



DATE: December 16, 2020

TO: Council Budget and Finance Committee

FROM: City Manager

SUBJECT: Discuss Next Steps on Community Safety Review and Proposal for Spring 2021 Policy Innovation Workshop

RECOMMENDATION

That the Budget and Finance Committee reviews this report and provides feedback.

SUMMARY

The City Council received presentations on October 27 and November 17 related to the Public Safety Community Engagement Project and Police Department Annual Report. Staff has drafted this report to outline a proposal for a policy innovation workshop during Spring 2021 to help staff and the City Council develop recommendations and/or pilot programs that could be funded as part of the FY 2022 budget (to be adopted in May 2021).

BACKGROUND AND DISCUSSION

On October 27, 2020, Council received a work session item on the Public Safety Community Engagement Project¹. On November 17, 2020, Council received a second work session on the Hayward Police Department (HPD) Year End Review². At the second work session, staff presented a concept for continuing discussion through a new budget advisory committee comprised of staff and community members. Councilmembers provided mixed feedback and some concerns on this concept.

Staff is proposing an alternative approach that would help achieve the goal of identifying a couple pilot initiatives that the Council could consider funding during the FY2022 budget process. The process would also be streamlined and would utilize the Council Budget & Finance Committee as the “advisory” group to this effort over the next 4-5 months, culminating in the Committee’s recommendations to the full Council. Attachment II outlines the proposed schedule and approach for the workshop and staff can review this in more detail at the Committee meeting.

¹ Link to report: <https://hayward.legistar.com/LegislationDetail.aspx?ID=4677304&GUID=52E170E7-7C7A-4B62-AEA8-32BB683AC71D&Options=&Search=>

² Link to report: <https://hayward.legistar.com/LegislationDetail.aspx?ID=4696842&GUID=F45588E7-4157-4F67-8EBC-D2AE0B9CD276&Options=&Search=>

In addition to updates on the progress of the workshop participants, over the next few months, the Council Budget and Finance Committee would receive additional detailed information about the Police Department's budget per previous requests from Committee members and have further discussion about opportunities for participatory budgeting.

As additional background information, Councilmembers Mendall and Lamnin along with Councilmember-elect Andrews provided the City Manager with the letter in Attachment III that outlines some goals and policy preferences for further exploration of alternative response methods to certain 911 calls. These suggestions would be explored during the workshop.

The Police Chief also plans to reconvene the Police Community Advisory Panel over the next 1-2 months to 1) specifically review the proposed drone program for HPD and 2) to more broadly have discussions about the structure and workplan for this group moving forward. Given the events of the past year, this group has met more frequently than the originally planned quarterly meeting schedule but has not really had a chance to develop a regular meeting schedule or workplan.

Policy Innovation Workshop

Based on Council and community feedback from both work sessions, staff has compiled this alternative proposal for a seven-week policy innovation workshop (also further outlined in Attachment II). The workshop would pair teams of community members and staff to collaboratively brainstorm, research, and test possible policy alternatives using the feedback that has been gathered this fall. In each workshop session, staff from the City Manager's Office, Police, and Finance Departments would guide participants through a series of activities based on the lean innovation framework and racial equity toolkit.

The goal of this proposal is to maximize community and staff engagement on a topic about which many feel strongly, while also moving the conversation toward actionable steps for Council consideration. The workshop would end with team presentations to the Budget and Finance Committee on participant findings. These presentations are not intended to propose fully developed programs or initiatives. Instead, the goal is to raise promising concepts that could be the basis for 1- 3 pilot programs to include in the FY 2021-22 budget.

Possible Workshop Topics:

The teams would leverage the research conducted this fall as the starting point for topics that would be further explored during the workshop. These topics might include: exploration of a 311 call center concept; alternative responses to certain 911 calls; neighborhood trust and community building solutions; alternative responses to homelessness service calls; and review of City organizational structures supporting response to homelessness and mental health calls for service and research of possible alternative models.

Workshop Members:

Staff is proposing to have four teams of seven participants. Each team will be comprised of three community members, two HPD staff, and two non-HPD staff. In total, there would be

12 community members and 16 staff. The workshop would be led by Mary Thomas, Management Analyst, Laurel James, Management Analyst, Nicholas Mullins, Management Analyst, and Bryan Matthews, Police Captain.

Timeline:

The workshop would take place over seven weeks, per the schedule in Attachment II. During this time, participants would be required to attend four three-hour sessions and the final presentation, as well as individual team meetings as needed. Staff recommends that the work take place in February and March, with final team presentations to the Budget and Finance Committee in April. Additional presentations to the Budget and Finance Committee could include an overview of the lean innovation model (January) and a midpoint check in on the workshop (late February).

Application Process:

Interested community members would submit applications expressing their motivation and commitment to attending all sessions and adhering to a community agreement. Staff will review the applications for diversity of views and experiences and will present recommendations to the Budget and Finance Committee at the January 20 meeting. Each community participant would receive a \$150 stipend as compensation for their time and contribution. Staff participants will be selected internally based on interest, subject matter expertise, and availability.

FISCAL IMPACT

This proposal would be implemented by existing City staff. Any additional costs, including the participant stipends, would be absorbed into the City's existing operating budget.

NEXT STEPS

Per direction from this Committee, staff will immediately begin the recruitment process for community and staff participants. Staff would then bring a recommended list of participants to the Budget and Finance Committee at the January meeting.

Prepared by: Mary Thomas, Management Analyst
Laurel James, Management Analyst
Nick Mullins, Management Analyst

Approved by:



Kelly McAdoo, City Manager