

## Proposed FY 25-26 Special Projects

Staff included replies when the City Council feedback was about new work or asks a question. When the feedback is a comment or a policy statement, staff did not include a reply.

## Invest in Infrastructure

Proposed Special Projects for FY25-26:

- Conduct final determination on the former/old City Hall that explores alternatives to advance public benefit(s)
- Begin construction of La Vista Park
- Begin construction of Stack Center Phase II, with a focus on Library spaces
- Evaluate capital needs and bring a long-range spending plan for Measure K1, including reporting on the assessments for a new Public Safety Building and a new Corporation/Maintenance Yard
- Explore land swap opportunities with Hayward Unified School District for City facilities
- Conduct improvements of City Council Chamber dais and activate voting feature
- Continue Water Resource Recovery Facility Phase II upgrade
- Evaluate safety enhancements for the Downtown Loop
- Evaluate safety enhancements for A Street
- Evaluate safety enhancements for B Street
- Evaluate safety enhancements for Tennyson Road
- Prioritize lighting improvements for Tennyson Road
- Continue implementation of “A Bench for Every Stop” project

City Council feedback from the Presurvey:

- Emphasis on getting the public safety building site confirmed and the long-range plan for Measure K1.
- I would like a report on the effectiveness of the pilot projects for traffic calming before the pilot projects convert to permanent changes.
  - Staff Reply: It is standard practice to provide an analysis of pilot projects to the CIS. Staff will ensure any reports are shared with the full City Council.
- I am not sure about the "land swap" project, not sure what it would entail or how useful city staff time on that would be.
- I would like more information on the study for the Loop redesign
  - Staff Reply: Staff can provide a memo this fiscal year outlining the timing and scope of the study.
- I'd like to explore funding and completing phases 2+3 of the stack center together to reduce construction cost.
  - Staff Reply: Staff is planning to provide a memo on this project in the next 60 days.

- I am excited about the Stake Center and would like to find a way to fully fund it's development.
- We should evaluate what we are doing with the land we already have before acquiring any more property.
- Prioritize the movie theater, city center, and all previous referrals sent in previous years like public art impact fee.
- "Safety enhancements" of streets should include improvements to the signal light timing - Specifically, signal timing should reward people going the speed limit by giving them continuous green lights. Currently, speeders are rewarded with more green lights.
  - Staff Reply: Safety assessments consider all factors, including signal timing.

## Strengthen Organizational Health

### Proposed Special Projects for FY25-26:

- Bring a revised budget in the fall and mid-year budget review, with strategies to advance fiscal sustainability
- Implement the interdepartmental assessment of Access Hayward to enhance effectiveness and increase transparency
- Implement the language access plan to increase translation and interpretation services
- Continue to formalize and expand the employee onboarding program, including implementing a New Employee Orientation (NEO)
- Formalize the City's internship/fellowship program to develop undergraduate/graduate student cohorts that contribute to Citywide operations
- Continue to develop a citywide compensation philosophy with internal benchmarks in alignment with the comparator marketplace

### City Council feedback from the Presurvey:

- Agree with these, and add an assessment to make sure we are living up to the line in the vision statement: "City staff have what they need to thrive in their work and take pride in helping Hayward continually improve."
  - Staff Reply: Staff is seeking clarification on what this assessment would entail. If Council agrees this is a priority at this work session, staff will provide further analysis and a recommendation for the next draft of the roadmap.
- I would like an update on the Access Hayward project.
  - Staff Reply: Staff is planning to provide a memo on this project in the next 60 days.

## Enhance Community Safety

### Proposed Special Projects for FY25-26:

- Develop a pathway to swiftly reinstate School Resource Officers in support of Hayward students' wellness and safety

- Update and train on the City's Community Resilience Plan, with the goal of being a model of resiliency based on emergency preparedness and with voting districts in mind
- Using the organizational assessment of the Police Department, analyze police beats to optimize service levels and prepare for the transition to voting districts
- Complete an organizational assessment of the Fire Department
- Create a safety and security plan for the Hayward Library with local partners
- Continue to implement enhancements to the dispatch center

#### City Council feedback from the Presurvey:

- On the SRO project, while the city can engage in those conversations, it is not under our purview to direct HUSD to do this, so I do not see that as a project that the city can control. I'm open to hear the discussion on this.
- SROs or HUSD/HPD partnership toward some equivalency.
- "Re-instate" is not the right word for the SRO program, we should explore how to reconfigure it.
- HUSD needs to confirm SROs
- Make HEART work with the county to reduce staff burden
- The organizational assessment of HPD had multiple recommendations. Can we do more with it this year than just reconfiguring our beat setup?
  - Staff Reply: The Police Department is working on a timeline for all recommendations that will be brought to CPSC in the fall. The timeline considers cost and capacity of each recommendation.
- Where is mention of the HEART program? We need to find a way of structuring it sustainably.
  - Staff Reply: An update on HEART will be provided at the April 15 work session.
- Can we collaborate with CSUEB to open up Harder Rd. as a throughway for residents in the Highlands? This would provide an additional evacuation route and relieve congestion on Mission Blvd.
  - Staff Reply: There is an existing fire gate onto the Cal State East Bay Loop Road from Hayward Blvd that can be opened if needed during an evacuation.
- COH resiliency means we really need to support Code Enforcement so they are prepared to respond after a quake, or rebuilding/repairing will be very slow with dire economic consequences.

## Grow the Economy

#### Proposed Special Projects for FY25-26:

- Activate Cinema Place and continue the property management strategy
- Bring commercial zoning ordinance amendments to remove barriers for businesses, allow popups, and allow appropriate commercial uses in residential districts
- Provide a report on the economic development potential and feasibility of City-owned parcels, as the City explores selling or leasing certain parcels

- Formalize the City’s internship process to provide career pathway programs to Hayward youth and professionals
- Continue to partner with Chabot College and Cal State East Bay on workforce development programs
- Explore partnership and funding sources to create an entrepreneurship hub at the Stack Center

#### City Council feedback from the Presurvey:

- Residential pop-ups should be reviewed as we are also receiving complaints. Confirm what uses fire and planning are preferred at locations to expedite reviews.
- Continue to pursue public art fee and public works projects as points of interest opportunities.
- We have an internship process under a different strategic priority, including it in both places seems redundant.
  - Staff Reply: Staff agree with this comment. Staff will only include the internship program under “Strengthen Organizational Health” in the next draft of the roadmap.
- Traffic improvements in the Loop, such as light signals that reward safe speeds by providing smooth flow. Speeding is a barrier to many residents coming downtown; they’d rather go to Castro Valley.
- I would like a report from ED on weaknesses in the COH and strategies to improve
  - Staff Reply: As part of an existing project, there is a report going to CEDC this year on ordinances that cause barriers to businesses.
- I would like to add a report on the pros and cons of data centers in our city
  - Staff Reply: Staff can prepare a memo before the end of the fiscal year on this topic.

## Cultivate Vibrant Neighborhoods

#### Proposed Special Projects for FY25-26:

- Expand litter collection services to pick up litter through the City
- Explore joint-use agreements with HARD and HUSD to open school yards as neighborhood parks and other spaces for community activity
- Continue to engage owners of vacant commercial properties to encourage activation
- Continue to formalize the working agreement with Caltrans to address blight
- Continue to implement and grow upon the special events program
- Complete interpretive signs and art in Heritage Plaza
- Complete aesthetic improvements to old City Hall
- Present language for a possible public arts ordinance that incorporates a built-in maintenance endowment

#### City Council feedback from the Presurvey:

- I'd like to see the Clean and Green Commission help train neighborhoods to host their own community pickups
- I don't want to engage owners of vacant commercial properties, I want to explore how we can update our vacant building ordinance to compel owners to activate their buildings.
  - Staff Reply: Updating this ordinance would compete with other Code Enforcement priorities. If Council agrees this is a priority at this work session, staff will provide further analysis and a recommendation for the next draft of the roadmap, which would require a tradeoff for another project.
- I want to develop a pathway to sustainably fund the Hayward People's Budget (maybe this can be housed under growing upon the special events program)
- Develop a strategy to increase funding for the Community Services ARC.
  - Staff Reply to the two comments above: Staff regularly look for grant funding for these types of efforts. Considering the City's fiscal constraints, staff do not recommend funding these items at this moment.
- Add pro-active pickup of frequent dumping sites, and possible increased enforcement through flock cameras.
  - Staff Reply: Staff currently do proactive pickups in some areas. Adding additional pickups would require additional resources.
- Start building some of the Russell City monuments.
  - Staff Reply: Staff meet monthly with the Russell City Art Committee. This spring, the committee has contracted with the Hayward Area Historical Society to design interpretive signs for Heritage Plaza.

## Preserve, Protect & Produce Housing for All

### Proposed Special Projects for FY25-26:

- Provide a report on the housing development potential and feasibility of City-owned parcels identified in the City's Housing Element
- Engaging with Alameda County stakeholder to secure Measure W dollars to support the response to homelessness in Hayward
- Continue Education City Working Group to advance housing alternatives for educators
- Support development of and ensure safe community integration of St. Regis Behavioral Health Campus and engage in a coordinated effort to ensure vibrant adjacent public spaces and neighborhoods for everyone

### City Council feedback from the Presurvey:

- The special projects listed don't address the needs of 47% of Hayward residents who are renting. Please add continuing development of the rental registry and assessing how to strengthen our rent stabilization ordinance.
  - Staff Reply: Due to fiscal constraints this requests requires discussion and action by the City Council as part of the FY 2025-2026 budget.
- Retail at the bottom of residential needs to be reviewed.

- Staff Reply: Updating the zoning would compete with other Planning Division priorities. If Council agrees this is a priority at this work session, staff will provide further analysis and a recommendation for the next draft of the roadmap, which would require a tradeoff for another project.
- [Activate St. Regis Behavioral Health Campus or get an updated timeframe.](#)
  - Staff Reply: Staff is in communications with BACS on this matter and will provide an update through an informational memo to City Council.

## Champion Climate Resilience & Environmental Justice

### Proposed Special Projects for FY25-26:

- Implement bike distribution program with the goal of increasing bike access and usage
- Prepare an ordinance to create smoke-free multifamily housing
- Create a citywide tree inventory and database (contingent on grant \$)
- Continue to work with HASPA partners of the Shoreline Master Plan
- Continue to collaborate with Ava Community Energy to provide public EV charging facilities
- Continue to transition City facilities from natural gas to electric, with a focus on HVAC systems
- Implement program to offer heat pump water heaters in the census tracks around Russell City Energy Center
- Rollout Hayward compost hub in partnership with HARD
- Implement Year 3 programs from the adopted Climate Action Plan

### City Council feedback from the Presurvey:

- [Work with HUSD to drive adoption of free bus passes through ACTC.](#)
  - Staff Reply: This project would compete with capacity to complete other transportation projects. If Council agrees this is a priority at this work session, staff will provide further analysis and a recommendation for the next draft of the roadmap, which would require a tradeoff for another project.
- [Continue to implement bike lanes and traffic calming measures.](#)
- [Implement traffic signal lighting that rewards drivers going the speed limit by providing more green light.](#)
- [Make sure the money spend on bike distributions is not outweighed by staff time.](#)
- [I'd like to understand how we can preserve Skywest as an open space.](#)
  - Staff Reply: This is a policy consideration that requires City Council action, which can be explored as part of the strategic planning process. However, this land is controlled by the airport and there are conditions on the land that make it financially infeasible to hold as open space.