

CITY COUNCIL MEETING

NOVEMBER 17, 2020

PRESENTATIONS

PRESENTATION

LEGISLATIVE UPDATE

BY

ASSEMBLYMEMBER BILL QUIRK

20TH ASSEMBLY DISTRICT



2020 LEGISLATIVE RECAP



Assembly Member Bill Quirk



A NEW WORKING REALITY

Early February 2020: asked the Speaker to have a plan should the Corona Virus come to California

March 12: communicated to the Speaker it is too dangerous to continue with Legislative Sessions as currently run due to COVID-19 threat. I refused to come back to Sacramento

March 16: six Bay Area Counties issued Shelter in Place Orders.

March 19: Governor Newsom declared a State of Emergency.

- Legislature adjourns
- Other governors and finally the President followed



LEGISLATING THROUGH A PANDEMIC

CHALLENGES

Legislative calendar was significantly shortened

- Extended Spring Recess due to shelter-in-place order and high infection rates around the state
- Legislative employees tested positive delayed our work

Significant reduction in the number of bills we saw this year as committee chairs decreased the amount of bills on their dockets based on urgency and need to respond to COVID-19.

Tensions between the two houses were heightened

- Several important bills did not reach the Governor's desk because midnight came and went
- Senate Republicans were unable to return to the Capitol after a Senator tested positive for COVID-19
- Differences in opinion with respect to remote voting



BUDGET 2020

COVID-19 has had a significant impact on our economy:

- Unemployment at historic high-levels
- Personal income is projected to decline by 9 percent in 2020
- General Fund revenues are projected to decline over \$41 billion

Tough decisions and tough votes to take as we look to balance the budget and minimize cuts to vulnerable communities

The Senate and Assembly reached a deal on June 3. We met our June 15 constitutional deadline to pass a balanced budget

We returned to vote on a budget that was agreed to by Governor and both houses on June 26



BUDGET 2020: Highlights

Protects teachers and classified nutrition, custodial, and transportation workers from lay-offs

Gives universities an average 5% increase if more federal funds are received, otherwise universities will see an average cut of 7%

Protects child care funding rates and increase access for essential workers

Protects key health and senior programs for the next year



BUDGET 2020: Highlights (cont)

Approves the closure of TWO state prisons

Expands Cal EITC and Young Child Tax Credit to those ITIN filers with at least one child age six or younger

\$300 million for homelessness efforts



LEGISLATIVE SUCCESSES

Tenant protections against eviction and reprieve for landlords

Personal protective equipment for health care workers

Extended sick leave for employees in the food sector

Pathway for permanent employment for inmate fire crew members

Right to recall for hospitality workers laid off during COVID-19 pandemic

Flavored tobacco ban



LEGISLATIVE SUCCESSES (cont)

Expanded leave protections under California Family Rights Acts

Rebuttable presumption for "essential employees" who contracted COVID-19

Police Reform

- Protecting members of the press being cited for failure to disperse, a violation of a curfew, or a violation of resisting, delaying, or obstructing
- Directs a state prosecutor to investigate peace officer-involved shootings that results in the death of an unarmed civilian
- Chokehold prohibition



LEGISLATIVE SHORTFALLS

Public contract data transparency

Peace officer decertification

Short-term rental violation enforcement

Ministerial approval of duplexes

Live animal import prohibition



PERSONAL SUCCESSES

AB 2400: Election Risk Limiting Audits

AB 2421: Emergency Communications Permitting Act 2020

AB 2800: Climate Change Infrastructure

ESTM Bill Co-Authorships

AB 2060: Lead in Drinking Water

AB 2762: Toxic-Free Cosmetics Act



QUESTIONS?



PRESENTATION

WORK SESSION

ITEM #5

WS 20-047

HAYWARD POLICE DEPARTMENT

2019-2020

YEAR END REVIEW

Police Department:

2019 – 2020 Year End Report



WYOMING POLICE



Police Chief:
Toney
Chaplin

Hayward Police Quick Facts



Rate of Sworn Officers Nationally vs. Hayward

Nationwide rate of sworn officers per 1,000 in 2019 was 2.4

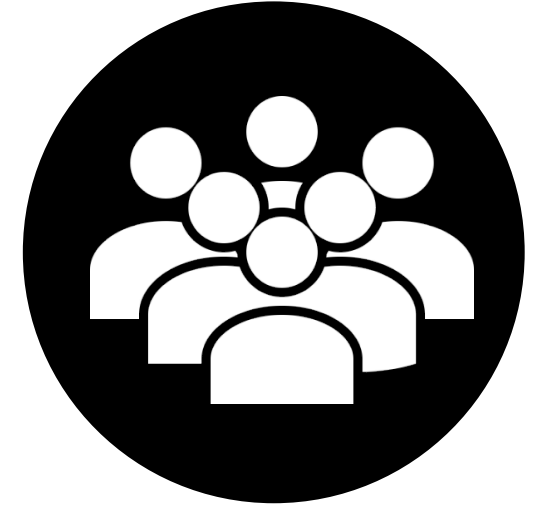
Hayward rate of sworn officers per 1,000 in 2019 was 1.1



Calls for Service 2019 and 2020 to Date

In 2019 there were 128,698 police calls for service.

January through August 2020 had 71,867 police calls for service.



Calls into Dispatch Center 2019 and 2020 to Date

In 2019 there were 308,499 calls into the center.

January through August 2020 there were 199,560 calls into the center

Crime Statistics

PART I OFFENSES	Jan-July 2019	Jan-July 2020	# Change	% Change
MURDER	3	8	5	166.7%
FORCIBLE RAPE	33	36	3	9.1%
ROBBERY	156	149	-7	-4.5%
AGGRAVATED ASSAULT	124	128	4	3.2%
VIOLENT CRIME TOTAL	316	321	5	1.6%
TOTAL BURGLARY	279	408	129	46.2%
Residential Burglary	87	66	-21	-24.1%
Non-Residential Burglary	192	347	155	80.7%
LARCENY	1822	1877	55	3.0%
Larceny From Vehicle	1039	1157	118	11.4%
MOTOR VEHICLE THEFT	722	1191	469	65.0%
ARSON	18	13	-5	-27.8%
PROPERTY CRIME TOTAL	2841	3489	648	22.8%
TOTAL PART 1	3157	3810	653	20.7%

Crime

- Weekly crime blotter to keep community informed
- Crime statistics have limitations
 - Not proportional to population demographics
 - Do not account for repeat offenders
 - Do not account for offenders who live in other cities

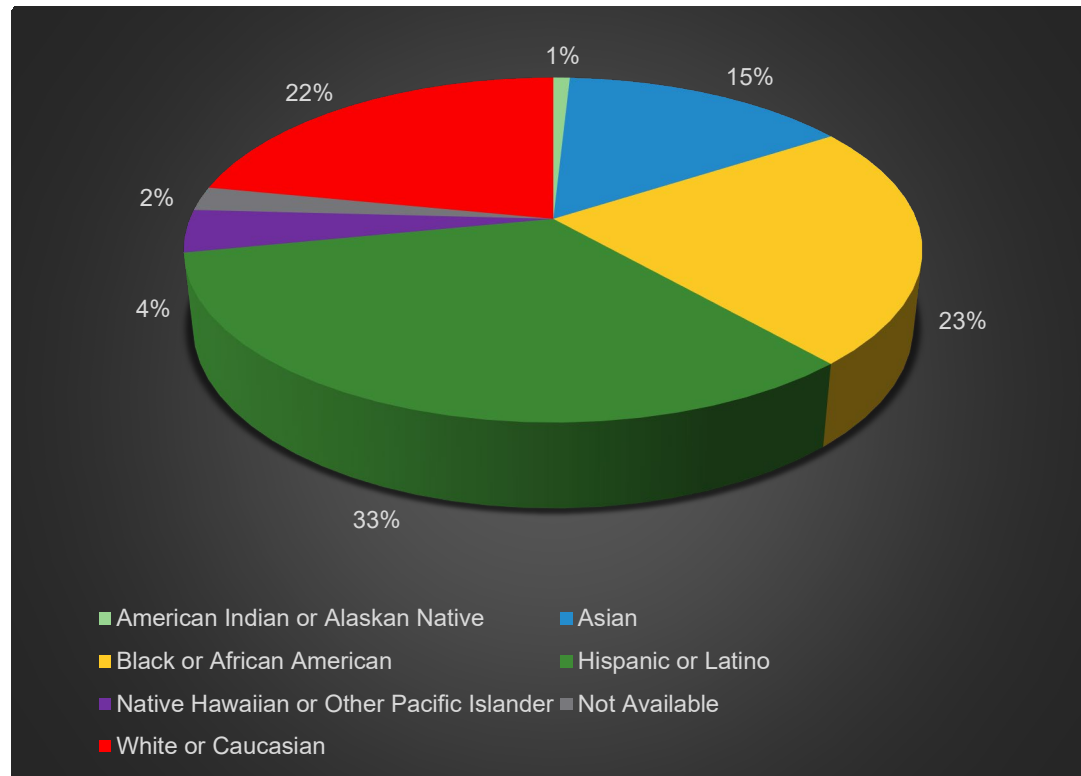


Staffing

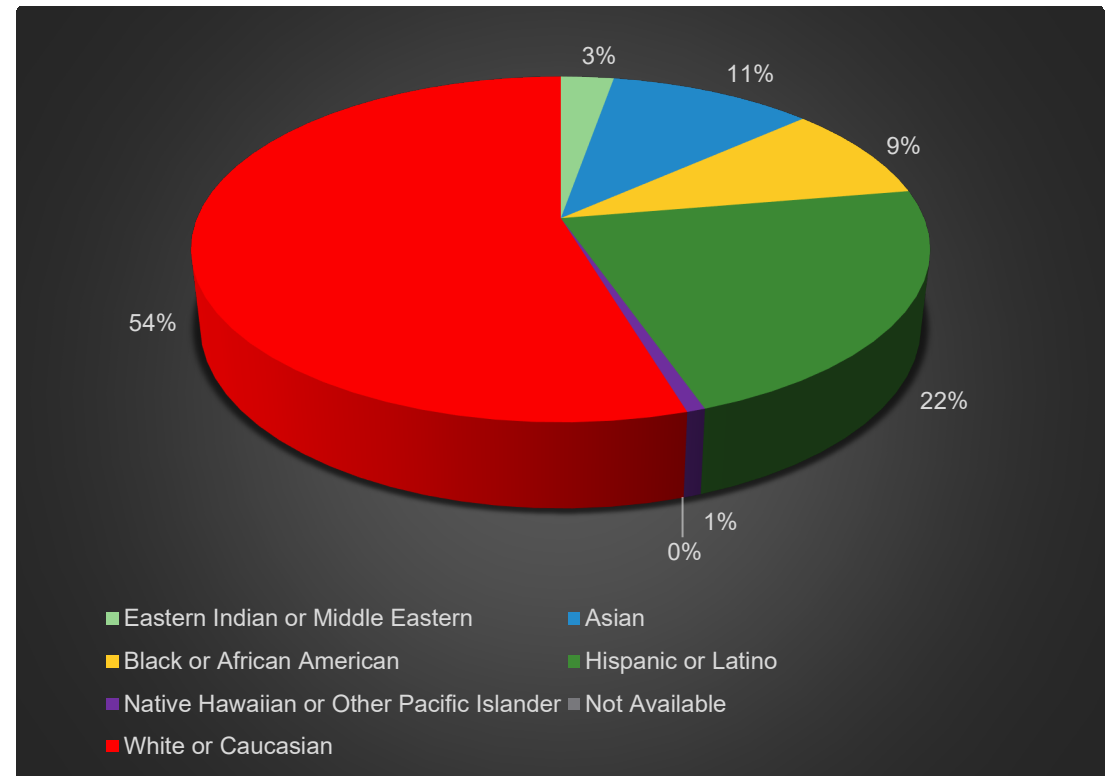


Sworn and Professional Staff

Applications Received 1/19 – 8/20

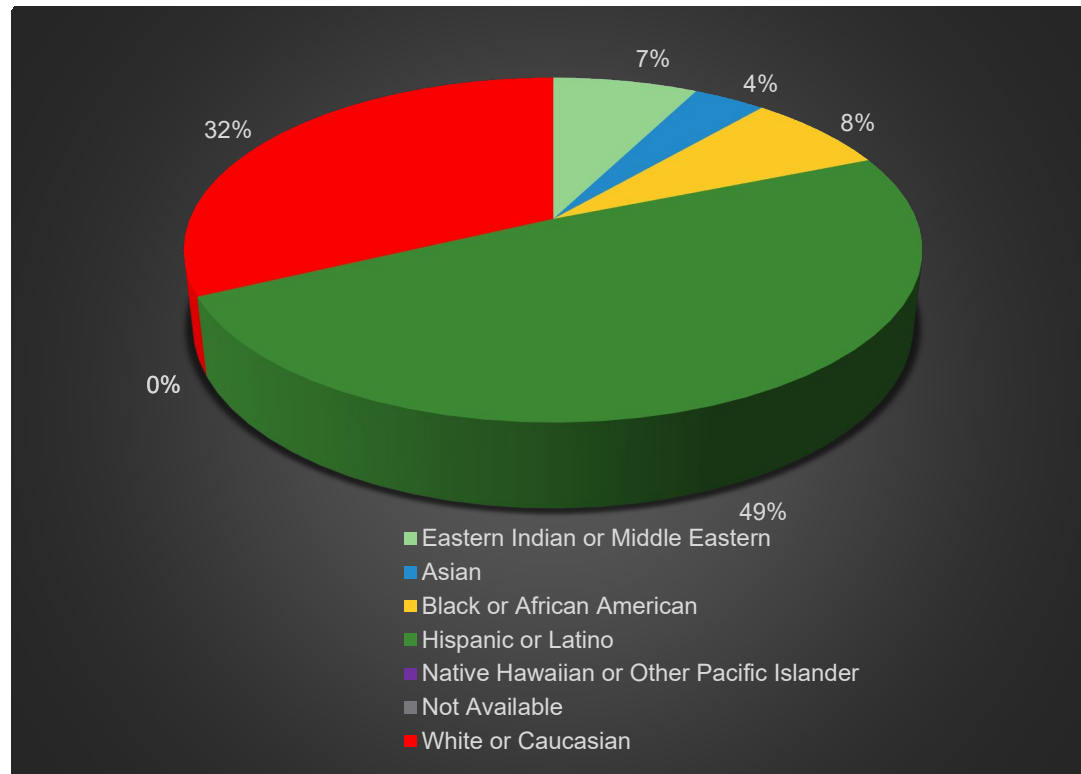


Department Demographics 8/20

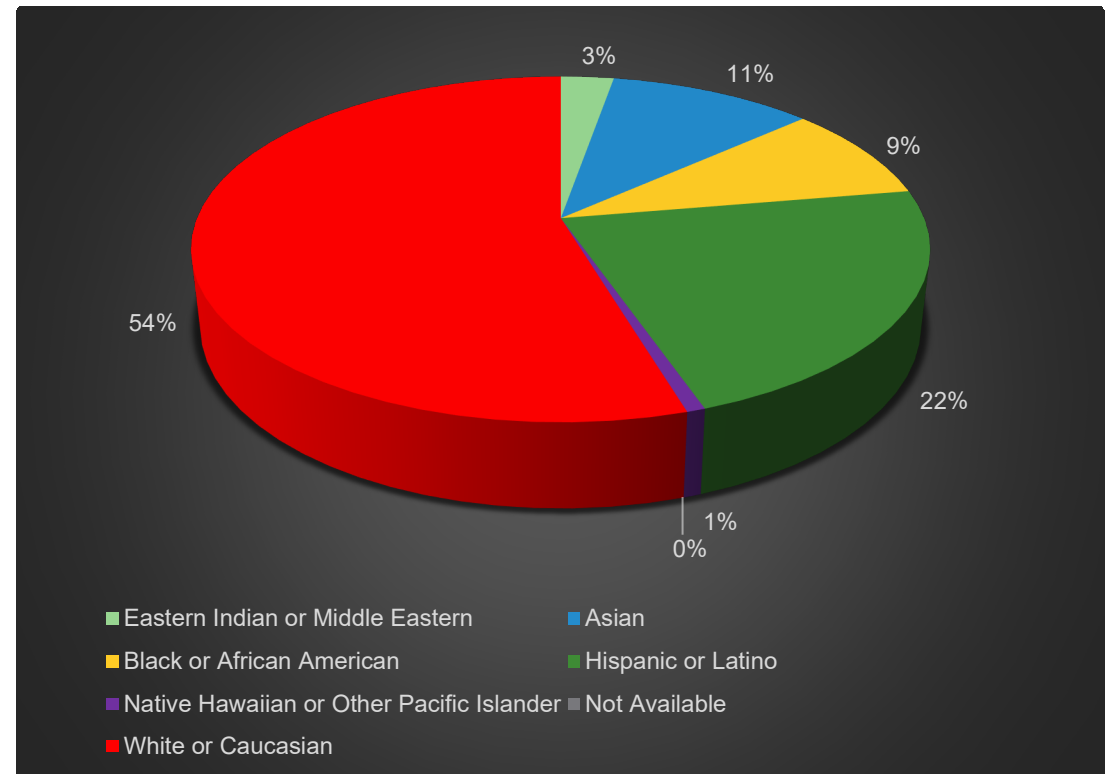


Sworn and Professional Staff

New HPD Hires 1/19 – 8/20



Department Demographics 8/20



FY2014 - FY2020 Sworn Officer Retention Data

	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	6+ yrs Average
Total (Prior FY)	178	183	180	183	190	178	178	182
Hired Current FY	26	15	13	15	9	15	20	14.5
Separated Current FY	21	18	10	8	21	15	18	15
Total (Current FY)	183	180	183	190	178	178	180	181.5
	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	6+ yrs Average
HPOA Employee Average	180.5	181.5	181.5	186.5	184	178	179	181.75
HPOA Turnover Rate	12%	10%	6%	4%	11%	8%	10%	8%
Retention Rate	88%	90%	94%	96%	89%	92%	90%	92%

FY2021

To Date and Projections

- To date we have separated 14 from Sworn positions
 - Two due to Industrial Disability Retirements
 - **Five due to Voluntary Resignation (left police work)**
 - **Four have lateraled to other Bay Area agencies**
 - One Service Retirement
 - Two Terminations
- At least 10 more Sworn are expected to separate in FY2021
- Five Professional staff have separated and several more are expected

FY2014 - FY2021 Sworn Officer Retention Data (projection)

	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	6+ yrs Average	FY 2021
Total (Prior FY)	178	183	180	183	190	178	178	182	180
Hired Current FY	26	15	13	15	9	15	20	15.5	13
Separated Current FY	21	18	10	8	21	15	18	15.5	24
Frozen Current FY									12*
Total (Current FY)	183	180	183	190	178	178	180	182	169
									157*
	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	6+ yrs Average	FY 2021
HPOA Employee Average	180.5	181.5	181.5	186.5	184	178	179	182	174.5
HPOA Turnover Rate	12%	10%	6%	4%	11%	8%	10%	9%	14%
Retention Rate	88%	90%	94%	96%	89%	92%	90%	91%	86%

Training



POST-Mandated



Discretionary



Future Development

Perishable Skills/Communications Training for 2019/20

Training Category	POST Mandated Training	Hayward Police Department Training
Arrest and Control Techniques	4 Hours	20 Hours (a reduction of 5 hours from 2017/18)
Driver Training/Awareness or Driving Simulator	4 Hours	20 Hours
Tactical Firearms or Force Options Simulator	4 Hours	29 Hours (a reduction of 2 hours from 2017/18)
Tactical or Interpersonal Communications	2 Hours	24 Hours (an <u>increase</u> of 11 hours from 2017/18)
Total	14 Hours	93 Hours

Continued Professional Training 2019/20

Classification of Classes	Discretionary	POST Mandated	Total Hours
Professional Development	2,880	0	2,880
Technical Skills	1,563	320	1,883
Promotion/Assignment	4,816	4,583	9,399
Update	32	248	280
Total	9,291	5,151	14,442

Classification of Classes	Discretionary	POST Mandated	Total Attendees
Professional Development	99	0	99
Technical Skills	97	5	102
Promotion/Assignment	177	88	265
Update	4	13	17
Total	377	106	483

Classification of Classes	Discretionary	POST Mandated	Total Dollars
Professional Development	\$106,630	\$0	\$106,603
Technical Skills	\$19,517	\$4,168	\$23,685
Promotion/Assignment	\$116,391	\$108,738	\$225,129
Update	\$832	\$5,930	\$6,762
Total	\$243,370	\$118,836	\$362,206

Legally Mandated Training 2019/20

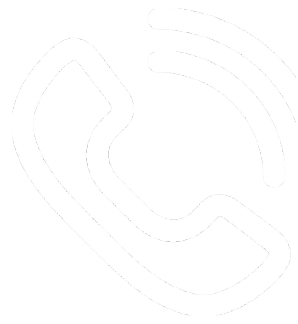
Training Category	POST Mandated Training	Hayward Police Department Training
Domestic Violence Update	2 Hours every 2 years	2 Hours every 2 years (100% of mandate)
First Aid/CPR/AED Refresher	8 Hours every 2 years	10 Hours every 2 years (125% of mandate)
High Speed Vehicle Pursuit	1 Hour Annually	10 Hours of Annual Drivers Training (1,000% of mandate)
Racial and Cultural Diversity Update	2 Hours every 5 years	10 Hours every 2 years (1,250% of mandate)

Communication Training 2019/20

Training Category	POST Mandated Training	Hayward Police Department Training
CIT Crisis Intervention Training	40 hours Mandated for Training Officers All other employees discretionary	40 hours for Training Officers and OPD/ACBHCS Course + 8 hours every 2 years for all department employees
I-CAT Integrating Communications, Assessment, and Tactics	NA	8 hours every 2 years for all department employees and integrated into New Employee Orientation
De-Escalation	NA	10 hours in 2020 for all sworn employees + built into Force Options/D-Tac/Firearms



CALEA



Lexipol

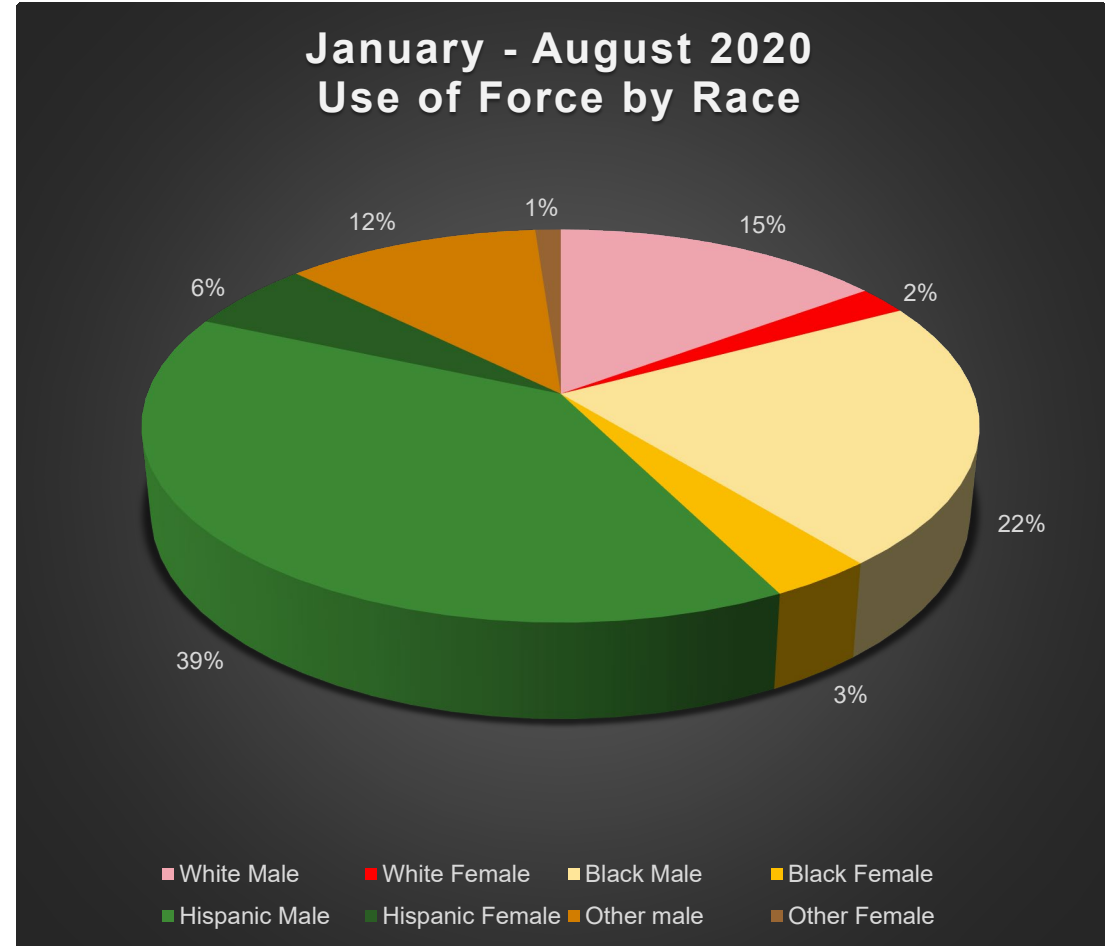
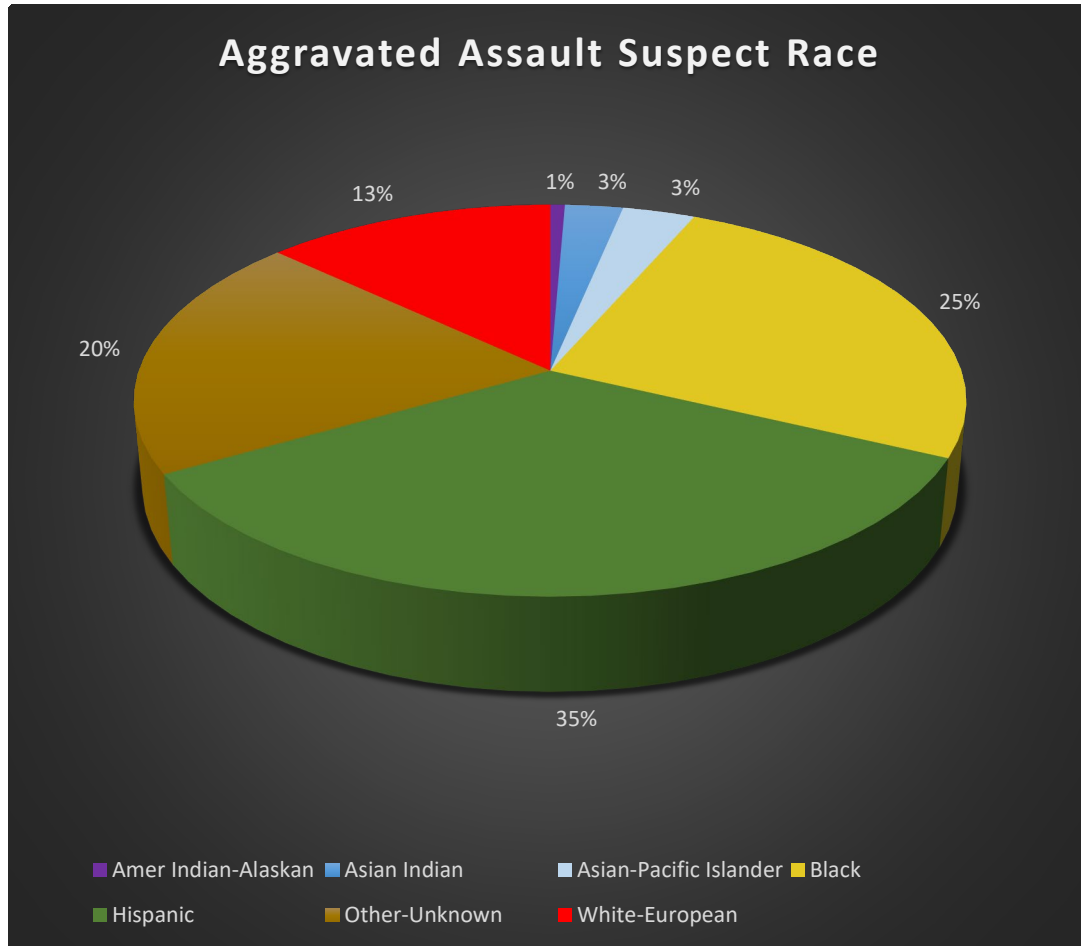
Recent Policy Changes

- January 2020
 - HPD identified a policy section regarding shooting at or from moving vehicles that warranted further analysis.
 - The Hayward Police Use of Force Policy was changed to prohibit discharging a firearm at or from a moving vehicle.
- June 2020
 - The carotid restraint technique was removed from the Hayward Police Use of Force Policy in June 2020.
 - AB 1196 (creating the same restriction statewide) was signed into law by Governor Newsom on September 30, 2020.

Internal Affairs

- Internal Affairs Unit – Lieutenant and Sergeant report directly to the Chief
- Anyone can file a complaint in person, by phone, or in writing
- HPD accepts and investigates 3rd party complaints
- Statistics
 - UOF in 0.12% of calls for service
 - UOF in 6.34% of all arrests
 - UOF percentage would be much lower if all public contacts could be quantified

Internal Affairs



Internal Affairs

- January- August 2020
- 19 external complaints
 - 11 complaints unfounded
 - 8 still pending investigation
- 6 internal complaints
 - 3 complaints sustained
 - 3 still pending investigation

Community Advisory Panel

- Acting as a sounding board of the Chief of Police regarding community needs and concerns; as well as provide community feedback about proposed police programs and priorities
- Apprising the Chief of Police directly of the community's vision for police services or of the need to discuss a police policy or procedure.
- Connecting with community members, particularly persons or communities who may be reluctant to approach the department on their own, to better understand the needs of the community and how the Hayward Police Department can support meeting those needs.
- Advising the Chief of Police directly about the public perception or perceived image of the Hayward Police Department or any specific aspect of it.

Traffic Responsibilities

- Traffic enforcement
- Traffic investigation
- Traffic report review
- Parking regulations
- Tow company compliance
- Tow hearings
- Taxi compliance
- Commercial vehicle compliance/permits
- STEP grant
- Traffic safety plans
- HITT

- 3,324 traffic citations (Jan-Sept**)
20-30 traffic complaints per week
80 parking complaints per week
- Reportable collisions:
2019 vs 2020
total collisions: 700/482
injury: 354/278
fatal: 9/9
DUI: 339/135
- More than traffic enforcement
Safety plans
COVID sites
Food bank
Emergency evacuations

Most Significant Traffic Complaints

SPEEDING

- Foothill Blvd
- Mission Blvd
- Carlos Bee Blvd
- Hesperian Ave
- Huntwood Ave

STOP SIGNS

- Woodland Estates
- Treeview
- Southgate
- North Hayward

RECKLESS DRIVING

- Hayward Hills
- Russell City
- Mt Eden
- South Hayward



District Command

Community Engagement

Coffee with Cops

National Night Out (and Caravan)

Neighborhood Alert Meetings

Hayward Neighborhood Alert


Downtown Ambassador Program

Various Community Group Meetings

Downtown Street Parties

Holiday Toy Drive

Outreach Programs



Community Academy

Spanish Community Academy

Youth Academy

Crime Free Multi-Family Housing Program

Security Symposium

Police Activities League (PAL)

Homeless Liaison

Navigation Center Referrals

Camp Abatements

Facilitate Services

Liaison/Collaboration with City Departments

District Command

2019 Highlights

Community Academies – Over 100 attendees

Increased Participation in National Night Out

Additional Neighborhood Watch Groups
Developed

Holiday Toy Drive – Serviced over 150 families
with the community donating over \$35,000 in
cash, gift cards, and new toys.



District Command

Homeless Liaison Program

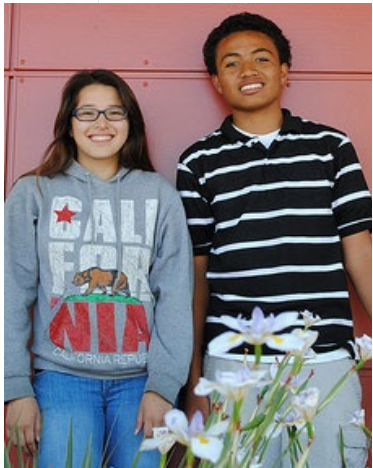
Navigation Center Referrals – 52
(Nov.)

Camps Abated in 2019 – 31
Camps

Development of ZERO Bike



Youth and Family Services Bureau 2020 Highlights



**Life Skills
Restorative Justice
Diversion**



**Community
Based
Counseling**



**School Based
Mental Health**



**School Resource
Officers**

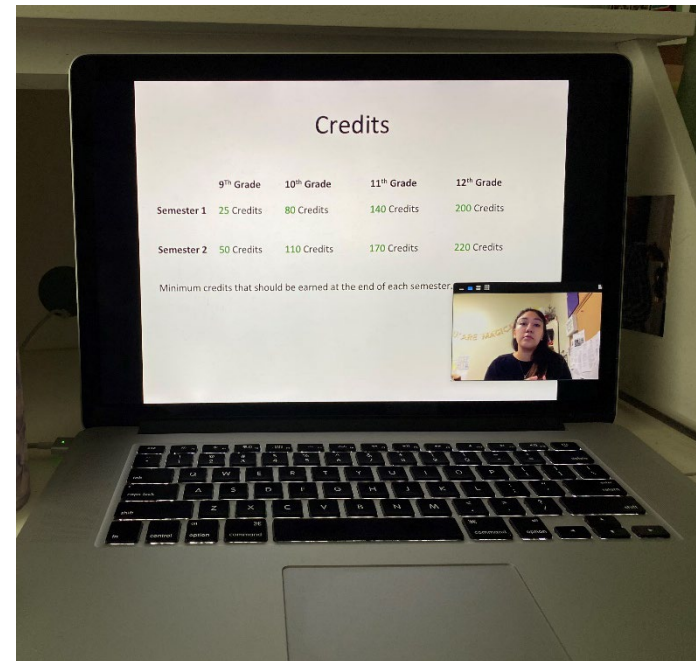
Giving Police Officers Options



- Holistic view of crime prevention and safety
- Immediate access to mental health services
- YFSB counseling gives police more options
- Positive impact on culture of police department

Serving Hayward through COVID-19

- Telehealth Transition
- HUSD Collaboration
 - Social Emotional Wellness
 - School Safety
- Virtual Junior Giants



Internal Engagement Survey Results

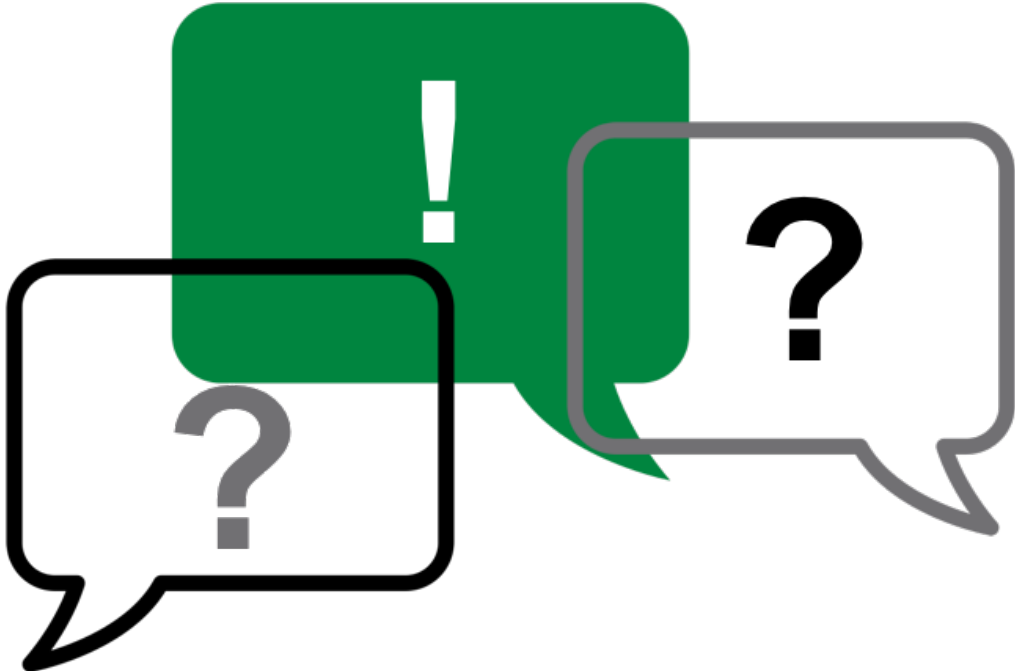
- 113 sworn, 63 professional staff, 9 declined to state
- Significant findings
 - 86% felt Council does not support department
 - 74% felt City Executive Leadership does not support department
 - Only 22% felt valued as City employee
 - 62% felt supported by the community
 - 55% of employees would leave to work elsewhere if they could

Internal Focus Group

- Participants from all ranks and divisions within the department
- Significant themes
 - Concerns about emotional state of HPD employees
 - Concerns about increases in crime and changes in prosecution
 - Concerns about community relations
 - Concerns about lack of staffing
 - Concerns about lack of knowledge about department by City leadership
 - Concerns about resources
 - Concerns about homelessness

Concluding Remarks – Police Chief and City Manager

Questions



PRESENTATION

ITEM #6

PH #20-086

**COMMERCIAL CANNABIS
DISPENSARY**

**JIVA LIFE
22701 FOOTHILL & 1055 C STREET**

Conditional Use Permit Application

Proposed Commercial Cannabis Retail Dispensary with Ancillary Delivery Services

Located at 22701 Foothill Boulevard and 1055 C Street

City Council Public Hearing
November 17, 2020
Marcus Martinez, Associate Planner



CANNABIS REGULATIONS OVERVIEW

Nov 2017

Council adopted Land Use Ordinance

- Ordinance authorize establishment of cannabis businesses in Hayward with a maximum of 3 retail dispensaries in Downtown;

Late 2018

Issue of Cannabis Permits

- City Manager's Office conducted RFP process interviews and issues Cannabis Permits for all sectors;

March 2019

Buffer Requirements Amended

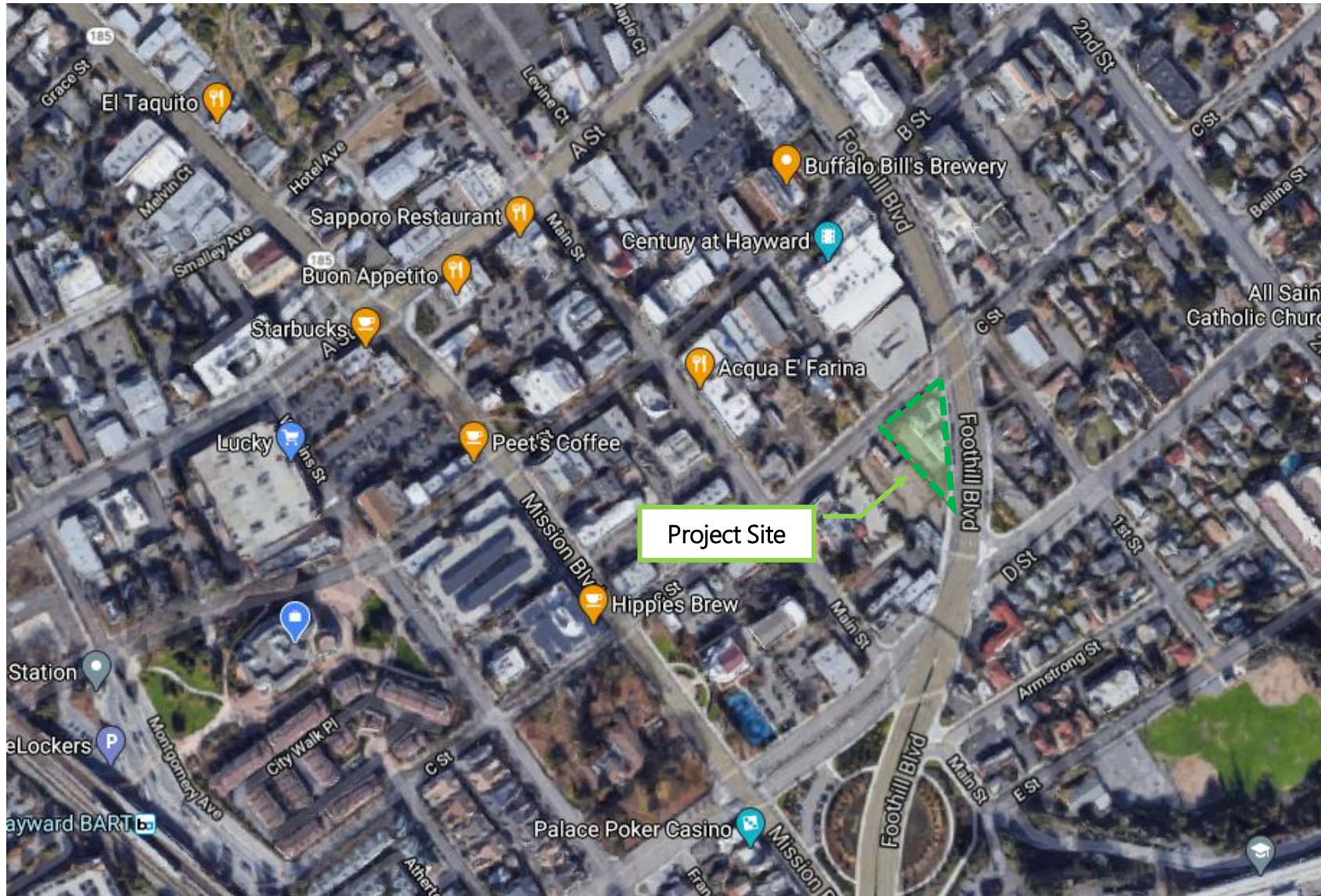
- Council adopted amendments to land use regulations to reduce minimum distances between cannabis dispensaries and between cannabis dispensaries & sensitive uses.

Fall 2020

Process Land Use Applications

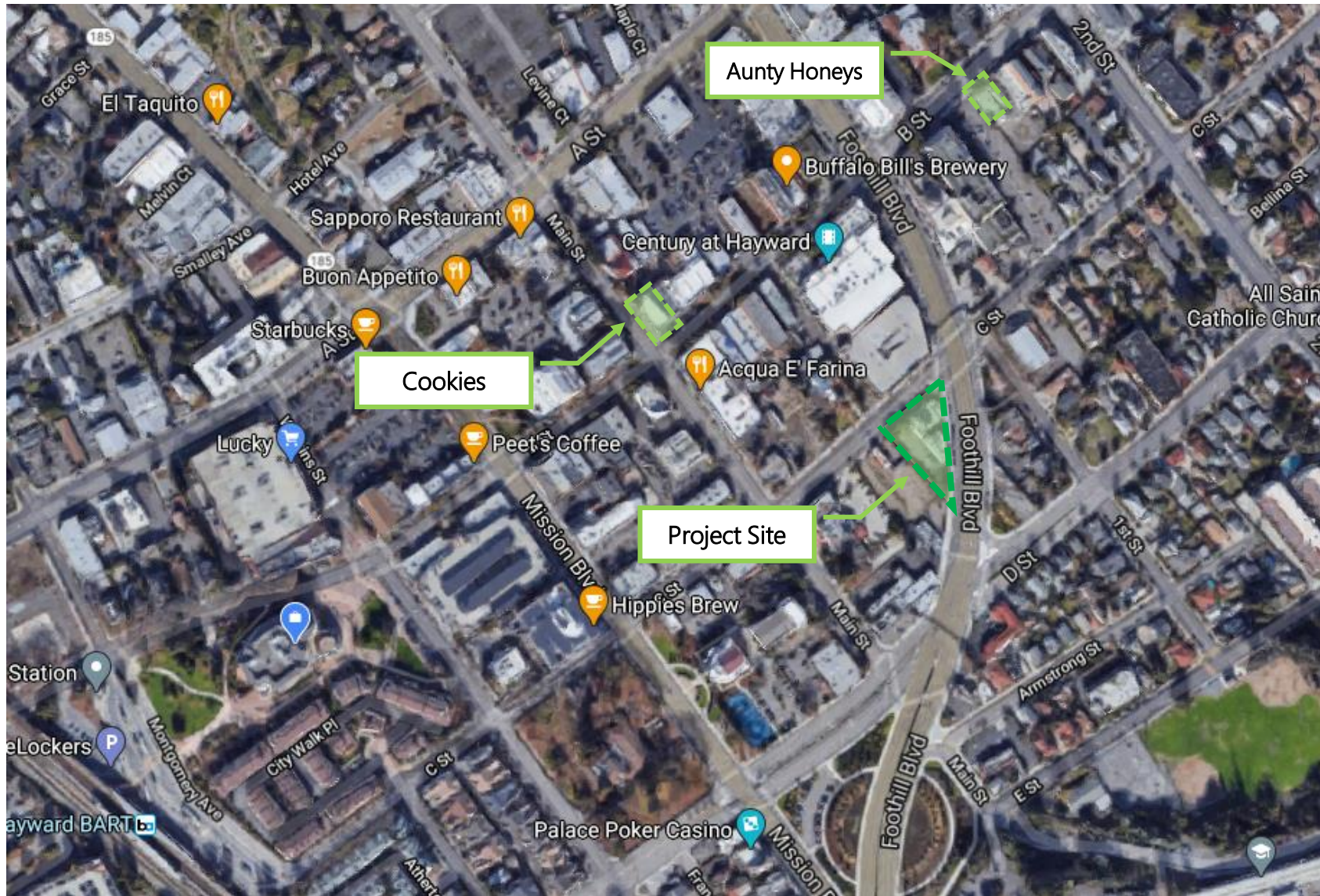
- Public hearings for JIVA





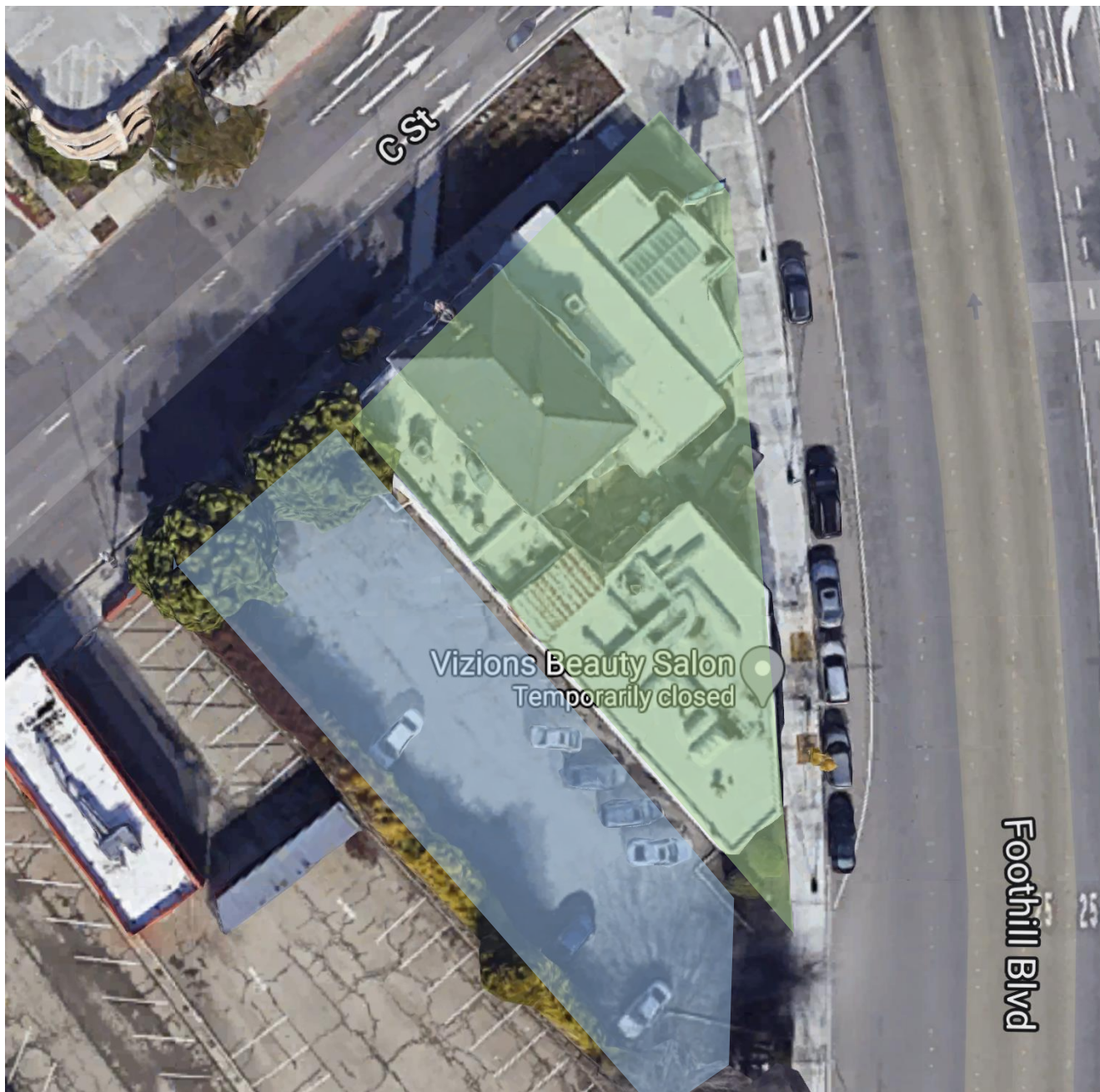
VICINITY MAP

- ✓ Downtown Specific Plan Area
- ✓ Prominent Corner of C Street and Foothill Boulevard
- ✓ Last of 3 Retail Dispensary Locations in Downtown



VICINITY MAP

- ✓ Downtown Specific Plan Area
- ✓ Prominent Corner of C Street and Foothill Boulevard
- ✓ Last of 3 Retail Dispensary Locations in Downtown



PROJECT SITE

- ✓ Two Parcels; One Building Used
- ✓ 22701 Foothill Boulevard (Building) and 1055 C Street (Parking Lot)
- ✓ 0.45-Acre Total Site

Zoning District:

- ✓ Downtown Main Street (DT-MS)

General Plan Land Use Designation:

- ✓ City Center Retail and Office Commercial (CC-ROC)



PROJECT SITE

- ✓ Two Parcels; One Building Used
- ✓ 22701 Foothill Boulevard (Building) and 1055 C Street (Parking Lot)
- ✓ 0.45-Acre Total Site

Zoning District:

- ✓ Downtown Main Street (DT-MS)

General Plan Land Use Designation:

- ✓ City Center Retail and Office Commercial (CC-ROC)

PROJECT SUMMARY



Requested Approval (Application Type)

- Conditional Use Permit
- Reduction in Sensitive Land Use Buffer

Project Scope

- New commercial cannabis retail dispensary with ancillary delivery services;
- Significant exterior remodel and tenant improvement for existing commercial building; and
- Related site improvements included new landscaping, parking upgrades, exterior lighting, etc.

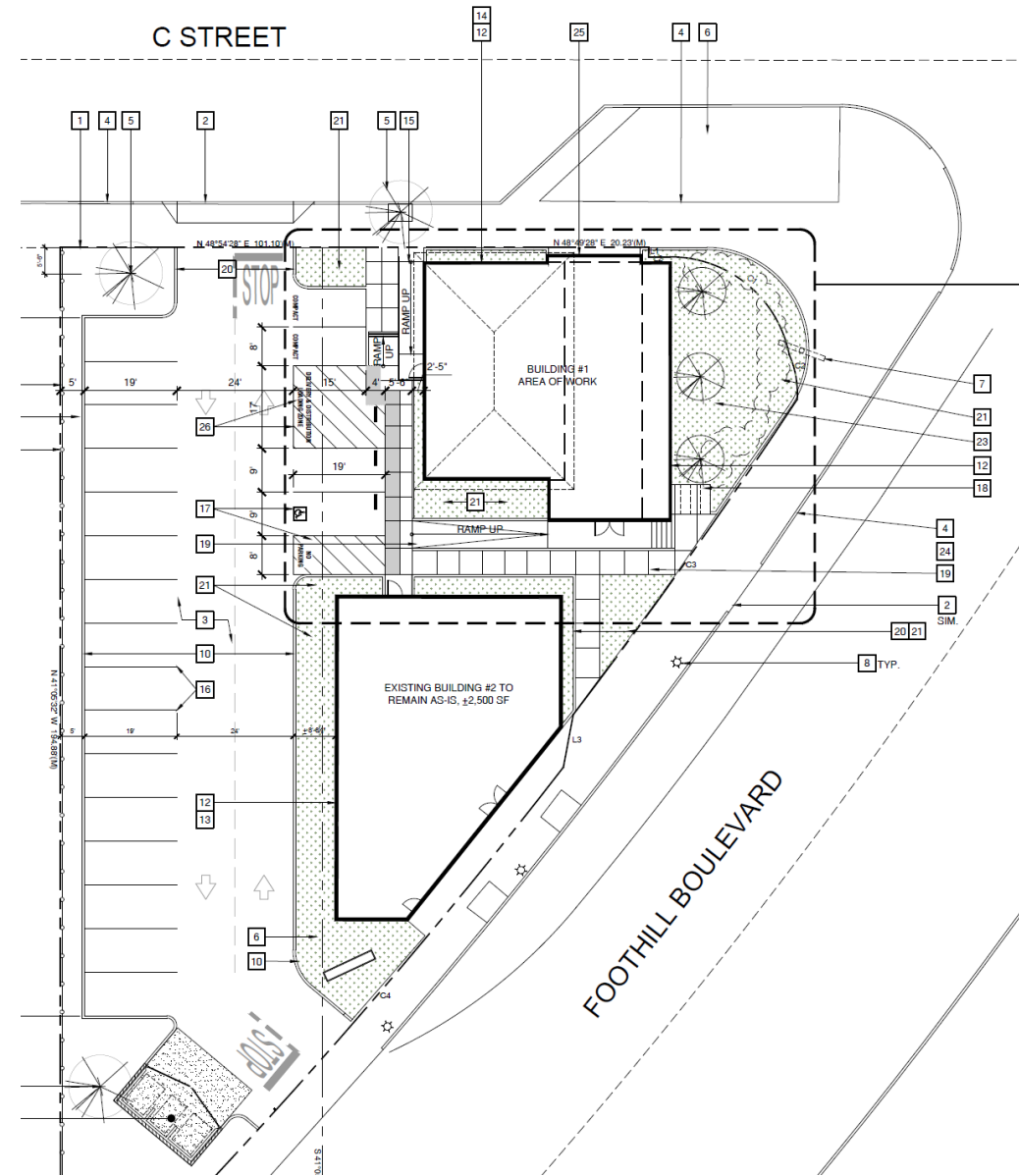


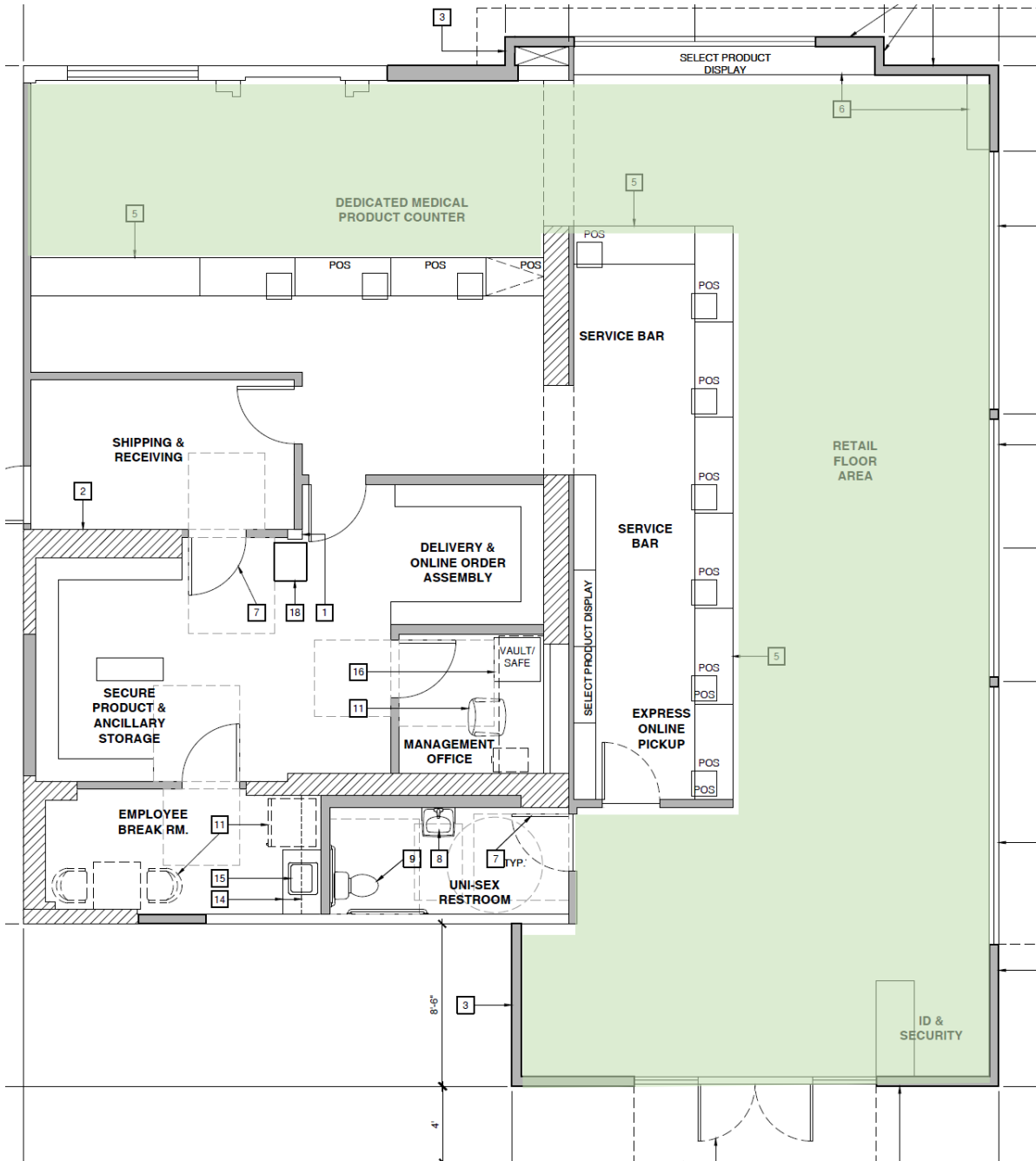
BUSINESS OPERATIONS

- ✓ Proposed cannabis retail dispensary with ancillary delivery services within the existing commercial building;
- ✓ Retail sales of cannabis and cannabis-related products such as flowers, concentrates, beverages, edibles, etc. for individuals of legal age (21 for recreational and 18 for medical use)
- ✓ Hours of Operation: 9 a.m. to 9 p.m., daily
- ✓ Two security guards on-site during business hours
- ✓ Required to implement security plan and odor mitigation plan

PROJECT SITE PLAN

- Demolition of dilapidated portions building (i.e. patio enclosure and rear of building towards parking lot)
- Create new entrance and paseo linking parking lot and Foothill Boulevard
- Site Parking and Circulation
 - Modified parking lot from one-way traffic to two-way;
 - 20 off-street automobile spaces;
 - 4 bicycle parking spaces; and
 - Dedicated delivery and distribution loading zone for business





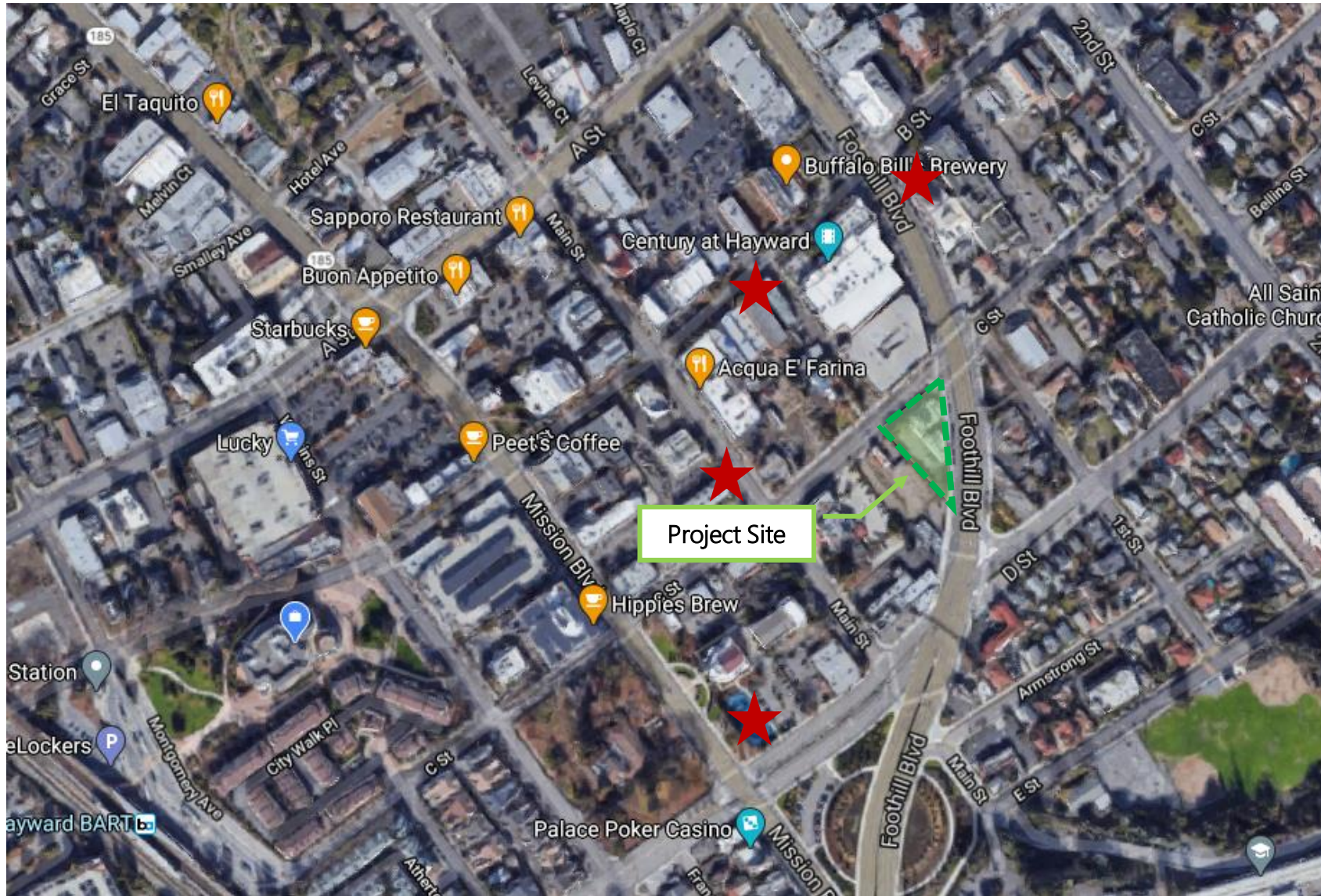
Interior Floor Plan

- 2,500 square-foot commercial tenant space:
 - Customer area (50%)
 - Back of house operations (50%)
- Back of house operations include secured storage, order assemblies, management office, and shipping and receiving
- One primary entrance and exit for customers
- Second floor to be abandoned during renovation



PROJECT RENDERINGS

- New paseo entrance between two existing commercial buildings;
- New modern architecture for the building including storefront windows, wooden slats, and metal awnings facing the streets; and
- Enhanced site landscaping along project frontages



SENSITIVITY BUFFER

- ✓ As proposed, the project would be within 600 feet of four sensitive uses:
 - Team Brewers Karate
 - High Scores Arcade
 - Children's Park at Giuliani's Plaza
 - Kumon Learning Center
- ✓ Pursuant to § 10-1.3603 of the HMC 600-foot buffer requirement may be reduced: Applicant is requesting reduction.



STAFF ANALYSIS

- ✓ Applicant has proposed a significant investment and remodel a long-time vacant building that will overall improve the area
- ✓ Proposed use will create more pedestrian traffic and will support other downtown businesses;
- ✓ Applicant will be required to implement a security plan (reviewed by Police Department) to prevent theft, loitering, on-site consumption, and maintain proper records according to state and local regulations;
- ✓ Complies with standards of the Hayward Municipal Code except for sensitive buffers

PLANNING COMMISSION HEARING

- ✓ October 8, 2020 – The Commission voted 6-1 to recommend approval of the Conditional Use Permit with added Conditions of Approval:
 - 1) incorporating public art, 2) participating in “adopt-a-block” program, and 3) participating in volunteer efforts with Hayward Clean and Green Task Force



CALIFORNIA ENVIRONMENTAL QUALITY ACT

The proposed project of remodeling and occupying an existing commercial building is considered *categorically exempt* from CEQA per Section 15301 for existing facilities;

- ✓ No additional environmental review is required.

STAFF RECOMMENDATION

That the City Council:

- ✓ Adopt the Resolution approving the Conditional Use Permit application based on the required Findings and subject to the Conditions of Approval.



Questions?

APPLICANT PRESENTATION

∞ jivva

CITY OF HAYWARD
COMMERCIAL CANNABIS BUSINESS
RETAIL STOREFRONT & DELIVERY SERVICE



LOCAL ENTERPRISE



MINORITY OWNED



DIVERSITY HIRES



RAJIV "RAJ" POTTABATHNI
PRINCIPAL & MANAGING DIRECTOR



CALIFORNIA ASSETS



7 CCB Retail Storefronts w/Delivery Permits / Licenses

6 Associated Commercial Real Estate Properties

Leases w/Extendable Terms or Purchase Options (Stockton Property TBD)



City of Santa Rosa



City of Union City



City of Hayward



City of Stockton



City of San Bernardino



City of San Francisco



City of Napa

OBJECTIVE

Strategically secure covered **Commercial Cannabis Business** ("CCB") permits/licenses and stimulate growth through successful operations utilizing market research to allow for expansion and continued business development.

ETHOS

Elevate the CCB movement as a company founded on integrity, transparency and responsibility to customers and the community.

MEDICAL IDENTITY

Establish an alternative and integrative medical first approach in a recreational marketplace by providing access to dedicated patient/customer care, consumption safety and therapeutic education.

RECREATIONAL VISION

Curate an approachable enhanced retail experience ensuring customer satisfaction from "park to purchase" through exemplary service, seamless operational infrastructure, product value and brand selection.



OWNER	ENTITY	USE TYPE	CITY/COUNTY/STATE	PERMIT/LICENSE #
Rajiv J. Pottabathni	Jiva Life LLC Jiva SBD LLC	Retail Storefront & Delivery	San Bernardino, San Bernardino County, CA	CCB18-0033 C10-20-0000064
Rajiv J. Pottabathni	Jiva Life LLC Jiva UC LLC	Retail Storefront & Delivery	Union City, Alameda County, CA	RES. NO. 5564-20
Rajiv J. Pottabathni	Jiva Life INC Jiva Life LLC Jiva HWD LLC	Retail Storefront & Delivery	Hayward, Alameda County, CA	CUP 201806775
Rajiv J. Pottabathni	Jiva Life LLC Jiva SR LLC	Retail Storefront & Delivery	Santa Rosa, Sonoma County, CA	CUP 18-075 RES. NO. 11930
Rajiv J. Pottabathni	Mahleah Holdings Inc. Jiva Life LLC Jiva SF LLC	Retail Storefront & Delivery, On-Site Consumption	San Francisco, San Francisco County, CA	DBI 201907085297
Rajiv J. Pottabathni	Jiva SCK LLC	Retail Storefront & Delivery	Stockton, San Joaquin County, CA	RE-332
Rajiv J. Pottabathni	Jiva NPA LLC	Retail Storefront & Delivery	Napa, Napa County, CA	MMD20-0004
Rajiv J. Pottabathni	The Greenhouse Group LLC	Retail Storefront	Renton, King County, WA	430622 (WSLCB)
Rajiv J. Pottabathni	The Greenhouse Group LLC Casita Verde LLC	Retail Storefront	Renton, King County, WA	420407 (WSLCB)

LOCAL EQUITY COMMITMENT

Volunteer services, monetary donations to local non-profit organizations, sponsorships for City programs or local organizations, annual charitable contribution, and/or any other economic incentives to the City.

ANNUAL CHARITABLE CONTRIBUTION

Funds Targeted to specific programs including but not limited to: Improvement and business grant making for the benefit of Hayward residents, and homeless services/programs.

1% of Gross

VOLUNTEER EFFORTS

Offering professional and general volunteering services to local Hayward organizations and non-profits annually.

500 Hours

SPONSORSHIPS & DONATIONS

Jiva intends to sponsor programs and/or provide monetary donations to local non-profit organizations and associations.

2% of Profit

DIVERSE LOCAL HIRES

In alignment with the City's desire for a local hire preference, Jiva intends to hire up to 75% of its employees or staff with diverse backgrounds from the City of Hayward and/or Alameda County.

75%

LABOR & EMPLOYMENT

EMPLOYEE RETENTION

Jiva will offer employees \$18-\$20 per hour, exceeding the City and State minimum living wage.

BENEFITS

- ⊗ Health Insurance Benefits
- ⊗ Vacation Benefits
- ⊗ Paid & Unpaid Leave
- ⊗ Retirement Package
- ⊗ Bonus Package

LABOR PEACE AGREEMENT

Jiva intends to create up to eighteen (18) jobs in year one (1), and over twenty (20) full and part time jobs within the first three (3) years of operations.



BROTHERHOOD OF TEAMSTERS LOCAL UNION NO. 70
 ALAMEDA COUNTY, CALIFORNIA
 Auto Truck Drivers, Line Haulers, Car Haulers and Helpers
 Affiliated with the International Brotherhood of Teamsters



Jiva will utilize, Würk, which is a workforce management platform for cannabis software that features payroll, timekeeping, schedule, 280E management, onboarding, HR consulting, and more.

Equality & Inclusion Policies | Social Equity Hires | Diversity | Non-Discrimination Policy
 Equal Opportunity Employment | Workers Compensation | Anti-Harassment Policy | Accommodations

Date: July 3rd 2018

To: Mayor, City Council, City Manager

Re: Hayward Retail Cannabis Permit;

Sincerely,

Richard Fierro

(510) 673-0731

rfierro@teamsterslocal70.org

This letter is to certify that we have entered into a bonafide Labor Peace Agreement with Jiva Life LLC. In our conversations with their leadership team, they have expressed a desire to include workers in the potential benefits of operating in Hayward.

For these reasons we strongly encourage the Mayor and Council to approve their retail permit. If there are any questions my contact information is below.

Position	Wage Rate
General Manager	\$75,000 - \$85,000 (Salaried)
Assistant Operations Manager	\$65,000 - \$70,000 (Salaried)
Inventory Controller	\$60,000 - \$65,000 (Salaried)
Head of Security	\$60,000 - \$65,000 (Salaried)
Security Specialists	\$18 - \$20 (Hourly)
Hospitality & Operations Associates	\$18 - \$20 (Hourly)
Customer Experience Specialists	\$18 - \$20 (Hourly)
Fulfillment Specialists	\$18 - \$20 (Hourly)
Delivery Operations Associates	\$18 - \$20 (Hourly)
Neighborhood Liaison	\$18 - \$20 (Hourly)

EMPLOYEE TRAINING

EMPLOYEE HANDBOOK

Our number one goal is to provide outstanding customer service. Set both your personal and professional goals high. We have great confidence in your ability to achieve them, so our employee handbook is very simple. We have only one rule...

OUR ONE RULE
Use good judgment
in all situations.

STEP ONE (1)
EMPLOYEE HANDBOOK

STEP TWO (2)
SAFETY & HEALTH ORIENTATION

STEP THREE (3)
CANNABIS PRODUCT &
INVENTORY EDUCATION

EMPLOYEE
TRAINING

STEP FOUR (4)
JIVA HOSPITALITY
STANDARDS

STEP FIVE (5)
REGULATORY COMPLIANCE
& BEST PRACTICES

STEP SIX (6)
ACCOMPANIED SHIFTS

NEIGHBORHOOD COMPATIBILITY



The Hayward Chamber of Commerce is pleased to have in its membership Jiva Life, a partnership organization with considerable experience in the cannabis industry, including retail and delivery, manufacturing, distribution, cultivation, and ancillary services.

Jiva Life is a member of the Hayward Chamber of Commerce, in large part, because it is an organization with a reputation for professionalism in the industry with expertise in staff training, quality control, safety and security. We have worked with company representatives such as managing director Raj Pottabathni and are pleased at his team's eagerness to be an active member of Hayward's business community.

The chamber is impressed with the high professional standards of Jiva Life's business plan and how the company will use sound, ethical business principles. In addition, meeting with Mr. Pottabathni has given me assurance that Jiva Life will be an excellent corporate citizen in Hayward and committed to appropriate community support.

Sincerely,

Kim Huggett
President & CEO



NO NUISANCE

Desirable for Public Convenience & Harmonious with City Policies, Intent, Purpose of Zoning District



NO DETRIMENT

No Detriment to Public Health, Safety, or General Welfare



NO IMPAIRMENT

No Impairment to the Character & Integrity of the Zoning District



INCREASED SECURITY

Crime Prevention that shall Enhance for the



NEIGHBORHOOD INTEGRATION: PROACTIVE APPROACH & ASSIMILATION STRATEGY

- ⌋ Neighborhood Liaison
- ⌋ Compliant Response Management
- ⌋ Noise Reduction
- ⌋ Light Pollution Reduction
- ⌋ Medical Patient Wellness
- ⌋ No Loitering
- ⌋ No On-site Consumption
- ⌋ Odor Mitigation & Air Quality
- ⌋ Vehicle & Pedestrian Access
- ⌋ Parking Access
- ⌋ No Traffic Impact
- ⌋ Bicycle Rack
- ⌋ Sidewalk Security
- ⌋ Aesthetic Compatibility
- ⌋ Discrete Business Operations
- ⌋ Waste Management



GOOD NEIGHBOR POLICY & NUISANCE AVOIDANCE

- ⌋ Institute & Train Employees To Embody “The Good Samaritan”
- ⌋ Role Train Employees To Contribute To Neighborhood Security
- ⌋ Establish & Introduce Customers To Community Agreement
- ⌋ Enforce Disturbance Prevention Responsibility
- ⌋ Establish A Community Dispute Resolution Procedure



COMMUNITY BENEFITS

“The greatness of a community is most accurately measured by the compassionate actions of its members.”

-Coretta Scott King:
American author, activist, civil rights leader,
and the wife of Martin Luther King Jr.

COMMUNITY IDEOLOGY

- ⊗ Respect And Support For The Community
- ⊗ Responsiveness To The Public
- ⊗ Quality Of Residential Life
- ⊗ Promote Economic Development
- ⊗ Public Safety
- ⊗ Responsibility For The Environment

CHARITABLE CONTRIBUTION

- ⊗ Champion The City’s Most Important Goals
- ⊗ Provide Charitable Contributions/Funding Towards Nonprofits
- ⊗ Contribute & Volunteer Competent Professional Services Annually

COMMUNITY POLICY OVERVIEW

- ⊗ Generative Relationship: Establish A Generative Relationship With The Community
- ⊗ Good Neighbor Policy: Develop Responsible Community Benefit Strategies
- ⊗ Economic Incentives : Stimulate Economic Prosperity Within The Community
- ⊗ Charitable Contributions: Champion The Community’s Most Important Causes
- ⊗ Health Education: Advance The Holistic Wellness Of The Community

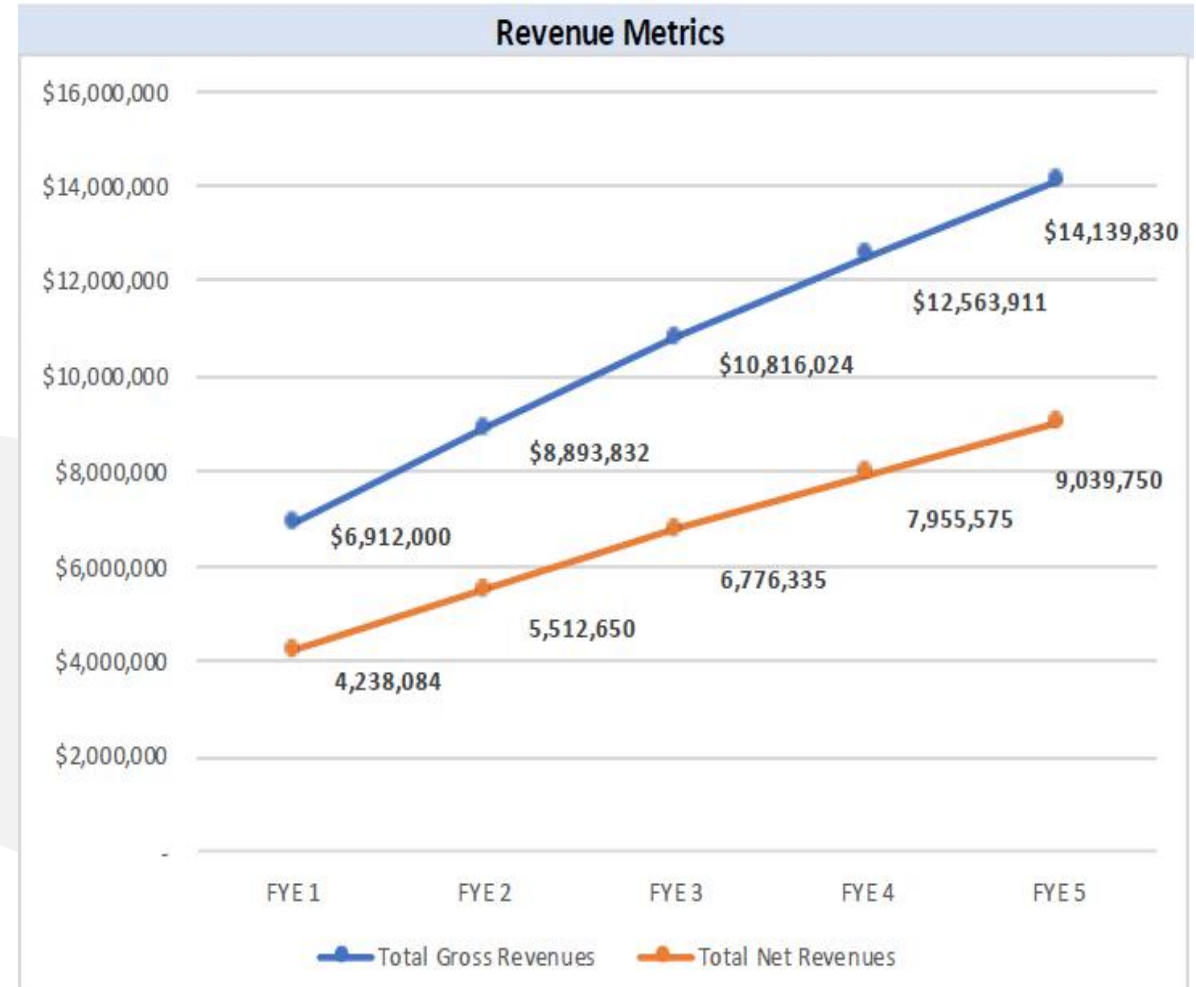
ANNUAL CHARTIABLE CONTRIBUTION	YR 1	YR 2	YR 3	YR 4	YR 5
1% (Inclusive of the City’s 7% Cannabis Tax Measure Rate)	\$64,282	\$83,602	\$102,752	\$120,614	\$137,029



BUSINESS “BRASS TAX”

- ⊙ CapEx (Tenant Improvements & Furniture, Fixtures, & Equipment) = \$1M
- ⊙ CapEx + OpEx (3 Months of Pre-Launch Duration Expenses) = \$1.5M
- ⊙ Well capitalized, demonstrating access of up to \$2M
- ⊙ 250 Transactions per Day (200 Retail Storefront & 50 Delivery)
 - ⊙ \$75 Retail Storefront (70%-58%)
 - ⊙ \$80 Delivery (20%-33%)
 - ⊙ \$85 Medical Product (9%)
- ⊙ Annual Growth: YR1 to YR2 = 24% | YR2 to YR3 = 16% | Y3 to Y4 = 9% | Y4 to Y5 = 5%

TAX RATE %	YR 1	YR 2	YR 3	YR 4	YR 5
7%	\$449,971	\$585,214	\$719,266	\$844,295	\$959,205



DAY - TO - DAY

STANDARD OPERATING PROCEDURES

- ⌋ Opening & Closing Procedures
- ⌋ Customer Reception & Check-in
- ⌋ ID Verification
- ⌋ Sale Of Cannabis Products
- ⌋ Description Director(s) Roles
- ⌋ Description of Employee(s) Roles
- ⌋ Customer Education
- ⌋ Product Offerings
- ⌋ Customer Retail Experience
- ⌋ Product Quality Control
- ⌋ Delivery Service Procedures
- ⌋ Marketing Strategy (**FOOTTRAFFIK**)
- ⌋ Customer Relationship Management (**BAKER**)



PRODUCT MANAGEMENT

- ⌋ Product Procurement
- ⌋ Product Deliveries & Intake Manifests
- ⌋ Accepting Cannabis Goods
- ⌋ Review Of Product Labels & Quality
- ⌋ Limited Access Areas
- ⌋ Product Access Protocols
- ⌋ Vendor/Distributor Qualifications
- ⌋ Product Access Protocols
- ⌋ Customer Product Handling

INVENTORY CONTROL

- ⌋ Inventory Records
- ⌋ Record Retention
- ⌋ Reporting & Monitoring
- ⌋ Tax Payments
- ⌋ Records Software
- ⌋ Private Medical Records
- ⌋ Track-and-Trace (**METRC**)
- ⌋ "POS" Point Of Sales (**COVA**)
- ⌋ Online Order Platform (**DUTCHIE**)



PRODUCT SALES MIX

55%

FLOWER

55% of products that are pre-packaged branded dried cannabis flower and/or pre-rolls



25%

CONCENTRATES

25% of sales to be made from purchases of manufactured products (concentrates, extracts, vapes, preparations & topical)



15%

EDIBLES

15% of sales to be made from purchases of manufactured products (edibles)



5%

NON-CANNABIS

5% of sales generated from paraphernalia and/or cannabis delivery/consumption devices



CASH MANAGEMENT



STEP ONE

Client prepares for deposit



STEP TWO

Hardcar pickup deposit



PROSPECTIVE BANKING/CIT CLIENT INTAKE FORM		
LEGAL BUSINESS INFORMATION		
NDA on File: <input type="checkbox"/> <input type="checkbox"/>	How did you hear about us?	Date:
Contact Name:	Title:	
Phone:	Email:	Do you have authority to sign on behalf of the business: <input type="checkbox"/> <input type="checkbox"/>
Legal Business Name:		
Business Address: (only required for NDA)		
City:	State:	Zip Code:
Website:		

STEP FOUR

Deliver to FRB



SECURITY

- ⊗ Qualified Security Consultant
- ⊗ Industry Best Practices (City & BCC Compliance)
- ⊗ Architectural Security
 - ⊗ Site And Building Perimeter Protection
 - ⊗ Crime Prevention Through Environmental Design (“CPTED”)
 - ⊗ Exterior Lighting
 - ⊗ Physical Barriers
 - ⊗ Secure Storage
- ⊗ Electronic Security System (“ESS”)
 - ⊗ Access Control System
 - ⊗ Intrusion Alarm System
 - ⊗ Closed Circuit Television (“CCTV”)
 - ⊗ Surveillance System
 - ⊗ Remote Monitoring & Notification Capabilities
- ⊗ Operational Security
 - ⊗ Policies, Procedures, & Protocols
 - ⊗ Employees And Visitors
 - ⊗ Background Checks
 - ⊗ Remote Monitoring Of Employees Using ESS
 - ⊗ Internal and Third-party Security Experts And Resources
- ⊗ Information Technology Security
- ⊗ Premises Security Diagram
- ⊗ Limited Access Areas
- ⊗ On-site Security Services
 - ⊗ Guards (“Security Specialists”)
- ⊗ Delivery Service Security Protocols
- ⊗ Cash Management & Armored Vehicle Services



Matt Carroll
Carroll Security Consulting, LLC
(916) 997-7329
Matt@CarrollSecurityConsulting.com
www.CarrollSecurityConsulting.com
www.CSCRMS.com



CC8160(HS)
Height Strip Network Camera

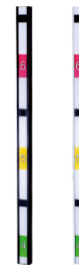
2MP • Height Strip Housing • Smart Stream II • PoE •
Eye-level 180° Panoramic View

FD8369A-V
Fixed Dome Network Camera

2MP • 30M IR • IP66 • IK10 • Smart Stream II • SNV •
Defog • VIVOCloud

IB8379-H
Bullet Network Camera

4MP • 30M IR • WDR Pro • Smart Stream II • IP66 •
IK10 • Video Rotation • Defog



HARDCAR
NEXT GENERATION SECURITY




**SOUTH COUNTY SECURITY
AND INVESTIGATIVE SERVICES, INC.**

22551 Second Street, Suite #240, Hayward, California 94541
(510) 783-2696 FAX (510) 783-0481
PPO #7221 PI #7727
<http://www.southcountysecurity.net>



FIRE & LIFE SAFETY

- Qualified Fire Prevention & Suppression Consultant
- Fire Alarm System
- Fire Prevention Diligence
- Fire Monitoring System
- Accident & Incident Reporting Procedures
- Building Evacuation
- Location Of Fire Extinguishers/Fire Suppression Equipment
- Fire & Medical Emergency Training
- No Use Of Flammable Or Other Combustible Materials
- No Smoking Policy

eshconsultants 

Elliot Gittleman, F.P.E
ESH Consultants
415-751-9461
esh.fire@sbcglobal.net
www.eshconsultants.com

PRE-OPERATIONS TIMELINE

POST DECLARATION OF INTENT TO AWARD A COMMERCIAL CANNABUS BUSINESS PERMIT & CONDITIONAL USE PERMIT

CONDITIONAL USE PERMIT



PLANNING COMMISSION & CITY COUNCIL HEARINGS

BUILDING PERMIT

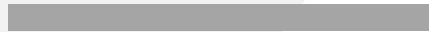


WEEKS 1-10

Upon issuance of Conditional Use Permit from the Planning Commission, Submit Final Plans to Building & Engineering Division Services.

Prepare for launch of operations: secure insurance and workers' compensation; meet with local labor union representatives; began process to hire Managers, finalize interviews and begin hiring support staff.

CONSTRUCTION



WEEKS 11-27

Upon issuance of a Building Permit, begin construction and conduct necessary tenant improvements. Submit for BCC State License. Schedule inspection for Certificate of Occupancy.

Develop and circulate marketing materials: fact sheets, website, training seminars, patient presentations, community outreach, etc.

PRE-LAUNCH



WEEKS 28-32

Finish hiring and training all staff on all Applicant SOPs; receive unique product identifiers and begin inventory control.

Once available from the BCC, acquire mandatory electronic track-and-trace system software. Test internally and identify users to report for State-mandated training. Compliance commitment: internally finalize standard operating procedures and prepare on-site manual; verify compliance; monitor the State website on scheduled publication dates for updates to regulations.

ADVISORS & CONSULTANTS



PATRICK OROSCO
PROPERTY OWNER



MATT NOHR
FACILITY DEVELOPMENT



ARMANDO GUIDO-LOPEZ
ARCHITECT



MATT CARROLL
SECURITY COMPLIANCE



HECTOR VILLASEÑOR
LICENSING & LOCAL AFFAIRS



ELLIOT GITTLEMAN
FIRE & LIFE SAFETY



GUILLERMO BRAVO
MARKETING STRATEGY



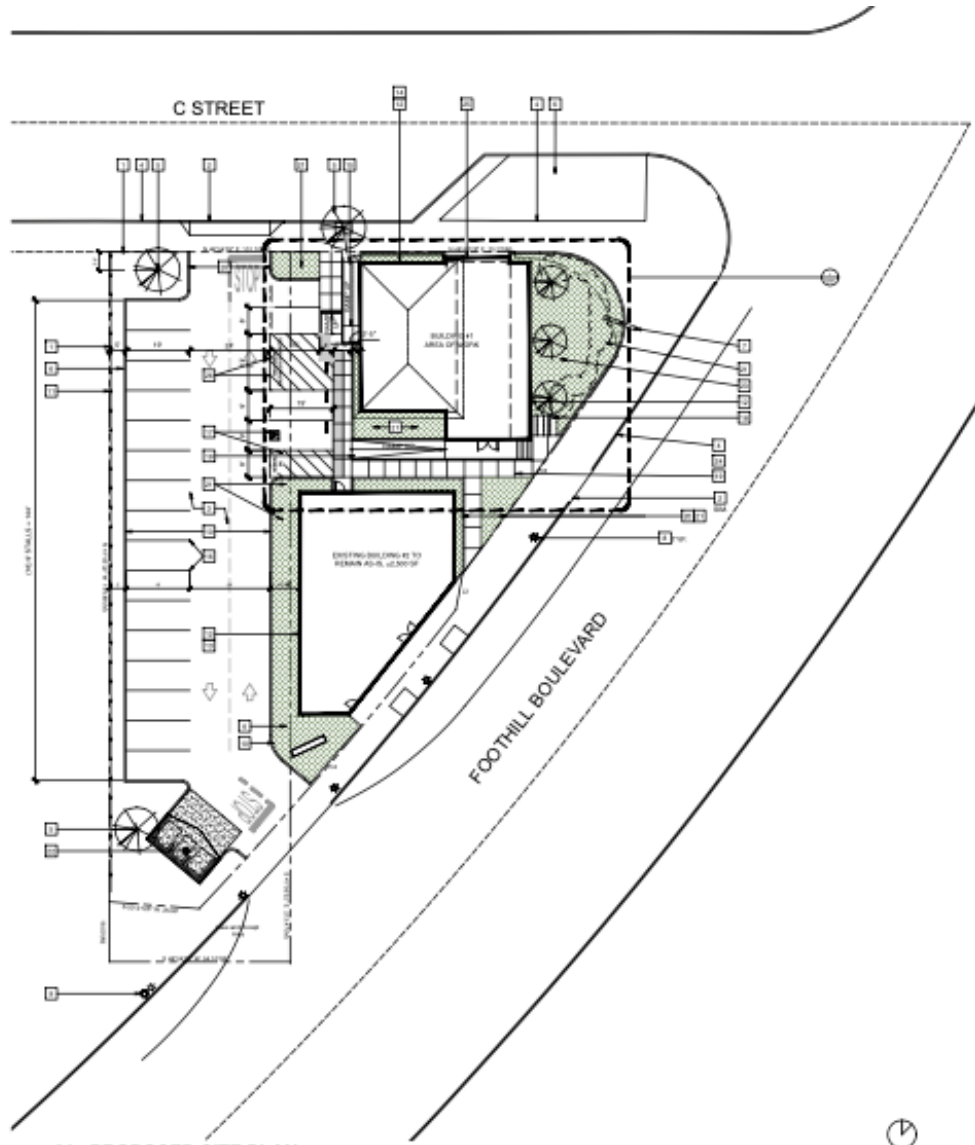
DR. KARTHEEK REDDY
MEDICAL ADVOCACY



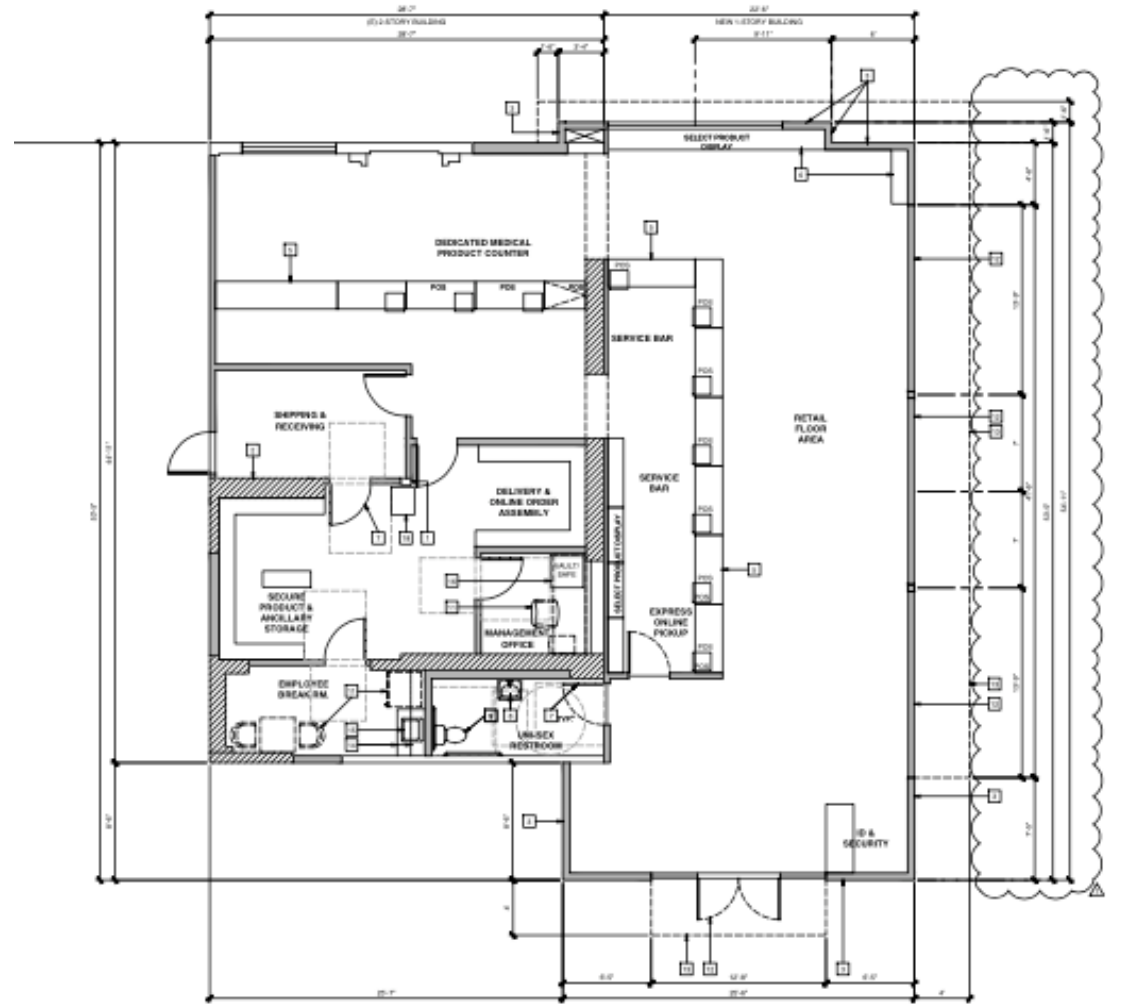
AVINASH MAMIDI
PHARMACOTHERAPY



TONY SCHOENBERG
LEGAL COUNSEL



01 PROPOSED SITE PLAN



PROPOSED FIRST FLOOR PLAN



01 EXISTING PARKING LOT

SCALE: NTS



**02 EXISTING FOOTHILL BLVD
DRIVEWAY APRON**

SCALE: NTS



03 EXISTING BUILDING #2

SCALE: NTS



04 EXISTING BUILDING #1

SCALE: NTS



**05 EXISTING BUILDING #1
AND ADJACENT PARKING STRUCTURE**

SCALE: NTS



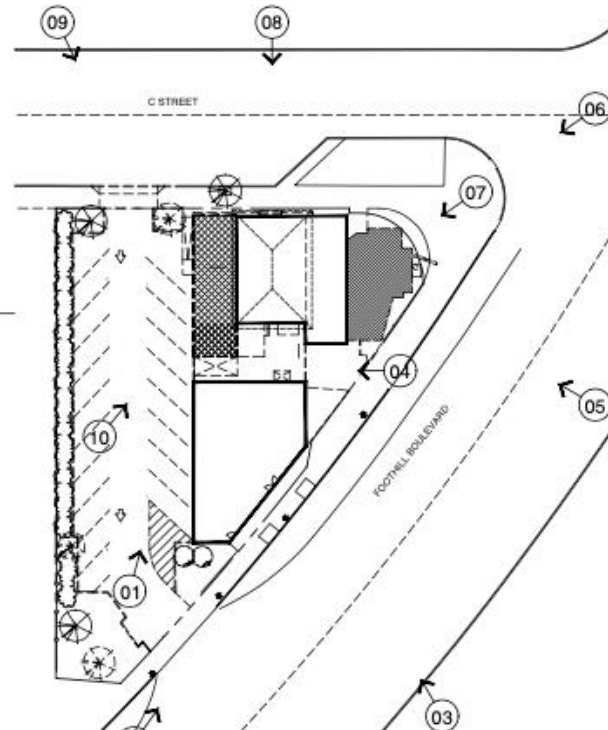
06 EXISTING BUILDING #1

SCALE: NTS



07 EXISTING BUILDING #1 CLOSEUP

SCALE: NTS





01 EXISTING OUTDOOR PATIO ENTRY

SCALE: NTS



02 EXISTING OUTDOOR PATIO INTERIOR

SCALE: NTS



03 EXISTING OUTDOOR PATIO INTERIOR

SCALE: NTS



04 EXISTING OUTDOOR PATIO ENTRY

SCALE: NTS



05 INTERIOR EXISTING CONDITION

SCALE: NTS



06 INTERIOR EXISTING CONDITION

SCALE: NTS



07 INTERIOR EXISTING CONDITION

SCALE: NTS



08 INTERIOR EXISTING CONDITION

SCALE: NTS



09 INTERIOR EXISTING CONDITION

SCALE: NTS



10 INTERIOR EXISTING CONDITION

SCALE: NTS

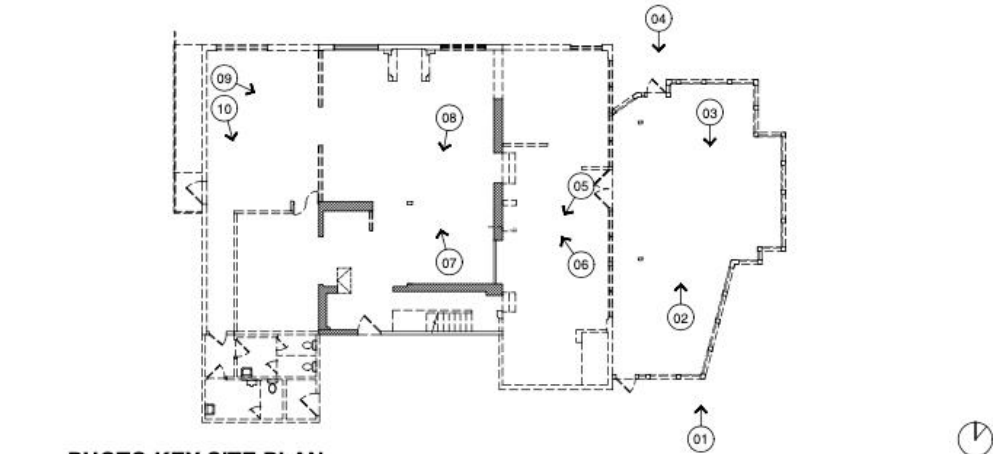


PHOTO KEY SITE PLAN

SCALE: 1/32" = 1'-0"

