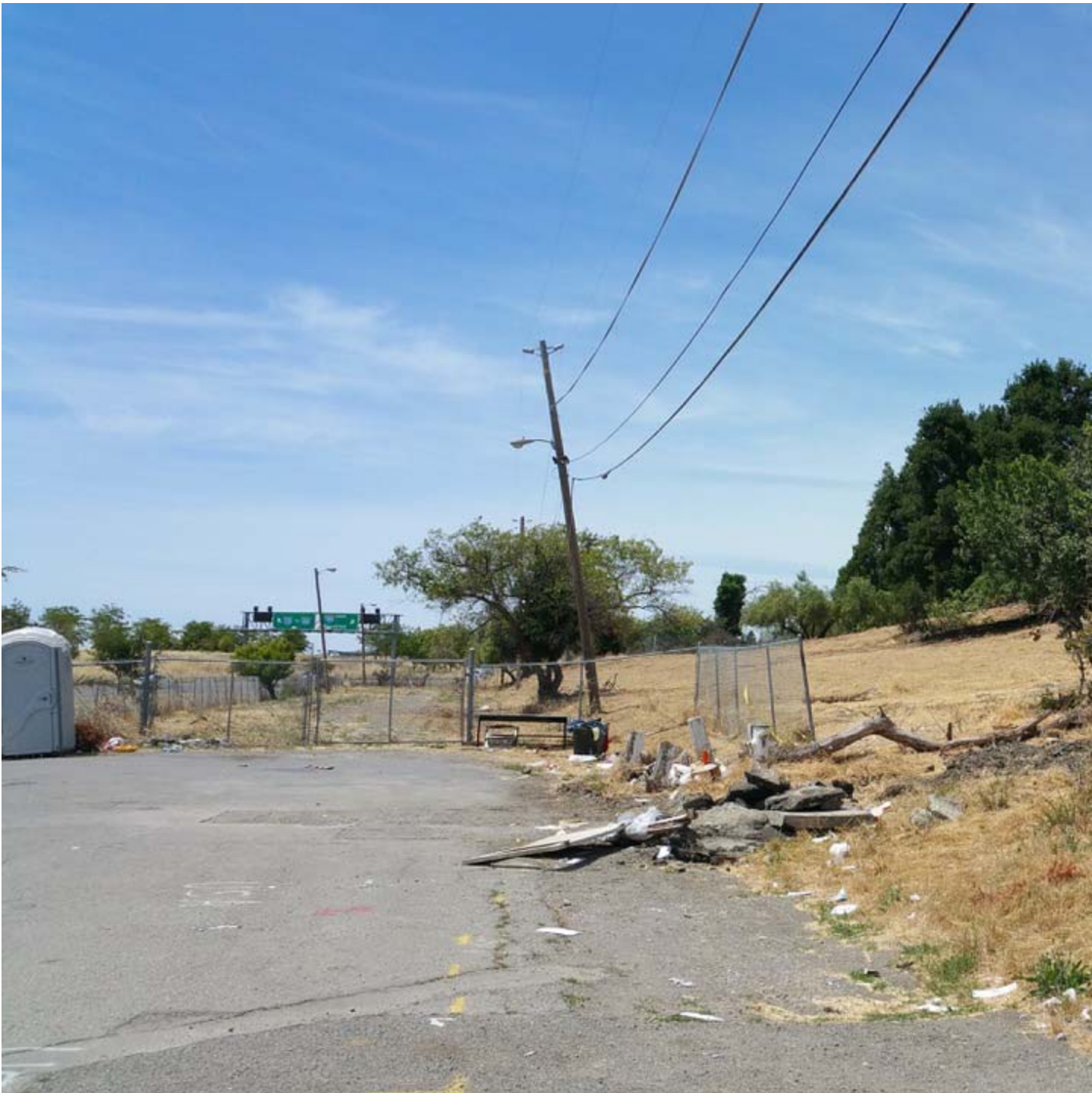
Thank you for your consideration,

Ann E. Maris, PhD

















From: Kristine Standley
Sent: Tuesday, June 16, 2020 2:26 PM
To: List-Mayor-Council
Subject: Parcel Group 9 Development

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Please be aware, this area needs affordable housing. Please do not rezone this parcel to CG, for a commercial hotel. I am a resident of unincorporated Hayward, Castro Valley (very near the border). This property also influences both communities and development should contribute to affordable housing, striving to give families housing security and not a quick profit to a foreign company. Please do not rezone to CG.

Thank you
Kristine Standley

CV 94546

From: Rex and Soo-Rae
Sent: Tuesday, June 16, 2020 2:15 PM
To: List-Mayor-Council
Subject: Regarding PH-20-043

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

To Whom it May Concern:

I oppose the rezoning of the Route 238 parcel.

Just last week the CVMAC discussed the need for high density affordable housing, and a decision was made to build the Eden apartment building on one of the last remaining pieces of open space, wildlife habitat, and natural land available in southern Castro Valley on the border of Hayward.

The reasoning was that "they should have never zoned it for housing, but as it is too late, the development must go through", even though only a portion of the parcel was zoned as housing (and only for small residences).

This Route 238 parcel is a perfect alternative to destroying a riparian wilderness corridor, and is already zoned for high density housing. Please keep it as such and move the Eden housing development here, and keep existing vacant commercial spaces for commercial activities. This community needs to rehabilitate abandoned and dying commercial spaces, and build on brownfields and existing paved areas rather than irreversibly destroying the last bit of our natural open spaces. Please try to find ways to zone in a way that will provide affordable housing and preserve parks and open spaces.

Thank you for your consideration.

--

Warmest,

Soo-Rae Hong

Castro Valley, CA 94546

ITEM #8 WS 20-028

**Review of Capital Improvement Program
for FY 2021- FY 2030 & FY 2021 Operating
Budget Work Session #2 (Report from
Finance Director Claussen and Public
Works Director Ameri)**

PUBLIC COMMENT

From: Alejandra Oliva
Sent: Tuesday, June 16, 2020 2:23 PM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

My name is Alejandra Oliva and I have lived either in Hayward or in the surrounding vicinity of Hayward, CA for more than 26 years now. I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I was born in Hayward, grew up in Hayward, and attended California State University, East Bay from 2012-2016. I have watched the city change and develop, on the outside. However, the reality is, much of what is wrong with our city remains the same- for example, police brutality and hidden segregation of neighborhoods in the area. As a latina, I stand with BIPOC communities. Their struggle is my struggle.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

- 1.
2. **Redistribute**
3. **10% of the police's budget to non-police, community-based services outside of the police department.**
- 4.
- 5.
- 6.
7. **Cancel and**
8. **ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE
9. contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
- 10.
- 11.
12. **Demilitarize**
13. **the police:** Ban the purchase of riot, military, and surveillance equipment, software, and
14. any third party security services by HPD.
- 15.
- 16.
17. **Freeze Police**

18. **Department hiring indefinitely** including incoming police academy candidates/graduates.
- 19.
- 20.
21. **Ban paid**
22. **leave for officers being investigated for misconduct.**
- 23.
- 24.
25. **Ban city**
26. **spending on the assessment or building of any police buildings or corp yards.**
- 27.
- 28.
29. **Establish**
30. **a city-wide, participatory committee*** for all residents (regardless of citizenship status)
31. that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.
- 32.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you.

--

Alejandra Oliva

From: Alexis Villalobos
Sent: Tuesday, June 16, 2020 2:09 PM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

My name is Alexis Villalobos. I am one of the voter-nominated candidates running to represent Hayward in the State Assembly. I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I want to see these community ideas, and any work that is done as an extension of these demands, to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

1. **Redistribute 10% of the police's budget to non-police, community-based services outside of the police department.**
2. **Cancel and ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
3. **Demilitarize the police:** Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.
4. **Freeze Police Department hiring indefinitely** including incoming police academy candidates/graduates.
5. **Ban paid leave for officers being investigated for misconduct.**
6. **Ban city spending on the assessment or building of any police buildings or corp yards.**
7. **Establish a city-wide, participatory committee*** for all residents (regardless of citizenship status) that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you.



June 16, 2020

RE: FY 2021 BUDGET & HPD

Dear Mayor Halliday and City Council Members,

We would like to express our concern with a distinct pattern and culture we've observed throughout our years of advocacy to Hayward City Council. Time and again when Hayward City Council is presented with a community call to action, the Council - as a whole - speaks in circles and struggles to speak directly to the demands placed before them. We've observed this in our housing advocacy, and in our current work supporting the 7 Demands on the HPD budget. Only when a staff report is placed in front of you asking you to address the staff questions and considerations do you speak in specifics. This is alarming in that it speaks to a lack of transparency from City of Hayward leadership. It raises the questions of: *How is the staff being directed if the council direction in the public forum is unclear? Are there conversations happening behind-the-scenes outside of the public eye informing staff direction? Is the staff direction wholly informed by council, or informed by the City Manager's opinion of council?*

Community observations of last week's council meeting indicated the following:

- Councilmember Mendall said he was open to the 7 demands.
- Councilmember Salinas said the demands aren't too unreasonable and doesn't feel anyone will shy away from them.
- Councilmember Zermeno expressly added his own demand to the 7 demands, indicating support for the 7.
- Councilmember Wahab indicated support of the demands.

And yet, the follow-up response from City Manager McAdoo was as follows:

I heard clear direction from all seven Councilmembers on Tuesday to begin a deeper dive into the Police budget, social services funding, and a host of related issues around reimagining the police department. Based on that conversation, I had a first meeting with staff this afternoon to develop a plan for what this effort would look like to bring back to Council for discussion in the near term.

That response is not indicative of the 7 Demands from the Hayward Community Coalition being addressed in their entirety by Hayward City Council and Staff, nor does it bolster confidence that staff direction is based on what was said in the public forum. **To be clear, if community members new to civic engagement cannot understand the direction being given, then there is no transparency in that direction.** As engaged community members, we have found ourselves following-up with staff trying to understand what they understood their direction to be. That is not transparency.



In this spirit of transparency, we support the following expectations from the Hayward Community Coalition:

- A **resolution** by the Hayward City Council before the adoption of the FY 2021 budget that commits to implementing our demands in the City of Hayward budget by the end of July (before the August recess).
- These community ideas and any work that is done as an extension of these demands be conducted in a **public forum** so the community can continue to offer input on how these demands may evolve and any subsequent ideas.

We also request that the Hayward City Council and staff address the current culture that relies on inferences made by the City Manager and a lack of transparency.

Thank you.

Sincerely,
Alicia G. Lawrence
Housing Justice & Policy Advocate
The Hayward Collective

From: Andrew Matsumoto
Sent: Tuesday, June 16, 2020 9:32 AM
To: List-Mayor-Council
Subject: "Wait Means Never", Hayward PD Budget Meeting

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I am writing in support of the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders for the City Council to take actionable change to INVEST in our community and DIVEST from HPD.

I'm a fairly new resident of Hayward and I participated in the community townhall discussion of public safety as well as the council meeting last week. I noticed a few things. I noticed a community grieving and frustrated by the lack of action taken by the city council. I noticed a community asking for real change as well as providing clear actionable items to achieve this. I noticed a community that has been promised "reform" but is still feeling the firsthand violence of HPD on their community. Maybe more importantly I noticed a city council hesitant to take a firm stand on any of this. Sure its easy to say Black Lives Matter but how many of you on the council are going to rise to this moment and listen to your community? How many are willing to reject campaign funding from the Hayward police union? I heard a lot of council members say "this is reasonable" to the demands but I only heard one council member say "yes". I know its politics 101 to talk in circles and not give a clear answer but when something is clearly broken in this system, those wishy washy answers don't cut it. Hayward is positioned to take a real actionable stand against police corruption, police brutality, and systemic racism by DEFUNDING HPD and FUNDING community programs. The 7 demands laid out by the Hayward Collective are just a start and I challenge all members of the city council to take them further. I will be watching the meeting tonight and listening to every word. The community will be watching you and listening to every word and we are NOT going anywhere.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

- 1.
- 2. Redistribute**
- 3. 10% of the police's budget to non-police, community-based services outside of the police department.**
- 4.
- 5.
- 6.
- 7. Cancel and**
- 8. ban police contracts with HUSD schools and college/university campuses (that includes SROs/ROP/HPD/ICE**
9. contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
- 10.

11.

12. Demilitarize

13. **the police:** Ban the purchase of riot, military, and surveillance equipment, software, and

14. any third party security services by HPD.

15.

16.

17. Freeze Police

18. **Department hiring indefinitely** including incoming police academy candidates/graduates.

19.

20.

21. Ban paid

22. **leave for officers being investigated for misconduct.**

23.

24.

25. Ban city

26. **spending on the assessment or building of any police buildings or corp yards.**

27.

28.

29. Establish

30. **a city-wide, participatory committee*** for all residents (regardless of citizenship status)

31. that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

32.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you.

Andrew Matsumoto

From: andrei <>
Sent: Tuesday, June 16, 2020 6:40 PM
To: List-Mayor-Council <List-Mayor-Council@hayward-ca.gov>
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the community coalition of Hayward-based organizations, advocates, and community leaders.

I expect you all to advance the following demands in tonight's budget conversation:

1. Redistribute 10% of the police's budget to non-police, community-based services outside of the police department.
2. Cancel and ban police contracts with HUSD schools and college/university campuses (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
3. Demilitarize the police: Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.
4. Freeze Police Department hiring indefinitely including incoming police academy candidates/graduates.
5. Ban paid leave for officers being investigated for misconduct.
6. Ban city spending on the assessment or building of any police buildings or corp yards.
7. Establish a city-wide, participatory committee* for all residents (regardless of citizenship status) that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

I am invested in a Hayward that doesn't just use Black Lives Matter as a hashtag, but lives that philosophy through every aspect of our community.

I am invested in a Hayward that doesn't just talk about how proud it is to be such a predominantly Latinx community, but ensures disproportionately impacted Latinx community members are not being abused (mentally, emotionally, or physically) by inherently harmful police structures.

I feel especially passionately about item 3. It is uncanny that it took a public murder of a black man to bring the full list 1-7 to national attention. Item 3 has plagued this community for years. I remember being tear gassed after the Nov election of 2016 downtown Oakland: under the guise of community protection the local police chills civic protest and prevents a true political dialogue to happen on the streets where it is shifting more and more as the representational government, certainly in Washington, is failing all members of the Hayward and the greater Bay Area community. So yes, to restate, please cut the police funding and curtail the police role to where the force does not present a mortal danger to many and to the levels where the civic society can continue to thrive in this progressive community (in the time when we need it the most)

We are better, stronger, and more resilient as a community when we invest in each other, as opposed to investing in the policing of each other.

I look forward to seeing your support of these seven community demands during tonight's meeting.

Thank you.

--

Andrei Starobin
San Mateo, CA (former resident of Oakland: 2012-2015)

From: Angelica Rosales
Sent: Tuesday, June 16, 2020 3:05 PM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

Please recognize that this is a critical point in time in which you have a key part to play. By now I'm sure you have heard how San Francisco Mayor, London Breed is working to put the following four priorities in action to address her city's concerns.

- Ending the use of police in response to non-criminal activity**
- Addressing police bias and strengthening accountability**
- Demilitarizing the police**
- Promoting economic justice**

The community you have committed to serve is asking for you to take our voices seriously, to not make excuses and hide behind the red tape of bureaucracy and do what needs to be done to serve us ALL equally.

If San Francisco can do it, so can we.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

- 1.
- 2. Redistribute**
- 3. 10% of the police's budget to non-police, community-based services outside of the police department.**
- 4.
- 5.
- 6.
- 7. Cancel and**

8. **ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE
9. contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
- 10.
- 11.
- 12. Demilitarize**
13. **the police:** Ban the purchase of riot, military, and surveillance equipment, software, and
14. any third party security services by HPD.
- 15.
- 16.
- 17. Freeze Police**
18. **Department hiring indefinitely** including incoming police academy candidates/graduates.
- 19.
- 20.
- 21. Ban paid**
22. **leave for officers being investigated for misconduct.**
- 23.
- 24.
- 25. Ban city**
26. **spending on the assessment or building of any police buildings or corp yards.**
- 27.
- 28.
- 29. Establish**
30. **a city-wide, participatory committee*** for all residents (regardless of citizenship status)
31. that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.
- 32.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you.

From: Angelina narvaez
Sent: Tuesday, June 16, 2020 1:15 PM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I was born and raised in South Hayward and have seen overtime Hayward PD fail our community. Places and people that have saved my life personally and my peers are some of my favorite teachers, the staff at the Boys and Girls Club, and our favorite mom and pop shops. 82 million going to one failing department is absolutely ridiculous. Our dollars should go to social workers, medical workers (were in a PANDEMIC!), schools and after school programs, etc.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

1. **Redistribute 20% of the police's budget to non-police, community-based services outside of the police department.**
2. **Cancel and ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
3. **Demilitarize the police:** Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.
4. **Freeze Police Department hiring indefinitely** including incoming police academy candidates/graduates.
5. **Ban paid leave for officers being investigated for misconduct.**
6. **Ban city spending on the assessment or building of any police buildings or corp yards.**
7. **Establish a city-wide, participatory committee*** for all residents (regardless of citizenship status) that will dictate how to reallocate another 20% of the police budget to non-police, community-based services for FY2022.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you.

--

Angelina Narvaez

On-Air Talent

WiLD 94.9 Saturday Night Street Party 8pm-12am

iHeartMedia Markets Group

From: ashtar malik <>
Sent: Tuesday, June 16, 2020 7:09 PM
To: List-Mayor-Council <List-Mayor-Council@hayward-ca.gov>
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and any city meetings to be done in a public forum so the community can continue to offer input on any subsequent ideas.

To that end, I expect an analysis of the following in relation to the ongoing budget conversation:

- 1.
- 2. Redistribute**
- 3. 10% of the police's budget to non-police, community-based services outside of the police department.**
- 4.
- 5.
- 6.
- 7. Cancel and**
- 8. ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE
9. contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
- 10.
- 11.
- 12. Demilitarize**
- 13. the police:** Ban the purchase of riot, military, and surveillance equipment, software, and
14. any third party security services by HPD.
- 15.
- 16.
- 17. Freeze Police**

18. **Department hiring indefinitely** including incoming police academy candidates/graduates.
- 19.
- 20.
- 21. Ban paid**
- 22. leave for officers being investigated for misconduct.**
- 23.
- 24.
- 25. Ban city**
- 26. spending on the assessment or building of any police buildings or corp yards.**
- 27.
- 28.
- 29. Establish**
30. **a city-wide, participatory committee*** for all residents (regardless of citizenship status)
31. that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.
- 32.

Whether councilmembers agree with all these demands or only some, we expect all the demands to be given due consideration by staff and to be presented to council so they can assert- with clarity and transparency - what of these demands they support.

I look forward to seeing continued support for the exploration of these seven community demands during Tuesday's city council meeting.

Thank you.

From: Brandy Au
Sent: Tuesday, June 16, 2020 8:24 AM
To: List-Mayor-Council
Subject: Restore Justice & Listen to Your Constituents' Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Councilmembers & Mayor Halliday,

A little about me - I own a home in the Santa Clara neighborhood of Hayward. I have lived here for 2 years and love the community I am in. With the larger situation happening in our country, Hayward City Council can choose to view it as a threat or opportunity. As a concerned and voting constituent, I hope it's the latter.

I echo and support the 7 demands set forth by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

- 1.
2. **Redistribute 10% of the**
3. **police's budget to non-police, community-based services outside of the police department.**
- 4.
- 5.
- 6.
7. **Cancel and ban police contracts**
8. **with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE contracts) and allow
9. Hayward people to file police reports regarding school incidents directly with HPD.
- 10.
- 11.
12. **Demilitarize the police:**
13. Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.
- 14.
- 15.
16. **Freeze Police Department**
17. **hiring indefinitely** including incoming police academy candidates/graduates.
- 18.
- 19.
20. **Ban paid leave for officers**
21. **being investigated for misconduct.**
- 22.
- 23.
24. **Ban city spending on the**
25. **assessment or building of any police buildings or corp yards.**
- 26.
- 27.
28. **Establish a city-wide,**
29. **participatory committee*** for all residents (regardless of citizenship status) that will dictate how to
30. reallocate another 10% of the police budget to non-police, community-based services for FY2022.
- 31.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

Sincerely,

--

Brandy
Hayward, CA

From: Candace Herrera
Sent: Tuesday, June 16, 2020 11:42 AM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and any city meetings to be done in a public forum so the community can continue to offer input on any subsequent ideas.

To that end, I expect an analysis of the following in relation to the ongoing budget conversation:

1. **Redistribute 10% of the police's budget to non-police, community-based services outside of the police department.**
2. **Cancel and ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
3. **Demilitarize the police:** Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.
4. **Freeze Police Department hiring indefinitely** including incoming police academy candidates/graduates.
5. **Ban paid leave for officers being investigated for misconduct.**
6. **Ban city spending on the assessment or building of any police buildings or corp yards.**
7. **Establish a city-wide, participatory committee*** for all residents (regardless of citizenship status) that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

Whether councilmembers agree with all these demands or only some, we expect all the demands to be given due consideration by staff and to be presented to council so they can assert- with clarity and transparency - what of these demands they support.

I look forward to seeing continued support for the exploration of these seven community demands during Tuesday's city council meeting.

Thank you.

Candace Salinas

From: Cassandra Santoyo Sandoval
Sent: Tuesday, June 16, 2020 3:10 PM
To: List-Mayor-Council
Subject: Community Budget Demands

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,
I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

As a Latinx owned business based in Hayward we continue to support our community's demands to reassess the HPD budget. Throughout the years HPD has proved that they are not to be trusted with the money the City of Hayward grants them as they continue to terrorize our Black, Brown, and unhoused community members. Hayward does not hold a safe space for us. Our most vulnerable community members should be able to have access to resources and to safely navigate their own communities without fear of being murdered by police. The fact that you continue to support them and to receive bribes from them is extremely concerning to Hayward Residents and Business Owners. As a small Latinx family owned Business we will continue to advocate for justice and transparency from HPD and the Mayor and City Council members. Our community needs resources to grow, not police.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

1. **1. Redistribute 10% of the police's budget to non-police, community-based services outside of the police department.**
2. **2. Cancel and ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
3. **3. Demilitarize the police:** Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.
4. **4. Freeze Police Department hiring indefinitely** including incoming police academy candidates/graduates.
5. **5. Ban paid leave for officers being investigated for misconduct.**
6. **6. Ban city spending on the assessment or building of any police buildings or corp yards.**
7. **7. Establish a city-wide, participatory committee*** for all residents (regardless of citizenship status) that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you,

Cassandra
CEO, Santoyo's Windows & Glass

From: Cassandra Santoyo
Sent: Tuesday, June 16, 2020 2:53 PM
To: List-Mayor-Council
Subject: Input on Budget Demands

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,
I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I stand my ground saying that Black and Brown communities in Hayward continue to be silenced when asking for justice. Black and Brown people have been murdered in Hayward by Hayward PD officers. This issue goes beyond what is happening at the National and global scale, it is personal. It is the lived experience of many residents of Hayward to witness the terrorism and murder from officers who are not being punished for the crimes they are committing, and who continue to hold an unreasonable amount of power over our communities. As a queer person of color I have never felt safe at the presence of police. I have not once in my life had a positive interaction with any member of the police. The fact that our hard earned money is being used to kill us and that some of you continue to support HPD by denying us of our freedoms and by taking bribes is extremely unethical and nothing less than selfish. As public servants you have a job to address the needs of the public and not simply your own.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

1. **1. Redistribute 10% of the police's budget to non-police, community-based services outside of the police department.**
2. **2. Cancel and ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
3. **3. Demilitarize the police:** Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.
4. **4. Freeze Police Department hiring indefinitely** including incoming police academy candidates/graduates.
5. **5. Ban paid leave for officers being investigated for misconduct.**
6. **6. Ban city spending on the assessment or building of any police buildings or corp yards.**
7. **7. Establish a city-wide, participatory committee*** for all residents (regardless of citizenship status) that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you

Cassandra Santoyo
Hayward Community Member

Sent from my iPhone

From: Charlotte Morelos
Sent: Tuesday, June 16, 2020 6:45 AM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

[I have been touched and inspired by the leaders, activists and overall community of Hayward. I fully support the 7 demands listed below and I am a strong believer that by implementing the demands, it will allow the community to become stronger, it will create a safer environment for all, and most importantly, it allows the people who have built the community you all represent to have a voice, and to be a part of a positive, peaceful change.]

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

- 1.
- 2. Redistribute**
- 3. 10% of the police's budget to non-police, community-based services outside of the police department.**
- 4.
- 5.
- 6.
- 7. Cancel and**
- 8. ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
- 10.
- 11.
- 12. Demilitarize**
- 13. the police:** Ban the purchase of riot, military, and surveillance equipment, software, and
14. any third party security services by HPD.
- 15.
- 16.
- 17. Freeze Police**
- 18. Department hiring indefinitely** including incoming police academy candidates/graduates.

- 19.
- 20.
- 21. Ban paid**
- 22. leave for officers being investigated for misconduct.**
- 23.
- 24.
- 25. Ban city**
- 26. spending on the assessment or building of any police buildings or corp yards.**
- 27.
- 28.
- 29. Establish**
30. **a city-wide, participatory committee*** for all residents (regardless of citizenship status)
31. that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.
- 32.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you.

From: Clare Green
Sent: Tuesday, June 16, 2020 11:10 AM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

My name is Clare Green, I'm the principal of Impact Academy in Hayward, an alumni of Hayward Unified School District, and current student at Cal State East Bay.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

- 1.
- 2. Redistribute**
- 3. 10% of the police's budget to non-police, community-based services outside of the police department.**
- 4.
- 5.
- 6.
- 7. Cancel and**
- 8. ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE
9. contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
- 10.
- 11.
- 12. Demilitarize**
13. **the police:** Ban the purchase of riot, military, and surveillance equipment, software, and
14. any third party security services by HPD.
- 15.
- 16.
- 17. Freeze Police**
18. **Department hiring indefinitely** including incoming police academy candidates/graduates.
- 19.
- 20.
- 21. Ban paid**

22. **leave for officers being investigated for misconduct.**

23.

24.

25. Ban city

26. **spending on the assessment or building of any police buildings or corp yards.**

27.

28.

29. Establish

30. **a city-wide, participatory committee*** for all residents (regardless of citizenship status)

31. that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

32.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you.

From: Crystal Maglio
Sent: Tuesday, June 16, 2020 1:32 PM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I work as an educator in Hayward and daily I see the harm and impact the HPD has had on our students of color. It's time to change the way we think about policing and response in our community.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

- 1.
- 2. Redistribute**
- 3. 10% of the police's budget to non-police, community-based services outside of the police department.**
- 4.
- 5.
- 6.
- 7. Cancel and**
- 8. ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE
9. contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
- 10.
- 11.
- 12. Demilitarize**
13. **the police:** Ban the purchase of riot, military, and surveillance equipment, software, and
14. any third party security services by HPD.
- 15.
- 16.
- 17. Freeze Police**
18. **Department hiring indefinitely** including incoming police academy candidates/graduates.
- 19.
- 20.
- 21. Ban paid**

22. **leave for officers being investigated for misconduct.**

23.

24.

25. Ban city

26. **spending on the assessment or building of any police buildings or corp yards.**

27.

28.

29. Establish

30. **a city-wide, participatory committee*** for all residents (regardless of citizenship status)

31. that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

32.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you.

Crystal Maglio

From: Daisy Ann Maxion
Sent: Tuesday, June 16, 2020 2:38 PM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

As a former CSUEB student body President and current resident of Hayward, I am disheartened by the lack of action being done to reallocate the funds and instead, invest more into the community and resources that we lack and severely need. It is alarming that HPD is #1 in funds, whereas other areas that NEED more money aren't being met. This advocacy isn't "just a phase", but rather just the beginning of what the people of Hayward desperately need.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

1. **Redistribute 10% of the police's budget to non-police, community-based services outside of the police department.**
2. **Cancel and ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
3. **Demilitarize the police:** Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.
4. **Freeze Police Department hiring indefinitely** including incoming police academy candidates/graduates.
5. **Ban paid leave for officers being investigated for misconduct.**
6. **Ban city spending on the assessment or building of any police buildings or corp yards.**
7. **Establish a city-wide, participatory committee*** for all residents (regardless of citizenship status) that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you,
Daisy Maxion

From: Daisy Orozco
Sent: Tuesday, June 16, 2020 11:46 AM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,
I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

1. **1. Redistribute 10% of the police's budget to non-police, community-based services outside of the police department.**
2. **2. Cancel and ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
3. **3. Demilitarize the police:** Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.
4. **4. Freeze Police Department hiring indefinitely** including incoming police academy candidates/graduates.
5. **5. Ban paid leave for officers being investigated for misconduct.**
6. **6. Ban city spending on the assessment or building of any police buildings or corp yards.**
7. **7. Establish a city-wide, participatory committee*** for all residents (regardless of citizenship status) that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you.

Daisy Orozco

From: Denise Huey
Sent: Tuesday, June 16, 2020 10:51 AM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

As a teacher in the Hayward community for 11 years, and having lived in Hayward for 4 years, I have seen the affect of HPD on my students that I teach, every single day. On a regular basis, I hear stories of unjust actions that the police have taken on my Black and brown students. These are acts of racism. During distance learning, I've heard my students talk about the ongoing violent behaviors HPD have taken to members of our community, instead of deescalating situations. These are acts of racism.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

- 1.
- 2. Redistribute**
- 3. 10% of the police's budget to non-police, community-based services outside of the police department.**
- 4.
- 5.
- 6.
- 7. Cancel and**
- 8. ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
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- 12. Demilitarize**
- 13. the police:** Ban the purchase of riot, military, and surveillance equipment, software, and
14. any third party security services by HPD.
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- 16.
- 17. Freeze Police**

18. **Department hiring indefinitely** including incoming police academy candidates/graduates.
- 19.
- 20.
21. **Ban paid**
22. **leave for officers being investigated for misconduct.**
- 23.
- 24.
25. **Ban city**
26. **spending on the assessment or building of any police buildings or corp yards.**
- 27.
- 28.
29. **Establish**
30. **a city-wide, participatory committee*** for all residents (regardless of citizenship status)
31. that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.
- 32.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you.

--

Denise Huey
National Board Certified Algebra I Teacher
Impact Academy of Arts and Technology
2560 Darwin St
Hayward, CA 94545

<http://deniselovesimpact.blogspot.com/>
<https://www.donorschoose.com/deniselovesimpact>

From: Diego B
Sent: Tuesday, June 16, 2020 1:42 PM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I am advocating on behalf of my low-income community. I think it's time to redefine how the police serves the community. As you know, much of Hayward's budget goes to HPD. I call upon you all to protect my community and do the right thing. As you know, the HPD is one of the Bay Area's least regarded police department. Many people have had issues with the way the police conduct themselves. Yet, barely anything has been done to address these claims. It is incomprehensible how much police officers here in like to show off their gear like it is the military.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

- 1.
- 2. Redistribute**
- 3. 10% of the police's budget to non-police, community-based services outside of the police department.**
- 4.
- 5.
- 6.
- 7. Cancel and**
- 8. ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE
9. contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
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- 12. Demilitarize**
13. **the police:** Ban the purchase of riot, military, and surveillance equipment, software, and
14. any third party security services by HPD.
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- 16.

17. Freeze Police

18. **Department hiring indefinitely** including incoming police academy candidates/graduates.

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25. Ban city

26. **spending on the assessment or building of any police buildings or corp yards.**

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29. Establish

30. **a city-wide, participatory committee*** for all residents (regardless of citizenship status)

31. that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

32.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you.

--

Diego Barcenas

2nd Year SMASH Scholar at **Stanford**

Impact Academy High School Student

Student Ambassador for Envision Schools

From: Diego Castro
Sent: Tuesday, June 16, 2020 1:07 PM
To: List-Mayor-Council
Subject: Demands for Change

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,
I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I have lived in Hayward all my life and think it's time elected officials stepped up and changed their way of leading. We demand that they reflect the voice of the people and make change happen.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

1. **Redistribute 10% of the police's budget to non-police, community-based services outside of the police department.**
2. **Cancel and ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
3. **Demilitarize the police:** Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.
4. **Freeze Police Department hiring indefinitely** including incoming police academy candidates/graduates.
5. **Ban paid leave for officers being investigated for misconduct.**
6. **Ban city spending on the assessment or building of any police buildings or corp yards.**
7. **Establish a city-wide, participatory committee*** for all residents (regardless of citizenship status) that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you
Diego

Sent from my iPhone

From: Dyana Lopez
Sent: Tuesday, June 16, 2020 2:59 PM
To: List-Mayor-Council
Subject: Budget Demands for Hayward Police Department

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I believe that the purpose of the HPD should be as any other, to serve and protect. When you have a history of officers misusing their given power, it eliminates the liability and oath they took to protect the people. These people ARE the community, these people ARE the city of Hayward, and without them there would be no Heart of the Bay. This city holds so much more potential than they are allowed to display, because of the limitations and the inability to move forward due to lack of resources and funding. If the city's funding were re-evaluated and distributed to beneficial resources to the community there would be much more progress and unity.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

1. **Redistribute 10% of the police's budget to non-police, community-based services outside of the police department.**
2. **Cancel and ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
3. **Demilitarize the police:** Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.
4. **Freeze Police Department hiring indefinitely** including incoming police academy candidates/graduates.
5. **Ban paid leave for officers being investigated for misconduct.**
6. **Ban city spending on the assessment or building of any police buildings or corp yards.**
7. **Establish a city-wide, participatory committee*** for all residents (regardless of citizenship status) that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you.

From: Elizabeth Otto
Sent: Tuesday, June 16, 2020 11:12 AM
To: List-Mayor-Council
Subject: Hayward Budget and the Hayward Police Department

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders. I've heard from many of you over the past days since the last City Council meeting, and I appreciate your leadership and engagement in this critical issue.

While I've been living in Hayward for more than five years, I'm ashamed to admit I've only been tangentially engaged in local policy and events. The last few weeks and months have been a wakeup call to me. I firmly believe that the pathway forward is to treat our budget (and our budgeting process) as a reflection of our deepest values - providing resources to community services that can meaningfully protect the lives, rights and voices of all residents. That means providing funding to community-based social services departments, and ensuring that the role of the police is clear, limited and nonviolent.

Community input into these decisions is vital. I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be held in a public forum** so the community can continue to offer input. To that end, I expect council-wide support of the following in relation to the ongoing budget conversation:

- 1.
2. **Redistribute 10% of the**
3. **police's budget to non-police, community-based services outside of the police department.**
- 4.
- 5.
- 6.
7. **Cancel and ban police contracts**
8. **with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE contracts) and allow
9. Hayward people to file police reports regarding school incidents directly with HPD.
- 10.
- 11.
12. **Demilitarize the police:**
13. Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.
- 14.
- 15.

16. Freeze Police Department

17. **hiring indefinitely** including incoming police academy candidates/graduates.

18.

19.

20. Ban paid leave for officers

21. **being investigated for misconduct.**

22.

23.

24. Ban city spending on the

25. **assessment or building of any police buildings or corp yards.**

26.

27.

28. Establish a city-wide,

29. **participatory committee** for all residents (regardless of citizenship status) that will dictate how to

30. reallocate another 10% of the police budget to non-police, community-based services for FY2022.

31.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July. I look forward to seeing continued support for these community demands during Tuesday's city council meeting.

Best,
Elizabeth

From: Erika Richards
Sent: Tuesday, June 16, 2020 1:31 PM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and any city meetings to be done in a public forum so the community can continue to offer input on any subsequent ideas.

To that end, I expect an analysis of the following in relation to the ongoing budget conversation:

1. **Redistribute 10% of the police's budget to non-police, community-based services outside of the police department.**
2. **Cancel and ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
3. **Demilitarize the police:** Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.
4. **Freeze Police Department hiring indefinitely** including incoming police academy candidates/graduates.
5. **Ban paid leave for officers being investigated for misconduct.**
6. **Ban city spending on the assessment or building of any police buildings or corp yards.**
7. **Establish a city-wide, participatory committee*** for all residents (regardless of citizenship status) that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.
- 8.

Whether councilmembers agree with all these demands or only some, we expect all the demands to be given due consideration by staff and to be presented to council so they can assert- with clarity and transparency - what of these demands they support.

I look forward to seeing continued support for the exploration of these seven community demands during Tuesday's city council meeting.

Thank you.

Best regards,

Erika Richards

From: Farida Padojino
Sent: Monday, June 15, 2020 9:30 PM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

In the city that I grew up in, and where I choose to raise my family, I am looking for leaders that are willing to be progressive and proactive in creating a more just and equal society. I am proud to call Hayward home, and hope to tell future generations that this was one of the cities that took the first step. We need to fund programs that would help prevent crime, not just fight crime.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

- 1.
- 2. Redistribute**
- 3. 10% of the police's budget to non-police, community-based services outside of the police department.**
- 4.
- 5.
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- 7. Cancel and**
- 8. ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE
9. contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
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18. **Department hiring indefinitely** including incoming police academy candidates/graduates.
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25. Ban city

26. spending on the assessment or building of any police buildings or corp yards.

27.

28.

29. Establish

30. a city-wide, participatory committee* for all residents (regardless of citizenship status)

31. that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

32.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you.

Farida Padojino

From: HXNS
Sent: Tuesday, June 16, 2020 12:29 PM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I've lived in this city practically my whole life. I've always been so appreciative and grateful to be surrounded by a fairly diverse community. However...

It's pretty ironic that Hayward touts "No Room for Racism" on signs all across the city, yet you invest a **LARGE** chunk of the budget on a (inherently broken) police system that not only terrorizes our communities of color (specifically black and brown communities), but also **VIOLENTLY** enforces systemic racism. Make it make sense.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

- 1.
2. **Redistribute 10% of the**
3. **police's budget to non-police, community-based services outside of the police department.**
- 4.
- 5.
- 6.
7. **Cancel and ban police contracts**
8. **with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE contracts) and allow
9. Hayward people to file police reports regarding school incidents directly with HPD.
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12. **Demilitarize the police:**
13. Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.
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16. **Freeze Police Department**
17. **hiring indefinitely** including incoming police academy candidates/graduates.
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- 19.
20. **Ban paid leave for officers**
21. **being investigated for misconduct.**

- 22.
- 23.
- 24. Ban city spending on the**
- 25. assessment or building of any police buildings or corp yards.**
- 26.
- 27.
- 28. Establish a city-wide,**
- 29. participatory committee*** for all residents (regardless of citizenship status) that will dictate how to
30. reallocate another 10% of the police budget to non-police, community-based services for FY2022.
- 31.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you,
Hans Galvez

From: Jacqueline Quesada
Sent: Tuesday, June 16, 2020 1:26 PM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and any city meetings to be done in a public forum so the community can continue to offer input on any subsequent ideas.

To that end, I expect an analysis of the following in relation to the ongoing budget conversation:

1. **Redistribute 10% of the police's budget to non-police, community-based services outside of the police department.**
2. **Cancel and ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
3. **Demilitarize the police:** Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.
4. **Freeze Police Department hiring indefinitely** including incoming police academy candidates/graduates.
5. **Ban paid leave for officers being investigated for misconduct.**
6. **Ban city spending on the assessment or building of any police buildings or corp yards.**
7. **Establish a city-wide, participatory committee*** for all residents (regardless of citizenship status) that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

Whether councilmembers agree with all these demands or only some, we expect all the demands to be given due consideration by staff and to be presented to council so they can assert- with clarity and transparency - what of these demands they support.

I look forward to seeing continued support for the exploration of these seven community demands during Tuesday's city council meeting.

Thank you.

Sent from my iPhone

From: Jasmine De La Trinidad
Sent: Tuesday, June 16, 2020 2:22 PM
To: List-Mayor-Council
Subject: Budget demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and any city meetings to be done in a public forum so the community can continue to offer input on any subsequent ideas.

To that end, I expect an analysis of the following in relation to the ongoing budget conversation:

Redistribute 10% of the police's budget to non-police, community-based services outside of the police department.

Cancel and ban police contracts with HUSD schools and college/university campuses (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.

Demilitarize the police: Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.

Freeze Police Department hiring indefinitely including incoming police academy candidates/graduates.

Ban paid leave for officers being investigated for misconduct.

Ban city spending on the assessment or building of any police buildings or corp yards.

Establish a city-wide, participatory committee* for all residents (regardless of citizenship status) that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

Whether councilmembers agree with all these demands or only some, we expect all the demands to be given due consideration by staff and to be presented to council so they can assert- with clarity and transparency - what of these demands they support.

I look forward to seeing continued support for the exploration of these seven community demands during Tuesday's city council meeting.

--

JASOLiS

From: Javier Sanchez s
Sent: Tuesday, June 16, 2020 1:36 PM
To: List-Mayor-Council
Subject: Defund The Police

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council-wide support of the following in relation to the ongoing budget conversation:

- 1.
- 2. Redistribute**
- 3. 10% of the police's budget to non-police, community-based services outside of the police department.**
- 4.
- 5.
- 6.
- 7. Cancel and**
- 8. ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
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- 12. Demilitarize**
- 13. the police:** Ban the purchase of riot, military, and surveillance equipment, software, and
- 14. any third party security services by HPD.**
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- 18. Department hiring indefinitely** including incoming police academy candidates/graduates.
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26. spending on the assessment or building of any police buildings or corp yards.

27.

28.

29. Establish

30. **a city-wide, participatory committee*** for all residents (regardless of citizenship status)

31. that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

32.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you.

From: Jazmin Cano
Sent: Tuesday, June 16, 2020 1:19 PM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

This is my first time writing to you because the time is now for investing in the community's safety net, and not in the conception that "policing equals safety". I want to see Hayward as a leader in change, so I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I feel for the community who's suffered due to police brutality and it breaks my heart to hear their experiences. I haven't experienced it myself and I'm terrified, wondering if my family will be next.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

- 1.
2. **Redistribute**
3. **10% of the police's budget to non-police, community-based services outside of the police department.**
- 4.
- 5.
- 6.
7. **Cancel and**
8. **ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE
9. contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
- 10.
- 11.
12. **Demilitarize**
13. **the police:** Ban the purchase of riot, military, and surveillance equipment, software, and
14. any third party security services by HPD.
- 15.
- 16.
17. **Freeze Police**
18. **Department hiring indefinitely** including incoming police academy candidates/graduates.
- 19.
- 20.

21. Ban paid

22. leave for officers being investigated for misconduct.

23.

24.

25. Ban city

26. spending on the assessment or building of any police buildings or corp yards.

27.

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29. Establish

30. a city-wide, participatory committee* for all residents (regardless of citizenship status)

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32.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you.

From: Jennifer Cayanan
Sent: Tuesday, June 16, 2020 9:48 AM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I am born and raised in Hayward, CA. I attended HUSD schools k-12. In my own experience with HPD at HUSD schools, I think it is quite noticeable how much more important it is to police my fellow students instead of providing the counselors, social workers, and support students truly needed in order to succeed. Instead of putting so much of our budget to police, I hope that this can be redistributed back into our community with other services that need to be provided. The school to prison pipeline is real, and we have to start investing money back into our youth and schools. Not only that within the matter of a month I've heard at least 3 Hayward police shootings, one, in particular, but an older Latino gentleman was also gunned down by multiple Hayward police. The video is traumatizing!

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council-wide support of the following in relation to the ongoing budget conversation:

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I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you.

Jennifer Cayanan

From: Jericho Rodriguez
Sent: Tuesday, June 16, 2020 2:35 PM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

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30. **a city-wide, participatory committee*** for all residents (regardless of citizenship status)
31. that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.
- 32.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you.

From: Jessica Stanley
Sent: Tuesday, June 16, 2020 2:51 PM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council-wide support of the following in relation to the ongoing budget conversation:

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- 7. Cancel**
- 8. and ban police contracts with HUSD schools and college/university campuses** (that
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- 18. Police Department hiring indefinitely**
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23. **paid leave for officers being investigated for misconduct.**

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27. **city spending on the assessment or building of any police buildings or corp yards.**

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31. **a city-wide, participatory committee*** for

32. all residents (regardless of citizenship status) that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

33.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you.

From: Jo Howard
Sent: Tuesday, June 16, 2020 11:03 AM
To: List-Mayor-Council
Subject: HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Hello,

I work as a teacher in Hayward and have been shocked by the impact of HPD's actions on youth of color that I teach. Please redistribute funds to community resources, demilitarize police, stop current hiring of police, cancel PD contracts with schools, establish a city-wide committee, ban paid leave for officers in misconduct investigations and ban city spending on police infrastructure.

Thank you for your time,
Jo Howard

From: Joe Navarro
Sent: Tuesday, June 16, 2020 11:31 AM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

- 1.
- 2. Redistribute 10% of the police's budget**
- 3. to non-police, community-based services outside of the police department.**
- 4.
- 5.
- 6.
- 7. Cancel and ban police contracts with**
- 8. HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to
9. file police reports regarding school incidents directly with HPD.
- 10.
- 11.
- 12. Demilitarize the police:**
13. Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.
- 14.
- 15.
- 16. Freeze Police Department hiring indefinitely**
17. including incoming police academy candidates/graduates.
- 18.
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- 20. Ban paid leave for officers being investigated**
- 21. for misconduct.**

22.

23.

24. Ban city spending on the assessment or

25. building of any police buildings or corp yards.

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28. Establish a city-wide, participatory

29. committee* for all residents (regardless of citizenship status) that will dictate how to reallocate another 10% of the

30. police budget to non-police, community-based services for FY2022.

31.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting. Thank you.

Sincerely,

Joe Navarro
Hayward, CA

From: Joel Key
Sent: Tuesday, June 16, 2020 3:00 PM
To: List-Mayor-Council
Subject: Input on Budget for Hayward

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I am writing because I believe the intentions and message of the Hayward Community Coalition of Hayward based orgs is worthy of your time and consideration.

As a teacher, vice-principal, and principal in Hayward since 2008, I have had the pleasure and honor of getting to know students and families who call Hayward home. Our school is explicitly taking an anti-racist and pro-Black stance because we believe it is time to put the needs of our Black and Brown students front and center. I encourage the city of Hayward and this City Council to do the same. It is vital that you listen to the demands of our Black and Brown community members and believe them. Please help us to fix a broken system of policing, housing, transportation, and education that consistently disproportionately punishes our Black and Brown community members.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

- 1.
- 2. Redistribute**
- 3. 10% of the police's budget to non-police, community-based services outside of the police department.**
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- 7. Cancel and**
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- 13. the police:** Ban the purchase of riot, military, and surveillance equipment, software, and
14. any third party security services by HPD.
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- 17. Freeze Police**

18. **Department hiring indefinitely** including incoming police academy candidates/graduates.
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21. **Ban paid**
22. **leave for officers being investigated for misconduct.**
- 23.
- 24.
25. **Ban city**
26. **spending on the assessment or building of any police buildings or corp yards.**
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- 28.
29. **Establish**
30. **a city-wide, participatory committee*** for all residents (regardless of citizenship status)
31. that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.
- 32.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you,
Joel Key

From: Jonathan Scranton
Sent: Tuesday, June 16, 2020 3:01 PM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

Please listen to your constituency marching in the streets and address the below demands. Listen to the people of this fine city! I hope to hear from you about this via email or tonight at the city hall meeting!

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

- 1.
- 2. Redistribute**
- 3. 10% of the police's budget to non-police, community-based services outside of the police department.**
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- 7. Cancel and**
- 8. ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE
9. contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
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29. Establish

30. **a city-wide, participatory committee*** for all residents (regardless of citizenship status)

31. that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

32.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you.

Best,
Jonathan

--

From: Jorge Perez
Sent: Tuesday, June 16, 2020 2:25 PM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and any city meetings to be done in a public forum so the community can continue to offer input on any subsequent ideas.

To that end, I expect an analysis of the following in relation to the ongoing budget conversation:

Redistribute 10% of the police's budget to non-police, community-based services outside of the police department.
Cancel and ban police contracts with HUSD schools and college/university campuses (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.

Demilitarize the police: Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.

Freeze Police Department hiring indefinitely including incoming police academy candidates/graduates.

Ban paid leave for officers being investigated for misconduct.

Ban city spending on the assessment or building of any police buildings or corp yards.

Establish a city-wide, participatory committee* for all residents (regardless of citizenship status) that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

Whether councilmembers agree with all these demands or only some, we expect all the demands to be given due consideration by staff and to be presented to council so they can assert- with clarity and transparency - what of these demands they support.

I look forward to seeing continued support for the exploration of these seven community demands during Tuesday's city council meeting.

From: Kaylin Hui
Sent: Tuesday, June 16, 2020 3:16 PM
To: List-Mayor-Council
Subject: Budget Demands for HPD from a Concerned YA

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

Though I am from Castro Valley, I would like to make it clear that what happens in Hayward will make an impact in its neighboring communities. Hayward can lead the way and make important initiatives. I understand that Hayward has been trying for years to revitalize their downtown and work on its own communities, and what better way than to DIVEST in its police force and INVEST in sorely needed community resources?

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

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- 21. Ban paid**
- 22. leave for officers being investigated for misconduct.**
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- 25. Ban city**
- 26. spending on the assessment or building of any police buildings or corp yards.**
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- 29. Establish**
30. **a city-wide, participatory committee*** for all residents (regardless of citizenship status)
31. that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.
- 32.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you.

--

Kaylin Hui

From: Kira Harland
Sent: Tuesday, June 16, 2020 2:23 PM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I am a teacher at Impact Academy and in my 3 years there have come to see how much the HPD is affecting my students. Nearly weekly, students confide in us that another sibling, cousin, or uncle has been arrested or shot. Many cannot focus on school because they are so distraught by the trauma they have grown up in. HPD needs to learn how to de-escalate situations much like teachers do every single day. Along with this, we need to strip funds from punitive measures and replace them with community-centered strategies that work - like after school programs, arts education, free counseling, and much more. My black and brown students deserve to grow up without the constant threat of racist policing.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

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I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you.

Kira Harland

Impact Academy Teacher

From: Lacei Amodei
Sent: Tuesday, June 16, 2020 9:34 AM
To: List-Mayor-Council
Subject: Budget Demands for HPD

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Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

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31. that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

32.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Sincerely,

Lacei Amodei

From: Layla Rocha
Sent: Tuesday, June 16, 2020 1:27 PM
To: List-Mayor-Council
Subject: Budget Demands for HPD

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Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

1. **Redistribute 10% of the police's budget to non-police, community-based services outside of the police department.**
2. **Cancel and ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
3. **Demilitarize the police:** Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.
4. **Freeze Police Department hiring indefinitely** including incoming police academy candidates/graduates.
5. **Ban paid leave for officers being investigated for misconduct.**
6. **Ban city spending on the assessment or building of any police buildings or corp yards.**
7. **Establish a city-wide, participatory committee*** for all residents (regardless of citizenship status) that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you.

From: Lester Gomez
Sent: Tuesday, June 16, 2020 1:50 PM
To: List-Mayor-Council
Subject: BUDGET DEMANDS FOR HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and any city meetings to be done in a public forum so the community can continue to offer input on any subsequent ideas.

To that end, I expect an analysis of the following in relation to the ongoing budget conversation:

1. **Redistribute 10% of the police's budget to non-police, community-based services outside of the police department.**
2. **Cancel and ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
3. **Demilitarize the police:** Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.
4. **Freeze Police Department hiring indefinitely** including incoming police academy candidates/graduates.
5. **Ban paid leave for officers being investigated for misconduct.**
6. **Ban city spending on the assessment or building of any police buildings or corp yards.**
7. **Establish a city-wide, participatory committee*** for all residents (regardless of citizenship status) that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

Whether councilmembers agree with all these demands or only some, we expect all the demands to be given due consideration by staff and to be presented to council so they can assert- with clarity and transparency - what of these demands they support.

I look forward to seeing continued support for the exploration of these seven community demands during Tuesday's city council meeting.

Thank you,

Lester Gomez

From: Lorenzo Miro San Diego
Sent: Tuesday, June 16, 2020 1:41 PM
To: List-Mayor-Council
Subject: Call to Make Changes in Hayward City Budget

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

As a college student at Cal State East Bay, I have witnessed many encounters of students being mistreated by officers for something that was unreasonable. I want that to change.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and any city meetings to be done in a public forum so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

1. Redistribute 10% of the police's budget to non-police, community-based services outside of the police department.
2. Cancel and ban police contracts with HUSD schools and college/university campuses (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
3. Demilitarize the police: Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.
4. Freeze Police Department hiring indefinitely including incoming police academy candidates/graduates.
5. Ban paid leave for officers being investigated for misconduct.
6. Ban city spending on the assessment or building of any police buildings or corp yards.
7. Establish a city-wide, participatory committee* for all residents (regardless of citizenship status) that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Sincerely,
Lorenzo Miro San Diego
Sent from my iPhone

From: Maia Alviar
Sent: Monday, June 15, 2020 11:44 PM
To: List-Mayor-Council
Subject: [IMPORTANT] City Budget Demands

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council members,

Recent events have pushed me, and many others, to realize that a safer, better city isn't some abstract ideal that will forever be out of reach. As a young adult living in these tumultuous times, I have grown up watching as people my age get killed and beaten and harassed by the police. I want to do my part in calling attention to these issues because I know that **you** have the power to make a difference. I implore you to listen to those who are calling for these changes and to learn more about why defunding the police, as radical as it sounds, will help our community.

A system that doesn't help ALL isn't a system worth sustaining.

As a longtime Hayward resident, I strongly support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates and community leaders.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition. I'd also like to see that, in the future, **any city meetings be done in a public forum** so the community can continue to offer input on any subsequent ideas

To that end, I expect councilwide support of the following in relation to the ongoing conversation regarding the budget:

1. **Redistribute 10% of the police's budget to nonpolice, community-based services outside of the police department.**
2. **Cancel and ban police contracts with HUSD schools and college/university campuses** (including SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
3. **Demilitarize the police.** Ban the purchase of riot, military and surveillance equipment, software and any third-party security services by HPD.
4. **Freeze police department hiring indefinitely**, including incoming police academy candidates/graduates.
5. **Ban paid leave for officers being investigated for misconduct.**
6. **Ban city spending on the assessment or building of any police buildings or corp yards.**
7. **Establish a citywide, participatory committee*** for all residents (regardless of citizenship status) that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

I want a resolution by the City Council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's City Council meeting.

Thank you.

From: Michelle Ducaud
Sent: Tuesday, June 16, 2020 2:58 PM
To: List-Mayor-Council
Subject: Budget Demands

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

My name is Michelle Ducaud, resident of Hayward. I am once again emailing you all to support the demands being made by the community coalition of Hayward-based organizations, advocates, and community leaders. I EXPECT you all to advance the following demands in tonight's conversation:

1. **1.Redistribute 10% of the police's budget to non-police, community-based services outside of the police department.**
2. **2.Cancel and ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
3. **3.Demilitarize the police:** Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.
4. **4.Freeze Police Department hiring indefinitely** including incoming police academy candidates/graduates.
5. **5.Ban paid leave for officers being investigated for misconduct.**
6. **6.Ban city spending on the assessment or building of any police buildings or corp yards.**
7. **7.Establish a city-wide, participatory committee* for all residents** (regardless of citizenship status) that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

I am invested in a Hayward that doesn't just use Black Lives Matter as a hashtag, but lives that philosophy through every aspect of our community.

We are better, stronger, and more resilient as a community when we invest in each other, as opposed to investing in the policing of each other.

I look forward to seeing your support of these seven community demands during tonight's meeting.

Thank you.

Michelle Ducaud

From: Michelle Orozco
Sent: Tuesday, June 16, 2020 12:00 PM
To: List-Mayor-Council
Subject: Budget demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,
I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

1. **1. Redistribute 10% of the police's budget to non-police, community-based services outside of the police department.**
2. **2. Cancel and ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
3. **3. Demilitarize the police:** Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.
4. **4. Freeze Police Department hiring indefinitely** including incoming police academy candidates/graduates.
5. **5. Ban paid leave for officers being investigated for misconduct.**
6. **6. Ban city spending on the assessment or building of any police buildings or corp yards.**
7. **7. Establish a city-wide, participatory committee*** for all residents (regardless of citizenship status) that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you.

Michelle

From: Miranda Shuller
Sent: Tuesday, June 16, 2020 1:51 PM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

As a teacher in the Hayward community for 3 years, and having lived in Hayward for 2, I have seen the affect of HPD on my students that I teach every single day. On a regular basis, I hear stories of unjust actions that the police have taken on my Black and brown students. These are acts of racism. During distance learning, I've heard my students talk about the ongoing violent behaviors HPD have taken to members of the community, instead of de-escalating situations. These are acts of racism.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

- 1.
- 2. Redistribute**
- 3. 10% of the police's budget to non-police, community-based services outside of the police department.**
- 4.
- 5.
- 6.
- 7. Cancel and**
- 8. ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE
9. contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
- 10.
- 11.
- 12. Demilitarize**
13. **the police:** Ban the purchase of riot, military, and surveillance equipment, software, and
14. any third party security services by HPD.
- 15.
- 16.
- 17. Freeze Police**
18. **Department hiring indefinitely** including incoming police academy candidates/graduates.

- 19.
- 20.
- 21. Ban paid**
- 22. leave for officers being investigated for misconduct.**
- 23.
- 24.
- 25. Ban city**
- 26. spending on the assessment or building of any police buildings or corp yards.**
- 27.
- 28.
- 29. Establish**
30. **a city-wide, participatory committee*** for all residents (regardless of citizenship status)
31. that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.
- 32.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you.

--

Miranda Shuller
Learning Specialist
Impact Academy of Arts and Technology

PRIVILEGE AND CONFIDENTIALITY NOTICE

The information in this electronic mail (and any associated attachments) is intended for the named recipient(s) only and may contain privileged and confidential information. If you have received this message in error, you are hereby notified that any use, disclosure, copying or alteration of this message is strictly prohibited. If you are not the intended recipient(s), please contact the sender by reply email and destroy all copies of the original message. Thank you.

From: Monica Flores
Sent: Tuesday, June 16, 2020 2:29 PM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and any city meetings to be done in a public forum so the community can continue to offer input on any subsequent ideas.

To that end, I expect an analysis of the following in relation to the ongoing budget conversation:

Redistribute 10% of the police's budget to non-police, community-based services outside of the police department.

Cancel and ban police contracts with HUSD schools and college/university campuses (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.

Demilitarize the police: Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.

Freeze Police Department hiring indefinitely including incoming police academy candidates/graduates.

Ban paid leave for officers being investigated for misconduct.

Ban city spending on the assessment or building of any police buildings or corp yards.

Establish a city-wide, participatory committee* for all residents (regardless of citizenship status) that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

Whether councilmembers agree with all these demands or only some, we expect all the demands to be given due consideration by staff and to be presented to council so they can assert- with clarity and transparency - what of these demands they support.

I look forward to seeing continued support for the exploration of these seven community demands during Tuesday's city council meeting.

From: Natalie Montoya
Sent: Tuesday, June 16, 2020 1:03 PM
To: List-Mayor-Council
Subject: FUND THE PEOPLE

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Hayward City Council,

I am a resident of Castro Valley. My name is Natalie Montoya. I urge you to NOT allocate 25% of your budget to the police. We the people ask you to instead give 10% of the police budget to non-police, community-based services instead. Please cancel HUSD contracts with schools.

I have first-hand experience with SROs at my high school growing up. All they were were unjustly intimidating. They were also used to determine whether or not someone should be 5150'ed and numerous times I felt they made the absolute wrong call for me and my friends. They were NOT adequately trained to assess someone psychologically and LACKED the ability to make the student feel heard. What many students just needed was access to someone that would hear them, like counselors. There should be actual therapy offered. I remember trying again and again to see my counselor for these reasons, but it was so hard to get an appointment because these counselors are OVERLOADED with the amount of students on their workload. So instead of preventing student mental crises they let them bubble until the last moment when either the student did/or said something concerning as a plea for help. Who showed up? SROs. What BETTER way to make a student feel scared and PUNISHED for whatever they had been going through. The last thing the student wants is to be treated like a crazy person, to be 5150ed unnecessarily and mandated to stay in a psych ward. This would be solved if you had adequate mental health support in schools.

I can tell you, the police is not the solution.

Thanks,
Natalie Montoya

From: Navpreet Khabra
Sent: Tuesday, June 16, 2020 2:50 PM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

- 1.
2. **Redistribute**
3. **10% of the police's budget to non-police, community-based services outside of the police department.**
- 4.
- 5.
- 6.
7. **Cancel**
8. **and ban police contracts with HUSD schools and college/university campuses** (that
9. includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
- 10.
- 11.
12. **Demilitarize**
13. **the police:** Ban the
14. purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.
- 15.
- 16.
17. **Freeze**
18. **Police Department hiring indefinitely**
19. including incoming police academy candidates/graduates.
- 20.

21.

22. Ban

23. **paid leave for officers being investigated for misconduct.**

24.

25.

26. Ban

27. **city spending on the assessment or building of any police buildings or corp yards.**

28.

29.

30. Establish

31. **a city-wide, participatory committee*** for

32. all residents (regardless of citizenship status) that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

33.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you,

Navpreet Khabra

From: Nina Lopez
Sent: Tuesday, June 16, 2020 1:02 PM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

- 1.
2. **Redistribute**
3. **10% of the police's budget to non-police, community-based services outside of the police department.**
- 4.
- 5.
- 6.
7. **Cancel and**
8. **ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE
9. contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
- 10.
- 11.
12. **Demilitarize**
13. **the police:** Ban the purchase of riot, military, and surveillance equipment, software, and
14. any third party security services by HPD.
- 15.
- 16.
17. **Freeze Police**
18. **Department hiring indefinitely** including incoming police academy candidates/graduates.
- 19.
- 20.
21. **Ban paid**
22. **leave for officers being investigated for misconduct.**
- 23.
- 24.

25. Ban city

26. **spending on the assessment or building of any police buildings or corp yards.**

27.

28.

29. Establish

30. **a city-wide, participatory committee*** for all residents (regardless of citizenship status)

31. that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

32.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you,
Nina Lopez

From: Novejot Singh
Sent: Tuesday, June 16, 2020 2:59 PM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I am emailing again to further underline my support of the demands being made by the community coalition of Hayward-based organizations such as Hayward Community Coalition, advocates, and community leaders.

I expect, again, for you all to discuss and advance the following demands:

- **Redistribute 10% of the police's budget to non-police, community-based services outside of the police department.**
- **Cancel and ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
- **Demilitarize the police:** Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.
- **Freeze Police Department hiring indefinitely** including incoming police academy candidates/graduates.
- **Ban paid leave for officers being investigated for misconduct.**
- **Ban city spending on the assessment or building of any police buildings or corp yards.**
- **Establish a city-wide, participatory committee* for all residents** (regardless of citizenship status) that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

I want to hear about what you will actually be doing to make these changes occur. I know some of these requests will take time, but we would like to know what time frame these changes take place. What action items are needed to be completed to get things moving forward? Policy discussion is necessary to discuss our communities needs.

Best,

Novejot Singh

From: Ramona Rio
Sent: Tuesday, June 16, 2020 9:03 AM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I was born and raised in Hayward. I currently work in Hayward as a Licensed Clinical Social Worker (L.C.S.W).

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

- 1.
2. **Redistribute**
3. **10% of the police's budget to non-police, community-based services outside of the police department.**
- 4.
- 5.
- 6.
7. **Cancel and**
8. **ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE
9. contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
- 10.
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12. **Demilitarize**
13. **the police:** Ban the purchase of riot, military, and surveillance equipment, software, and
14. any third party security services by HPD.
- 15.
- 16.
17. **Freeze Police**
18. **Department hiring indefinitely** including incoming police academy candidates/graduates.
- 19.
- 20.
21. **Ban paid**
22. **leave for officers being investigated for misconduct.**

- 23.
- 24.
- 25. Ban city**
- 26. spending on the assessment or building of any police buildings or corp yards.**
- 27.
- 28.
- 29. Establish**
30. **a city-wide, participatory committee*** for all residents (regardless of citizenship status)
31. that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.
- 32.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you,

Ramon(a) Rio

--

Ramon(a) Rio, LCSW

Pronouns: she/her/hers, they/them/their's,

From: Rita
Sent: Monday, June 15, 2020 9:40 PM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and any city meetings to be done in a public forum so the community can continue to offer input on any subsequent ideas.

To that end, I expect an analysis of the following in relation to the ongoing budget conversation:

- 1.
2. **Redistribute**
3. **10% of the police's budget to non-police, community-based services outside of the police department.**
- 4.
- 5.
- 6.
7. **Cancel and**
8. **ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE
9. contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
- 10.
- 11.
12. **Demilitarize**
13. **the police:** Ban the purchase of riot, military, and surveillance equipment, software, and
14. any third party security services by HPD.
- 15.
- 16.
17. **Freeze Police**
18. **Department hiring indefinitely** including incoming police academy candidates/graduates.
- 19.
- 20.
21. **Ban paid**
22. **leave for officers being investigated for misconduct.**
- 23.
- 24.

25. Ban city

26. **spending on the assessment or building of any police buildings or corp yards.**

27.

28.

29. Establish

30. **a city-wide, participatory committee*** for all residents (regardless of citizenship status)

31. that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

32.

Whether councilmembers agree with all these demands or only some, we expect all the demands to be given due consideration by staff and to be presented to council so they can assert- with clarity and transparency - what of these demands they support.

I look forward to seeing continued support for the exploration of these seven community demands during Tuesday's city council meeting.

Thank you.

Rita

From: Rosio Almaguer
Sent: Tuesday, June 16, 2020 2:43 PM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations and advocates.

As I've shared before, my partner and I are residents of Hayward and we are both educators. Defunding police is critical to the work we do. Resources allocated to policing our neighborhoods needs to be reallocated and invested in our communities, especially towards Black and brown communities. Teachers cannot teach and guide students through their own learning of youth and their families are not provided housing support, childcare, a living wage, and the necessary mental and wellness support. We need police out of schools. We need to stop policing youth and instead invest in them generously.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

1. **Redistribute of at least 10% of the police's budget to non-police, community-based services outside of the police department.**
2. **Cancel and ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
3. **Demilitarize the police:** Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.
4. **Freeze Police Department hiring indefinitely** including incoming police academy candidates/graduates.
5. **Ban paid leave for officers being investigated for misconduct.**
6. **Ban city spending on the assessment or building of any police buildings or corp yards.**
7. **Establish a city-wide, participatory committee*** for all residents (regardless of citizenship status) that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you,
Rosio

From: Straw Hat Pizza Hayward
Sent: Monday, June 15, 2020 5:48 PM
To: Miriam Lens; List-Mayor-Council
Subject: Re: Agenda 200616.pdf

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Hi there,

Thank you for getting back to me so quickly. I will go ahead and send you the email as I'm still not sure how to do the ecomments for the City Council meeting Tomorrow. My comments are regarding the de-funding of police. I am hoping this will be given out to the City Council as well as read aloud if possible during the public comments.

I am resident and business owner of Hayward for nearly 15 years now. I do not agree with de-funding our police department, if anything we should distribute the funds where necessary including our Police Department. Police officers in our city as well as every other city are handling many many situations and wearing many different hats. The Police department needs funding so that our officers can get the proper training and take proper classes they need which will help them throughout their career and while they're on duty. Training on how to handle intense situations with patience, racial profiling classes, more firearms training (rather than shoot to kill maybe shoot to impair if possible), training on using less lethal force and utilizing other weapons in which every officer is equipped with, training on when to call upon medical professionals for mental illness cases (5150 cases) rather than taking them to jail or leaving the situation as it is.

Our officers need better equipment. I have witnessed in many videos that implementing tasers and such do not seem powerful enough at times and Police Officers are still left fearing for their lives, which is why the use of lethal force may sometimes feel necessary. In addition, Officers and all Law Enforcement in my opinion also require special medical attention for their mental health. We should use some of this funding to be able to provide our Officers and Law Enforcement with special counseling and therapy. Our Law Enforcement deal with many critical issues on a daily basis and leave their household and family members not knowing how their day will unfold. They are constantly in fear of their lives or in fear they will have to use lethal force on someone else if a situation gets out of their control. This requires mental assistance and the possible use of a therapist or counselor. Many may over look this, but our Officers and Law Enforcement need just as much mental help if not more than others.

I know some may disagree with me as there are certain areas in our community that also require funding. If we can distribute maybe some of those funds where it's necessary such as adding more mental health professionals and counselors to assist when called upon by our Law Enforcement. Possibly more teachers so that we don't have 1 teacher per 30-35 students. Our children require special attention and want to be heard at times, they also need the proper discipline which also requires attention. Adding more counselors and therapists to our schools as well as teachers may help our community tremendously with crime control so that our children do not drift in improper directions. More after school programs such as tutoring and sports would also be extremely helpful for our city to keep the kids out of trouble. Possibly private security in certain areas where the Officers are required to patrol throughout the day.

I'd like to thank City Council for considering my request and listening to me. I also want to give a huge Thank You to our Law Enforcement for protecting our city, homes and businesses during the riots as well as every other day, you guys are truly appreciated!! Our community should be proud of our Officers for protecting our homes, businesses, children and community. Because of you we are able to sleep peacefully at night.

-SM-

From: Surya Pasupuleti
Sent: Tuesday, June 16, 2020 12:46 PM
To: List-Mayor-Council
Subject: Schooling not policing

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I write to you in support of the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders. Of their 7 demands (all of which I support) I'd like to list the first 2 and emphasize their importance:

1. **Redistribute 10% of the police's budget to non-police, community-based services** outside of the police department.
2. **Cancel and ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.

In a city where schools struggle to afford supplies, it simply doesn't serve the interests of our community to divert so many of both the city's and the school district's allocated resources to ineffective and problematic policing. Especially when research indicates the high Return-on-Investment in funding education, especially targeting under-served communities. Further, it has significant impacts on reducing recidivism and incarceration rates.

As the City Council represents the interests of the City of Hayward and not simply the police unions, it should invest in educational initiatives that actually make Hayward safer and also more successful.

Thank you,
Surya Pasupuleti

From: Tanya Yared
Sent: Tuesday, June 16, 2020 8:25 AM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

It is a recognized policy across the American Public Health Association that police violence IS a public health issue. There is now a wealth of reports, research studies, and statistics that prove greater amounts of police and unwarranted criminalization of Black, Indigenous, and people of color adversely affects individual and community health. There is no reason that city police budgets should be half of entire city budgets, as is Hayward's for FY 2021. Our city does not need to be another statistic showing that community health suffers when we invest more in policing than in the community itself.

Voters and residents across the country are demanding that cities redistribute police department funds and invest in community-based services outside of PDs, among other demands. It has been done, and it can happen in our city. Be a leader that moves us into a safer, healthier future.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

- 1.
2. **Redistribute 10% of the**
3. **police's budget to non-police, community-based services outside of the police department.**
- 4.
- 5.
- 6.
7. **Cancel and ban police contracts**
8. **with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE contracts) and allow
9. Hayward people to file police reports regarding school incidents directly with HPD.
- 10.
- 11.
12. **Demilitarize the police:**
13. Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.
- 14.

From: Tiffany Quebral <>
Sent: Tuesday, June 16, 2020 6:49 PM
To: List-Mayor-Council <List-Mayor-Council@hayward-ca.gov>
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,
I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.
I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and any city meetings to be done in a public forum so the community can continue to offer input on any subsequent ideas.

To that end, I expect an analysis of the following in relation to the ongoing budget conversation:

1. **1. Redistribute 10% of the police's budget to non-police, community-based services outside of the police department.**
2. **2. Cancel and ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
3. **3. Demilitarize the police:** Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.
4. **4. Freeze Police Department hiring indefinitely** including incoming police academy candidates/graduates.
5. **5. Ban paid leave for officers being investigated for misconduct.**
6. **6. Ban city spending on the assessment or building of any police buildings or corp yards.**
7. **7. Establish a city-wide, participatory committee*** for all residents (regardless of citizenship status) that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

Whether councilmembers agree with all these demands or only some, we expect all the demands to be given due consideration by staff and to be presented to council so they can assert- with clarity and transparency - what of these demands they support.

I look forward to seeing continued support for the exploration of these seven community demands during Tuesday's city council meeting.

Thank you,
Tiffany Quebral

15.

16. Freeze Police Department

17. **hiring indefinitely** including incoming police academy candidates/graduates.

18.

19.

20. Ban paid leave for officers

21. **being investigated for misconduct.**

22.

23.

24. Ban city spending on the

25. **assessment or building of any police buildings or corp yards.**

26.

27.

28. Establish a city-wide,

29. **participatory committee*** for all residents (regardless of citizenship status) that will dictate how to

30. reallocate another 10% of the police budget to non-police, community-based services for FY2022.

31.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you.

—

Tanya Yared, MPH

Hayward Resident and Voter

From: Carol Bandura
Sent: Tuesday, June 16, 2020 2:23 PM
To: List-Mayor-Council
Subject: Hayward PD budget

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I join my neighborhood and support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

Last year at the end of April I chose Hayward to plant my roots. I haven't been here long but I love this community. While there are so many changes happening with new housing and building upgrades we should look to the future without fixing the wrongs of the past. We should invest city funds to promote the development of the community and ALL those who live in it.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and any city meetings to be done in a public forum so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

1. Redistribute 10% of the police's budget to non-police, community-based services outside of the police department.
2. Cancel and ban police contracts with HUSD schools and college/university campuses (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
3. Demilitarize the police: Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.
4. Freeze Police Department hiring indefinitely including incoming police academy candidates/graduates.
5. Ban paid leave for officers being investigated for misconduct.
6. Ban city spending on the assessment or building of any police buildings or corp yards.
7. Establish a city-wide, participatory committee* for all residents (regardless of citizenship status) that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you,
Virginia Bandura
Hayward Community Member

From: Yasmeen Navarro
Sent: Tuesday, June 16, 2020 1:36 PM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council-wide support of the following in relation to the ongoing budget conversation:

- 1.
- 2. Redistribute**
- 3. 10% of the police's budget to non-police, community-based services outside of the police department.**
- 4.
- 5.
- 6.
- 7. Cancel**
- 8. and ban police contracts with HUSD schools and college/university campuses** (that includes
9. SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
- 10.
- 11.
- 12. Demilitarize**
13. **the police:** Ban the purchase of riot, military, and surveillance equipment, software,
14. and any third party security services by HPD.
- 15.
- 16.
- 17. Freeze**
18. **Police Department hiring indefinitely** including incoming police academy candidates/graduates.
- 19.
- 20.
- 21. Ban paid**
22. **leave for officers being investigated for misconduct.**
- 23.

24.

25. Ban city

26. spending on the assessment or building of any police buildings or corp yards.

27.

28.

29. Establish

30. **a city-wide, participatory committee*** for all residents (regardless of citizenship status)

31. that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

32.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you.

From: Yesenia Sedano
Sent: Tuesday, June 16, 2020 11:16 AM
To: List-Mayor-Council
Subject: Police budgeting

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council Members,

I support the demands being made by the Hayward Community Coalition of Hayward-based organizations, advocates, and community leaders.

I live in South Hayward, right by the Bart station and I take BART to work in Oakland before this pandemic hit. Way too often I see the cops called on innocent people for minor offenses, and I worry that Hayward can become that way too soon if we don't act fast. I went to Tennyson High School where many Latinos turned to gangs as a way of life instead of school. I want to focus on helping these kids before it's too late.

I want to see these community ideas and any work that is done as an extension of these demands to be conducted in collaboration with the Hayward Community Coalition, and **any city meetings to be done in a public forum** so the community can continue to offer input on any subsequent ideas.

To that end, I expect council wide support of the following in relation to the ongoing budget conversation:

1. **Redistribute 10% of the police's budget to non-police, community-based services outside of the police department.**
2. **Cancel and ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
3. **Demilitarize the police:** Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.
4. **Freeze Police Department hiring indefinitely** including incoming police academy candidates/graduates.
5. **Ban paid leave for officers being investigated for misconduct.**
6. **Ban city spending on the assessment or building of any police buildings or corp yards.**
7. **Establish a city-wide, participatory committee*** for all residents (regardless of citizenship status) that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

I want a resolution by the city council in the upcoming budget meeting that commits to implementing our demands in the city budget by the end of July.

I look forward to seeing continued support for these seven community demands during Tuesday's city council meeting.

Thank you,
Yesenia Sedano
Envision Academy Teacher

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eCOMMENTS RECEIVED

Public Comment, Items 6 & 8

eComments received for June 16, 2020 Hayward City Council Meeting:

Item	Name	Comment	Position
<p>The Public Comment section provides an opportunity to address the City Council on items not listed on the agenda or Information Items. The Council welcomes your comments and requests that speakers present their remarks in a respectful manner, within established time limits, and focus on issues which directly affect the City or are within the jurisdiction of the City. As the Council is prohibited by State law from discussing items not listed on the agenda, your item will be taken under consideration and may be referred to staff.</p>	Obinna Anyanwu	<p>I wanted to ask if Hayward has any plan to support or look into "The Bay Area Seamless Transit Act (AB 2057)." It's an initiative and new legislation that would vastly improve public transportation in the Bay Area making it possible for one to easily travel from one corner of the bay to another. It would make it easier for college students like me to get internships in other Bay Area cities like Santa Clara, Sunnyvale, or Concord even if we don't have a car, all while also improving ridership.</p>	Support
<p>The Public Comment section provides an opportunity to address the City Council on items not listed on the agenda or Information Items. The Council welcomes your comments and requests that speakers present their remarks in a respectful manner, within established time limits, and focus on issues which directly affect the City or are within the jurisdiction of the City. As the Council is prohibited by State law from discussing items not listed on the agenda, your item will be taken under consideration and may be referred to staff.</p>	Minesh Patel	<p>I noticed that there are weekly City Council meetings, but Community Advisory Town Hall Meeting with the police was a one-time affair on June 8. We should be having these on a weekly basis. This should be treated as a priority, and all residents of Hayward should be notified by mail. The agenda for this weekly meeting should address previous questions that were asked first, followed by a statement by the city manager, mayor, and police officials, and finally more questions from the community.</p>	

Item	Name	Comment	Position
<p>The Public Comment section provides an opportunity to address the City Council on items not listed on the agenda or Information Items. The Council welcomes your comments and requests that speakers present their remarks in a respectful manner, within established time limits, and focus on issues which directly affect the City or are within the jurisdiction of the City. As the Council is prohibited by State law from discussing items not listed on the agenda, your item will be taken under consideration and may be referred to staff.</p>	andrei starobin	<p>Dear Mayor Halliday and City Council Members,</p> <p>I am writing to request that the subject of police reform in Hayward be put on the agenda for the nearest city council meeting. This session should address reduction of police funding and demilitarization of police at the very least.</p> <p>Thank you, Andrei Starobin</p>	Neutral
<p>6. PH 20-043 Route 238 Parcel Group 9: Proposal to Rezone Former Caltrans Property known as Rte. 238 Parcel Group 9 Located at the Intersection of Apple Avenue and Oak Street (Assessor Parcel Nos. 415-0160-052-00, & 415-0170-037-00) from High Density Residential (RH) and Commercial Office (CO) to General Commercial (CG), Requiring Approval of Rezoning Subject to an Addendum of the Hayward 2040 General Plan EIR per the California Environmental Quality Act (CEQA) Section 15164; City of Hayward (Applicant/Property Owner; Application No. 202000605) (Report from Development Services Director Simpson)</p>	Soo-Rae Hong	<p>Last week a decision was made to build the Eden apartments on one of the last remaining pieces of open spaces/wildlife habitats in south CV. This Route 238 parcel is a perfect alternative to destroying a riparian wilderness corridor, and is already zoned for high density housing. Please keep it as such and move the Eden housing development here, and use the existing vacant commercial spaces for commercial activities.</p>	Oppose

Item	Name	Comment	Position
8. WS 20-028 Review of Capital Improvement Program for FY 2021- FY 2030 & FY 2021 Operating Budget Work Session #2 (Report from Finance Director Claussen and Public Works Director Ameri)	Arieana Castellanos	I call to reexamine the proposed capital improvement plan as by in large it is unclear in how some spending is being allocated & what funds are being used in several places. For example, indication of police spending for fleet replacement. I looked through the Adopted 2019, Adopted 2020, and proposed 2021 budgets. it seems the budget reveals an increase spending to police not just by the numbers but also percentage wise despite claims from city official of decrease spending.	

From: Katelyn Lance
Sent: Tuesday, June 16, 2020 4:29 PM
To: List-Mayor-Council
Subject: Budget Demands for HPD

CAUTION:This is an external email. Do not click on links or open attachments unless you know the content is safe.

Dear Mayor Halliday and City Council,

I am in support of the demands made by the Hayward Community Coalition of organizations, advocates, and community leaders.

As a resident, I believe it is imperative to divest from police funding and invest in community programs to improve the overall wellbeing of Hayward's community members. We don't need more police or police funding. What we need is more well funded community-oriented programs to create a supportive environment for Hayward's residents, not a presence of interrogation/uncertainty with predatory policing.

To that end, I expect the council to support these seven points in regards to the budget:

1. Redistribute 10% of the police's budget to non-police, community-based services outside of the police department.
2. Cancel and ban police contracts with HUSD schools and college campuses.
3. Demilitarize the police. This includes banning the purchase of riot/military equipment and surveillance.
4. Freeze police department hiring indefinitely. This includes incoming police academy candidates.
5. Ban paid leave for officers being investigated from misconduct.
6. Ban city spending on the assessment or building of any police buildings/corp yards.
7. Establish a city-wide participatory committee for all residents, regardless of citizenship status that will determine how to reallocate another 10% of the police budget to non-police community services.

I want a resolution by the city council that is committed to supporting these seven proposals by the end of July. I'm looking forward to seeing continued support for these proposals at the meeting.

Thanks,
Katelyn Lance



June 16th, 2020

To: City Manager

Kelly Mcadoo

Mayor

Barbara Halliday

Councilmembers:

Aisha Wahab, Francisco Zermeno, Al Mendall, Sara Lamnin, Elisa Marquez, Mark Salinas

From: HPOA President

Ricardo Flores

Good evening Kelly Mcadoo, City Mayor Barbara Halliday and City Council,

First and foremost, I want to thank you all for your commitment in working with this community and your city departments during these difficult and unprecedented times. As president of the HPOA, I want to ensure you that my membership and I share the same feeling of commitment towards this great community we are so proud to serve. I recognize that given some recent events nationally and locally, many members of the community share a feeling of indignity and uncertainty. Feelings that we understand are valid.

I am sending this letter to you all to let you know that on behalf of the HPOA we want to sit down and discuss some of the suggested changes under "Eight can't wait." HPOA has always been open to dialogue, transparent and progressive in policing approaches. We care very much about our city and we understand that the collaboration among city departments, and community members is imperative to the success of this city. We want to continue to work with you all and have an open dialogue with you regarding this matter. We continue to work hard and remain professional every night and day that we head out to protect our citizens of Hayward.

We understand that this is a difficult time for our nation. We want to continue to remain transparent and have open discussions about the future of our city. Please let us know how soon you can meet so that we can discuss the issues that you may have and so that we can have the best approach that best serves our community.

Thank you,

Ricardo Flores