

CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov



CITY OF
HAYWARD
HEART OF THE BAY

Agenda

Tuesday, October 27, 2020

7:00 PM

Remote Participation

City Council

CITY COUNCIL MEETING

COVID-19 Notice: Consistent with State of California Executive Order No. 29-20 dated March 17, 2020, and Alameda County Health Officer Order No. 20-10 dated April 29, 2020, the City Council will be participating in public meetings via phone/video conferencing.

How to watch the meeting from home:

1. Comcast TV Channel 15
2. Live stream <https://hayward.legistar.com/Calendar.aspx>
3. YouTube Live stream: <https://www.youtube.com/user/cityofhayward>

How to submit written Public Comment:

1. Use eComment on the City's Meeting & Agenda Center webpage at: <https://hayward.legistar.com/Calendar.aspx>. eComments are directly sent to the iLegislate application used by City Council and City staff. Comments received before 3:00 p.m. the day of the meeting will be exported into a report, distributed to the City Council and staff, and published on the City's Meeting & Agenda Center under Documents Received After Published Agenda.

2. Send an email to List-Mayor-Council@hayward-ca.gov by 3:00 p.m. the day of the meeting. Please identify the Agenda Item Number in the subject line of your email. Emails will be compiled into one file, distributed to the City Council and staff, and published on the City's Meeting & Agenda Center under Documents Received After Published Agenda. Documents received after 3:00 p.m. through the adjournment of the meeting will be included as part of the meeting record and published the following day.

How to provide live Public Comment during the City Council Meeting:

Click the link below to join the meeting:

<https://hayward.zoom.us/j/99296303471?pwd=NjNyMEFxbHRwUjJsaTArZWRrR2dZUT09>

Passcode: GR+w8eR5

or

Dial: +1 669 900 6833 or +1 346 248 7799 or +1 253 215 8782 or +1 312 626 6799 or +1 929 205 6099
or +1 301 715 8592

Meeting ID: 992 9630 3471

Password: 73825799

CALL TO ORDER: Mayor Halliday

Pledge of Allegiance: Council Member Wahab

ROLL CALL

CLOSED SESSION ANNOUNCEMENT

PUBLIC COMMENTS

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.

ACTION ITEMS

The Council will permit comment as each item is called for the Consent Calendar, Public Hearings, and Legislative Business. In the case of the Consent Calendar, a specific item will need to be pulled by a Council Member in order for the Council to discuss the item or to permit public comment on the item. Please notify the City Clerk any time before the Consent Calendar is voted on by Council if you wish to speak on a Consent Item.

CONSENT

1. [CONS 20-524](#) Adopt a Resolution Authorizing the City Manager to Execute a One Year Extension of a Joint Exercise of Powers Agreement (JPA) for the Hayward Area Shoreline Planning Agency (HASPA)

Attachments: [Attachment I Staff Report](#)
[Attachment II Resolution](#)

2. [CONS 20-542](#) Adopt a Resolution Accepting the Resignation of Ms. Shelby Bergeron from the Library Commission, Effective Immediately

Attachments: [Attachment I Staff Report](#)
[Attachment II Resolution](#)
[Attachment III Resignation Letter](#)

3. [CONS 20-543](#) Adopt a Resolution Appointing Ms. Kelly Peterson to the Library Commission to Fulfill the Unexpired Term of Ms. Shelby Bergeron

Attachments: [Attachment I Staff Report](#)
[Attachment II Resolution](#)

4. [CONS 20-547](#) Adopt a Resolution Authorizing the City Manager to Execute a Professional Services Agreement with W-Trans, Inc., for Engineering Design Services for the Safe Routes for Seniors Program in an Amount Not-To-Exceed \$300,000 and to Appropriate Funds

Attachments: [Attachment I Staff Report](#)
[Attachment II Award Resolution](#)
[Attachment III Appropriation Resolution](#)

WORK SESSION

Work Session items are non-action items. Although the Council may discuss or direct staff to follow up on these items, no formal action will be taken. Any formal action will be placed on the agenda at a subsequent meeting in the action sections of the agenda.

5. [WS 20-044](#) Update on Public Safety Community Engagement Project (Report from City Manager McAdoo)

Attachments: [Attachment I Staff Report](#)
[Attachment II Aggregated Survey Results](#)
[Attachment III Non-Random Online Survey Collector Data](#)
[Attachment IV Supplemental Quotes](#)

LEGISLATIVE BUSINESS

6. [LB 20-053](#) City Attorney Employment Agreement: Adopt a Resolution Approving the Extension and Modification to the Employment Agreement Between the City of Hayward and the City Attorney and Authorizing the Mayor to Execute the Agreement (Report from Assistant City Manager Hurtado)

Attachments: [Attachment I Staff Report](#)
[Attachment II Resolution](#)

CITY MANAGER'S COMMENTS

An oral report from the City Manager on upcoming activities, events, or other items of general interest to Council and the Public.

COUNCIL REPORTS AND ANNOUNCEMENTS

Council Members can provide oral reports on attendance at intergovernmental agency meetings, conferences, seminars, or other Council events to comply with AB 1234 requirements (reimbursable expenses for official activities).

COUNCIL REFERRALS

Council Members may bring forward a Council Referral Memorandum (Memo) on any topic to be considered by the entire Council. The intent of this Council Referrals section of the agenda is to provide an orderly means through which an individual Council Member can raise an issue for discussion and possible direction by the Council to the appropriate Council Appointed Officers for action by the applicable City staff.

ADJOURNMENT

NEXT MEETING, November 3, 2020 Council Meeting - Cancelled - ELECTION DAY
November 10, 2020 - Special City Council Meeting -

PUBLIC COMMENT RULES

Any member of the public desiring to address the Council shall limit her/his address to three (3) minutes unless less or further time has been granted by the Presiding Officer or in accordance with the section under Public Hearings. The Presiding Officer has the discretion to shorten or lengthen the maximum time members may speak. Speakers will be asked for their name before speaking and are expected to honor the allotted time. Speaker Cards are available from the City Clerk at the meeting.

PLEASE TAKE NOTICE

That if you file a lawsuit challenging any final decision on any public hearing or legislative business item listed in this agenda, the issues in the lawsuit may be limited to the issues that were raised at the City's public hearing or presented in writing to the City Clerk at or before the public hearing.

PLEASE TAKE FURTHER NOTICE

That the City Council adopted Resolution No. 87-181 C.S., which imposes the 90-day deadline set forth in Code of Civil Procedure section 1094.6 for filing of any lawsuit challenging final action on an agenda item which is subject to Code of Civil Procedure section 1094.5.

****Materials related to an item on the agenda submitted to the Council after distribution of the agenda packet are available for public inspection in the City Clerk's Office, City Hall, 777 B Street, 4th Floor, Hayward, during normal business hours. An online version of this agenda and staff reports are available on the City's website. Written comments submitted to the Council in connection with agenda items will be posted on the City's website. All Council Meetings are broadcast simultaneously on the website and on Cable Channel 15, KHRT. ****

Assistance will be provided to those requiring accommodations for disabilities in compliance with the Americans with Disabilities Act of 1990. Interested persons must request the accommodation at least 48 hours in advance of the meeting by contacting the City Clerk at (510) 583-4400 or TDD (510) 247-3340.

Assistance will be provided to those requiring language assistance. To ensure that interpreters are available at the meeting, interested persons must request the accommodation at least 48 hours in advance of the meeting by contacting the City Clerk at (510) 583-4400.

CHILDCARE WILL NOT BE PROVIDED UNTIL FURTHER NOTICE DUE TO COUNTYWIDE SHELTER-IN PLACE ORDER.



CITY OF HAYWARD

Hayward City Hall
777 B Street
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File #: CONS 20-524

DATE: October 27, 2020

TO: Mayor and City Council

FROM: Development Services Director and Director of Public Works

SUBJECT

Adopt a Resolution Authorizing the City Manager to Execute a One Year Extension of a Joint Exercise of Powers Agreement (JPA) for the Hayward Area Shoreline Planning Agency (HASPA)

RECOMMENDATION

That Council adopts a resolution (Attachment II) authorizing a one year extension to the Joint Exercise of Powers Agreement for the Hayward Area Shoreline Planning Agency (HASPA).

SUMMARY

The Hayward Area Shoreline Planning Agency (HASPA) is preparing a Shoreline Adaptation Master Plan to make the shoreline more resilient to the effects of sea level rise. On July 9, 2020, the HASPA Board of Trustees unanimously voted to extend the JPA for one year. The Hayward Regional Shoreline Adaptation Master Plan has an expected completion date of early 2021. If approved, this extension would allow City staff to maintain coordinating authority of HASPA until January 2022, through the completion and adoption of the Hayward Regional Shoreline Adaptation Master Plan.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution



DATE: October 27, 2020

TO: Mayor and City Council

FROM: Development Services Director
Director of Public Works

SUBJECT: Adopt a Resolution Authorizing the City Manager to Execute a One Year Renewal of a Joint Exercise of Powers Agreement (JPA) for the Hayward Area Shoreline Planning Agency (HASPA)

RECOMMENDATION

That Council adopts a resolution (Attachment II) authorizing a one year extension to the Joint Exercise of Powers Agreement for the Hayward Area Shoreline Planning Agency (HASPA).

SUMMARY

The Hayward Area Shoreline Planning Agency (HASPA) is preparing a Shoreline Adaptation Master Plan to make the shoreline more resilient to the effects of sea level rise. On July 9, 2020, the HASPA Board of Trustees unanimously voted to extend the JPA for one year. The Hayward Regional Shoreline Adaptation Master Plan has an expected completion date of early 2021. If approved, this extension would allow City staff to maintain coordinating authority of HASPA until January 2022, through the completion and adoption of the Hayward Regional Shoreline Adaptation Master Plan.

BACKGROUND

HASPA was established in 1970 via a Joint Exercise of Powers Agreement (JPA) between the City, the East Bay Regional Park District (EBRPD), and the Hayward Area Recreation and Park District (HARD). The HASPA Board of Trustees is composed of three members – one from each participating agency. The current Board consists of Councilmember Al Mendall, HARD Board member Minane Jameson, and EBRPD Board member Dennis Waespi. Councilmember Mendall serves as the Chair of the Board of Trustees.

The JPA is renewed every five years and the responsibility for administrative duties rotates among the member agencies with each renewal. The JPA was most recently renewed following Council's authorization on December 1, 2015¹. At the last renewal, the member

¹ 2015 JPA Renewal

agencies agreed on a new mission of planning for sea level rise. That mission is currently being carried out through the development of the Hayward Regional Shoreline Adaptation Master Plan. Staff presented an update on the Plan during a Council work session on May 5, 2020². The two-year project is nearing completion and the draft Plan was considered by the HASPA Board of Trustees on October 8, 2020³ and is available on the project webpage⁴.

DISCUSSION

On July 9, 2020⁵, the HASPA Board of Trustees unanimously voted to extend the JPA for one year. The Hayward Regional Shoreline Adaptation Master Plan has an expected completion date of early 2021. As such, City staff offered to maintain coordinating authority of HASPA until January 2022, through the completion and adoption of the Plan. EBRPD and HARD staff have agreed to have the City maintain coordinating authority of HASPA until January 2022. In keeping with the traditional rotation of official duties and administrative responsibilities among member agencies, the City of Hayward representative will serve as Chair of the Board of Trustees (mentioned above) and City of Hayward staff would continue to provide administrative support for the next year. The City of Hayward served in this capacity from 2000 to 2005 and has assumed responsibility for these duties from 2016 through 2021. Staff anticipates the next extension of the HASPA JPA will be for five years. City staff looks forward to continued participation with HASPA and implementation of HASPA's mission of addressing sea level rise through the completion of the Shoreline Adaptation Master Plan.

ENVIRONMENTAL REVIEW

Pursuant to the California Environmental Quality Act Guidelines, this one-year extension of the JPA does not require environmental review since there is no possibility that it may have a significant effect on the environment.

ECONOMIC IMPACT

Hayward is a desirable place to live and enjoy in large part because of the existence of the Hayward Shoreline. The activities of HASPA will continue to help ensure that the Shoreline remains accessible. The Shoreline is a local asset that has a positive impact on the local economy by attracting hikers, bird watchers, runners, and cyclists.

FISCAL IMPACT

If the one-year extension is approved, City staff will continue to oversee the completion of the

<https://hayward.legistar.com/LegislationDetail.aspx?ID=2522122&GUID=7927BF7B-75B4-4A4F-BF17-649B2A032483&Options=ID|Text|&Search=HASPA>

² May 2020 City Council Master Shoreline Plan work session

<https://hayward.legistar.com/LegislationDetail.aspx?ID=4432812&GUID=3DD619A8-210F-4C7E-9636-1BDB7908C3E9&Options=&Search=>

³ HASPA October 2020 Board Meeting

<https://hayward.legistar.com/MeetingDetail.aspx?ID=806168&GUID=A8EBEDE5-54AE-454E-AF9D-28902F0F3588&Options=&Search=>

⁴ Master Shoreline Plan City Webpage

<https://www.hayward-ca.gov/shoreline-master-plan>

⁵ HASPA July 2020 Board Meeting

<https://hayward.legistar.com/MeetingDetail.aspx?ID=794926&GUID=08E06003-082A-4A8B-9204-A9C78C8E7AC2&Options=&Search=>

Shoreline Adaptation Master Plan. Consultant costs are funded by way of the Caltrans grant mentioned in the background section of this report. Staff time associated with the coordination of HASPA activities including completion of the Master Plan will be absorbed within existing budgeted staff resources. Implementation of all projects identified in the Plan may cost close to \$1 billion and would involve participation and cost sharing from several agencies in addition to the three HASPA agencies. Staff expects most projects will rely upon grant funding. At the October 8, 2020, HASPA meeting, the Board asked staff to explore the possibility of adding key agencies to HASPA so that they might be added to the JPA at the next renewal to help facilitate the projects identified in the Plan.

STRATEGIG ROADMAP

This agenda item supports the Strategic Priority of “Combat Climate Change.” Specifically, this item relates to the implementation of the following project:

Project 9: Complete Shoreline Master Plan

SUSTAINABILITY FEATURES

The Hayward Regional Master Plan once complete would provide a framework for resiliency to sea level rise and support the following sustainability related general Plan Goals:

- NR-1.4: The City shall coordinate with the Hayward Area Shoreline Planning Agency, Bay Conservation and Development Commission, and California Coastal Commission to conserve, protect, and enhance natural and cultural resources along the San Francisco Bay shoreline by balancing uses that support multiple community needs, such as recreation, tourism, cultural resource preservation, and natural resource protection
- NR-3.2: The City shall coordinate with Hayward Area Shoreline Planning Agency, East Bay Regional Park District, Bay Conservation and Development Commission, California Coastal Commission, and other Federal, State, and regional agencies to identify methods for acquiring and restoring baylands and marsh habitats, expanding the National Wildlife Refuge, and funding the purchase and restoration of wetland habitats.
- HAZ-4.1: The City shall monitor information from regional, State, and Federal agencies on rising sea levels in the San Francisco Bay to determine if additional adaptation strategies should be implemented to address flooding hazards
- HAZ-4.3: The City shall coordinate with the Hayward Area Shoreline Planning Agency, the Bay Conservation Development Commission, and other agencies involved in the Adapting to Rising Tides Project to develop and implement a Regional Shore Realignment Master Plan.

- HQL-9.9: The City shall support plans, standards, regulation, incentives, and investments to reduce the impacts of climate change on those populations most vulnerable to the impacts of climate change
- HQL-11.1: City shall establish and maintain an integrated recreational corridor system that connects regional trails (e.g., Bay Trail), Baylands (i.e., Hayward Regional Shoreline), local creeks and open space corridors, hillside areas, and EBRPD and HARD parks.

PUBLIC CONTACT

The one-year extension of the HASPA JPA was discussed at the regular HASPA meeting on July 9, 2020.

NEXT STEPS

The HARD and EBRPD Boards will consider approval of the one-year extension in November. Upon adoption of the attached resolution and approval by the Boards, staff will ensure one-year extension to the JPA is fully executed before January 1, 2021. In addition, staff will present the draft Shoreline Adaptation Master Plan to Council during a work session on December 1, 2020.

Prepared by: Edgar Maravilla, Associate Planner
Erik Pearson, Environmental Services Manager
Taylor Richard, HASPA Fellow

Recommended by: Laura Simpson, Development Services Director
Alex Ameri, Director of Public Works

Approved by:



Kelly McAdoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO.

Introduced by Council Member _____

RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE A ONE YEAR EXTENSION OF AN AGREEMENT BETWEEN THE CITY OF HAYWARD, EAST BAY REGIONAL PARK DISTRICT, AND HAYWARD AREA RECREATION AND PARK DISTRICT TITLED THE HAYWARD AREA SHORELINE PLANNING AGENCY JOINT EXERCISE OF POWERS AGREEMENT

BE IT RESOLVED by the City Council of the City of Hayward that the City Manager is hereby authorized to execute on behalf of the City of Hayward that certain agreement between the City of Hayward, the East Bay Regional Park District, and the Hayward Area Recreation and Park District extending the Hayward Area Shoreline Planning Agency Joint Exercise of Powers Agreement to January 1, 2022, in substantially the form of the agreement on file in the office of the City Clerk, with such changes or additions as the City Manager shall approve upon consultation with the City Attorney.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2020

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: CONS 20-542

DATE: October 27, 2020

TO: Mayor and City Council

FROM: City Clerk

SUBJECT

Adopt a Resolution Accepting the Resignation of Ms. Shelby Bergeron from the Library Commission, Effective Immediately

RECOMMENDATION

That Council adopts a resolution (Attachment II) accepting the resignation of Ms. Shelby Bergeron from the Library Commission, effective immediately.

SUMMARY

Ms. Shelby Bergeron was appointed to the Library Commission on September 16, 2014 and reappointed on September 18, 2018. Ms. Bergeron's resignation becomes effective immediately per her resignation letter dated October 8, 2020 (Attachment III).

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution
Attachment III	Resignation Letter



DATE: October 27, 2020
TO: Mayor and City Council
FROM: City Clerk
SUBJECT: Adopt a Resolution Accepting the Resignation of Ms. Shelby Bergeron from the Library Commission, Effective Immediately

RECOMMENDATION

That Council adopts a resolution (Attachment II) accepting the resignation of Ms. Shelby Bergeron from the Library Commission, effective immediately.

SUMMARY AND DISCUSSION

Ms. Shelby Bergeron was appointed to the Library Commission on September 16, 2014 and reappointed on September 18, 2018. Ms. Bergeron’s resignation becomes effective immediately per her resignation letter dated October 8, 2020 (Attachment III).

FISCAL IMPACT

There is no fiscal impact associated with this action.

STRATEGIC ROADMAP

This agenda item is a routine operational item and does not relate to any of the projects outlined in the Council’s Strategic Roadmap.

Prepared and Recommended by: Miriam Lens, City Clerk

Approved by:

Kelly McAdoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 20-

Introduced by Council Member _____

RESOLUTION ACCEPTING THE RESIGNATION OF MS. SHELBY BERGERON FROM THE LIBRARY COMMISSION

WHEREAS, Ms. Shelby Bergeron was appointed to the Library Commission on September 16, 2014, and reappointed on September 18, 2018; and

WHEREAS, Ms. Shelby Bergeron submitted a resignation letter on October 8, 2020.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that the Council hereby accepts the resignation of Ms. Shelby Bergeron; and commends her for her civic service to the City.

IN COUNCIL, HAYWARD, CALIFORNIA, _____, 2020.

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward

ATTACHMENT III

From: Shelby Bergeron < >
Sent: Thursday, October 8, 2020 5:32 AM
To: Clio Hathaway <Clio.Hathaway@hayward-ca.gov>
Subject: Shelby Bergeron no longer on library commission

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

Hello Clio,

I hope you are doing well. I am sad to say that I no longer can serve on The HPL commission. With the pandemic, I was priced out of Hayward and am now living in East Oakland.

I do wish all the best to you and really appreciate all the hard work you and the library staff has done over the past few years and during the pandemic.

All the best,

Shelby Bergeron



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: CONS 20-543

DATE: October 27, 2020

TO: Mayor and City Council

FROM: City Clerk

SUBJECT

Adopt a Resolution Appointing Ms. Kelly Peterson to the Library Commission to Fulfill the Unexpired Term of Ms. Shelby Bergeron

RECOMMENDATION

That Council adopts a resolution (Attachment II) appointing Ms. Kelly Peterson to the Library Commission to fulfill the unexpired term of Ms. Shelby Bergeron, which will expire on September 30, 2022.

SUMMARY

Following the July 28, 2020 City Commission interviews, the City Council established an alternate list comprising eligible applicants who were not selected to fill vacancies because there were not enough vacant seats to appoint them.

The City Council, during its September 15, 2020 Council meeting, confirmed the list of alternates for each commission. Ms. Kelly Peterson was nominated as the alternate for the Library Commission.

On October 8, 2020, Ms. Shelby Bergeron submitted a letter of resignation, which created an unexpected vacancy on the Library Commission.

Ms. Kelly Peterson was contacted to confirm her eligibility status and her interest in serving on the Library Commission. If appointed to the Library Commission, Ms. Kelly Peterson's term would be effective immediately and would end on September 30, 2022.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution



DATE: October 27, 2020

TO: Mayor and City Council

FROM: City Clerk

SUBJECT: Adopt a Resolution Appointing Ms. Kelly Peterson to the Library Commission to Fulfill the Unexpired Term of Ms. Shelby Bergeron

RECOMMENDATION

That Council adopts a resolution (Attachment II) appointing Ms. Kelly Peterson to the Library Commission to fulfill the unexpired term of Ms. Shelby Bergeron, which will expire on September 30, 2022.

SUMMARY AND DISCUSSION

Following the July 28, 2020 City Commission interviews, the City Council established an alternate list comprising eligible applicants who were not selected to fill vacancies because there were not enough vacant seats to appoint them.

The City Council, during its September 15, 2020 Council meeting, confirmed the list of alternates for each commission. Ms. Kelly Peterson was nominated as the alternate for the Library Commission.

On October 8, 2020, Ms. Shelby Bergeron submitted a letter of resignation, which created an unexpected vacancy on the Library Commission.

Ms. Kelly Peterson was contacted to confirm her eligibility status and her interest in serving on the Library Commission. If appointed to the Library Commission, Ms. Kelly Peterson's term would be effective immediately and would end on September 30, 2022.

FISCAL IMPACT

There is no fiscal impact associated with this report.

STRATEGIC ROADMAP

This agenda item is a routine operational item and does not relate to any of the six priorities outlined in the Council's Strategic Roadmap.

NEXT STEPS

Following Council's action, the City Clerk will administer the oath of affirmation to Ms. Kelly Peterson prior to her first Library Commission meeting.

Prepared and Recommended by: Miriam Lens, City Clerk

Approved by:

A handwritten signature in black ink, appearing to read 'K. McAdoo', written in a cursive style.

Kelly McAdoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 20-

Introduced by Council Member _____

RESOLUTION APPOINTING MS. KELLY PETERSON TO THE LIBRARY COMMISSION TO FULFILL THE UNEXPIRED TERM OF MS. SHELBY BERGERON

WHEREAS, the City Council conducted its annual recruitment for City Commissions and the Keep Hayward Clean and Green Task Force from April 14, 2019 to June 30, 2020; and

WHEREAS, on July 28, 2020, the City Council interviewed applicants to fill vacancies on the Community Services Commission, Library Commission, Personnel Commission, and Planning Commission; and

WHEREAS, following the interviews, the City Council established an alternate list comprising eligible applicants who were not selected to fill vacancies because there were not enough seats to appoint them; and

WHEREAS, the list of alternates was confirmed by the City Council during its September 15, 2020 City Council meeting; and

WHEREAS, Ms. Kelly Peterson was nominated as an alternate for the Library Commission; and

WHEREAS, Library Commissioner Shelby Peterson resigned due to unforeseen circumstances, effective October 8, 2020, which created a vacancy on the Library Commission.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that Ms. Kelly Peterson is selected from the alternate list and appointed to fulfill Ms. Bergeron's unexpired term, which will expire on September 30, 2022.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2020.

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
 MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
 City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward



CITY OF HAYWARD

Hayward City Hall
777 B Street
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File #: CONS 20-547

DATE: October 27, 2020

TO: Mayor and City Council

FROM: Director of Public Works

SUBJECT

Adopt a Resolution Authorizing the City Manager to Execute a Professional Services Agreement with W-Trans, Inc., for Engineering Design Services for the Safe Routes for Seniors Program in an Amount Not-To-Exceed \$300,000 and to Appropriate Funds

RECOMMENDATION

That the Council adopts a resolution (Attachment II) authorizing the City Manager to execute a Professional Services Agreement (PSA) with W-Trans, Inc., in an amount not-to-exceed \$300,000, and appropriate \$ 2,700,000 (Attachment III) from the Measure BB (Paratransit) Fund Balance (Fund 214) to provide engineering design services for the Safe Routes of Seniors Program.

SUMMARY

The proposed Safe Routes for Seniors (SR4S) program fits within “Hayward Walks” mission to make walking in Downtown Hayward safe, pleasant, and accessible for all. In collaboration with local senior housing facilities, senior centers, and community-based organizations, staff has met with senior residents to identify obstacles to walking and developed a set of design solutions to address their concerns to improve walkability and safety. In Partnership with the Community Services Division, \$2.7 million of dedicated Measure BB (Paratransit) funds is programed toward the SR4S program, with the intent to implement construction projects, based on the recommended walkability and accessibility improvements to benefit seniors in the downtown core.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Award Resolution
Attachment III	Appropriation Resolution



DATE: October 27, 2020

TO: Mayor and City Council

FROM: Director of Public Works

SUBJECT: Adopt a Resolution Authorizing the City Manager to Execute a Professional Services Agreement with W-Trans, Inc., for Engineering Design Services for the Safe Routes for Seniors Program in an Amount Not-To-Exceed \$300,000 and to Appropriate Funds

RECOMMENDATION

That the Council adopts a resolution (Attachment II) authorizing the City Manager to execute a Professional Services Agreement (PSA) with W-Trans, Inc., in an amount not-to-exceed \$300,000, and appropriate \$ 2,700,000 (Attachment III) from the Measure BB (Paratransit) Fund Balance (Fund 214) to provide engineering design services for the Safe Routes of Seniors Program.

SUMMARY

The proposed Safe Routes for Seniors (SR4S) program fits within “Hayward Walks” mission to make walking in Downtown Hayward safe, pleasant, and accessible for all. In collaboration with local senior housing facilities, senior centers, and community-based organizations, staff has met with senior residents to identify obstacles to walking and developed a set of design solutions to address their concerns to improve walkability and safety. In Partnership with the Community Services Division, \$2.7 million of dedicated Measure BB (Paratransit) funds is programed toward the SR4S program, with the intent to implement construction projects, based on the recommended walkability and accessibility improvements to benefit seniors in the downtown core.

BACKGROUND

The purpose of the SR4S project is to improve the pedestrian environment in the City’s Downtown Area as a means of encouraging senior citizens to walk more. The project limits are located in Downtown Hayward between A Street, C Street, Foothill Blvd, and the BART train tracks. The downtown area was chosen because it has the highest concentration of senior facilities in the City. There are twenty-three senior facilities in the downtown area within a half-mile radius of the project limit: eight adult residential facilities, three adult day programs, and twelve residential elderly care houses. These areas face high levels of pedestrian traffic stress. Downtown has experienced high pedestrian collisions from 2013 to 2017, in which 16.6% of the pedestrian victims were seniors. The program will impact

thousands of seniors within the half mile radius of the downtown area. Conversely, many more seniors who routinely visit the downtown for entertainment and cultural purposes will also benefit from the proposed accessibility improvements.

The City submits an Annual Paratransit Program Plan to the Alameda County Transportation Commission (ACTC) detailing the proposed parameters of paratransit service for seniors (70+) and people with certified disabilities. After receiving approval from ACTC, the City's Community Services Division, in collaboration with the Public Works & Utilities Department, planned to apply \$2.7 million of the City's Direct Local Distribution (DLD) funds of Measure BB toward the SR4S program. Implementation of the SR4S program will improve accessibility for senior citizens primarily in the Downtown.

City staff collaborated with local senior housing facilities, senior centers, and community-based organizations and continued to meet with senior residents to identify obstacles to walking, develop a set of design solutions to improve walkability and safety for senior residents, and advocate for physical changes on the street and sidewalks. After analyzing results from community meetings and collision data, staff narrowed down the scope to five signalized and one unsignalized intersections. The selected six intersections, in order of priority, are shown below:

1. A St. and Foothill Blvd.
2. A St. and Mission Blvd.
3. A St. and Main St. ¹
4. C St. and Main St. ¹
5. B St. and Montgomery Ave.
6. Hazel Ave./City Center Dr. and Foothill Blvd.

DISCUSSION

Staff posted a Request for Proposals (RFP) on the City's website and sent notification emails to eleven consultants known to be at the forefront of critical subject areas, such as bicycle and pedestrian planning, engineering, and research that will be essential to creating a successful plan. The RFP was released on June 26, 2020. Inquiries regarding the RFP were due by July 13, 2020, and proposals were due by 4:00 p.m. on July 24, 2020. The City received five proposals from: BKF, Diablo, Kimley-Horn, Bellecci and Associates, and W-Trans, Inc. (W-Trans).

The method and criteria for consultant selection was identified in the RFP. The City invited the top four ranked consultants, Diablo, Kimley-Horn, Bellecci and Associates, and W-Trans, to RFP interviews held on August 23, 2020. The panel selected the final candidate based on: their ability to perform the work; the proposed budget and schedule; and demonstrated relevant experience and ability to communicate and work effectively with the public and City Staff. The interview panel unanimously determined W-Trans to be the most suitable consultant to provide the engineering design services.

¹ A Street and Main Street, and C Street and Main Street intersection improvements will be included in the design and construction of the Main Street Complete Streets Project which is currently in design. The SR4S Program will contribute the appropriate share of the design and construction costs of these intersection improvements to the Main Street Project.

The selected consultant will develop improvement alternatives for each intersection and prepare construction bid documents, including but not limited to, plans, specifications, and engineer's estimates for the planned improvements. The consultant will also provide public outreach and assistance with City Council and Committee meetings regarding the project, as needed. The consultant will also support the subsequent bidding and construction phases including but not limited to review of construction submittals, responding to requests for information, site visits, preparation of change orders, and record drawings.

Phase I will focus on evaluation and outreach and will culminate in the selection of preferred concept plans. The assigned project manager has extensive Complete Street planning and design experience and has led similar projects through analysis, public outreach, alternatives development and preferred concept plans. Phase II will start after the selection of the preferred plans and will encompass the preparation of the construction documents.

ECONOMIC IMPACT

The SR4S program fosters economic vitality by creating dynamic, connected communities with a high quality of life that helps support small business development, decreases transportation and healthcare costs, increases property values, employment, and tourism. A safe and walkable environment can result in a reduction of single lane occupancy vehicles, reduced congestion, and less costs related to automobile-related infrastructure maintenance. It also helps to make the overall transportation system more efficient.

FISCAL IMPACT

The current implementation project is in the initial stages and cost estimates are preliminary. The project is not expected to have a direct fiscal impact on the General Fund. The project utilizes the City's Measure BB Paratransit special revenue fund derived from Measure BB sales tax revenues administered by Alameda CTC. The FY 2019-2020 Annual Paratransit Program Plan allocated \$1.9 million of Measure BB funds toward SR4S infrastructure improvements and an additional \$800,000 was allocated in FY 2020-2021 to continue and expand the program. There are sufficient funds available in the Measure BB Paratransit fund balance (Fund 214). The recommended appropriation will enable the City to utilize these funds in a timely manner. Moving forward, as part of the annual paratransit program plan process, staff will request an annual allocation of \$750,000 to \$800,000 per year for the SR4S program. Funding will be granted based on future needs, identified priorities, and the success of the SR4S program.

STRATEGIC ROADMAP

This agenda item supports the Strategic Priority of Improve Infrastructure. Specifically, this item relates to the implementation of the following project(s):

Project 1: Improve Access and Mobility in Downtown Hayward

Project 8, Part 8e: Implement the Bike & Ped Master Plan; Assess Safe Routes for Seniors in the downtown area

Project 8, Part 8f: Implement the Bike & Ped Master Plan; Implement Safe Routes for Seniors in the downtown area

SUSTAINABILITY FEATURES

The plan will be a comprehensive effort to improve connectivity, public health, physical activity, and recreational opportunities. By applying best practices, the program will increase transportation options, reduce environmental impacts of the transportation system, and enhance the overall quality of life for residents. The goal of the program is to make walking in Downtown Hayward safe, pleasant, and accessible for all while prioritizing senior community residents. The resulting reduction in single occupancy vehicles will reduce vehicle miles traveled and greenhouse gases.

PUBLIC CONTACT

The public will have opportunities to review and comment on proposed recommendations and design solutions at future City Council meetings, Council Infrastructure Committee meetings, or other appropriate standing Council Committee meetings.

NEXT STEPS

Conceptual Design Phase	Fall 2020
Public Open House Meeting	Fall 2020
City Council and/or City Council Infrastructure Committee presentation	Fall 2020
Final Design Phase	Spring 2021
Publish and Award Construction Contract RFP	Spring 2021
Construction	Summer 2021

Prepared by: Ayeh Khajouei, Associate Transportation Planner

Recommended by: Alex Ameri, Director of Public Works

Approved by:



Kelly McAdoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 20-

Introduced by Council Member _____

RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE A PROFESSIONAL SERVICES AGREEMENT WITH W-TRANS, INC., FOR THE ENGINEERING DESIGN SERVICE RELATED TO THE SAFE ROUTE FOR SENIORS PROJECT NO. 05309, IN AN AMOUNT NOT TO EXCEED \$300,000

WHEREAS, on June 26, 2020, the City issued request for proposals to eleven qualified consultants; and

WHEREAS, on September 24, 2020, the City received five (5) proposals; and

WHEREAS, based on an objective evaluation of the proposals, on August 23, 2020, the City interviewed the top four ranked consultants; and

WHEREAS, based on the interviews, staff has determined that W-Trans, Inc., best meets the requirements of the Project; and

WHEREAS, the Measure BB Paratransit Fund (Fund 214) includes sufficient funding for W-Trans, Inc., to perform the scope of work required by the City; and

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that the City Manager is hereby authorized to negotiate and execute a professional services agreement with W-Trans., for the Engineering Design Service in an amount not-to-exceed \$300,000, in a form approved by the City Attorney.

IN COUNCIL, HAYWARD, CALIFORNIA____, 2020

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward

HAYWARD CITY COUNCIL

RESOLUTION NO. 20-

Introduced by Council Member _____

RESOLUTION APPROPRIATING FUNDS FROM THE MEASURE BB
PARATRANSIT FUND (FUND 214) TO SUPPORT THE SAFE ROUTES FOR
SENIORS PROGRAM

WHEREAS, voters approved the 20-year Measure BB half-cent transportation sales tax on November 4, 2014 and the funding agreement of the measure between the Alameda County Transportation Commission and the City of Hayward; and

WHEREAS, on April 2, 2019, the City Council approved Resolution 19-063, authorizing the City Manager to implement the FY 2020 Annual Paratransit Plan; and

WHEREAS, the FY 2020 Annual Paratransit Plan included an allocation of \$1,900,000 for the Safe Route for Seniors Program, but these funds have not yet been appropriated for this purpose; and

WHEREAS, on April 14, 2020, the City Council approved Resolution 20-043, authorizing the City Manager to implement the FY 2021 Annual Paratransit Plan; and

WHEREAS, the FY 2021 Annual Paratransit Plan included an allocation of \$800,000 for the Safe Route for Seniors Program, but these funds have not yet been appropriated for this purpose; and

WHEREAS, there are sufficient funds in Measure BB Paratransit Fund Balance (Fund 214) to support the Safe Routes for Seniors Program; and

WHEREAS, implementation of the Safe Routes for Seniors Program will improve accessibility for senior citizens primarily in the Downtown area; and

WHEREAS, a portion of the total appropriation, in a not to exceed amount of \$300,000 will be utilized for the Engineering Design Service on the intersections at A St. and Foothill Blvd., A St. and Mission Blvd., B St. and Montgomery Ave., A St. and Main St., C St. and Main St., and Hazel Ave./City Center Dr. and Foothill Blvd; and

WHEREAS, the remaining funds will be used to support construction and related services of Safe Route for Seniors Projects and to reimburse the City for services performed to deliver such projects.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Hayward hereby approves and appropriates \$2,700,000 from the Measure BB Paratransit Fund (214) for the Safe Routes for Senior (SR4S) Program.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2020

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward



File #: WS 20-044

DATE: October 27, 2020

TO: Mayor and City Council

FROM: City Manager

SUBJECT

Update on Public Safety Community Engagement Project

RECOMMENDATION

That the City Council receives and provides feedback on this report summarizing the results-to-date from a community engagement effort about public safety issues in the Hayward community.

SUMMARY

As a result of community concerns about policing services, policies, programs, and procedures brought forth amid increased national conversation about policing and racial equity, as well as several officer-involved shootings in Hayward, the City Council directed staff to implement a public safety community engagement project designed to elicit further information and experiences throughout the Hayward community to inform future policy discussions.

From August through October 2020, staff worked with consultants to administer a resident survey and with community members and organizations to hold conversations about public safety in Hayward. At the writing of this staff report, over ,1700 community members have provided their input on public safety and policing in Hayward by participating in this community engagement project. An interdepartmental team of 20 staff worked on compiling and analyzing the data, and summarizing common safety concerns, themes, and attitudes.

Participants in the community conversations indicated that their main safety concerns in Hayward were racism and homelessness. The conversations brought forth themes of Hayward's diversity and complexity, a desire for all community members to feel safe, and a connection between neighborhood cohesion and feelings of safety. Many community members have positive views of the police, and among those who do not, their perspectives were informed by concerns about over-policing, specific negative experiences, and trust, systemic racism, and intergenerational trauma.

At the writing of this report, only top-line aggregated survey results were available. The survey results indicated a general satisfaction and feeling of safety interacting with Hayward police, but a significant

minority of respondents reported negative or ambivalent responses to these general safety-related questions. Close to 60% of survey respondents indicated a feeling that the relationship between Hayward Police and Hayward residents is positive. A majority of survey respondents support reducing the police budget and redistributing it towards other community services while 60% support establishing a participatory committee for dictating how that funding is reallocated. However, proposals to freeze police hiring, limiting equipment purchases, and banning spending on police facilities were not supported by a majority of survey respondents. A full 82% of respondents support using 3-1-1 as an urgency hotline, and 56% strongly support it.

Staff will continue to reach out to community-based organizations, faith-based organizations, and community members to understand their experiences and perspectives on public safety in Hayward.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Aggregated Survey Results
Attachment III	Non-Random Online Survey Collector Data
Attachment IV	Supplemental Quotes from Community Conversations



DATE: October 27, 2020
TO: Mayor and City Council
FROM: City Manager
SUBJECT: Update on Public Safety Community Engagement Project

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BACKGROUND

In November 2017, the City Council accepted the Commitment for an Inclusive, Equitable, and Compassionate City (the Commitment) created by the Community Task Force. One of the action items in the Commitment included the creation of a community body to provide input into the Hayward Police Department's (HPD) policies and procedures. As a result, the City Council, City staff, and members of the community established the Community Advisory Panel.

Amid increased national conversation about policing and racial equity following the murder of George Floyd, and several officer-involved shootings in Hayward, the Community Advisory Panel participated in a community forum on policing. During and since the forum, community members have approached the City Council with concerns about policing services, policies, programs, and procedures. In particular, the Hayward Community Coalition authored seven demands related to changes in policing services in the City of Hayward. These demands included a reallocation of a portion of the FY 2021 Police Department budget to community-based services outside the Police Department.

In response to these concerns, City Council directed staff to bring forward a community engagement plan designed to elicit further information and experiences throughout the Hayward community to inform their decision-making. On July 21, 2020, the Council held a work session on the community engagement plan and directed staff to move forward with a public safety community engagement project consisting of an opinion research survey and community conversations.

The conversations about policing in Hayward and this public safety community engagement project align with the work the City has done over the past year and a half with the Government Alliance on Race and Equity. The Racial Equity Action Plan brought to Council in May 2020 came out of that work, which includes the goal of having every City department and division complete a racial equity analysis of their work and develop strategies and solutions for eliminating racial disparities and advancing racial equity in their work. This work focusing on public safety is the type of work that each department will eventually undertake to better understand how to structure City services to be more equitable. Public safety and policing are

an important part, but by no means the only part, of advancing racial equity work in the City.

Survey Methodology

In the July Council Work Session, staff recommended working with FM3, a research firm, to conduct a virtual focus group and administer a statistically significant community survey. Based on feedback from Council and the community, staff amended the plan to bring in an additional research partner, owned and led by people of color with experience conducting opinion research related to policing and public safety. Additionally, the virtual focus group was removed from the project in favor of surveying more community members and relying on the community conversations as a source of more nuanced individual feedback and stories. FM3 partnered with Evitarus¹ to complete the survey research work

From October 3 through October 20, 2020, FM3 administered an approximately 15-minute survey to a representative sample of 1,002 Hayward residents. The sample was drawn from a comprehensive list of addresses within the City. Participants were invited to participate in the survey via e-mail (when available) or postcard by logging on to a website and were contacted by telephone to complete the survey if they didn't complete it online. Surveys were conducted online and via telephone. Additionally, community members who wished to do so were able to provide additional feedback to the City. This data is not included in the statistically significant sample.

Upon closing the survey, FM3 weighted the survey results to reflect Hayward's demographics and provide a more accurate snapshot of community opinions on public safety and policing. The survey questions and weighted results from the statistically significant, random sample survey are available in Attachment II. The responses from the voluntary online survey, which were not taken from an unbiased, statistical sample can be found in Attachment III.

Community Conversations Methodology

Over the course of August, September, and October, city staff worked with members of the community and community-based organizations to host virtual community conversations about public safety and experiences with policing. Additionally, staff partnered with students and faculty at Chabot College and Cal State East Bay to conduct one-on-one interviews with community members.

To date, the community conversations have been comprised of close to 700 interviews done by Chabot College students, as well as twelve small discussion groups hosted by education and non-profit partners and City staff. The goal for the conversations was to hear from a diverse range of community members from across Hayward neighborhoods, and especially people of color.

For the interviews, Chabot students were asked to reach out to at least three Hayward community members each and submit the interview transcripts into a centralized database.

¹ <https://evitarus.com/>

Many interviewees had not previously engaged with the City. A group of twelve staff then read through the transcripts in pairs to identify common trends.

For the discussion groups, community members either signed up through an online interest form or were recruited by a community partner (e.g., a community-based organization or faith-based organization). The groups were facilitated over Zoom by staff members or a community leader and a team of Cal State East Bay students and staff took turns taking notes. Because of the virtual format, facilitators found that four to six participants worked best. There were at least a dozen community partners who wanted to host discussion groups but were unable to organize one before this staff report. The staff team will continue to work with these groups during this fall and winter.

During the summer, Chabot students did a trial run of interviews. After assessing the trial, staff created a standardized consent form for both the interviews and discussion groups. In addition, staff compiled mental health resources to share with participants. Finally, staff worked with Chabot faculty, Cal State East Bay faculty, and community groups to refine the following questions, which were used both for the discussion groups and the individual interviews.

The questions asked during these conversations were as follows:

1. What are the top three safety concerns in your life right now?
2. How safe do you feel walking alone in your neighborhood? Why? What about driving or taking public transit? What about shopping?
3. Compared to Hayward as a whole, does your neighborhood feel more or less safe? Why?
4. When you have felt unsafe, have you ever reached out to someone from a Hayward government for help, like police, fire, code enforcement, or a school principal? If so, what was the topic(s)? If not, why not?
5. Most of the time, we think of safety as relating to violence. What other factors in your life make you feel unsafe or fearful? Examples could include housing, food, employment, healthcare, climate, racism, or isolation.
6. We want every community member in Hayward to feel safe in their community. As we discuss and work on these issues, what strategies can we use for everyone to feel safe and fully participate?
7. What is your perception of policing in Hayward?
8. When you envision a Hayward where everyone feels safe, what does it look like? In your vision, what role should law enforcement play?
9. When you think about safety broadly, what solutions should we prioritize first?
10. Is there anything else you would like to add that you feel like we left out?

COVID-related challenges. Due to the pandemic, staff was limited to conducting the outreach virtually or by phone. This precluded previous successful engagement tactics, such as holding groups at libraries or services centers. In addition, non-profit and faith partners have been stretched thin and have had limited capacity to take on additional work. Due to these

challenges, there may be gaps in the data from community members who are less likely to engage online or to interact with Chabot College students.

DISCUSSION

It is crucial to note that the survey and community conversations are complementary, but not comparable. The FM3/Evitarus survey was conducted with a random sampling methodology that was intended to obtain a snapshot of public opinion generally and be demographically representative of the City as a whole. Gathering feedback from the public through a survey has limitations. Respondents must answer only the questions they are given. There is little opportunity for elaborating on nuanced opinions or personal experiences. However, this is a proven and reliable method for collecting measurable, generalizable, and comparable data on community opinions that can be sorted demographically and geographically.

The community conversations and interviews were not randomly sampled, were conducted by people in the community, and should not be taken as broadly indicative of opinions or experiences of all Hayward residents. However, the community conversations offer critical insight into individual experiences, an opportunity for nuance and explanation, and can illuminate experiences, concerns, and perspectives held in common that are necessarily absent from a time-limited phone survey. The stories that community members bravely and thoughtfully shared through the community conversations are specific to each community member.

Comparing summary statistics between the survey and the community conversations is only useful to illuminate the experiences of individuals who are a part of broader communities or may indicate a need for additional outreach in communities whose specific experiences may not have been adequately explored over the past few months.

Participants and Summary Statistics

Staff and researchers asked for descriptive data from participants to disaggregate responses by race, gender, age, and other demographic characteristics, as well as by neighborhood.

Community Conversations

As of October 19, the community conversations team had engaged 742 community members through:

- 693 Individual Interviews
- 12 Small Discussion Groups with 49 total participants

Data from community members who consented to have their data shared on the website (482 participants) can be found in an interactive map at:

www.hayward-ca.gov/haywardsafe

Participants' demographics are described in the charts below (Figures 1-3) for all those who provided demographic information. Participants were not asked to select from a list of

categories to describe themselves, and thus the demographic information looks different from the survey categories. Staff attempted to hear from a diverse range of community members. However, due to the challenges raised above, the total demographics reached as part of the community conversations differs somewhat from the overall Hayward population. After noting this discrepancy after the summer trial, Chabot students were given more guidelines in the fall to increase representation. In particular, the average age of participants was markedly younger, and Asian participants made up a larger percentage than the Hayward community as a whole. In addition, staff's efforts to hear from a larger proportion of Black/African American community members had limited success. To address this, staff has worked to foster relationships over the summer and fall and has scheduled additional conversations in November.

Figure 1: Self-Described Race/Ethnicity of Community Conversations Participants

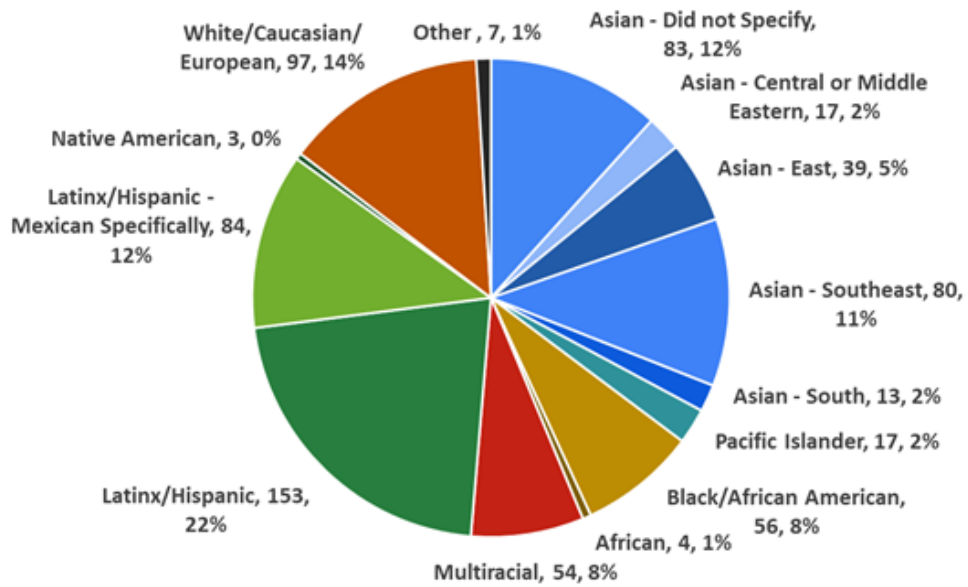


Figure 2: Age of Community Conversations Participants

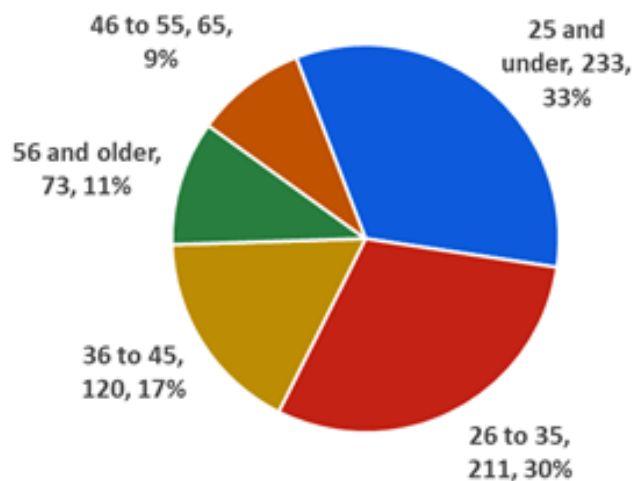
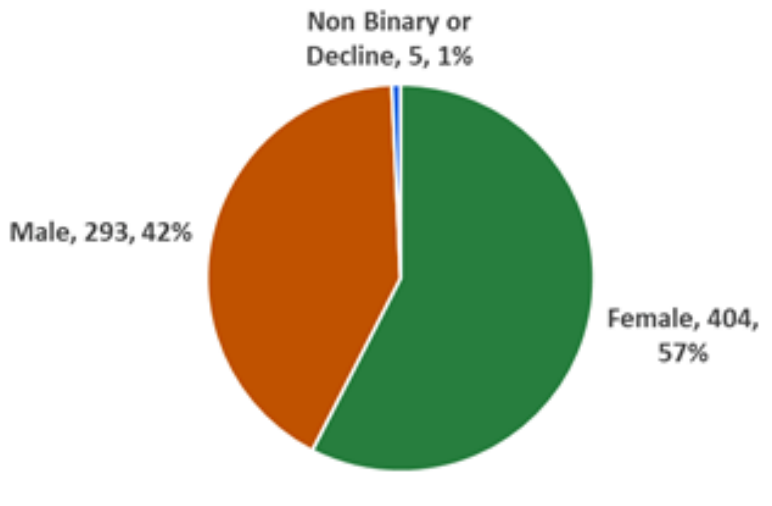
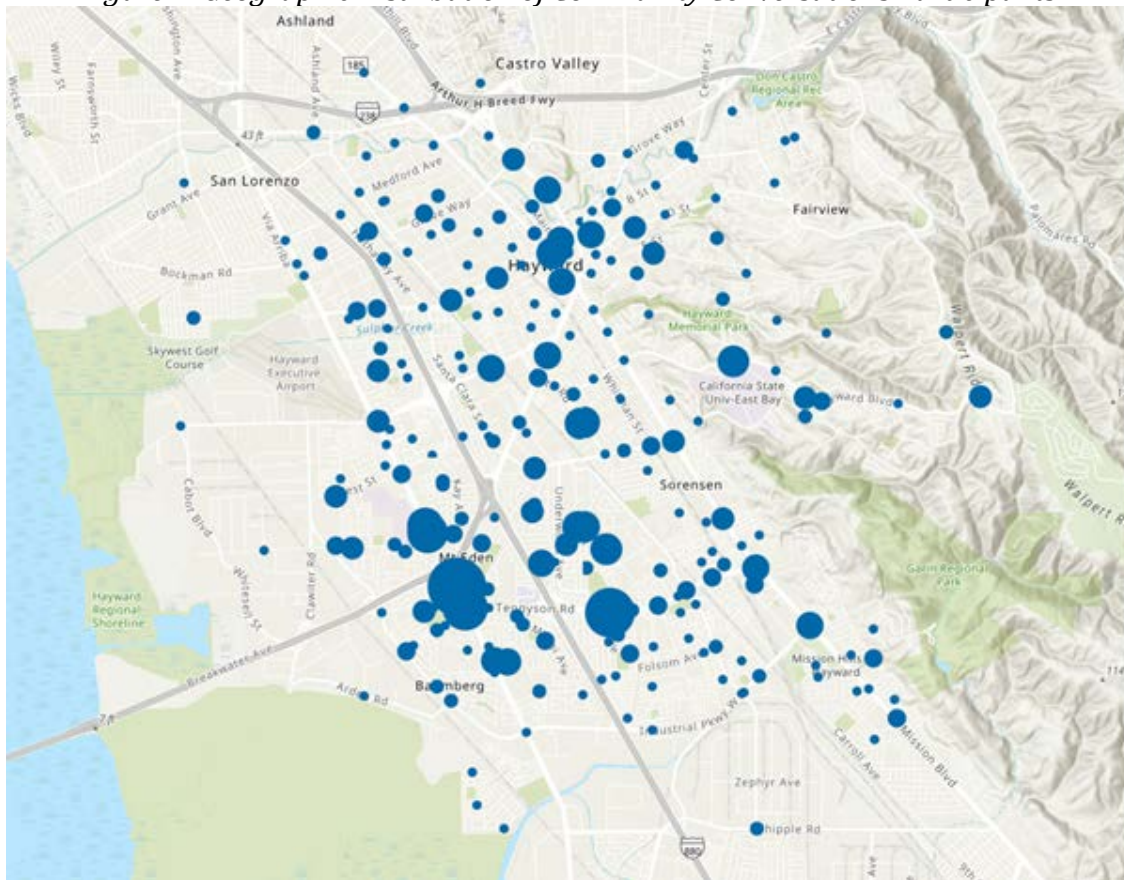


Figure 3: Gender of Community Conversations Participants



The map below (Figure 4) displays the general geographic distribution of the responses. Participants were asked to identify the closest cross street, park, or elementary school to keep the information anonymous. Only the participants who consented to have their closest cross street shared are shown on this map.

Figure 4: Geographic Distribution of Community Conversations Participants



FM3/Evitarus Survey

At the close of the survey, FM3 had interviewed 1,002 Hayward residents regarding their opinions on public safety. The demographics of participants as reported to FM3 are described in the charts below (Figures 5-7). In the attached survey results (Attachment II), the survey responses have been weighted to reflect the demographics of the Hayward community as measured by various government agencies. The attached survey responses also provide more specific racial and ethnic identities for some respondents.

Figure 5: Race of Survey Participants

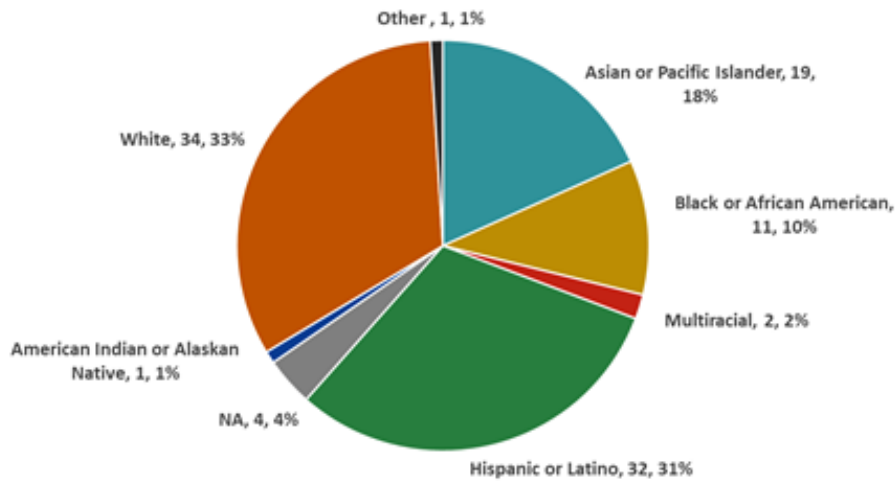


Figure 6: Age of Survey Participants

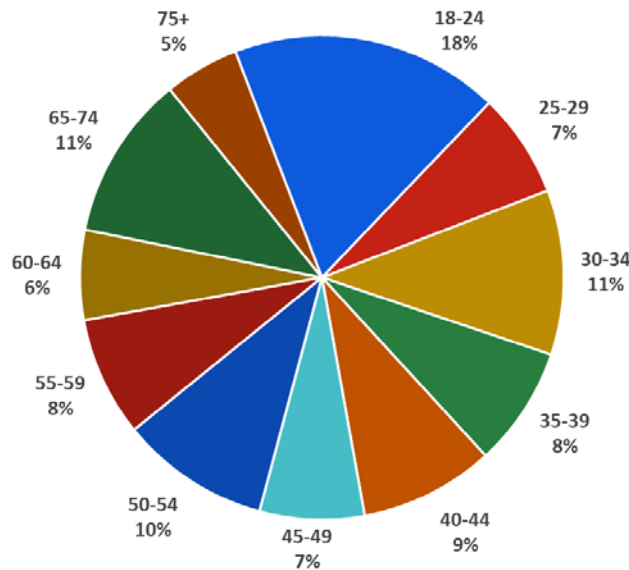
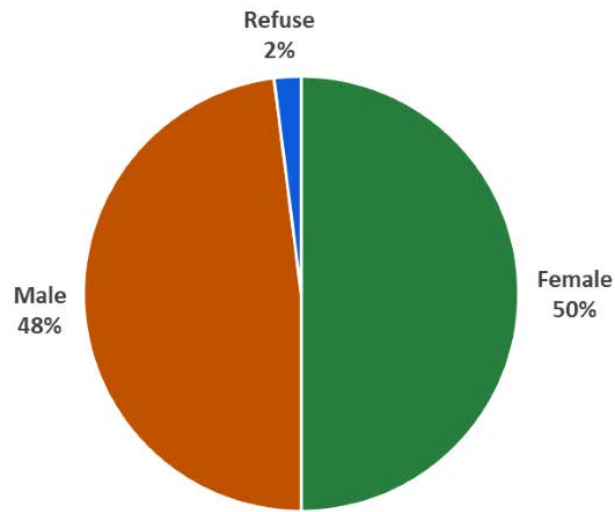


Figure 7: Gender of Survey Participants



Additionally, 34% of survey respondents reside in South Hayward, defined as the area bounded by Highway 92 and Harder Road to the North, Mission Boulevard to the East, Hesperian Boulevard to the West, and Industrial Parkway to the South.

Summary of Responses – Community Conversations

Unlike the survey, the data from the community conversations was not designed to be statistically representative of Hayward as a whole. For that reason, we will not be assigning percentages to the trends that we have identified. For general context, roughly half of the participants had an overall positive view of the Hayward Police Department (HPD) and roughly half had varying degrees of concerns with HPD.

Because Council asked staff to conduct outreach to better understand the scope and nature of community concerns, much of this staff report will focus on those participants who had concerns.

Staff compiled direct quotes to illustrate the themes outlined below using community members' language. These are listed in Attachment IV. All data from community members who consented to have their data shared on the website can be found in the interactive map at:

www.hayward-ca.gov/haywardsafe

The community conversations data in this report is supplemented by general findings in the statistical (FM3/Evitarus) survey.

Survey: Overview of Top-Line Results

An aggregated summary of survey results is included in Attachment II of this report. Some key highlights of the top-line results include:

- Overall, three-quarters are satisfied with life in the City.
- Just 11% say they have “a great deal” of opportunity to voice concerns on community issues – 48% say they have at least “some.”
- Majority of respondents feel safe in general, interacting with police, driving, in their parks and neighborhoods, and pluralities feel safe biking (about one-quarter say that one doesn’t apply).
- 59% believe the relationship with police is positive, 13% negative.
- A significant minority of respondents offer no opinion on whether police treat people fairly by race, housing status or mental health status, though among those with an opinion, most are satisfied.
- 55% support reducing the police budget and redistributing it; 60% support a participatory committee for dictating how that funding is reallocated. The other policy questions in the survey did not receive majority support, particularly freezing police hiring.
- Fully 82% support using 3-1-1 as an urgency hotline, and 56% strongly support it.
- Those who have interacted with police largely have felt satisfied with that experience (68%).

More in-depth analysis, open-ended questions, and disaggregation of opinions between demographic groups (e.g., race, gender, income, etc.) and neighborhood are still being prepared at the writing of this staff report and will be provided either prior to or as part of Tuesday’s presentation. Disaggregating the survey data by race and other demographic categories, as well as neighborhood, will be key to understanding the diversity of experiences with public safety in the Hayward community.

Since this more detailed survey information was not complete at the writing of this report, much of the balance of this report focuses on the themes from the preliminary community conversations. Staff anticipates sending out supplemental information and analysis prior to Tuesday’s meeting.

Community Conversations: Safety Concerns, Themes, and Analysis

Participants in the community conversations reported a number of safety concerns in their discussions with interviewers and their fellow community members. Over the course of the project, several themes emerged from the conversations – sentiments or ideas held in common by participants of different backgrounds or opinions on specific solutions. Additionally, many participants expressed specific positive or negative perceptions of or experiences with law enforcement in Hayward, and those are summarized below. Staff have also highlighted key takeaways and suggested solutions that may inform future discussions.

Safety Concerns: Racism

Racism was the number one issue that participants raised when asked: “Most of the time, we think of safety as relating to violence. What other factors in your life make you feel unsafe or fearful?” This included fear of racist treatment by neighbors, employers, and a range of institutions. Both people who expressed positive views of HPD and those who have concerns with HPD raised the topic of racism as a major concern. This concern was shared across racial groups, with the exception of white community members, who mostly did not raise racism as a top personal fear. Many participants expressed that national events and the current federal administration have increased their fears of experiencing racism. For some, citizenship status was deeply intertwined with the fear of racism.

- ➔ When asked what solutions to prioritize first, many community members discussed the need for government at all levels to discuss and address racism more explicitly.

Safety Concerns: Homelessness

Concerns about homelessness in Hayward were also prevalent among participants. People reported concern for their own safety walking around their neighborhoods, as well as concern for the safety of those experiencing homelessness. Some also expressed concern that they or those they love may become homeless. Staff noted that the term “homeless” was often used as a catch-all term to also describe people who appeared intoxicated or those displaying noticeable symptoms of possible mental health issues, regardless of whether their housing status was known. Many people felt empathy for community members who are struggling, but also expressed discomfort or fear of being in public spaces with encampments or with someone whose behavior was perceived as unpredictable. Many people noticed an increase in the number of people who are homeless since the COVID-19 pandemic began.

- ➔ A large group of participants either advocated for or expressed openness to bolstering non-police response options to complaints or emergency calls about community members experiencing mental health issues, addiction issues, or homelessness.

Additional Safety Concerns: An Unprecedented Time

2020 has been a uniquely stressful moment in the lives of many Hayward community members. In addition to the two common concerns mentioned above, participants raised a number of issues that make them feel unsafe or fearful. Attachment IV includes a selection of quotes from participants in which community members explain these concerns in their own language.

Basic needs and wellness concerns – Nearly all participants mentioned fearing for their basic needs or wellness during this time. The top concerns are health (the threat of COVID-19, healthcare access, air quality), housing access, food access, climate change (especially fires), job security, and managing the education and emotional wellbeing of their children. Some participants brought up the connection between economic concerns and systemic racism as well as between economic concerns and citizenship status.

Crime-rated safety concerns – Dozens of participants expressed fear of break-ins and theft in their neighborhood. For some respondents, this fear was related to prior experiences and for others, this fear was not based on experience but on their perception of neighborhood safety. Quite a few participants expressed deep fear of gun violence, both from other community members as well as from police. Many participants raised specific fears connected to BART stations or riding BART. Some participants mentioned fear related to civil unrest and looting.

Gender-specific safety concerns for women – Almost all women who participated in the community conversations expressed fears of being vulnerable and/or targeted because they are women, particularly while alone in public spaces.

Quality of life concerns – The predominate quality of life concern raised by participants was reckless driving. Many participants cited speeding and dangerous driving throughout the City as a safety risk, both from the perspective of driver and of pedestrian. In addition, quite a few participants mentioned poor lighting and fireworks. Some mentioned noise concerns.

Theme: The Hayward Community is Diverse and Complex

One overarching finding of the community conversations work is that community views in Hayward do not fit neatly into the current national narrative. While some participants did express views on law enforcement that were unquestionably supportive or critical, the majority of participants held nuanced views that were mostly focused on a desire for the community to collaboratively find solutions to public safety issues. In particular, Hayward's diverse immigrant communities express a complex range of views on safety that are influenced by their prior experiences with law enforcement and government, sometimes in other countries. Some participants stressed the need for any proposed safety solutions to be deeply community-informed to meet the unique needs of Hayward's diverse population.

Theme: Desire for All Community Members to Feel Safe

Another overarching finding was that a wide majority of participants expressed support for taking steps to ensure that all community members feel safe, regardless of their own experience with law enforcement. Many participants who had no personal negative experiences with law enforcement were concerned that their fellow community members did not feel safe accessing City services or interacting with the police. These participants expressed openness to exploring new service models if those would improve the lives of others. In addition, when asked to share what a safe Hayward would look like, these participants envisioned a Hayward where all community members felt safe, empowered, and supported.

- ➔ The number one suggestion from all participants was the desire to see more community building activities in neighborhoods and trust building activities between government (both the City generally and HPD specifically) and community members.

Theme: Neighborhood Cohesion Increases Feelings of Safety

There was a clear link between how connected participants felt to their neighbors and how safe they felt in their neighborhood. When asked if their neighborhood felt more safe or less safe than the rest of Hayward, participants often spoke more about whether or not they knew their neighbors than the crime statistics in their neighborhood. As stated above, many participants suggested community building activities to increase Hayward's overall sense of safety.

Community Members Who Expressed Positive Views of Law Enforcement in Hayward

Many community members expressed an overall positive view of the Hayward Police Department. Within this group, some have had direct contact with Police Department staff, and others have had little to no direct contact. This group tended slightly to be older, whiter, and more likely to live in neighborhoods east of Mission than community conversations participants on the whole. However, there were also many participants in this diverse group who did not fit that description.

Positive comments focused on professionalism, respect, transparency, and fairness. Some community members expressed appreciation for HPD's Community Academy, describing it as a useful opportunity to learn more about HPD's work and services. Community members also shared positive experiences interacting with HPD's Crime Prevention Services, noting that HPD staff are responsive and helpful for community members interested in finding ways to reduce crime in their neighborhoods.

In addition, many participants with positive comments expressed appreciation for HPD's work during this year's difficult conditions, calling out the increased safety challenges with COVID-19 as well as the pressure of increased scrutiny placed on HPD. A sample of quotes for these themes are listed in Attachment IV.

Community Members Who Expressed Concerns with Law Enforcement in Hayward

Many community members expressed varying degrees of concerns with law enforcement in Hayward. Within this group, some have had direct contact with Police Department staff, and others have had little to no direct contact. This group tended to be younger, more likely to be people of color, and more likely to live in neighborhoods west of Mission. However, there were also participants in this group who did not fit that description. The sections below attempt to group the concerns shared into some common themes. A sample of quotes for these themes are listed in Attachment IV.

Trust, Systemic Racism, and Intergenerational Trauma

A sizable group of participants expressed deep distrust of law enforcement and fear of contacting or being in the same space as law enforcement, including HPD. Sometimes this fear was related to specific experiences with HPD (see below). In other cases, this fear was not tied to personal experiences in Hayward, but to deep traumas experienced in the participant's life,

the lives of their families, or in their communities. Please view the quotes in Attachment IV to read community members explanations of these concerns in their own words.

One worrying finding was that a sizable group of participants had never contacted HPD or other authorities for assistance out of fear of what would happen to them or to others involved in the situation. While the cause of this mistrust and fear may not always be directly linked to HPD's past actions or reputation, these participants felt that there was not nearly enough being done by the City across all departments to build trust and address trauma and past injustices in communities of color that continue to bear the brunt of systemic racism. Many of these community members made it clear that if the goal is that all Hayward community members feel safe, the City will not succeed without directly addressing these deep-rooted issues.

Participants also discussed the psychological impact of having armed police or armed vehicles in their neighborhoods. Many expressed their discomfort and fear at having armed police officers on school campuses or at events. Some mentioned alarm when seeing many police together, especially when tactical equipment or vehicles are also present. Some respondents spoke about how visible weapons can evoke trauma for communities that have been historically impacted by patterns of violence.

- ➔ As mentioned above, when asked what solutions to prioritize first, many community members discussed a desire to see the City address racism more explicitly in all departments.
- ➔ Many participants suggested investing in trust building activities with HPD. These included forums with back-and-forth exchanges (instead of only one side speaking), police walking beats more (instead of patrolling in cars), interaction through recreational programs, and expanding existing engagement events to target less engaged communities. Some participants suggested having police officers be unarmed or dressed down for these types of activities.
- ➔ Other participants suggested investing in trust building activities with other City departments. These participants shared that their community may not be ready to engage directly with the Police Department but may be ready to start relationships with other City services.

Concerns with Police Responsiveness and Effectiveness

Some community members expressed varying degrees of concerns about the responsiveness and effectiveness of HPD. Some participants felt that these issues were a result of inefficient use of resources, while others felt that HPD lacked sufficient resources. Respondents also posited that HPD was assigned to certain tasks that were not appropriate for their training and skillset. Among those with complaints about responsiveness:

- Some expressed concern at the lack of patrol in their neighborhoods, as well as occasional slow police responses or lack of response.

- Other community members expressed frustration that the same crimes were occurring repeatedly for many years.
- Participants in this group expressed concern about armed police responding to individuals experiencing a mental health crisis.
- Others noted curiosity regarding the placement of animal services within HPD.

In many cases, participants mentioned that they didn't feel well informed enough to make suggestions for improvements. Some expressed a desire for more transparency to better understand the use of police resources.

- ➔ There were many questions about the existing police programs and department capacity, and a desire for more information.
- ➔ Participant suggestions ranged from increased training (particularly in de-escalation, implicit bias, and racial equity), adding resources, and using alternative service models for certain types of responses.

Concerns with Over-Policing

Some participants expressed concern about there being too many police in their neighborhood or police enforcing laws that disproportionately impacted low-income community members, who are more likely to be people of color.

Specific Negative Experiences in Hayward

Some participants expressed specific negative experiences with the Hayward Police Department. While these were not widespread amongst the participant pool, the examples were painful and alarming. Almost all of these participants were people of color.

One worrying finding was that few of the participants who described specific negative experiences had used the HPD complaint system because they were too fearful of retaliation or felt that nothing would be done. Participants who had used the complaint system mostly felt that they did not have their complaint resolved. Because of this, the City is not receiving the feedback necessary for accountability, addressing problems, making changes, or rebuilding trust.

- ➔ Some of these participants suggested reforming the complaint system to make it feel safer, especially for people of color.
- ➔ Some of these participants suggested using alternative service models for certain types of responses to avoid negative interactions, including civilian responses and unarmed responses.

STRATEGIC ROADMAP

This agenda item supports the Strategic Priority of Racial Equity and including a racial equity lens in the provision of City services. This item is not specifically related to a project identified in the Strategic Roadmap. Staff is bringing forth this new item at Council direction. Staff will include this item in the next update to Council on the Strategic Roadmap.

NEXT STEPS

Staff intends to return with a report on HPD services, budget, and organization to provide the Council and community with further information for a future policy discussion. This report is currently scheduled for November 17. Staff will continue engaging community-based organizations, faith-based organizations, and community members in community conversations about public safety and policing in Hayward.

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OCTOBER 3-21, 2020



CITY OF HAYWARD POLICING AND PUBLIC SAFETY SURVEY
320-913 WT (TRACKS ADDED)
N=1002
MARGIN OF SAMPLING ERROR $\pm 3.5\%$ (95% CONFIDENCE INTERVAL)

Hello, I'm _____ from _____, a public opinion research company. We're conducting a public opinion survey about issues that interest residents of the City of Hayward. We are definitely not trying to sell anything, and we are only interested in your opinions. **(IF RESPONDENT WISHES TO SPEAK SPANISH, HAND OFF TO BILINGUAL INTERVIEWER.)** May I please speak to _____? **(MUST SPEAK TO RESIDENT LISTED. VERIFY THAT THE VOTER LIVES AT THE ADDRESS LISTED; OTHERWISE, TERMINATE.)**

- A. Before we begin, I need to know if I have reached you on a cell phone, and if so, are you in a place where you can talk safely without endangering yourself or others?

Yes, cell and can talk safely-----86%
 Yes, cell but cannot talk safely ----- **TERMINATE**
 No, not on cell-----14%
(DON'T READ) DK/NA/REFUSED----- TERMINATE

NEXT, I'M GOING TO ASK YOU A FEW QUESTIONS TO MAKE SURE WE ARE SPEAKING TO A REPRESENTATIVE GROUP OF LOCAL RESIDENTS.

- B. First, are you a resident of the city of Hayward?

Yes-----100%
 No----- **TERMINATE**
(DON'T READ) Refused ----- TERMINATE

- C. In what year were you born? **(RECORD YEAR; CODE IN CATEGORIES BELOW AS WELL)**

2002-1996 (18-24)-----18%
 1995-1991 (25-29)-----7%
 1990-1986 (30-34)-----11%
 1985-1981 (35-39)-----8%
 1980-1976 (40-44)-----9%
 1975-1971 (45-49)-----7%
 1970-1966 (50-54)-----10%
 1965-1961 (55-59)-----8%
 1960-1956 (60-64)-----6%
 1955-1946 (65-74)-----11%
 1945 or earlier (75+)-----5%
(REFUSED/NA)-----1%

D. How do you describe your gender?

Man -----48 %
 Woman -----50 %
 Non-binary ----- 0 %
 Something else (**SPECIFY**)----- 0 %
 (**DON'T READ**) Refused ----- 2 %

E. What was the last level of school you completed?

High school graduate or less -----37 %
 Vocational/technical school ----- 5 %
 Some college, no degree-----22 %
 Associate degree -----14 %
 Four-year college or bachelor's degree -----15 %
 Graduate school or advanced degree ----- 5 %
 (**DON'T READ**) Refused ----- 2 %

F. With which racial or ethnic group do you identify yourself? (**READ LIST; ACCEPT MULTIPLE RESPONSES**)

Hispanic or Latino -----32 %
 White or Caucasian-----34 %
 Black or African American-----11 %
 Afghani ----- 0 %
 Middle Eastern ----- 0 %
 Asian or Pacific Islander-----19 %
 American Indian or Alaska Native----- 1 %
 Multiracial (**SPECIFY**) ----- 2 %
 Other (**SPECIFY**) ----- 1 %
 (**DON'T READ**) DK/NA/REFUSED----- 4 %

(ASK ONLY IF ASIAN/PACIFIC ISLANDER – CODE 6 – IN QF)

G. More specifically, would you say that you are: **(READ LIST)**

Chinese -----	10%
Filipino -----	37%
Thai -----	0%
Indian -----	12%
Central Asian -----	0%
Japanese -----	1%
Korean -----	1%
Vietnamese -----	9%
Samoa -----	3%
Tongan -----	0%
Guamanian or Chamorro -----	0%
Other Pacific Islander -----	4%
Multiracial -----	2%
Other (SPECIFY) -----	13%
(DON'T READ) DK/NA/REFUSED -----	7%

(ASK ONLY IF MIDDLE EASTERN – CODE 5 – IN QF)

H. More specifically, how do you identify your ethnicity? **(OPEN-ENDED)**

(RESUME ASKING ALL RESPONDENTS)

NOW I WOULD LIKE TO ASK YOU SEVERAL QUESTIONS ABOUT LIFE IN HAYWARD.

1. First, I'd like to get your overall opinion of living in the City of Hayward. Generally speaking, are you satisfied or dissatisfied with the overall quality of life in Hayward? **(IF SATISFIED /DISSATISFIED, ASK: Is that very or somewhat SATISFIED/DISSATISFIED?)**

	<u>2008</u>	<u>2010</u>	<u>2012</u>	<u>2014</u>	<u>2016</u>	<u>2019</u>	<u>2020</u>
TOTAL SATISFIED -----	76%	79%	80%	85%	76%	75%	74%
Very satisfied -----	30%	37%	42%	49%	27%	25%	24%
Somewhat satisfied -----	46%	42%	38%	37%	49%	50%	50%
TOTAL DISSATISFIED -----	23%	21%	20%	14%	24%	22%	25%
Somewhat dissatisfied -----	16%	11%	12%	9%	16%	15%	17%
Very dissatisfied -----	7%	10%	8%	5%	7%	7%	8%
(DON'T READ) DK/NA -----	1%	1%	1%	1%	3%	3%	1%

2. Next, in a few words of your own, what is the most serious problem facing Hayward? (**OPEN-ENDED, RECORD VERBATIM RESPONSE**)

3. Overall, as a resident of the City of Hayward, how much of an opportunity do you feel that you have to voice your concerns on major community issues that affect your life? (**READ LIST**)

	<u>2008</u>	<u>2010</u>	<u>2012</u>	<u>2014</u>	<u>2016</u>	<u>2019</u>	<u>2020</u>
GREAT DEAL/SOME -----	56% -----	53% -----	N/A -----	N/A -----	49% -----	47% -----	48% -----
A great deal -----	22%-----	22%-----	NA-----	N/A-----	15%-----	16%-----	11%-----
Some-----	34%-----	31%-----	N/A-----	N/A-----	34%-----	31%-----	37%-----
 LITTLE/NOT MUCH -----	 49% -----	 45% -----	 N/A -----	 N/A -----	 43% -----	 45% -----	 46% -----
A little-----	20%-----	22%-----	N/A-----	N/A-----	22%-----	19%-----	19%-----
Not much at all -----	19%-----	23%-----	N/A-----	N/A-----	21%-----	26%-----	27%-----
 (DON'T READ) DK/NA -----	 5% -----	 2% -----	 N/A -----	 N/A -----	 7% -----	 8% -----	 6% -----

MY NEXT QUESTIONS ARE ABOUT PUBLIC SAFETY IN HAYWARD.

4. How safe do you feel in Hayward ____? Do you feel safe, unsafe, or neither safe nor unsafe? (**IF SAFE/UNSAFE, ASK: Is that very SAFE/UNSAFE or just somewhat?**) (**READ A FIRST, THEN RANDOMIZE**)

	<u>VERY SAFE</u>	<u>SMWT SAFE</u>	<u>NEITHER SAFE NOR UNSAFE</u>	<u>SMWT UNSAFE</u>	<u>VERY UNSAFE</u>	<u>(DK/NO OPIN)</u>	<u>TOTAL SAFE</u>	<u>TOTAL UNSAFE</u>
(ASK "a" FIRST)								
[]a. In general								
2020 -----	16%	42%	18%	17%	6%	1%	59%	23%
2019 -----	16%	48%	15%	16%	5%	0%	64%	21%
[]b. Interacting with Hayward								
Police-----	37%	26%	14%	7%	5%	10%	63%	13%
[]c. Driving on Hayward streets								
2020 -----	24%	43%	11%	15%	5%	2%	67%	20%
2019 -----	28%	46%	8%	12%	5%	2%	73%	17%
[]d. Walking or playing in the park closest to your residence								
2020 -----	23%	36%	9%	17%	9%	5%	60%	26%
2019 -----	27%	38%	10%	13%	9%	3%	65%	22%
[]e. Bicycling								
2020 -----	11%	29%	12%	15%	9%	23%	40%	25%
2019 -----	10%	32%	13%	14%	12%	19%	42%	26%
[]f. Walking in your neighborhood								
2020 -----	30%	37%	10%	15%	7%	1%	68%	22%
2019 -----	27%	44%	10%	12%	7%	0%	71%	19%

(ASK IF CODES 4 OR 5 – UNSAFE – IN Q4A)

5. Earlier you said that you feel unsafe in Hayward generally. In a few words of your own, what would make you feel safer in your community? **(OPEN-ENDED, RECORD VERBATIM RESPONSE)**

(RESUME ASKING ALL RESPONDENTS)

MY NEXT QUESTIONS ARE ABOUT THE HAYWARD POLICE DEPARTMENT.

6. Next, do you believe the relationship between the Hayward Police and Hayward residents generally is a positive or a negative one? **(IF POSITIVE/NEGATIVE, ASK: Is that very or somewhat POSITIVE/ NEGATIVE?)**

TOTAL POSITIVE ----- 59%
 Very positive ----- 26%
 Somewhat positive ----- 33%

(DON'T READ) Mixed ----- 17%

TOTAL NEGATIVE ----- 13%
 Somewhat negative ----- 9%
 Very negative ----- 4%

(DON'T READ) DK/NA ----- 11%

7. Next, I am going to mention different aspects of police services specifically. I would like you to tell me how satisfied you are personally with the job being done by the City of Hayward Police in providing that program or service to City residents: very satisfied, somewhat satisfied, somewhat dissatisfied, or very dissatisfied. If you have no opinion or don't know about a service I mention to you, you can tell me that too. Here is the first one... **(RANDOMIZE)**

	<u>VERY SAT</u>	<u>SMWT SAT</u>	<u>SMWT DISSAT</u>	<u>VERY DISSAT</u>	<u>NO OPIN /DK/NA</u>	<u>TOTAL SAT</u>	<u>TOTAL DISSAT</u>
[]a. Addressing crime committed against people -----	15%	30%	13%	9%	33%	45%	22%
[]b. Addressing crime involving property damage or theft -----	13%	28%	18%	14%	27%	41%	32%
[]c. Maintaining traffic safety							
2020 -----	23%	41%	15%	8%	13%	64%	23%
2019 -----	20%	40%	13%	10%	16%	60%	23%
2016 -----	24%	42%	17%	10%	7%	66%	26%
2014 -----	47%	32%	9%	6%	6%	79%	15%
2012 -----	42%	35%	11%	7%	4%	77%	18%
2010 -----	48%	34%	9%	6%	4%	82%	15%
2008 -----	39%	40%	11%	8%	3%	79%	19%
[]d. Treating all members of Hayward's ethnically diverse community fairly -----	23%	26%	12%	9%	30%	49%	21%

		<u>VERY SAT</u>	<u>SMWT SAT</u>	<u>SMWT DISSAT</u>	<u>VERY DISSAT</u>	<u>NO OPIN /DK/NA</u>	<u>TOTAL SAT</u>	<u>TOTAL DISSAT</u>
[]e.	Officers being courteous to the public							
	2020 -----	33 %	34 %	11 %	5 %	17 %	67%	16%
	2019 -----	31 %	31 %	6 %	5 %	26 %	62%	12%
	2016 -----	35 %	36 %	8 %	7 %	14 %	71%	15%
	2014 -----	52 %	28 %	4 %	7 %	10 %	80%	11%
	2012 -----	46 %	32 %	5 %	5 %	11 %	78%	11%
	2010 -----	44 %	26 %	12 %	8 %	11 %	70%	20%
[]f.	911 operators being courteous to the public							
	2020 -----	36 %	21 %	4 %	4 %	34 %	58%	8%
	2019 -----	32 %	16 %	1 %	2 %	48 %	48%	3%
	2016 -----	34 %	26 %	4 %	2 %	35 %	59%	6%
	2014 -----	49 %	19 %	3 %	3 %	26 %	68%	6%
	2012 -----	50 %	20 %	3 %	2 %	25 %	70%	5%
	2010 -----	51 %	25 %	5 %	2 %	18 %	76%	7%
	2008 -----	41 %	25 %	4 %	5 %	26 %	66%	9%
[]g.	Maintaining adequate neighborhood patrolling							
	2020 -----	14 %	35 %	23 %	15 %	12 %	50%	38%
	2019 -----	16 %	31 %	23 %	13 %	17 %	47%	36%
	2016 -----	17 %	43 %	19 %	13 %	8 %	60%	32%
	2014 -----	43 %	28 %	13 %	12 %	5 %	71%	25%
	2012 -----	37 %	28 %	18 %	14 %	4 %	65%	32%
	2010 -----	43 %	35 %	11 %	10 %	2 %	78%	21%
[]h.	Timeliness of response to police calls							
	2020 -----	21 %	31 %	14 %	9 %	25 %	52%	23%
	2019 -----	21 %	25 %	7 %	9 %	37 %	47%	16%
	2016 -----	26 %	28 %	11 %	8 %	27 %	54%	19%
	2014 -----	40 %	25 %	8 %	9 %	18 %	65%	17%
	2012 -----	41 %	22 %	12 %	8 %	17 %	63%	20%
	2010 -----	44 %	29 %	10 %	6 %	11 %	73%	16%
[]i.	Treating people fairly regardless of their race or ethnicity -----	24 %	25 %	13 %	9 %	30 %	49%	21%
[]j.	Treating people fairly regardless of whether they are homeless -----	16 %	24 %	10 %	9 %	41 %	40%	19%
[]k.	Treating those experiencing a mental health crisis with respect -----	15 %	20 %	11 %	8 %	45 %	36%	19%

8. Next, I am going to read you a list of potential reforms to the Hayward Police Department that have been proposed by a group of community members. After you hear each one, please tell me if you would support or oppose that potential policy. **(IF SUPPORT/ OPPOSE, ASK:)** “Is that strongly **SUPPORT/OPPOSE** or just somewhat? **(READ IN ORDER)**

	<u>STR</u> <u>SUPP</u>	<u>SMWT</u> <u>SUPP</u>	<u>SMWT</u> <u>OPP</u>	<u>STR</u> <u>OPP</u>	<u>(DK/NA)</u>	<u>TOTAL</u> <u>SUPP</u>	<u>TOTAL</u> <u>OPP</u>
[]a. Reducing and redistributing 10 percent of the police budget to non-police, community-based services outside of the police department-----	32 %	24 %	13 %	24 %	8 %	55 %	37 %
[]b. Banning the Hayward Police Department from purchasing any riot, military and surveillance equipment, including software-----	24 %	20 %	18 %	29 %	8 %	45 %	47 %
[]c. Freezing police department hiring indefinitely after the incoming class, including leaving currently filled positions vacant when officers retire or leave for another position-----	8 %	17 %	19 %	43 %	13 %	25 %	62 %
[]d. Banning all spending on the assessment or construction of any new police buildings or corporation yards to service the Hayward Police Department-----	16 %	22 %	24 %	28 %	10 %	38 %	52 %
[]e. Establishing 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-----	35 %	25 %	13 %	19 %	8 %	60 %	32 %

9. Some people have proposed that the City explore whether 311 can be used as an urgency hotline to address public safety issues that are unrelated to law enforcement. This would include things like non-violent crisis intervention, mental health first response, traffic safety issues, and trauma-informed intervention for domestic violence victims. Would you support or oppose such a proposal? **(IF SUPPORT/ OPPOSE, ASK:)** “Is that strongly **SUPPORT/OPPOSE** or just somewhat?

TOTAL SUPPORT -----82%
Strongly support -----56 %
Somewhat support -----26 %

TOTAL OPPOSE -----11%
Somewhat oppose -----4 %
Strongly oppose -----7 %

(DON'T READ) DK/NA -----7 %

10. In a few words of your own, what are the factors that the City of Hayward should consider as it looks to improve community safety and potentially reform policing? **(OPEN-ENDED, RECORD VERBATIM RESPONSES)**

MY NEXT QUESTIONS ARE ABOUT YOUR PERSONAL EXPERIENCES WITH POLICING AND PUBLIC SAFETY IN HAYWARD. KEEP IN MIND THAT THIS SURVEY IS CONFIDENTIAL, AND INDIVIDUAL RESULTS WILL NOT BE SHARED.

11. Have you ever been the victim of a crime in Hayward? **(IF YES, ASK: Was that a violent crime such as assault or armed robbery, or a property crime such as a car break-in or burglary?)**

Yes, violent crime----- 3 %
Yes, property crime-----39 %
Yes, both-----7 %
No, neither -----49 %
(DON'T READ) Prefer not to answer -----2 %

12. Keeping in mind that this survey is completely confidential, I'd like to know more about your experiences with public safety in Hayward. I am going to read a list of experiences people may have had. Please tell me whether you personally, or anyone close to you, has had that experience in Hayward. **(ASK "A" FIRST, THEN RANDOMIZE)**

	<u>SELF</u>	<u>PERSON CLOSE</u>	<u>(BOTH)</u>	<u>NEITHER</u>	<u>DK/NA</u>
[]a. Interacted with a Hayward Police officer for any reason-----	53 %	12 %	8 %	19 %	7 %
[]b. Been stopped by Hayward Police-----	33 %	10 %	4 %	47 %	6 %
[]c. Been arrested by Hayward Police -----	5 %	10 %	1 %	79 %	5 %
[]d. Reported a crime to Hayward Police --	47 %	13 %	4 %	31 %	6 %
[]e. Requested a Hayward Police report----	30 %	12 %	3 %	50 %	6 %
[]f. Filed a complaint about a Hayward police officer -----	3 %	4 %	0 %	85 %	8 %

(ASK IF CODE 1 OR 2 IN Q12A)

13. In general, were you or the person close to you satisfied or dissatisfied with the interaction with the Hayward Police officer? **(IF SATISFIED/DISSATISFIED, ASK: Is that very or just somewhat SATISFIED/ DISSATISFIED?)**

TOTAL SATISFIED -----68%
 Very satisfied -----40%
 Somewhat satisfied-----27%

TOTAL DISSATISFIED -----27%
 Somewhat dissatisfied -----14%
 Very dissatisfied-----13%

(DON'T READ) DK/NA/REFUSED----- 6%

(ASK IF CODES 3 OR 4 IN Q13 "DISSATISFIED" AND CODE 3 "NEITHER" IN Q12F)

14. Earlier you said that you have not filed a complaint about a Hayward police officer. In a few words of your own, why did you choose not to file a complaint? **(OPEN-ENDED, RECORD VERBATIM RESPONSE)**



(RESUME ASKING ALL RESPONDENTS)

HERE ARE MY FINAL QUESTIONS. THEY ARE JUST FOR STATISTICAL PURPOSES.

15. Are you registered to vote in Hayward? **(IF YES, ASK: With which party are you registered to vote?)**
(READ LIST)

Yes, Democratic-----53 %
 Yes, Republican -----11 %
 Yes, No Party Preference-----13 %
 Yes, another party-----4 %
 No, not registered -----4 %
(DON'T READ) DK/NA/REFUSED -----15 %

16. Were you born in the United States, or another country?

United States -----76 %
 Another country -----21 %
(DON'T READ) DK/NA/REFUSED -----3 %

17. Do you regularly speak a language other than English at home?

Yes-----44 %
 No-----53 %
(DON'T READ) DK/NA/REFUSED -----3 %

18. How long have you lived in Hayward? **(READ LIST)**

5 years or less-----18 %
 6 to 10 years-----14 %
 11 to 15 years -----10 %
 16 to 20 years -----16 %
 21 to 30 years -----18 %
 31 years or more-----23 %
(DON'T READ) DK/NA/Refused -----1 %

19. Do you own your residence, rent your residence, or do you not have stable housing?

Own-----59 %
 Rent-----35 %
 No stable housing-----2 %
(DON'T READ) DK/NA/Refused -----5 %

20. Have you or a close friend or family member ever experienced a period of homelessness?

Yes, self----- 5 %
 Yes, friend or family member----- 17 %
 Yes, both self and friend/family ----- 4 %
 No----- 71 %
(DON'T READ) DK/NA/Refused----- 3 %

21. Do you have any children under the age of 19 living at home?

Yes----- 36 %
 No----- 62 %
(DON'T READ) DK/NA/Refused----- 3 %

22. Do you have a close friend or family member who works in law enforcement?

Yes, close friend----- 13 %
 Yes, family member ----- 11 %
 Yes, both----- 6 %
 No, neither ----- 66 %
(DON'T READ) DK/NA/Refused----- 3 %

23. So far this year, have you attended a rally, march, or protest in response to officer-involved shootings or police reform?

Yes----- 11 %
 No----- 85 %
(DON'T READ) DK/NA/Refused----- 4 %

24. Do you consider yourself: **(READ LIST; ALLOW MULTIPLE SELECTIONS)**

Heterosexual----- 73 %
 Gay or lesbian----- 4 %
 Bisexual ----- 5 %
 Transgender ----- 0 %
 Something else **(SPECIFY)** ----- 2 %
(DON'T READ) Prefer not to say ----- 11 %
(DON'T READ) DK/NA/Refused----- 6 %

25. I don't need to know the exact amount, but please stop me when I read the category that includes the total income for your household before taxes in 2019. Was it:

\$30,000 a year or less -----	13 %
\$30,001 to \$60,000-----	16 %
\$60,001 to \$90,000-----	16 %
\$90,001 to \$110,000-----	9 %
\$110,001 to \$140,000-----	11 %
\$140,001 to \$170,000-----	6 %
\$170,001 to \$200,000-----	4 %
More than \$200,000-----	5 %
(DON'T READ) Refused -----	21 %

THANK AND TERMINATE

LOI (OBSERVATION):	English-----	95 %
	Spanish -----	5 %

DATA COLLECTION MODE:	Phone -----	49 %
	Online-----	51 %

CONTACT MODE:	Phone -----	49 %
	Email-----	27 %
	Postcard -----	5 %
	Text -----	19 %

<u>ZIP</u>	
94541 -----	20 %
94542 -----	11 %
94544 -----	51 %
94545 -----	18 %
94546 -----	0 %

<u>NEIGHBORHOOD</u>	
South Hayward -----	34 %
Other-----	66 %



**CITY OF HAYWARD POLICING
AND PUBLIC SAFETY SURVEY
320-913 UT (NON-RANDOM SAMPLE)
N=81**

Hello, I'm _____ from _____, a public opinion research company. We're conducting a public opinion survey about issues that interest residents of the City of Hayward. We are definitely not trying to sell anything, and we are only interested in your opinions. **(IF RESPONDENT WISHES TO SPEAK SPANISH, HAND OFF TO BILINGUAL INTERVIEWER.)** May I please speak to _____? **(MUST SPEAK TO RESIDENT LISTED. VERIFY THAT THE VOTER LIVES AT THE ADDRESS LISTED; OTHERWISE, TERMINATE.)**

A. Before we begin, I need to know if I have reached you on a cell phone, and if so, are you in a place where you can talk safely without endangering yourself or others?

- Yes, cell and can talk safely----- 0%
- Yes, cell but cannot talk safely ----- **TERMINATE**
- No, not on cell----- 0%
- (DON'T READ) DK/NA/REFUSED----- TERMINATE**

NEXT, I'M GOING TO ASK YOU A FEW QUESTIONS TO MAKE SURE WE ARE SPEAKING TO A REPRESENTATIVE GROUP OF LOCAL RESIDENTS.

B. First, are you a resident of the city of Hayward?

- Yes----- 100%
- No----- **TERMINATE**
- (DON'T READ) Refused ----- TERMINATE**

C. In what year were you born? **(RECORD YEAR; CODE IN CATEGORIES BELOW AS WELL)**

- 2002-1996 (18-24)----- 7%
- 1995-1991 (25-29)----- 15%
- 1990-1986 (30-34)----- 17%
- 1985-1981 (35-39)----- 9%
- 1980-1976 (40-44)----- 11%
- 1975-1971 (45-49)----- 2%
- 1970-1966 (50-54)----- 9%
- 1965-1961 (55-59)----- 2%
- 1960-1956 (60-64)----- 7%
- 1955-1946 (65-74)----- 14%
- 1945 or earlier (75+)----- 6%
- (REFUSED/NA)----- 0%**

D. How do you describe your gender?

Man -----	40 %
Woman -----	56 %
Non-binary -----	0 %
Something else (SPECIFY)-----	1 %
(DON'T READ) Refused -----	4 %

E. What was the last level of school you completed?

High school graduate or less -----	5 %
Vocational/technical school -----	0 %
Some college, no degree-----	17 %
Associate degree -----	9 %
Four-year college or bachelor's degree -----	46 %
Graduate school or advanced degree -----	23 %
(DON'T READ) Refused -----	0 %

F. With which racial or ethnic group do you identify yourself? **(READ LIST; ACCEPT MULTIPLE RESPONSES)**

Hispanic or Latino -----	19 %
White or Caucasian -----	42 %
Black or African American-----	7 %
Afghani -----	0 %
Middle Eastern -----	1 %
Asian or Pacific Islander-----	22 %
American Indian or Alaska Native-----	1 %
Multiracial (SPECIFY) -----	5 %
Other (SPECIFY) -----	6 %
(DON'T READ) DK/NA/REFUSED-----	5 %

NON-RANDOM SAMPLE

Please note that these results are not reflective of the Hayward population as a whole.

(ASK ONLY IF ASIAN/PACIFIC ISLANDER – CODE 6 – IN QF)

G. More specifically, would you say that you are: **(READ LIST)**

Chinese -----	33 %
Filipino -----	22 %
Thai -----	0 %
Indian -----	17 %
Central Asian -----	0 %
Japanese -----	6 %
Korean -----	0 %
Vietnamese -----	0 %
Samoa -----	0 %
Tongan -----	0 %
Guamanian or Chamorro -----	0 %
Other Pacific Islander -----	6 %
Multiracial -----	6 %
Other (SPECIFY) -----	6 %
(DON'T READ) DK/NA/REFUSED -----	6 %

(ASK ONLY IF MIDDLE EASTERN – CODE 5 – IN QF)

H. More specifically, how do you identify your ethnicity? **(OPEN-ENDED)**

(RESUME ASKING ALL RESPONDENTS)

NOW I WOULD LIKE TO ASK YOU SEVERAL QUESTIONS ABOUT LIFE IN HAYWARD.

1. **(T)** First, I'd like to get your overall opinion of living in the City of Hayward. Generally speaking, are you satisfied or dissatisfied with the overall quality of life in Hayward? **(IF SATISFIED /DISSATISFIED, ASK: Is that very or somewhat SATISFIED/DISSATISFIED?)**

TOTAL SATISFIED-----	58%
Very satisfied -----	7 %
Somewhat satisfied -----	51 %
TOTAL DISSATISFIED-----	41%
Somewhat dissatisfied -----	31 %
Very dissatisfied -----	10 %
(DON'T READ) DK/NA -----	1%

2. Next, in a few words of your own, what is the most serious problem facing Hayward? **(OPEN-ENDED, RECORD VERBATIM RESPONSE)**

NON-RANDOM SAMPLE

Please note that these results are not reflective of the Hayward population as a whole.

3. (T) Overall, as a resident of the City of Hayward, how much of an opportunity do you feel that you have to voice your concerns on major community issues that affect your life? **(READ LIST)**

GREAT DEAL/SOME -----40%
 A great deal ----- 14 %
 Some-----26 %

LITTLE/NOT MUCH -----56%
 A little-----30 %
 Not much at all -----26 %

(DON'T READ) DK/NA/REFUSED----- 5%

MY NEXT QUESTIONS ARE ABOUT PUBLIC SAFETY IN HAYWARD.

4. How safe do you feel in Hayward ____? Do you feel safe, unsafe, or neither safe nor unsafe? **(IF SAFE/UNSAFE, ASK: Is that very SAFE/UNSAFE or just somewhat?) (READ A FIRST, THEN RANDOMIZE)**

	<u>VERY SAFE</u>	<u>SMWT SAFE</u>	<u>NEITHER SAFE NOR UNSAFE</u>	<u>SMWT UNSAFE</u>	<u>VERY UNSAFE</u>	<u>(DK/NO OPIN)</u>	<u>TOTAL SAFE</u>	<u>TOTAL UNSAFE</u>
(ASK "a" FIRST)								
[]a. (T) In general -----	7%	30%	20%	28%	15%	0%	37%	43%
[]b. Interacting with Hayward								
Police -----	58%	9%	14%	7%	4%	9%	67%	11%
[]c. (T) Driving on Hayward								
streets -----	19%	27%	19%	27%	9%	0%	46%	36%
[]d. (T) Walking or playing in the								
park closest to your residence	15%	27%	17%	21%	12%	7%	42%	33%
[]e. (T) Bicycling -----	1%	26%	12%	19%	12%	30%	27%	31%
[]f. (T) Walking in your								
neighborhood -----	14%	31%	15%	35%	6%	0%	44%	41%

(ASK IF CODES 4 OR 5 – UNSAFE – IN Q4A)

5. Earlier you said that you feel unsafe in Hayward generally. In a few words of your own, what would make you feel safer in your community? **(OPEN-ENDED, RECORD VERBATIM RESPONSE)**

NON-RANDOM SAMPLE

Please note that these results are not reflective of the Hayward population as a whole.

(RESUME ASKING ALL RESPONDENTS)

MY NEXT QUESTIONS ARE ABOUT THE HAYWARD POLICE DEPARTMENT.

6. Next, do you believe the relationship between the Hayward Police and Hayward residents generally is a positive or a negative one? **(IF POSITIVE/NEGATIVE, ASK: Is that very or somewhat POSITIVE/ NEGATIVE?)**

TOTAL POSITIVE -----63%
 Very positive -----42%
 Somewhat positive-----21%

NON-RANDOM SAMPLE

Please note that these results are not reflective of the Hayward population as a whole.

(DON'T READ) Mixed ----- 17%

TOTAL NEGATIVE -----10%
 Somewhat negative ----- 7%
 Very negative----- 2%

(DON'T READ) DK/NA ----- 10%

7. Next, I am going to mention different aspects of police services specifically. I would like you to tell me how satisfied you are personally with the job being done by the City of Hayward Police in providing that program or service to City residents: very satisfied, somewhat satisfied, somewhat dissatisfied, or very dissatisfied. If you have no opinion or don't know about a service I mention to you, you can tell me that too. Here is the first one... **(RANDOMIZE)**

	<u>VERY SAT</u>	<u>SMWT SAT</u>	<u>SMWT DISSAT</u>	<u>VERY DISSAT</u>	<u>NO OPIN /DK/NA</u>	<u>TOTAL SAT</u>	<u>TOTAL DISSAT</u>
[]a. Addressing crime committed against people-----	26%	17%	10%	21%	26%	43%	31%
[]b. Addressing crime involving property damage or theft-----	12%	25%	23%	27%	12%	37%	51%
[]c. (T) Maintaining traffic safety -----	26%	30%	16%	12%	16%	56%	28%
[]d. Treating all members of Hayward's ethnically diverse community fairly -----	44%	11%	7%	5%	32%	56%	12%
[]e. (T) Officers being courteous to the public-----	52%	17%	10%	2%	19%	69%	12%
[]f. (T) 911 operators being courteous to the public-----	48%	15%	4%	2%	31%	63%	6%
[]g. (T) Maintaining adequate neighborhood patrolling-----	12%	25%	28%	26%	9%	37%	54%
[]h. (T) Timeliness of response to police calls-----	30%	21%	15%	12%	22%	51%	27%
[]i. Treating people fairly regardless of their race or ethnicity-----	46%	15%	6%	5%	28%	60%	11%
[]j. Treating people fairly regardless of whether they are homeless-----	33%	12%	5%	5%	44%	46%	10%
[]k. Treating those experiencing a mental health crisis with respect-----	32%	11%	6%	9%	42%	43%	15%

8. Next, I am going to read you a list of potential reforms to the Hayward Police Department that have been proposed by a group of community members. After you hear each one, please tell me if you would support or oppose that potential policy. (IF SUPPORT/ OPPOSE, ASK:) "Is that strongly SUPPORT/OPPOSE or just somewhat? (READ IN ORDER)

	<u>STR</u> <u>SUPP</u>	<u>SMWT</u> <u>SUPP</u>	<u>SMWT</u> <u>OPP</u>	<u>STR</u> <u>OPP</u>	<u>(DK/NA)</u>	<u>TOTAL</u> <u>SUPP</u>	<u>TOTAL</u> <u>OPP</u>
[]a. Reducing and redistributing 10 percent of the police budget to non-police, community-based services outside of the police department -----	14%	17%	7%	58%	4%	31%	65%
[]b. Banning the Hayward Police Department from purchasing any riot, military and surveillance equipment, including software -----	11%	11%	17%	53%	7%	22%	70%
[]c. Freezing police department hiring indefinitely after the incoming class, including leaving currently filled positions vacant when officers retire or leave for another position -----	4%	1%	16%	70%	9%	5%	86%
[]d. Banning all spending on the assessment or construction of any new police buildings or corporation yards to service the Hayward Police Department -----	6%	12%	22%	48%	11%	19%	70%
[]e. Establishing 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 -----	20%	16%	12%	43%	9%	36%	56%

NON-RANDOM SAMPLE

Please note that these results are not reflective of the Hayward population as a whole.

9. Some people have proposed that the City explore whether 311 can be used as an urgency hotline to address public safety issues that are unrelated to law enforcement. This would include things like non-violent crisis intervention, mental health first response, traffic safety issues, and trauma-informed intervention for domestic violence victims. Would you support or oppose such a proposal? **(IF SUPPORT/ OPPOSE, ASK:)** “Is that strongly **SUPPORT/OPPOSE** or just somewhat?

TOTAL SUPPORT -----63%
Strongly support -----33 %
Somewhat support -----30 %

TOTAL OPPOSE -----25%
Somewhat oppose-----11 %
Strongly oppose -----14 %

(DON'T READ) DK/NA -----12 %

10. In a few words of your own, what are the factors that the City of Hayward should consider as it looks to improve community safety and potentially reform policing? **(OPEN-ENDED, RECORD VERBATIM RESPONSES)**

MY NEXT QUESTIONS ARE ABOUT YOUR PERSONAL EXPERIENCES WITH POLICING AND PUBLIC SAFETY IN HAYWARD. KEEP IN MIND THAT THIS SURVEY IS CONFIDENTIAL, AND INDIVIDUAL RESULTS WILL NOT BE SHARED.

11. Have you ever been the victim of a crime in Hayward? **(IF YES, ASK: Was that a violent crime such as assault or armed robbery, or a property crime such as a car break-in or burglary?)**

Yes, violent crime----- 1 %
Yes, property crime-----43 %
Yes, both----- 6 %
No, neither -----44 %
(DON'T READ) Prefer not to answer ----- 5 %

NON-RANDOM SAMPLE

Please note that these results are not reflective of the Hayward population as a whole.

12. Keeping in mind that this survey is completely confidential, I'd like to know more about your experiences with public safety in Hayward. I am going to read a list of experiences people may have had. Please tell me whether you personally, or anyone close to you, has had that experience in Hayward. **(ASK "A" FIRST, THEN RANDOMIZE)**

	<u>SELF</u>	<u>PERSON CLOSE</u>	<u>(BOTH)</u>	<u>NEITHER</u>	<u>DK/NA</u>
[]a. Interacted with a Hayward Police officer for any reason-----	49%	9%	27%	12%	2%
[]b. Been stopped by Hayward Police-----	30%	7%	10%	51%	2%
[]c. Been arrested by Hayward Police -----	1%	9%	0%	86%	4%
[]d. Reported a crime to Hayward Police --	44%	14%	22%	19%	1%
[]e. Requested a Hayward Police report----	23%	14%	14%	46%	4%
[]f. Filed a complaint about a Hayward police officer -----	2%	2%	0%	89%	6%

(ASK IF CODE 1 OR 2 IN Q12A)

13. In general, were you or the person close to you satisfied or dissatisfied with the interaction with the Hayward Police officer? **(IF SATISFIED/DISSATISFIED, ASK: Is that very or just somewhat SATISFIED/ DISSATISFIED?)**

TOTAL SATISFIED -----	83%
Very satisfied -----	55%
Somewhat satisfied-----	28%
 TOTAL DISSATISFIED -----	 13%
Somewhat dissatisfied -----	11%
Very dissatisfied-----	2%
 (DON'T READ) DK/NA/REFUSED-----	 4%

(ASK IF CODES 3 OR 4 IN Q13 "DISSATISFIED" AND CODE 3 "NEITHER" IN Q12F)

14. Earlier you said that you have not filed a complaint about a Hayward police officer. In a few words of your own, why did you choose not to file a complaint? **(OPEN-ENDED, RECORD VERBATIM RESPONSE)**

NON-RANDOM SAMPLE

Please note that these results are not reflective of the Hayward population as a whole.

(RESUME ASKING ALL RESPONDENTS)

HERE ARE MY FINAL QUESTIONS. THEY ARE JUST FOR STATISTICAL PURPOSES.

15. Are you registered to vote in Hayward? **(IF YES, ASK: With which party are you registered to vote?)**
(READ LIST)

Yes, Democratic-----43 %
 Yes, Republican -----15 %
 Yes, No Party Preference-----16 %
 Yes, another party-----1 %
 No, not registered -----7 %
(DON'T READ) DK/NA/REFUSED -----17 %

16. Were you born in the United States, or another country?

United States -----80 %
 Another country -----16 %
(DON'T READ) DK/NA/REFUSED -----4 %

17. Do you regularly speak a language other than English at home?

Yes-----43 %
 No-----54 %
(DON'T READ) DK/NA/REFUSED -----2 %

18. How long have you lived in Hayward? **(READ LIST)**

5 years or less-----37 %
 6 to 10 years-----9 %
 11 to 15 years -----4 %
 16 to 20 years -----4 %
 21 to 30 years -----15 %
 31 years or more-----31 %
(DON'T READ) DK/NA/Refused -----1 %

19. Do you own your residence, rent your residence, or do you not have stable housing?

Own-----86 %
 Rent-----10 %
 No stable housing-----0 %
(DON'T READ) DK/NA/Refused -----4 %

NON-RANDOM SAMPLE

Please note that these results are not reflective of the Hayward population as a whole.

20. Have you or a close friend or family member ever experienced a period of homelessness?

Yes, self----- 1 %
 Yes, friend or family member----- 21 %
 Yes, both self and friend/family ----- 4 %
 No----- 72 %
(DON'T READ) DK/NA/Refused ----- 2 %

21. Do you have any children under the age of 19 living at home?

Yes ----- 20 %
 No----- 78 %
(DON'T READ) DK/NA/Refused ----- 2 %

22. Do you have a close friend or family member who works in law enforcement?

Yes, close friend----- 12 %
 Yes, family member ----- 10 %
 Yes, both----- 7 %
 No, neither ----- 62 %
(DON'T READ) DK/NA/Refused ----- 9 %

23. So far this year, have you attended a rally, march, or protest in response to officer-involved shootings or police reform?

Yes ----- 20 %
 No----- 73 %
(DON'T READ) DK/NA/Refused ----- 7 %

24. Do you consider yourself: **(READ LIST; ALLOW MULTIPLE SELECTIONS)**

Heterosexual----- 78 %
 Gay or lesbian----- 9 %
 Bisexual ----- 2 %
 Transgender ----- 1 %
 Something else **(SPECIFY)** ----- 0 %
(DON'T READ) Prefer not to say ----- 9 %
(DON'T READ) DK/NA/Refused ----- 2 %

NON-RANDOM SAMPLE

Please note that these results are not reflective of the Hayward population as a whole.

25. I don't need to know the exact amount, but please stop me when I read the category that includes the total income for your household before taxes in 2019. Was it:

\$30,000 a year or less -----	2%
\$30,001 to \$60,000-----	5%
\$60,001 to \$90,000-----	17%
\$90,001 to \$110,000-----	12%
\$110,001 to \$140,000-----	14%
\$140,001 to \$170,000-----	9%
\$170,001 to \$200,000-----	5%
More than \$200,000-----	20%
(DON'T READ) Refused-----	16%

THANK AND TERMINATE

NON-RANDOM SAMPLE

Please note that these results are not reflective of the Hayward population as a whole.

Attachment IV: Supplemental Quotes

We are providing the following direct quotes to illustrate the trends explained in the staff report. We feel it is especially informative to hear these themes explained in the words of community members.

Note that these quotes are a sample and are not intended to represent all the views or experiences that we heard. To read full transcripts, please see the data map at www.hayward-ca.gov/HaywardSafe.

Safety Concern: Racism

- “Racism is our most challenging issue. Without a doubt it must take priority. It’s going to take long term effort to address it. It’s in our history, and today we are products of that history, and it’s time to look it in the eye, and heal it.”
- “When I think of racism, I think of how when my brothers walk down the street, people automatically find them inferior because of how they look; a tall brown guy that needs a haircut. Little do they know, my brothers are like teddy bears when you talk to them.”
- “I have received racist remarks from my own people in Hayward ... racism makes me feel very unsafe. And, you know, it is just something that’s growing. I think in our society in general. And it made me really upset to feel it in my own home, my home hometown against me by people who live along side.”
- “I have not reached out to Hayward government for help. Now that I think about it, there was one incident with my neighbor that could have turned violent, but I chose not to call the police. One of my neighbors was a black man, and I did not want to risk the possibility of police officers escalating the situation.”
- “As an African American male, I don’t really feel safe anywhere in America.”
- A top concern is “racism (what happens when people instigate conflict based solely on their perceptions/biases...and have the ability to escalate the situation by calling in people with firearms or lethal weapons?).”
- “I shop Downtown. The biggest worry is when I encounter a rude store owner that assumes I don't have enough money for their items.”
- “I noticed when there's a lot of like Latino parties or African American parties. I noticed that the police will come and be disrespectful and tell us to shut it down. But when I noticed a white family, having a party. I'd never heard of cops coming in and stopping it.”
- “I felt unsafe in my city is when the corona virus started to spread and the Asian community was and still is being targeted and harassed ... I saw videos online showing Asian elderlies people being punched and pushed around. It made me really angry to see how racism against Asians was not taken seriously.”
- “I see the rise of racism around here [Hayward] too, like different races like Mexican, African American. In the US the African American community is getting treated badly. It's been like this but it wasn't this bad.”

Safety Concern: Homelessness

- “When homelessness and mental health issues are addressed, then Hayward will feel safer.”
- “I guess the homeless population is a concern, especially around some of the lower income areas there's a lot of drug addicts. Drugs are a top concern.”
- “The top concerns is the homeless issue ... I feel like it's gotten way more apparent ... I think that's my main concern is, you know, giving these people the help they need getting them off the street. That's probably my more concern for their safety, more than mine. I don't feel threatened by any of them. It's just I just, I just hate seeing people living in those conditions.”
- “it is very dirty on the sidewalks, many homeless who I don’t know if they have medical problems. When shopping I try to stay away from people and be respectful. I don’t want to trigger anyone to hurt me or my family!”

Attachment IV: Supplemental Quotes

- “My top concerns would be not having so many homeless in downtown Hayward. There are some parts, like near A St which are really bad. Because it looks like a lot of them are on drugs, and you don’t know what their actions can be, they are unpredictable.”
- “The most pressing things related to safety and security would be taking care of the homeless and providing shelter and food because if you provide these things then they would not be laying in the streets and that would make the city feel safe and secure.”
- “When I was a freshman, one day night, I walked alone on my way home. There was a drunk homeless man chasing me, I tried to ask for help, but it was too dark and no one was on the street. After that, I was scared, and decided not to walk alone in the street at night.”
- “I also envision Hayward doing a better job when it comes to the homeless community. Obviously, there are homeless encampments and homeless people in other cities that are far worse than what Hayward is dealing with, but I want them to take care of the homeless problem, I don’t want them to kick them out.”
- “My friends and I went to the library only as teens and yet we would be frightened to death by the horrors of seemingly laying dead or even fighting with one another while being under the influence of drugs.”
- “I am concerned with the homeless. We need to provide safe places for them to live.”
- “panhandling makes me feel extremely unsafe. And I just keep my car windows up. And I just turned a blind eye to it, because I don't want to be harassed”

Safety Concern: Healthcare, Covid, and Mental Health

- “During the start of covid-19 quarantines, I was concerned about my mom having to go into work. Her employer was ignoring the stay at home orders and had no PPE.”
- “My grandfather has cancer so I do fear that we won't able to support him financially.”
- Something that makes me feel unsafe is “isolation because of covid-19. As humans we are suppose to be social and that is difficult without fearing for your health.”
- “Isolation and being required to stay at home with a partner who is volatile.”
- “I think the government should focus on quality health healthcare system. Like if you make everyone can afford health care, and I think they will be fewer beggars on the street.”
- “I’m scared of losing a good healthcare because even if we lose our house or employment, I have my sister and a loving family to help us to get back up but if something happens and we’ll need to go to the hospital, healthcare would be so expensive especially now that there is a pandemic.”
- The solution we should prioritize first is “Healthcare. People need to have the feeling that they can take care of themselves and their families without having to go into debt so far that they then cannot pay for other things like mortgages, rent, utilities and food.”

Safety Concern: Housing Security

- “Definitely housing. My family and I were nearly homeless for about a year. I had a difficult choice of consolidating my family into 1 bedroom (not an apartment, just a room) or dropping out of school and getting a job that probably wouldn't have afforded much better anyway.”
- “Housing: the prices or rent and houses is so expensive and my living conditions could be better but I cannot afford to move out.”
- “Housing has made me feel unsafe. Because of how high the rent prices are, we have had to downsize and even like this, we still get worry that if one of us loses our work, we would have a hard time to makes ends meet.”
- “Housing is priority. Rent and mortgage payments are very high and I think the city can do more about this.”
- “Factors in my life that make me feel unsafe are housing, losing my home and having to live under a bridge in so many dangers.”

Attachment IV: Supplemental Quotes

Safety Concern: Economic, Job, and Food Security

- Top 3 Safety Concerns: “Financial and economic security (I lost my job a few months ago). Food. Housing.”
- “Yeah employment is a big one especially now with our current situation which ultimately affects housing and food.”
- “As a Black woman, racism and financial security are at the top of my list.”
- “Economic factors like income, because there are a lot of wealthy people in the country and they take advantage of the working class.”
- “Unemployment, employment is important to me because it seems like I have to go out of the city of Hayward in order to find something ... It just doesn't open up to me. And I think it's because I'm a black female.”
- “I think food security is my top concern due to Covid, not everyone doesn't have enough money to purchase, as well as employment due to Covid losing their jobs or very limited housing - losing homes not being able to pay rent or mortgage.”
- “Over the past years that my dad has been renting the home we live in, rent has gone up dramatically. The struggle for my father would have to be the price of living in the bay area. He gets paid well for being a truck driver but all of it goes to waste because of the cost of living, food, and gas money.”

Safety Concern: Climate and Fires

- My top concerns are “climate related crises, like fire and especially air quality.”
- “Right now it's these fires. That's the only thing making me fearful these fires ... with all the smoke in the air and we're breathing that that's a concern to me ... yeah my environment, the climate, that kind of thing. I'm concerned for my health.”
- “The most pressing concerns of mine are the environment and global warming that we are gonna have to try and somehow revert.”
- “As for the fires, I do have health-related concerns, the smoke has been so thick my family is concerned about long-term health effects.”
- “All of us are aware of the changing climate through daily weather, weather shows are increasingly complex and unpredictable, and climate change affects every country of the world. One of the most recent examples is that of thunderstorms.”

Safety Concern: Gun Violence

- “When it comes to gun violence, I fear more for my brothers and the men in our community. All of the people that I've had in my life that died due to gun violence were the men and it's always put me in a fearful state of mind.”
- One of my top concerns is “guns control: US is different from other countries, many of the murders have guns and kill people.”
- “People with guns people who feel that they must have machine gun or rapid fire, revolver ... Those are the ones that scare me know that.”

Safety Concern: Break-ins and Theft

- “My car being stolen makes me feel unsafe.”
- “I moved here about 4 years ago, since then, I've had my car stolen twice, broken into several times, and hate to hear sirens off in the distance especially late at night.”
- My top concern is “theft at the BART station, auto theft people breaking into cars; I had actually a co-worker went to Starbucks over there in Winton and he left his wallet in the car and forgot to lock his door and came back and someone stole his wallet.”

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Safety Concern: Civil Unrest and Looting

- “I think the most pressing thing related to safety is the concern of further riots, especially in regard to how they can be taken advantage of to loot or damage property. This problem is compounded by the large concentrated gathering of people with respect to COVID concerns and my worry that another outbreak of infections could occur.”
- “Being in an area where a demonstration/protest is happening makes me fearful. I believe in the value of demonstrating. However, people are very quick to become violent lately and I don't want to be caught in the middle of something when going about my daily activities.”
- “With relation to Black Lives Matter I am concerned because there's been rioting and defacing up a local area just like 2 streets away from where I live. Like buildings being boarded up and broken into.
- “I think the riots, I have seen far too many videos about the destruction, people being assaulted, and I am afraid that one day I could get caught in the middle of it. I agree with some of the messaging from some protestors, but I think they go about it the wrong way which turns people away from their cause.”

Safety Concern: Reckless Driving and Traffic

- “Traffic (cars run red lights and stop signs ALL THE TIME in my neighborhood; not enough bike lanes).”
- “I do wish there were more bike lanes. It doesn't feel safe while sharing lanes with cars.”
- “Pedestrian safety - I've managed to live in unincorporated parts and there aren't always sidewalks.”
- “Honestly, the biggest issue I can think of relates to traffic (with cars that pop out of nowhere / don't follow traffic laws!).”
- “I do not feel safe at night walking. It is very dark and need more streetlights. Also, the light on Gading Rd to turn to Schafer Park cars always speeding to run the red light and there has been multiple car accidents and that is a cross street that many families take.”

Safety Concern: BART

- “I do tend to be more vigilant when traveling by public transportation, mostly BART”
- “especially if you get on BART and later in the evening and at night Oh my gosh. So that you know, and that BART station area is a place where you know, you could potentially run into some issues.”
- When I envision a safe Hayward, I envision “A Hayward where you do not feel unsafe walking around the BART station at night. I think our Law enforcement could be a bit tougher with crime and lawlessness in downtown Hayward and around the BART station.”
- “I don't like the BART station, the BART station makes me uncomfortable because I see a lot of derelicts, especially in the Hayward station, people asking for money just and not enough policing there to protect the elderly.”

Gender-Specific Safety Concerns for Women

- “I feel fine walking around most areas of Hayward alone before sundown, but as a woman, I don't feel safe being alone anywhere after sundown.”
- “In some areas like down Hesperian on Tennyson in my neighborhood, there are people who might say creepy stuff to me because I am a young girl so I always feel uncomfortable when I'm alone on public transportation so I always bring headphones to distract myself.”
- “My top concern is being ... a woman and a small girl at that. Um, there's been so many times where I would fear like walking home by myself. And, like, even recently in March I was followed by a guy.”
- “I feel pretty comfortable being in my neighborhood, but I still won't go out by myself or walk alone. I think my fear of being out in public alone is more based on being a woman and the risks that come with that rather than being in Hayward or my neighborhood.”

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Other Safety Concerns

- “Hard-working friends who are not legally here trying to get green card status.”
- “The huge gap between the rich and the poor. I think most of the crime in our society is rooted in the huge and increasing gap we have between the poor and the wealthy.”
- “Public transportation during the day is safe at night not so safe due to very little lighting.”
- “Honestly, the life of an immigrant in a foreign country is sometimes really tense. For an immigrant family everything is new and hard not to feel fear of the unknowing.”
- “I think there's a disconnection with the sheriff's department and the community.”
- “There is a lot of domestic violence and COVID is exacerbating our resources and we have to be creative with how we are going combat all of these problems.”

Neighborhood Cohesion increases Feelings of Safety

- My neighborhood feels “more safe. We have a strong neighborhood connection. We watch out for each other. We take care of each other. We have neighborhood get togethers. We celebrate life events (marriages, new babies, new neighbors). We work hard to create a true community
- I feel “pretty safe as I get to know my neighbors”
- “A lot of us know each other here in the neighborhood and a lot of us are, you know, to get exercise we're walking and it's, it's a pleasant experience.”
- “I live in a neighborhood with a lot of families, so it's helpful to see other folks out and about at night.”
- “I feel comfortable and safe on my neighborhood because I know the families that live close to my home and they also have kids around my children age.”
- “I find Hayward to be a safe area. I assume part of the safety is long time neighbors.”
- “Communities should get to know each other a lot more. There are people who have been in their own community and known their neighbors for many, many years, so they most likely watch over each other's houses and are, the more connected you are the more willing you are to keep a lookout on someone else's cars, house...”
- “My neighborhood does [feel safer]. Again, that is because I'm on a court. And we all look out for one another, versus being out in the general areas of Hayward where I do not know anybody.”

Desire for All Community Members to Feel Safe

- When I envision a safe Hayward, I envision “Local residents, business people, and students know a police officer and/or feel comfortable to contact police any time there's a worry ... no matter what language the resident speaks or where in Hayward the person lives.”
- “Everyone should feel safe and respected in the city, every hour of the day should feel safe, no one should have a thought of death each time they leave their house.
- “I believe that regardless of how good something may seem there's always something that needs improvement.”
- “Hayward is a community that has a lot of people of color and so when one is in the “more-funded” areas of Hayward he or she shouldn't have to fear anything ... Feeling safe in Hayward would mean that everyone is equal and no one is degrading one another and are instead upholding each other just as a community should.”
- “The most important things are having people feel safe because I know a lot of people around that do not feel safe because of certain events that has happened. For example, like how my neighbor has being robbed twice. Also, having police officers that are respectful and fair to everyone no matter their ethnicity.”
- “I just wanted to say that my main concern is for the minorities and the fear that the Hispanic community is feeling.”

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- “Another type of concern is the life at home kids face that we don't know about ... I think poverty and hunger causes a lot of things you know, that draws people to do things that you would never imagine.”

Positive Views of the Hayward Police Department

- “My personal experience is that HPD treats people with respect and compassion. They are good at asking questions to assess a situation and are in fact concerned about working with the public to create a safe, strong Hayward community”
- “I feel relatively safe because of the police. Law enforcement acts reasonably and is trustworthy.”
- “I feel safe because when needed the police were here and ready to assist. I like the police in Hayward...Funding the police is essential.”
- “For the most part the police is trustworthy no issues. I have engaged with them multiple times and have neighbors who are police. They are doing a good job compared to other departments in the nation... Blaming the police for people doing drugs and acting belligerent isn't a solution and people should realize that to be communal we must put in the extra effort as a community to bring change to society. We need to police and they need more funding.”
- “Really good really quick upon arrival”
- “I don't have a negative perception of policing in Hayward. More community education around Hayward's policing policies and goals would be helpful for its residents.”
- “You know, I mean, all the encounters I've had with police in Hayward had been real friendly ... You hear the stories about excessive force and just any other I just haven't seen that. So, I mean, like I said, all my interactions have been positive.”
- “They're just doing their job. I wouldn't believe they're harassing anyone.”
- “I've not really had to interact with them very much, but when I've called, they've always been polite and it's not the [Hayward] police so much as the sheriffs because we live in an unincorporated area”
- “I think that policing is done decently in Hayward. Although police are not visible 24/7 but they keep people updated through the web. And I always keep myself updated with information posted by the Hayward Police department on “nextdoor”.
- “I think it is pretty good. Very grateful for our law enforcement.”
- “Yes, policing is done safely in Hayward and it's something to be admired. The reason why I say this is because the Hayward Police department, through their community outreach program, has partnered with the San Francisco Giants to offer a junior Giants program for children so as to foster confidence, teamwork, leadership and integrity in them.”
- “I feel that the policing in Hayward is fine, my feeling is that it's much better here than in areas such as Oakland.”
- “I think policing is done safely in Hayward because they are doing their jobs and protecting us. For example, one day I accidentally pressed the alarm number. I immediately hung up before the call was connected, but the operator still called back. I really appreciate their responsible and professional service attitude.”
- “There are like some shootings here and there, rarely but they're doing their job they're trying. It's kind of hard to take care of a whole city. Not as much not too much policemen. but I think is better now.”
- “I think police do a good job; I don't think defunding the police would help anyone ... I don't think I've ever personally seen a misrepresentation or a misuse of their power ... I would definitely say defunding the police would be a really bad idea. I don't think Hayward is safe enough for that.”
- “Both times my car got stolen I had to call the police. They were very professional and the first time I actually got my car back”
- “I think the police do a pretty good job in Hayward for the most part. I've never had a problem before. I have gotten a few tickets before but nothing serious, and I've been let off with a warning a few times as well, in both cases, they were pretty professional and fair.”

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- “Around work, it makes me feel safe because I know that they are here supporting with a homeless problem or slowing down the drivers that are speeding on Foothill Blvd.”
- “I've been on ride alongs with cops and the other cops that came across are nice. And you know, they like to do their job they like to, you know, they show respect ... And if someone's not listening, then obviously they have to do what they're trained to do to deescalate and handle the situation.”
- “I have heard about defunding the police, I don't think it is going to work, as I said police need to work more. If they have less money how they can have more ability to work more than they do now?”
- “The police here are friendly with people and yet at the same time is also quite straightforward with what needs to be done. In my high school often police officers would come in to talk about their career to the students so that the students could get a better understanding of their lives ... and this just shows the warmth of the department itself.”
- “We have yearly meetings with local residents and couple of representatives (Hayward police officers) at one of our neighbors home garage. People bring snacks and drinks and we chat about current state of events in neighborhood and police officers give advice to neighbors about effective use online resources to report any unusual behaviors and also reporting to city about some road conditions, local building code enforcements and some other nuisances.”
- “I do feel that it [policing] is being done safely. That said, I also have not had to deal with it directly. I have not heard anything disparaging about the Hayward police departments.”
- “The Hayward Police Department do a good job based on what they have to deal with daily and with how bad they are stretched. If the police force had more officers in their department, they would be able to cover more calls and each with smaller areas. This would provide the officers and the neighborhood community to work better and easier together.”
- “I have nothing negative to say about the Hayward police department or our local authorities in Hayward or in the Bay Area ... you know just cause Minneapolis, or Florida or Texas, have some bad apples, do not include those and in our Hayward PD.”
- “From my experiences, I would say yes, I have had good experiences with the police in Hayward. They always arrived not longer than 10 min. They are always around to make sure you don't speed. Even though I think the Hayward police department does a good job I think the police system in the whole country needs real changes.”
- “the downtown police bicycle ... When I walked downtown, they came up and said Hi ... And what I'm, this is my beat, just wanted to say hi. And I chatted with them a little bit and I said I told him my name and they never forgot. Wow. 10,000 people must go by every day and they remember your name. That's what I want in police officers.”
- “I think policing is done safely in Hayward when people follow it ... Law enforcement is of paramount importance to the quality of life. Each individual in the community has the duty to comply with the provisions of the law.”
- “I think they've been fine. But I know personally that they, they have had difficulty due to the size of the city. Trying to respond to different areas of the city sometimes can be difficult because of the sheer size and density and neighboring counties.”

Trust, Systemic Racism, and Intergenerational Trauma

- “Us African American are a target, we have to make sure that we tell our children to make sure to listen and not resist when a police officer is asking you to do something. Which makes us and our child scared of the police because they can abuse their power and belittle us.”
- “I don't trust the police. I feel like they either do more harm than good or don't do anything at all. I lost a lot of loved ones to Hayward streets and I've always felt like their lives were brushed off and their case came out to be "gang related." But I always just thought no one cares to help us because we are

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considered as low-income families. This was a common narrative throughout my childhood and the first interaction with the police.”

- “My vision for Hayward is rooted in the historical knowledge that policing is slavery. The very institution beginning as slave patrols continues to function as such.”
- “My perception of Hayward police is deeply tied to my perception of police in our nation. I think that policing as an institution has ballooned into a group that has the power to take lives and the ability to not answer to the public when they make mistakes. I think that a lot of the issues we attempt to resolve in our community could be resolved through other institutions (schools, public health centers, community organizations) that need more support.”
- “I have been racially profiled a number of times by police. I feel like I have because it's just the way I look, people assume that I'm going to do something bad or like, my facial expression just gives off the wrong vibe. When it's just my normal face ... Or I can just be having like a bad or a rough day, and it could be affecting my facial expression and people would just assume that ... he has a bad face that he's gonna do something bad.”
- “Policing has always been a real prevalent issue because of racial injustice and stereotypes. I think it's always been an issue of the present if that makes sense. Policing as a whole is really difficult for me. I would call the police for some reason but not for others because they have been really unfair.”
- “My family is multiracial, so I worry about profiling. One of my sons is Filipino and has been profiled twice but in Danville and San Ramon so racial issues are big”
- “I don't hate them [police], but I also will not go out of my way to speak to them. If I see them, I go the other way. Law enforcement should be able to help keep individuals in the community safe. We shouldn't be avoiding them or scared of them.”
- “When I feel unsafe, I never call/reach out to anyone. I kind of deal with it on my own because I know when I call on others it just creates more problems.”
- I'm “afraid of being stopped by the police and being manhandled. Does that make sense to you? Because that's very pressing to me and it relates to today. And I try my best to avoid them at all times.”
- “It [policing] is NOT done safely. Why? – Racism, prejudice, bias, and an inner – subconscious time-based development of prejudged profiling combined with a want/need to escalate encounters directly from 0 to high order of violence. “To serve and protect” is a joke (especially to most youth and many minorities). Additionally, the judicial system is just as culpable as the police in its unfair systemic injustice of how justice is implemented between races and minorities.”
- “I've only called on the fire department. Calling the police is not an option for my household.”
- “I just worry about the kids that I know, especially the black males. I worry about them all the time because I don't know what they might encounter just by being out there.”
- “My rule: ‘I don't hate them, but if I see them, I go the other way.’ When I see them, I think that this could be my last breath. I don't run outside anymore - afraid that a neighbor might think I'm stealing something. I am always thinking that this could be the last time I see my sister, father, etc. because of police brutality. ... I have overheard police officers talking about the Breonna Taylor case, where they were blaming Taylor, stating that maybe she shouldn't have been hiding a fugitive ... I wasn't concerned about the police before these past few months, but I had to reevaluate everything. Have lost trust with the police.”
- Top safety concern: “given the current times, social injustice for my multicultural family.”
- “I have never called for an incident where I myself have felt unsafe. If I were to call, I would make it explicitly clear what non-police service would be needed. The risk of escalating a situation added with the lack of police accountability makes me apprehensive to even request police on any type of scene.”
- “The whole issue with police and Black lives and just everything that's happened with people's point of view on cops ... how do I say this, it was more of a feeling that they were checking in on us more than trying to protect us.”

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- “I also feel very nervous around the police because they carry around guns and other harmful weapons that I don’t want to be in front of.”
- “Hayward is divided ... by economic classes that are quite visibly distinguishable. In Hayward, there is a clear line between the rich and the poor, and knowing that such a line exists is just painful.”
- “I have never actually asked for help from any police especially because I feel very nervous around the police because they carry around weapons and because of all the police brutality I’ve been seeing in the news and it scares me.”
- “You know, like just praying that everyone that everyone in my neighborhood, everyone that I love in my neighborhood, makes it home without contact with the police safely.”

Concerns with Police Responsiveness, Effectiveness, and Consistency

- “Not the right level of policing. Ex. 5 cop cars to pull over one car with one driver. Ex. police responding to a 911 call about a guy trashing a bar, making threats, waving a weapon around, and police show up late and do nothing.”
- “Anytime I see someone pulled over, there's always a gang of cops at the scene. Just feels unnecessary in most cases.”
- “At a previous job, I had a coworker that is autistic. My coworker asked me that if there was ever an outburst and they couldn’t be calmed down to not call the police, call his coach. The police are not trained to deescalate the situation, and more times than not, they escalate the situation and make it worse.”
- “My neighborhood is less safe at night with an increase of stealing pieces from cars because policemen are seldom seen patrolling at night.”
- “We do not see people patrolling much in our area.”
- “Historically they [HPD] lack integrity, there is no doubt good police but the fraternity like structure has kept many of them silent when it comes to speaking out on the wrong. Having roots in Hayward for 70+ years has afforded me the opportunity to hear first-hand accounts of stories from people who have worked within HPD. Harassment (especially of citizens of color), racism, misogyny, and bad conduct have been prevalent in the department for a long time ... This behavior is only exasperated by the fact no one in positions of power within the city has the bravery to call out or punish bad behavior,”
- “I kind of want police to work more, I do think some of them need to work more, or maybe they just don’t have enough police.”
- “So, I was living in an apartment with my two kids, and there was a large party going on. ... I called the cops and was like hey this is getting out of hand ... And the officer, he's like, Well, does anyone have a gun. I don't know but I'm not going to go up there and find out. That's your guys' job. And they said, well, if there's no gun we're not going. I was like really, wow, blown away by that response because I've never heard that in my entire life. I'm a single mom with two kids ... So yeah, I was nervous.”
- “When I'm around town I really don't see them.”
- “I think policing in Hayward is done in an unsafe manner because they charge into dangerous neighborhoods with very low chance to clear the area and control all circumstances.”
- “Some police are very, like prepared that they know what they supposed to do in a situation. And sometimes they're aggressive. So, depends. At some point you don't know ... I don't really trust any police.”
- “I think the policing is worse than the past few years. If the policing is done a very good job, I will not experience and meet that kind of dangerous people.”
- “I have never had any interaction with the police, other than when my sister's house got broken into. And I feel like the encounter was extremely frustrating ... They barely talked to us except to go over what happened. No one walked us through how they were going to investigate or how they were going to help us.”

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- “The few times that I've had police encounters I feel like they come off aggressive—just to see if that will lead to you providing more answers that they might want to hear out of fear. And then sometimes they're just super chill, like my best encounter was with a pregnant DARE officer.”

Concerns with Over-Policing

- “Hayward is over-policed. Strongly over-policed. We police issues related to poverty, and they spend too much time monitoring low income neighborhoods and areas with predominantly minority residents.”
- “Some neighborhoods, like south hayward, see more police activity. It brings tension and fear to me as to why there is so much police cars patrolling this area.”

Specific Negative Experiences with Law Enforcement in Hayward

- “Before I moved to Hayward, I did call the police. Now that I am in hayward, I do not call the police. Someone called the police on me when I was pregnant. The police officer came into my home and told my kids that they should say bye to me. That they were going to take me away. I was threatened by a police officer.”
- “One of the issues I've had is that my daughter has been stopped by police. And a police officer groped her. He had a female partner and my daughter begged to her that he stop frisking, and she just looked away. So, my biggest issue is the police just doing what they need to do.”
- “I was returning home from work one day, when I found a man in my backyard. He was a stranger. He was literally on a ladder getting into my house drinking a beer. My intuition was to call law enforcement. I had my godson with me at the time. I called the police. They took a while to get there because it was not urgent for them for some reason ... And when they came, they accosted my godson, who is a black teenager, as if he was the criminal ... The craziest part of that, they believed the guy who was breaking into my house, instead of me, the homeowner ... And all they did was ask him to leave. When I tried to follow-up with the reporting officer, they didn't even ask for the man's identification. So there is no record of who that man was at all that was breaking into my home.”
- “My cousins, siblings, and I like to go walk around the hills ... we'll just go to the hill for exercise and to get outside. And when we were younger, apparently there was shooting going on while we were in the hills. And we didn't think anything of it. We thought it was fireworks. And then police came, and they put all of us on the side. There were like 10 of us. They made us sit down on the sidewalk, and we had like a 2-year-old baby with us. They were asking what we were doing and for our identification. We were trying to explain we were hella young and just came to walk and enjoy the park.”
- “This one time, my sister was choking, and we were young, my parents were working. So, it was just us home alone. So, I was like, I've already seen police before. The police would come when my aunt and uncle would get into arguments, and it would escalate ... they never showed any empathy. I would see how they manhandle my aunt and uncle ... I have always been afraid of police. So, when my sister was choking, we didn't call the police, we ran across the street to our neighbor.”
- “I've had two incidents - 1st where my car got stolen and the police officer said “are you blind?” 2nd when I was at a red light and another car hit my car from the side (my car was totaled) and the police officer walks up to the white man who's car was behind mine. Mind you that I had to pull my 3yr old son out of the car screaming and crying. The police didn't ask me the fire fighter took care of us!”
- “I once saw an incident and the cops showed up. A cop said they needed to do a report and that I needed to tell them what happened, making me go through the difficult situation all over again. While I was giving the report the cop said they needed me to use certain words that were uncomfortable for me to say in order to be 'specific,' and then ended taking the report by saying 'are you sure this is true?' It felt uncomfortable to be asked that while I was describing something so traumatic. Like they were suspicious of me even though I was so uncomfortable.”

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- “Two years ago, my friend, she was out late ... at around one or two with her boyfriend and they were just sitting down in their car and a whole gang of police officers thought they were doing drugs and so they came in, they really have like roughed her up and it was a really scary time for her at the time.”
- “I remember when I moved here as a teenager and I had to deal with cops getting called for no reason on me. Me and my friend got the cops called on us for standing outside of a motel and the police were disgusting to us. They were super touchy with us for no reason. It was both racist people calling the cops on us and the cops for being touchy because they can. That’s one of the worst things a cop can do to make someone feel unsafe. I didn’t press charges because I know it’s a cops word against some black girl.”
- “One time I was pulled over because I accidentally cut someone off. And the police were like, they pulled me over and they wanted to like search the car. And it was like, I mean ... there was no probable cause ... So I was like, What do you think that we're doing? ... It's like, why are you trying to like, like, do more than you should? Right now? yeah. What's your motive? Like? I don't understand that.”

Suggested Solutions

- “We should prioritize community relations because there is still distrust between law enforcement and officials and community.”
- “The police wear too many hats! They're responsible for too much. For example, HPD posts a blotter to social media and on this blotter they respond to about 10 calls per week for mental health crisis. Police should not be responding to this. If someone in my family was having a mental health crisis, I would want to call a counselor or specialist, not a police officer.”
- “Domestic violence victims do not feel safe calling the police. The police escalate issues, and it's time we build separate entities for responding to these calls. Incorporate them in the dispatch, but break them away from HPD.”
- Prioritize “the basics: health, food, shelter. Then decriminalize non-violent crime. Then focus on lowering violent crime.”
- When I envision a safe Hayward, “I envision that hayward officials are more community builders and community participants and community building oriented.”
- “Going into neighborhoods with the highest rates of police activity with translators to help engage with people who may not have the resources to participate in online meetings.”
- “We must provide resources for the causes of crime: lack of access to food, shelter, opportunity. We must revamp a criminal justice system that continues to unjustly criminalize people.”
- “More police officers.”
- “Defunding the Police Department is one of the priorities because the money that could be refunded could be used in projects that may help to decrease crime such as lighting some streets.”
- “All of the people in every area of Hayward should get together and get ideas together among neighbors. They should talk about the problems they have ... This way they are able to communicate with each other and look after one another. The city will be safer if the neighborhoods gets together.”
- “Have the Police officers get to know people more, and better, one on one and in neighborhoods. Educate residents on what occasions require police to use the tools available to them: tasers, night sticks, guns, etc.”
- “I am open to having non-sworn personnel do homeless and other mental health calls.”
- “Law enforcement should be greatly reduced, many of the services they provide could be better addressed by social services.”
- “Parents receive certificates when attending academies lead by police at school, parents feel proud to receive this certificate from our police department. We want to continue working closely with police and city of Hayward.”
- “I really think more police activity leagues like they did back then ... peewees leagues. You know, that way officers see kids grow up and get in tune with the neighborhood that they're patrolling.”

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- “I feel like we just have to add more security cameras, policing with better training, not with force and more body cameras just to show how peaceful they are. Also, more police need to drive around, checking up on neighborhood.”
- “making sure that diversity and inclusivity is really part of law enforcement training.”
- “We should prioritize any ideas that bring the community together and improves communication between law enforcement and residents. We need to find ways to identify the common problems and goals, then come together and work on solutions to those. In my opinion, finding the problems come first before choosing a solution.”
- “I think we need to look at other communities where there is a stronger cooperation between the community the government services intended to help the community ... Also, it is becoming more obvious through recent events such as the riots that community and law enforcement bonds are fractured.”
- “They [police and government] should change their strategy. They should know what criminals and homeless people need and how to change their minds. For example, if there is a homeless person who is hungry, send them to a place where homeless teenagers can be provided with free food or free education to ensure they can be treated correctly. If this happens, the local security will be better.”
- “More investing in community and cultural activities - things that make people feel more invested in their community because I think the more invested or included you feel in your local community, the less likely you are going to want to do something illegal or negative in that particular community.”
- “Defunding the police and rerouting those funds to social problems will be a step in the right direction, and hopefully put people in much better situations that will deter them from committing crimes. When I say defund the police, I mean reduce its budget, not abolish it.”
- Police should have “A balance between providing safety but also being part of the neighborhood. Building a relationship with the neighborhoods they serve and not just portray this scary and mean police officer that wants to bust people”
- “It would be nice to see them [police] drive by and say hi to the community.”
- “I would like to know more about community resources from the city and the police, even the fire dept.”
- “Representation is very important. People can see themselves in the police and feel better about our community.”



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: LB 20-053

DATE: October 27, 2020

TO: Mayor and City Council

FROM: Assistant City Manager

SUBJECT

City Attorney Employment Agreement: Adopt a Resolution Approving the Extension and Modification to the Employment Agreement Between the City of Hayward and the City Attorney and Authorizing the Mayor to Execute the Agreement

RECOMMENDATION

That Council adopts a resolution (Attachment II) approving the extension and modification to the employment agreement between the City of Hayward and the City Attorney and authorizes the Mayor to execute the agreement.

SUMMARY

The current employment agreement between the City of Hayward and the City Attorney expires on October 31, 2020. Council has completed the City Attorney's performance and compensation review and has expressed a desire to extend the terms of the employment agreement for the City Attorney through June 30, 2021. If approved, the employment agreement between the City of Hayward and the City Attorney will become effective November 1, 2020.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution



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BACKGROUND

Each year, the Council reviews the performance of the three employees that report directly to the Council: the City Manager, City Attorney, and City Clerk. However, because City Council has been working with staff to address the myriad of issues related to the COVID-19 pandemic, Council was unable to complete its annual performance and compensation review for the City Attorney prior to June 30, 2020, when the agreement was originally scheduled to expire. Consequently, on June 2, 2020, Council approved a three-month extension of the City Attorney's employment agreement through September 30, 2020, and a subsequent one-month extension on September 22, 2020 through October 31, 2020 to allow time to complete the performance review process.

As part of the employment agreement extension through September 30, 2020, the City Attorney volunteered to forego the two percent (2%) cost-of-living adjustment (COLA) originally due to him on July 1, 2020 to contribute to city-wide cost-savings and help mitigate the financial impact of the pandemic on the City of Hayward's finances.

Council has since completed the City Attorney's performance and compensation review and has expressed a desire to extend the terms of the employment agreement for the City Attorney through June 30, 2021.

In consideration of the current organizational practices for market-based salary adjustments, the City Council will consider a salary adjustment for the City Attorney based on a Market Study and other factors on or around January 1, 2021.

As part of the employment agreement extension, the language regarding leave cash-out options was clarified to align with leave cash-out terms for other Appointed and Executive employees. In addition, outdated language regarding the City Attorney's 2018 salary concessions to the City of Hayward was removed. There are no other substantive changes to the employment agreement.

FISCAL IMPACT

If approved, the extension and the modification to the employment agreement would not, at this time, result in any fiscal impact, as the terms of the agreement are unchanged.

STRATEGIC ROADMAP

This agenda item is a routine operational item and does not relate to any of the six priorities outlined in the Council's Strategic Roadmap.

NEXT STEPS

If approved, staff will finalize the employment agreement modification and extension between the City of Hayward and the City Attorney for execution by the Mayor.

Prepared by: Kakshi Master, Human Resources Analyst II

Recommended by: Maria A. Hurtado, Assistant City Manager

Approved by:



Barbara Halliday, Mayor

HAYWARD CITY COUNCIL

RESOLUTION NO. 20-

Introduced by Council Member _____

RESOLUTION APPROVING THE EXTENSION AND MODIFICATION OF THE EMPLOYMENT AGREEMENT BETWEEN THE CITY OF HAYWARD AND CITY ATTORNEY AS AMENDED AND AUTHORIZING THE MAYOR TO EXECUTE THE AGREEMENT

WHEREAS, the employment agreement between the City of Hayward and the City Attorney, Michael Lawson, will expire on October 31, 2020 unless renewed by the parties on or before October 31, 2020; and

WHEREAS, the City Council has reviewed the City Attorney’s performance and wishes to extend the employment agreement through June 30, 2021; and

WHEREAS, the City Council agrees to review and consider a salary adjustment for the City Attorney on or around the end of calendar year 2020 based on Market Study and other factors.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Hayward hereby approves the modification and extension of the City Attorney’s employment agreement as amended through June 30, 2021 and authorizes the Mayor to execute the agreement.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2020

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
City Clerk of the City of Hayward

APPROVED AS TO FORM:

Assistant City Attorney of the City of Hayward