

**CITY COUNCIL
MEETING**

**DECEMBER 17,
2024**

PRESENTATIONS

Item#13

WS 24-038

**Let's House
Hayward
Strategic Plan**

Let's House Hayward Strategic Plan Update

City Council Work Session

December 17, 2024

Amy Cole-Bloom, Community Services Manager



The LHH Plan covers FY 20-21 through FY 25-26

Vision Statement

Our vision is for the City of Hayward to be a **leader in ensuring an end to homelessness** by empowering individuals through **accessible, dignified treatment and services.**

Goals

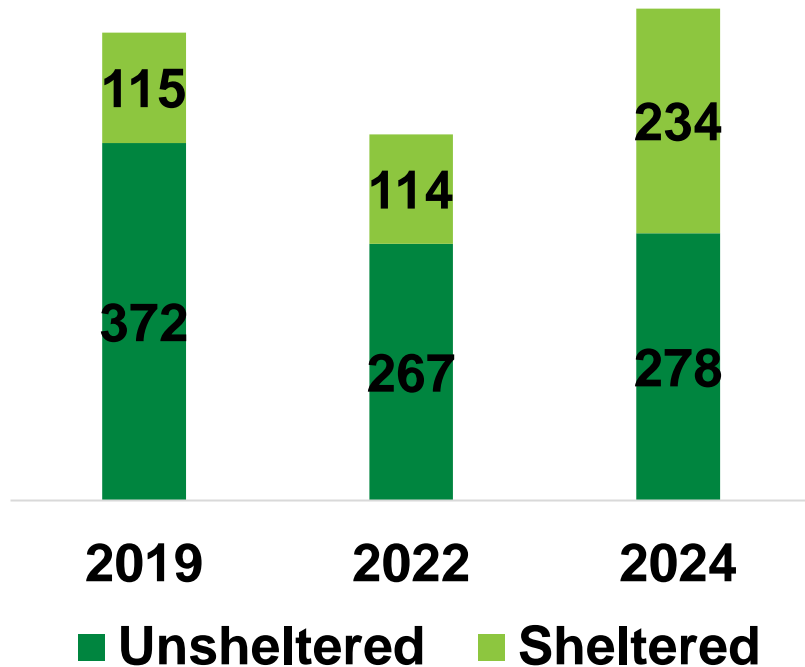
Goal 1: Formalize a Coordinated and Compassionate Citywide Response to Homelessness and Develop Wider Community Understanding and Engagement

Goal 2: Increase Availability of and Reduce Barriers to Homeless Crisis Response Services

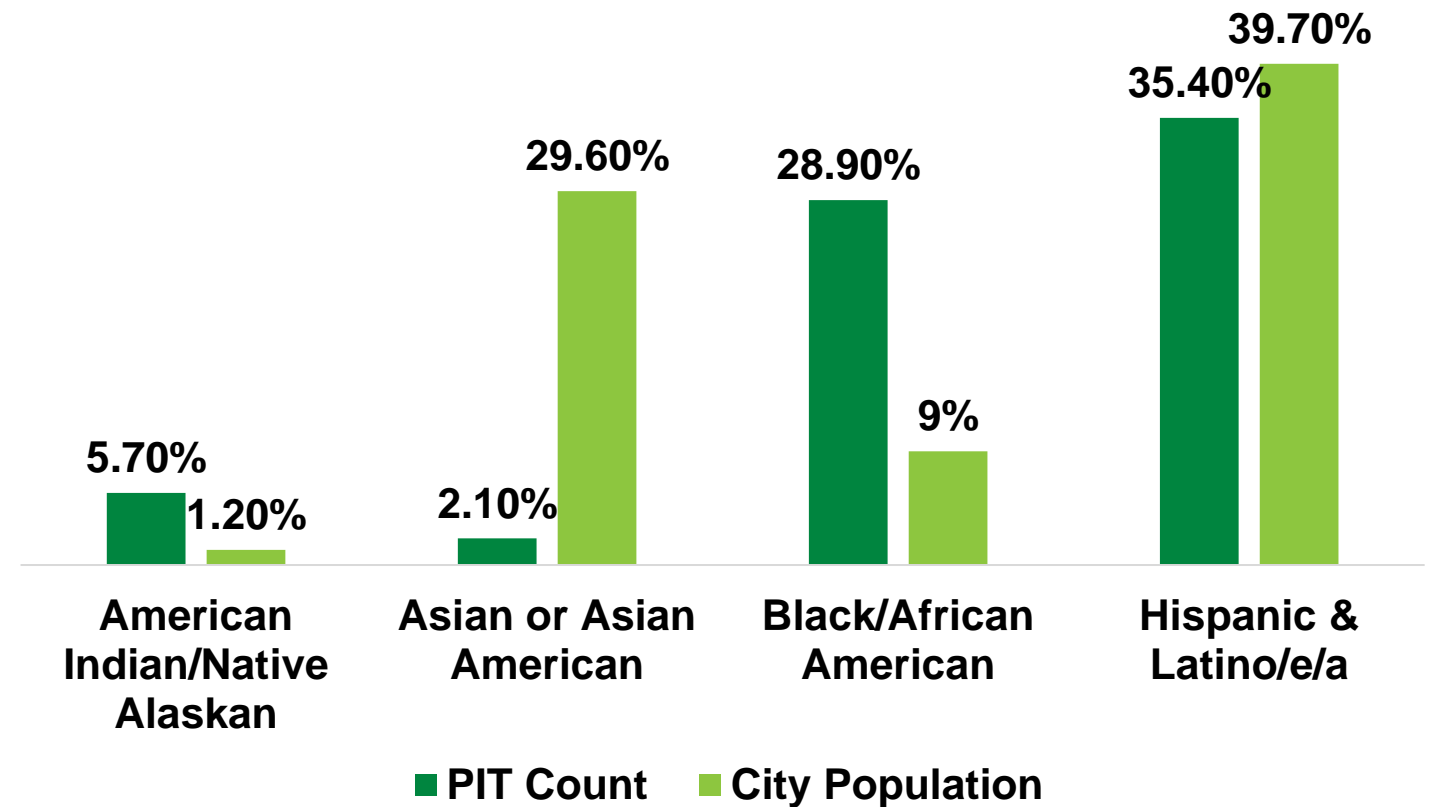
Goal 3: Ensure Access to and Retention of Affordable Permanent Housing

The City's PIT Count increase is primarily due to an increase in the sheltered count

PIT Count Since 2019



Race Identities Compared to City Population



Visit <https://homelessness.acgov.org/> for more information on 2024 PIT Count

There are several successes of the LHH Strategic Plan

- Continued cross-departmental and cross-jurisdictional collaboration efforts
- Continued operation of the HEART program, serving individuals experiencing mental health or medical issues, including those who are homeless
- Continued implementation for the Shallow Rental Subsidy Program, which has enrolled 75 households since beginning operations in Fall 2022
- Completed comprehensive language access study to improve City-wide communications and to build the City's language access infrastructure
- Adoption of the Hayward 2023-2031 Housing Element, which included actions related to expanding housing options for unhoused and other vulnerable
- State Homekey award to provide approximately 35 units of permanent housing for individuals experiencing homelessness through scattered site supportive housing
- Adoption of revisions to the Affordable Housing Ordinance, adjusting inclusionary requirements and fees to promote affordable housing development in Hayward.

Ongoing funding is still needed for many of the efforts in the plan

- Over \$9M authorized in ARPA in 2021 funding for LHH projects, but the majority of those funds have been expended
- Many projects are on hold or at risk of concluding because there is no funding source
 - Safe parking & safe camping
 - Public education plan
 - Year-round shelter & day center
 - Program to assist land trusts or non-profit orgs acquire tax defaulted properties
 - Reducing barriers to Rapid Rehousing Programs

Discussion

- Staff seek guidance from Council as we reach the conclusion of the Let's House Hayward plan in June 2026
- Direction could include
 - Continuing with the existing priorities
 - Aligning more directly with the County Home Together Plan
 - Updating the LHH plan

Item#14

LB 24-030

**Electrification
Reach Code**



City Council

Reach Code Update Proposed Amendments to EV Charging Requirements

December 17, 2024



Hayward's Current Reach Code

- Became effective January 1, 2023.
- Modifies the California Building Code to require:
 - 1) All new residential buildings must be all electric.
 - 2) All new non-residential buildings must be “electric ready”.
 - 3) EV charging infrastructure above and beyond that required by California Code.

California Building Standards Code (CalGreen) Updates



2022 CalGreen Code

Effective January 1, 2023

2022 Intervening Code Cycle

Effective July 1, 2024

2025 CalGreen Code





Effective January 1, 2026

Hayward's Current Reach Code

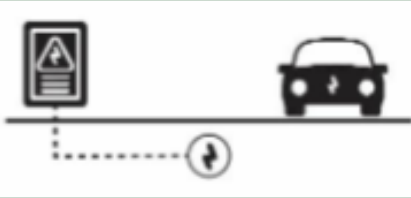
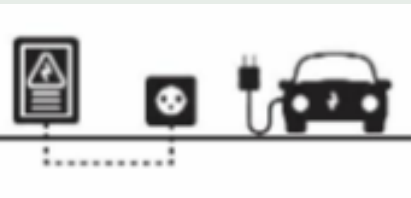

Proposed amendments to EV Charging Requirements would:

- align with 2022 Intervening CALGreen Code which took effect July 1, 2024, and
- align with CALGreen's 2025 requirements which will take effect January 1, 2026.

Electric Vehicle Charger Types

Level 1		15-20 Amp, 120 Volt (standard household outlet) Driving Distance provided: 3-4 miles/hour
Low Power Level 2		20 Amp, 208/240 Volt Driving Distance provided: 10-15 miles/hour
High Power Level 2		40+ Amp, 208/240 Volt Driving Distance provided: 25-30 miles/hour
DC Fast Charge		80-400 Amp, 200-600 Volt DC (direct current) Driving Distance provided: 125 - 250 miles/hour

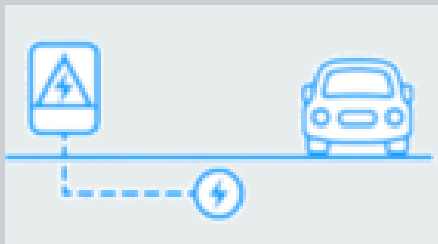
EV Charging Readiness

EV Capable		Raceway (conduit), electrical capacity (breaker space)
EV Ready		EV Capable + overcurrent protection devices, wiring and outlet (i.e. full circuit)
EV Charger or EVCS/EVCI		All equipment to deliver electricity to EV EVCS = Electric Vehicle Charging Station EVCI = Electric Vehicle Charger Installed

Single Family Homes and Two-Family Townhomes

2025 CALGreen Requirement

One Level 2 EV Capable circuit for one parking space per dwelling unit

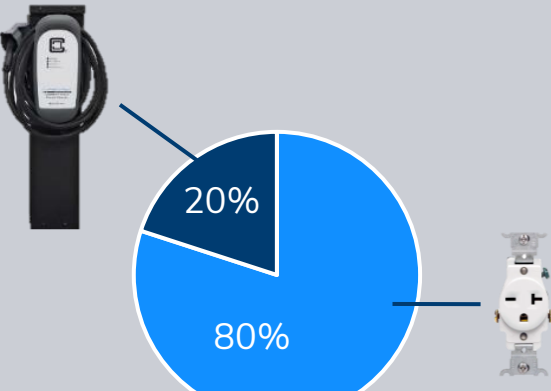
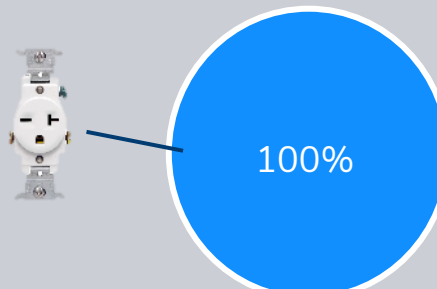
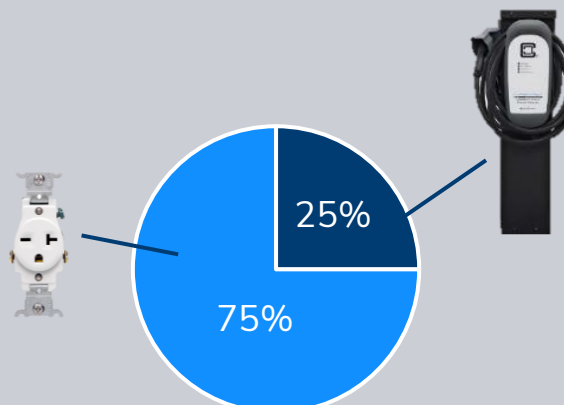


Current Reach Code (no change)

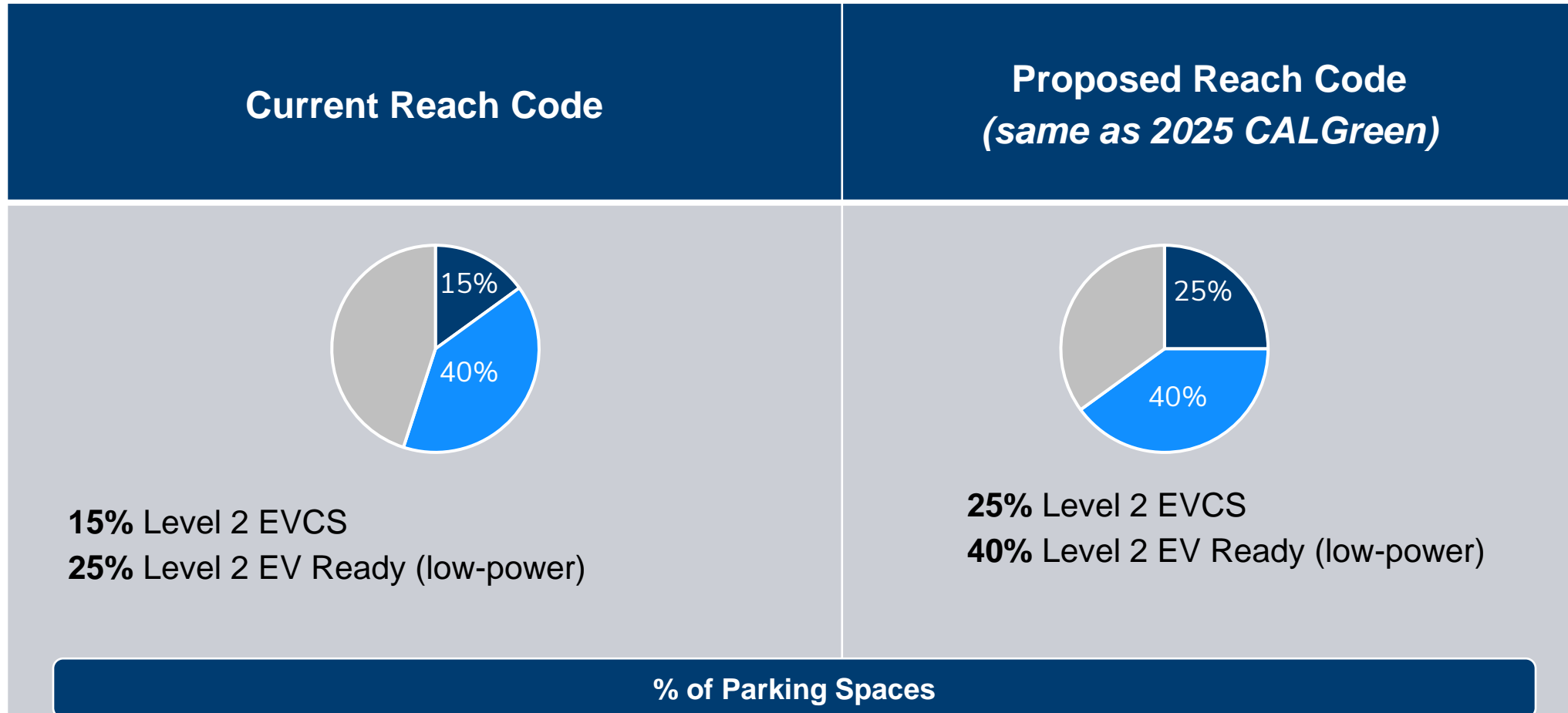
Two Level 2 EV Ready circuits for two parking spaces per dwelling unit



Multifamily EV Code – Assigned + Unassigned Parking

Current Reach Code	Proposed Reach Code (same as 2025 CALGreen)	
 <p>20% Level 2 EVCS 80% Level 2 EV Ready (low-power)</p> <p>% of Units with Parking Spaces</p>	 <p>100% Level 2 EV Ready (low-power) + Direct Wiring</p> <p>% of Units with Assigned Parking Spaces</p>	 <p>25% Level 2 EVCS 75% Level 2 EV Ready (low-power)</p> <p>% of Spaces for Common Use Parking</p>

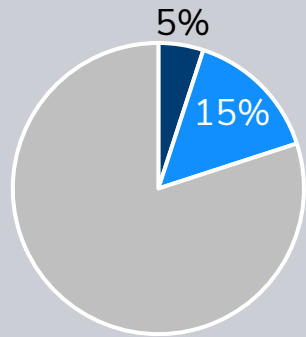
EVI Code Updates – Hotels/Motels



Nonresidential EVI Code Updates

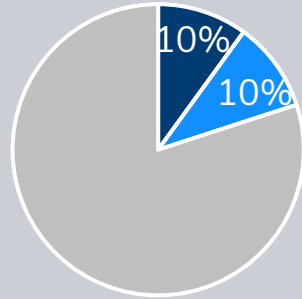
2025 CALGreen

Current Reach Code (Minor change)



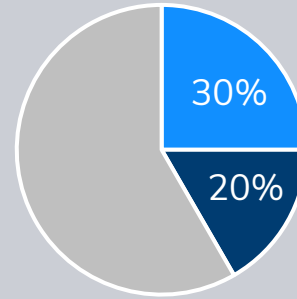
Office & Retail:

5% Level 2 EV Capable
15% Level 2 EVCS



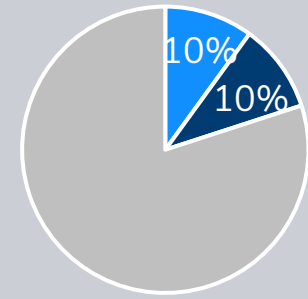
All Other:

10% Level 2 EV Capable
10% Level 2 EVCS



Offices & Retail :

30% Level 2 EV Capable
20% Level 2 EVCS



All Other:

10% Level 2 EV Capable
10% Level 2 EVCS

% of Parking Spaces

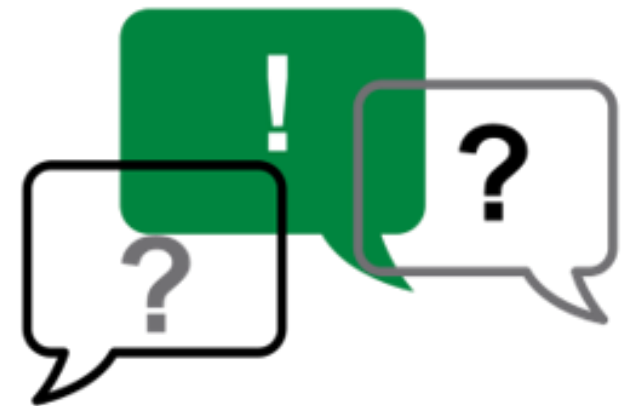
Staff Recommendation

That Council:

- Receives public comments;
- Reviews and comments on this report; and
- Adopts a Resolution Introducing a Revised Electrification Reach Code Ordinance with Amendments Related to EV Charging; and Finding that the Action is Exempt from CEQA

Next Steps:

- If the ordinance is adopted, staff will file a copy with the California Building Standards Commission.



Extra Slides

Other New CalGreen Requirements

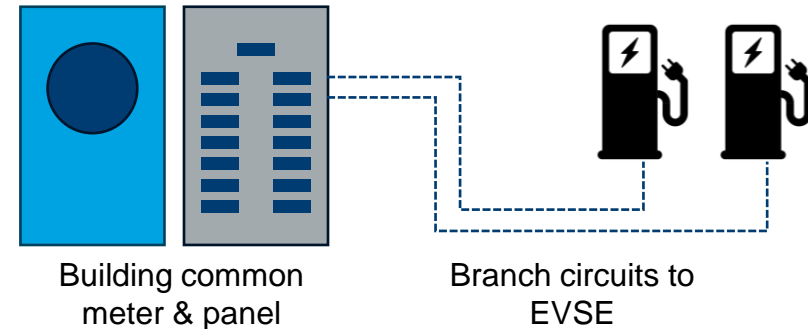
- Specifies required charging receptacle types.
- Specifies required charging connector types.
- Non-residential:
 - Requires medium and heavy-duty EV charging for off street loading spaces for office buildings and manufacturing facilities.
- Existing building alterations trigger new construction requirements if:
 - Power supply is increased to parking facility, or
 - Solar PV is installed over parking, or
 - Addition of 1,000 sq ft or permit valuation >\$200k with increase in power supply to electric panel

Multifamily EV Code Technical Changes – Intervening Cycle

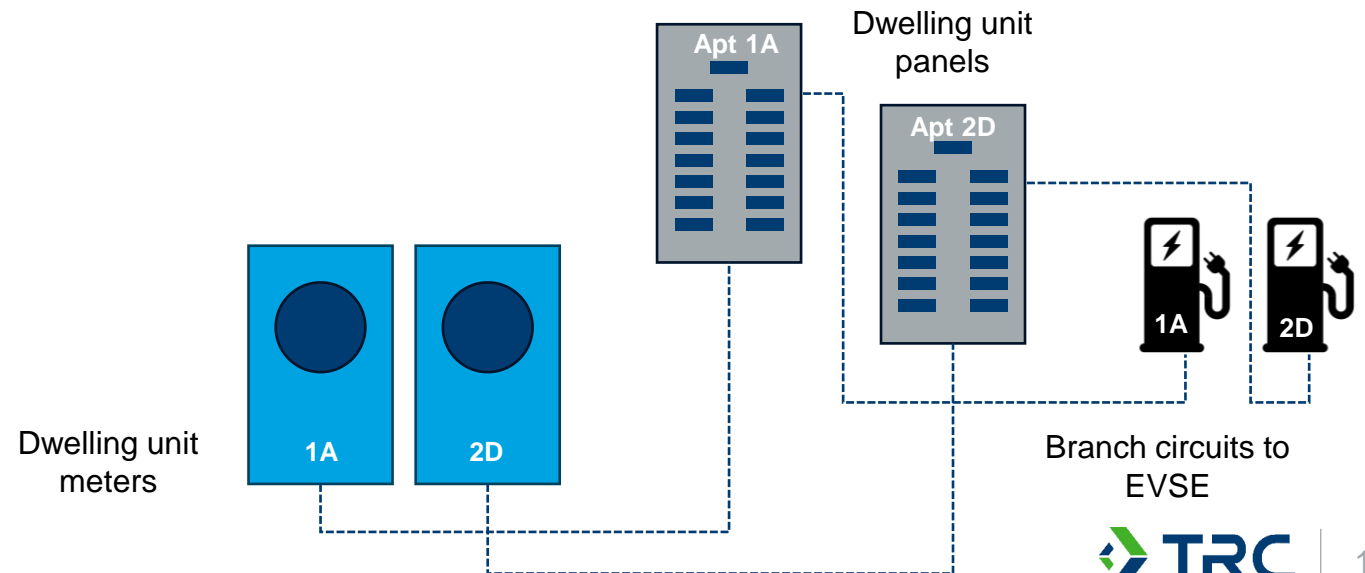
Technical Changes

- **“Direct Wiring”** in Multifamily projects requires EV charging circuits to be tied directly to each dwelling unit’s panel/meter

Common MF EV charging installation approach pre-Intervening cycle



“Direct Wiring” requirement post-Intervening cycle



EV Connector Types

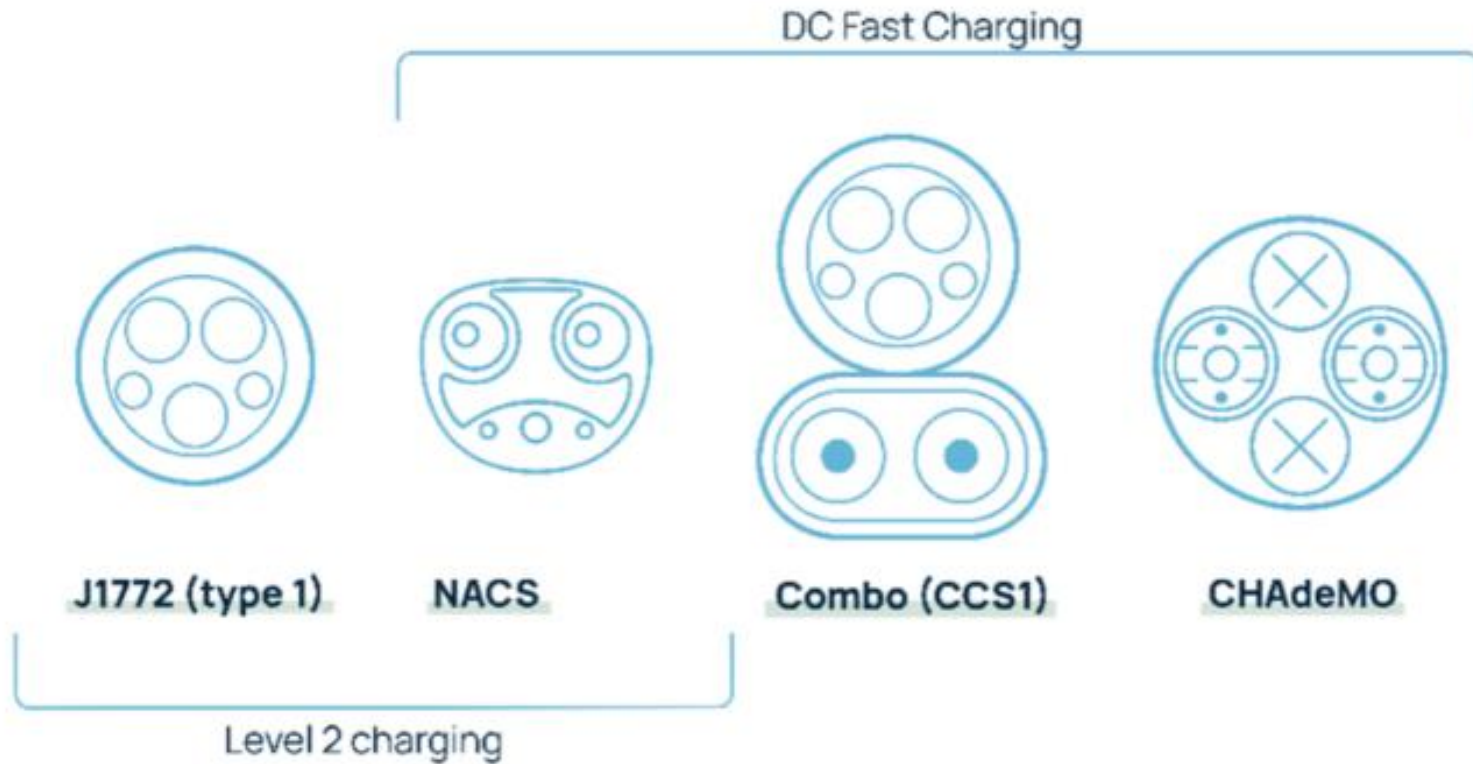


Image credit: <https://www.flo.com/insights/ev-connectors-do-all-evs-use-the-same-plug/>

Item#15

LB 24-031

**FY 2025 Salary
Plan Amendment**

Adopt a Resolution Approving an Amendment to the City of Hayward Salary Plan for FY 2025

Presenter: Brittney Frye, Director of Human Resources

Amendments to the City of Hayward Salary Plan for FY25

Salary Corrections

CLASSIFICATION	Salary Range eff. July 29, 2024	FISCAL IMPACT
Landscape Architect (H300)	\$76.10 at Step A and \$92.52 at Step E	There is no additional fiscal impact to the FY 2025 budget for the corrections to Landscape Architect, Call Taker, Communications Operator and Communications Supervisor. These salary adjustments were previously included in the September 17, 2024 Council action.
Call Taker (C633)	\$41.32 at Step A and \$ 50.20 at Step E	
Communications Operator (C635)	\$49.65 at Step A and \$60.43 at Step E	
Communications Supervisor (C645)	\$57.22 at Step A and \$69.59 at Step E	

Amendments to the City of Hayward Salary Plan for FY25

Salary Adjustments

CLASSIFICATION	ADJUSTMENT	FISCAL IMPACT
Librarian I (T790)	9.60% effective July 29, 2024	\$58,394 to the General Fund
Librarian II (T795)	9.60% effective July 29, 2024	\$12,594 to the General Fund and \$12,594 to the Federal Grant Fund Total Fiscal Impact: \$25,118
Educational Services Coordinator (T780)	11.95% effective July 29, 2024	No additional fiscal impact to the FY 2025 budget. This position is not included in the FY 2025 budget.
Cross Connection Control Specialist (M815)	23.22% effective July 29, 2024	\$37,856 to the Water Fund
Senior Utility Field Services Leader (M827)	20.13% effective July 29, 2024	\$31,722 to the Water Fund
Management Fellow (U300)	21.39% effective September 23, 2024	\$23,707 to the General Fund
Utilities Field Services Manager (H825)	1.12% effective December 30, 2024	\$581 to the Water Fund and \$571 to the Sewer Fund Total fiscal impact: \$1,162
Facilities Maintenance Supervisor (H600)	At creation, monthly salary will be set to \$15,071	No additional fiscal impact to the FY 2025 budget. These positions were included in the FY 2025 Adopted Budget and Workforce Plan.
Landscape Maintenance Supervisor (H610)	3.21% effective December 30, 2024	
Fleet Maintenance Supervisor (H630)	3.21% effective December 30, 2024	
Streets Maintenance Supervisor (H620)	3.21% effective December 30, 2024	

Amendments to the City of Hayward Salary Plan for FY25

Survey-Based Adjustments

BARGAINING GROUP/CLASSIFICATION	ADJUSTMENT	FISCAL IMPACT
Local 1909 & HFOA	2.22% effective December 30, 2024	\$502,618 to the General Fund
Firefighter Trainee (F100)	2.22% effective December 30, 2024	Firefighter Trainees are filled using vacant budgeted Firefighter positions therefore, there is no additional fiscal impact for the adjustment to Firefighter Trainee.
City Manager (A120)	1.06% effective December 30, 2024	\$5,413 to the General Fund

New Classifications

CLASSIFICATION	SALARY SETTING	FISCAL IMPACT
Senior Utilities Electrical and Mechanical Operations and Maintenance Leader (M420)	10% above Electrician II (M410)	\$101,567 to the Sewer Fund
Utilities Customer Service Supervisor (H817)	10% above Senior Utility Field Services Leader (M827)	\$113,586 to the Water Fund

Item#16

LB 24-032

**Unrepresented
Salary Benefits**

Adopt a Resolution Approving an Amendment to the Salary and Benefits Resolution for Unrepresented Employees

Presenter: Brittney Frye, Director of Human Resources

Amendments to the Unrepresented Resolution

Recommended Changes for all Unrepresented Employees

- Increase Alternate Benefits
- Holidays Observed
- Equity Adjustments:
 - Equity adjustments effective July 1, 2024, for positions that were three percent (3%) or more under the market median

Amendments to the Unrepresented Resolution

Recommended Changes for Unrepresented Non-Executive Employees

- Longevity Pay
- Salary Adjustments:
 - FY 2024: five percent (5%) COLA
 - FY 2025: four percent (4%) COLA
 - FY 2026: three percent (3%) COLA

Amendments to the Unrepresented Resolution

Recommended Changes for Unrepresented Executive Employees

- Salary Adjustments:
 - FY 2024: four percent (4%) COLA
 - FY 2025: four percent (4%) COLA
 - FY 2026: four percent (4%) COLA