CITY OF HAYWARD

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

Agenda

Council Infrastructure & Airport Committee

Wednesday, February 25, 2026 **5:30 PM** **Hybrid/Conference Room 2A**

NOTICE: The Council Infrastructure & Airport Committee will hold a hybrid meeting at Hayward City Hall Conference Room 2A, and via Zoom

The **PUBLIC COMMENT** section provides an opportunity to address the Committee on items not listed on the agenda. The Committee welcomes 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 Committee 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 for further action. Speakers shall not use threatening, profane, or abusive language which disrupts, disturbs, or otherwise impedes the orderly conduct of a Committee meeting. The City is committed to maintaining a workplace free of unlawful harassment and is mindful that City staff regularly attend Committee meetings. Discriminatory statements or conduct that is hostile, intimidating, oppressive, or abusive and disruptive to a meeting and will not be tolerated.

How to submit written Public Comment:

Send an email to amber.parras@hayward-ca.gov by 1:00 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 Council Infrastructure & Airport Committee and City staff, and Published in the City's Meeting and Agenda center under Documents Received After Published Agenda.

How to provide live Public Comment during the Council Infrastructure & Airport Committee Meeting:

1. Attend in person at the Hayward City Hall, 777 B Street, Conference Room 2A, Hayward
2. Please click the link below to join the Webinar:

Join from PC, Mac, iPad, or Android:
https://hayward.zoom.us/j/86137221844?pwd=jPhOdLTLVQx24WKFzG94phamdobpou.1
Passcode:CIAC_0225

Phone one-tap:
+16699006833,,86137221844#,,,,*521613159# US (San Jose)
+16469313860,,86137221844#,,,,*521613159# US

Join via audio:
+1 669 900 6833 US (San Jose)
+1 646 931 3860 US
Webinar ID: 861 3722 1844
Passcode: 521613159
International numbers available: https://hayward.zoom.us/u/kdG1TmGOqE

CALL TO ORDER

ROLL CALL

PUBLIC COMMENTS:

REPORTS/ACTION ITEMS

1. MIN 26-025 Approval of Minutes of the Council Infrastructure & Airport Committee (CIAC) Meeting Held on November 13, 2025.

Attachments: Attachment I Meeting Minutes from November 13, 2025

2. ACT 26-004 Draft Speed Management Plan

Attachments: Attachment I Staff Report
Attachment II Draft Final Speed Management Plan

3. RPT 26-015 Public Safety Center Project Update

Attachments: Attachment I Staff Report

FUTURE AGENDA ITEMS

4. ACT 26-005 Proposed Agenda Planning Calendar: Review and Comment

Attachments: Attachment I Staff Report

ORAL REPORTS

COMMITTEE MEMBER/STAFF ANNOUNCEMENTS AND REFERRALS

ADJOURNMENT

Next Regular Meeting: Wednesday, April 22, 2026

File #: MIN 26-025

DATE: February 25, 2026

TO: Council Infrastructure & Airport Committee

FROM: Director of Public Works

SUBJECT

Approval of Minutes of the Council Infrastructure & Airport Committee (CIAC) Meeting Held on November 13, 2025.

RECOMMENDATION

That the CIAC reviews and approves the November 23, 2025 CIAC meeting minutes.

ATTACHMENTS

Attachment I November 13, 2025 CIAC Meeting Minutes

COUNCIL INFRASTRUCTURE & AIRPORT COMMITTEE SPECIAL MEETING
Hybrid Participation - Digital Zoom Meeting/Hayward Executive Airport

November 13, 2025
5:30 p.m.

MEETING MINUTES

CALL TO ORDER: Meeting called to order at 5:40 p.m. by Chair Salinas.

ROLL CALL:

Members Present**:**

- Angela Andrews, City Council Member
- George Syrop, City Council Member
- Mark Salinas, Mayor/ Chair

Staff Present:

- Alex Ameri, Director of Public Works
- Douglas McNeeley, Airport Manager
- Pamela Svrdlin, Airport Operations Supervisor
- Byron Tang, Principal Transportation Engineer
- Lucas Woodward, Senior Transportation Engineer
- Jenny Feliciano, Senior Secretary

PUBLIC COMMENTS

Kelly Abreu said that Hayward Executive Airport is not a social service organization. He said the airport made mistakes by letting go of H.A.R.D. (Hayward Area Recreation and Park District). He said it went from a situation where the airport was making money to now needing to pay for landscape maintenance.

REPORTS/ACTION ITEMS

1. **Skywest Properties Update Report**

Director of Public Works, Alex Ameri acknowledged attendance of San Lorenzo and Hayward residents and confirmed this special meeting was specifically added at the airport, for convenience and to address the residents inquiries and concerns.

Airport Manager Douglas McNeeley presented an overview of the updated preliminary site plan for the SkyWest property redevelopment, including a brief summary of airport operations, its role as a federal grant sponsor, applicable federal laws and regulations, and associated operational limitations.

Public Comments

Mayor Salinas opened public comments by confirming that no final project has been approved for the Skywest Property and the purpose of this meeting was to gather additional input from the community.

Several Hayward and San Lorenzo residents, members of SOS Skywest, high school and college students, and faculty members were present to express a shared interest in keeping the Skywest property as an open space. All expressed the need and importance to preserve the existing wildlife and the overall health benefits to the community. Overall, various attendees shared many possible ideas for the space from maintaining an open, natural space to shared recreational space such as a TopGolf facility.

H.A.R.D. Board President, Louis Andrade, explained that it will all depend on what type of park is being considered for the redevelopment. Skywest has the potential for trail connections, a bicycle trail between San Lorenzo and the industrial park, and a trail to Kennedy Park. There could be a good co-existence with Kennedy Park, and both parks can help each other out.

Committee Member's Comments

CM Andrews thanked the committee and callers, noting the discussion was more collaborative. She emphasized that Skywest is a closed golf course, raised concerns about minors entering unsupervised and potential liability, and reminded everyone to coordinate with Airport staff before visiting. She expressed concern about estimated costs, ongoing maintenance for amenities like a dog park, and the need for more research on preserving the monarch butterfly sanctuary, while encouraging partnerships with agencies such as EBDA, Save the Bay, and the state for Proposition 4 funding. She clarified that the City of Hayward does not own Southland Mall and supported holding more community meetings on the Skywest property.

CM Syrop requested a revised conceptual plan to clarify the City's direction and said he does not support paving the site for a business park unless it significantly reduces the carbon footprint and protects ecological features. He emphasized identifying a suitable partner to help maintain the property and cover costs, noting the City is not prepared to manage 126 acres of open space. He also raised concerns about noise violations and fines, and Airport Manager McNeeley outlined ongoing efforts to bring aircraft into compliance and hold violators accountable.

Mayor Salinas appreciated the outreach but asked that feedback also be gathered from neighborhoods south of Hayward. He requested an inventory of open space within a 3–5-mile radius, including acres-per-person data, to support the study. He noted that the planned Amtrak realignment project could have significant environmental impacts and affect Skywest redevelopment.

Mayor Salinas requested a project timeline. Director Ameri responded that additional neighborhood outreach, along with environmental and economic studies, are needed before the project moves to the Planning Department, and the overall process could take up to a year.

2. **Safe Streets Hayward Update (A St, B St, Tennyson)**

Director of Public Works Ameri announced the City received a $3.2 million federal grant to develop a Speed Management Plan and a High-Injury Network Safety Plan.

Principal Transportation Engineer Byron Tang presented the project background and timeline, highlighted the comprehensive outreach conducted, and outlined the proposed alternatives for further study.

Public Comments

Residents and Bike Hayward members urged the Committee to consider concrete barriers instead of plastic flex posts, noting the posts are frequently damaged by drivers. Concerns were raised about fatalities on Tennyson Road, particularly near Segment 4 by Tennyson Park, the need for a safe, protected bike route there and on the I-880 overpass.

Committee Member's Comments

CM Syrop thanked public commenters and urged staff to consider key feedback, especially for Tennyson, emphasizing investment in durable infrastructure rather than plastic pylons. He praised the thoroughness of the work and stressed focusing on higher-impact safety solutions to save lives. Principal Engineer Tang explained the project is still in the planning phase, with phased design and construction to follow, some adjustments possible sooner, and additional community input needed; he also clarified these three streets are major offenders, with more to be studied under the Local Road Safety Plan.

CM Andrews called the report very comprehensive and reiterated her long-standing concern about the dangerous Tennyson exit, asking whether that portion could be expedited due to urgency. She praised the extensive outreach and encouraged similar meetings in areas where bike lanes are planned to better engage residents, especially those directly affected in front of their homes. She supported higher-investment options and a phased approach to allow adjustments if solutions do not work, while Director Ameri noted that non-concrete solutions offer flexibility to modify designs more easily.

Mayor Salinas agreed with medium to high investment options. He added that the committee and the Council have taken an undisputed approach to protecting bike lanes and investing in pedestrian safety. He liked the concrete barriers as well and will wait until the process unfolds.

FUTURE AGENDA ITEMS

3. **La Vista Park Update**

Mayor Salinas would like to have the meeting at HLAC. Public comment was allowed and a request was made on behalf of H.A.R.D. that there is hesitation in having to meet at HLAC because the school district does not necessarily have to be in the conversation. It was agreed that a joint meeting with CI&AC and their Capital Committee is the better option.

COMMITTEE MEMBER/STAFF ANNOUNCEMENTS AND REFERRALS

Mayor Salinas discussed the success of the recent Hayward Rides Program and the number of thrilled children who participated in the event. CM Syrop confirmed with Director Ameri that funding had been secured to continue the Program.

ADJOURNMENT

Chair Salinas adjourned the meeting at 8:11 p.m.

MEETINGS

Attendance	Present 11/13/25 Meeting	Present to Date This Fiscal Year	Excuse to Date This Fiscal Year	Absent to Date This Fiscal Year
Angela Andrews	✓	12	0	0
Mark Salinas	✓	12	0	0
George Syrop	✓	12	0	0

File #: ACT 26-004

DATE: February 25, 2026

TO: Council Infrastructure & Airport Committee

FROM: Director of Public Works

SUBJECT

Draft Speed Management Plan

RECOMMENDATION

That the Council Infrastructure & Airport Committee (CIAC) reviews and provides feedback on the Draft Final Speed Management Plan (CIP Project No. 06943) and recommends to City Council for adoption.

SUMMARY

The Safe System Approach for Speed Management is a Federal Highway Administration (FHWA) approved road safety framework that involves proactively identifying locations where operating speeds are high compared to desired target speeds. The City's Speed Management Plan uses this approach to achieve safer speeds and prioritize projects for areas with excessive speeding in Hayward.

The City began working on the Speed Management Plan on December 16, 2024. Staff updated CIAC and received feedback on the plan's development on June 25, 2025. Since then, additional Technical Advisory Committee (TAC) and Stakeholder Advisory Committee (SAG) meetings were conducted. Three chapters were added to the draft plan: Speed Reduction Toolbox, Speed Reduction Corridors, and Institutionalizing Safe Speeds.

Staff are seeking feedback from CIAC on the Draft Final Plan and recommendation for formal adoption by City Council.

ATTACHMENTS

Attachment I Staff Report
Attachment II Draft Final Speed Management Plan

DATE: February 25, 2026

TO: Council Infrastructure & Airport Committee

FROM: Director of Public Works

SUBJECT: Draft Speed Management Plan

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FISCAL IMPACT

This item will not impact Measure C or the General Fund. The Speed Management Plan is primarily funded by the grant from the USDOT SS4A program ($187,000). City Council has previously authorized allocation of $235,000 from Fund 460, Transportation System Improvement, to complete this Plan, including $49,000 in City matching funds: Fund 213 – Measure BB (Pedestrian & Bicycle) ($25,000) and Fund 410 – Route 238 Corridor Improvement ($24,000).

BACKGROUND

City Council adopted the Local Road Safety Plan (LRSP) on June 27, 2023, which assesses and identifies locations and strategies to improve road safety throughout the City. Along with identifying the City's High Injury Network, the LRSP recommends a set of strategies and countermeasures to address and prevent severe injury and fatal collisions. Council also committed to Vision Zero by 2050, a goal of eliminating fatalities and severe injuries on the City's roadways by 2050.

Action Item 2 of the LRSP recommends the near-term action of pursuing Safe Streets and Roads for All (SS4A) grant funding. Launched by the U.S. Department of Transportation in 2022, the purpose of the SS4A grant program is to improve roadway safety by significantly reducing or eliminating roadway fatalities and serious injuries through safety action plan development and refinement and implementation focused on all users. The program provides funding to develop the tools to help strengthen a community's approach to roadway safety and save lives while meeting the needs of diverse local, Tribal, and regional communities.

Recognizing the effort needed to achieve Vision Zero by 2050, the City applied for supplemental planning funds from SS4A to develop a comprehensive approach to reduce speeds (Speed Management Plan) and conduct a set of corridor-specific safety plans focused on the City's High Injury Network. The Speed Management Plan will help address the LRSP focus area of unsafe speeding and aggressive driving, which play a significant role in generating serious injuries and fatalities.

The Safe System Approach for Speed Management is an FHWA approved road safety framework that involves proactively identifying locations where operating speeds are high compared to target speeds. Target speeds can be based on various factors including road and land use context, impact statistics, safety goals, and other factors. This framework builds on the Safe System Approach identified in the City's LRSP by using a five-stage approach, which the City will use to develop the Speed Management Plan to achieve safer speeds and prioritize projects for areas with excessive speeding. The five stages are: establishing a vision and building consensus for speed management, collecting and analyzing speed and safety data, prioritizing locations for speed management, selecting speed management countermeasures, and conducting ongoing monitoring, evaluation, and adjustment.

On October 27, 2023, the City was awarded the full amount of the $3,252,000 requested in its application to the SS4A grant program. On February 6, 2024[1], City Council adopted a resolution accepting the funding and allocated $813,000 in City matching funds. On November 19, 2024[2], the City awarded $210,000 to Fehr & Peers to develop the Speed

[1] https://hayward.legistar.com/LegislationDetail.aspx?ID=6504747&GUID=E1C46D84-F953-4AAA-BB3F-E51DB7873759&Options=&Search=
[2] https://hayward.legistar.com/LegislationDetail.aspx?ID=7024311&GUID=1BD5004A-ABB2-40B9-9D57-884F4A65C3A1&Options=&Search=

Management Plan. The consultant contract with Fehr & Peers was executed on December 4, 2024.

DISCUSSION

Work began on the Speed Management Plan on December 16, 2024. The project team, made up of City and Fehr & Peers staff, studied existing conditions and gathered relevant information over the first quarter of 2025. Relevant data analyzed included observed speed, posted speed limit, collision, land use, and roadway attribute data. In addition, the project created the TAC and the SAC. The TAC consists of internal stakeholders from various City departments, including the Police Department, Fire Department, and Development Services Department. The SAC consists of community-based organizations and stakeholders such as Bike Hayward, California State University East Bay, Hayward Unified School District, and La Familia. The TAC and SAC had their first outreach meetings on February 26, 2025, and March 21, 2025, respectively. Work continued throughout 2025 to develop the Target Speed Framework, Speed Reduction Toolbox, prioritization of projects, and policy recommendations. The Draft Speed Management Plan was completed in December 2025.

The Speed Management Plan is organized into five main sections:

Speeds in Hayward Today: Analysis of speed and crash data in the City.
Target Speed Framework: Setting desired speeds Citywide based on roadway and land use context.
Speed Reduction Toolbox: Countermeasures to apply where speeds exceed desired speeds.
Speed Reduction Corridors: Priority projects for implementation.
Institutionalizing Safe Speeds: Policy recommendations to institutionalize safe speeds.

Speeds in Hayward Today

The project team reviewed and surveyed existing spot speed and collision data that was available for the City. Between 2017-2022, unsafe speed was found to be the most cited contributing factor for injury collisions, accounting for 361 collisions, or 21% of all injury collisions. Unsafe speeds also made up the largest share of driver fatalities and severe injuries, accounting for 50 drivers being killed or severely injured in that period.

Using 85th percentile speed data from StreetLight, an aggregated GPS data company, the project team obtained additional speed data for October 2024, which allowed for an analysis that looked at speeding throughout the City at a level that was previously not possible from spot data. One of the key findings was that the City's arterials and collectors experience speeds over 40 mph while several major streets consistently exceed 40 mph across all time periods. In addition, segments operating over 35 mph make up approximately 25-40% of the roadway network but account for nearly 60-75% of all fatal and severe injury collisions.

Furthermore, it was found that the share of pedestrians and bicyclists that are killed or severely injured in collisions occurring where observed speeds are less than 35 mph is almost double the share of drivers/passengers that are killed or severely injured at the same speeds, emphasizing that people walking, biking, or rolling are disproportionately impacted by unsafe speeds.

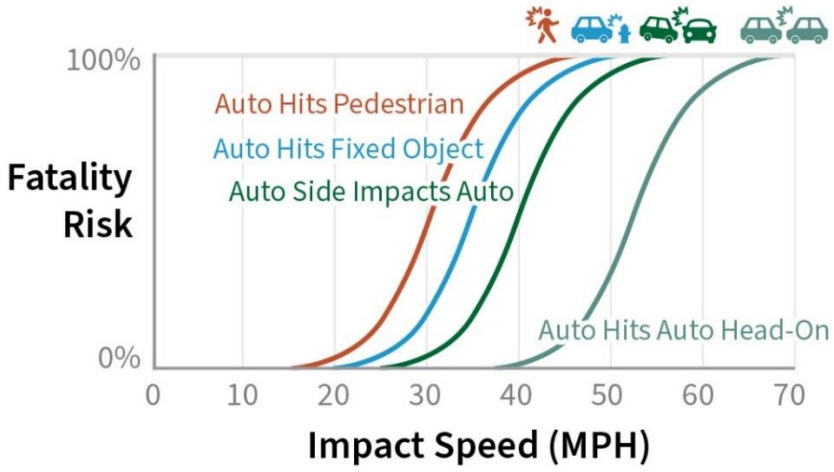
Target Speed Framework

Desired speeds were established Citywide using roadway context and the purpose of the street. Some streets are more focused on vehicle throughput with higher vehicle volumes and lower land use activity, while other streets are more focused on placemaking and economic activity with lower vehicle volumes and higher volumes of people walking and biking. The four street types are as follows:

- *Connector Streets* represent arterial and collector streets outside commercial areas with high traffic and lower land use activity. Many of the City's streets in the industrial area, such as Industrial Parkway and Whipple Road fit in this category.
- *Core Streets* represent arterial and collector streets inside commercial areas or near schools with high traffic levels and land use activity, such as Mission Boulevard and Jackson Street.
- *Place Streets* category are streets with lower traffic volumes and high land use activity, and they typically makeup streets inside Downtown and local streets inside commercial areas, such as B Street and Dixon Street.
- *Neighborhood Streets* are local streets outside commercial areas and make up the majority of the City's roadway network in lane miles. Neighborhood Streets are streets with low traffic levels and land use activity, typically in residential neighborhoods.

Target speeds for each street type were identified taking into account types of potential conflicts, particularly with vulnerable users (e.g. people walking, people biking, youth), and speeds at which collisions are likely to result in a severe injury or fatality (see Figure 1). The chart illustrates that there is significant risk of a fatal collision involving a pedestrian at speeds as low as 25 or 30 miles per hour (mph).

Figure 1. Risk of Fatality in a Collision based on Vehicle Speed



Source: Federal Highway Administration (FHWA)

The FHWA's *A Safe System-Based Framework and Analytical Methodology for Assessing Intersections* suggest desired travel speeds based on the types of conflicts and was used to develop the Speed Management Plan target speed framework. All downtown streets, except for Foothill Boulevard, will use a 20 mph target speed. Table 1 shows the target speed for each street type. On many city roadway segments, the observed speeds exceed the target speeds by 10 mph or more.

Table 1. Target Speeds

Street Type	Target Speed (mph)	Examples
Connector	35	Industrial Pkwy, Whipple Rd
Core	30[1]	Mission Blvd, Jackson St, A St
Place	20[2]	B St, Dixon St
Neighborhood	15[3]	Calaroga Ave

Notes:

1. Target speed of 25 mph in front of schools.
2. Target speed of 25 mph on Foothill Boulevard.
3. Target speed of 25 mph in industrial areas.

The project team gathered feedback on the street types and target speeds from the TAC and the SAC in the months of May and June. Both advisory committees provided feedback that the excessive speeding shown in the data aligned with observations. The project team did not receive feedback about changing the proposed street types or target speeds. Some stakeholders had concerns with the difficulty of implementing effective countermeasures to manage speeds throughout the City, specifically pointing to resistant driver behavior and resident opposition to past traffic calming projects in the City.

On June 25, 2025, the project team presented the Target Speed Framework's draft street types and target speeds to CIAC for feedback. CIAC gave positive feedback on the proposed

street types and target speeds with comments mainly focused on understanding how to minimize impact of cut-through traffic that could occur on other streets and ensuring that traffic calming improvements are spread around the City and not focused on one area.

Speed Reduction Toolbox

The toolbox of countermeasures in the Speed Management Plan contains recommended strategies and infrastructure treatments for reducing speeds. The purpose of the toolbox is to serve as a resource and reference for practitioners who will be implementing the Speed Management Plan. The tools are organized into two location categories: intersection strategies and street segment strategies, and within each location category, there are several different treatment types to manage speeds. Examples include intersection control, traffic signal operations, geometric features, pavement markings, roadway narrowing, and enforcement. Overall, the toolbox contains 44 different speed management countermeasures. These countermeasures can be used in combination to provide a comprehensive speed management implementation on a corridor. A detailed description of each countermeasure is included in Appendix B of the Speed Management Plan.

Speed Reduction Corridors

The Speed Management Plan introduces the concept of Speed Reduction Corridors. Speed Reduction Corridors were identified as having a high discrepancy between observed speeds and target speeds. The plan defines speed reduction corridors as segments where observed speeds exceed target speeds by 10 mph or more across all time periods. Of the existing Speed Reduction Corridors, five priority Speed Reduction Corridors were selected by staff to have a preliminary conceptual plan developed. The five corridors were selected based on a combination of different street types, high speed discrepancy, and were either on the established High Injury Network and/or areas near schools or disadvantaged populations. The five corridors selected are listed below:

- Hesperian Boulevard between Turner Court and Sleepy Hollow Avenue
- Industrial Boulevard between Tennyson Road and Baumberg Avenue
- Huntwood Avenue between Tennyson Road and Schafer Road
- Calaroga Avenue between Peterman Avenue and Tennyson Road
- Santa Clara Street between Winton Avenue and Jackson Street

The Speed Management Plan includes preliminary conceptual plans for the corridor segments. They are not intended to be detailed design documents and could be subject to change. Each concept should be considered a standalone project, which would require its own planning, detailed design, and construction phases.

Institutionalizing Speed Management

The project team conducted a policy review to assess and evaluate how speed management could be institutionalized in the City of Hayward. Existing policies and programs were

compared to benchmark safety policies to assess the level of implementation and institutionalization of speed management practices in Hayward. From this policy review, six priority action categories to support safe speeds were developed to address the gaps found in the policy review. The six actions are listed below:

1. Stakeholder Collaboration
2. Training & Education
3. Policies & Procedures
4. Enforcement
5. Evaluation & Prioritization
6. Monitoring

Within each category, recommended speed management actions are included with an assigned lead department. In total, there are 18 recommended actions. The 18 actions are listed below in Table 2. Descriptions of each action are included in the plan.

Table 2. Recommended Actions

Recommended Action	Lead Department
1. Stakeholder Collaboration	
Safety Task Force	Public Works – Transportation Division
2. Training & Education	
Safe Systems Training	Public Works – Transportation Division
Safety Demonstration Projects	Public Works – Transportation Division
Traffic Collision Reports	Public Works – Transportation Division
3. Training & Education	
By-Right Safety Projects	Public Works – Transportation Division
Update Standard Details	Public Works – Engineering Division
Objective Design Standards	Public Works – Transportation Division
Update City's General Plan	Public Works – Transportation Division
Context-Specific Speed Limits	Public Works – Transportation Division
Safety-Optimized Signal Timing	Public Works – Transportation Division
Update City Vehicle Procurement	City Manager's Office
4. Enforcement	
Safe System-Aligned Enforcement	Police Department
Automated Speed Cameras	Police Department
Red Light Cameras	Police Department
5. Evaluation & Prioritization	
Speed Reduction Corridors Prioritization	Public Works – Transportation Division
Safe System Project Evaluation Framework	Public Works – Transportation Division
6. Monitoring	
Speed & Collision Data Collection & Reporting	Public Works – Transportation Division
Collision Investigation & Monitoring	Public Works – Transportation Division & Emergency Services

ECONOMIC IMPACT

The Speed Management Plan will develop strategies to reduce vehicle speeds in the City, which will help reduce the likelihood of serious injuries and fatalities. Vehicle crashes have a significant economic cost, both to those directly impacted and to other users of the transportation system. By helping to avoid these impacts, the Speed Management Plan will have a significant economic benefit for Hayward residents and visitors.

STRATEGIC INITIATIVES

This agenda item supports the Strategic Priority to Enhance Community Safety & Quality of Life and the Strategic Priority to Invest in Infrastructure. This item is not specifically related to a project identified in the Strategic Roadmap. Staff is bringing forward this new item to advance implementation of the City Council adopted LRSP.

SUSTAINABILITY FEATURES

The Speed Management Plan will help the City implement strategies to reduce vehicle speeds in the City which should reduce the incidence and severity of vehicle crashes.

PUBLIC CONTACT

The project team introduced the Speed Management Plan and the development of street types and target speeds to CIAC on June 25, 2025. The project team met with the TAC and SAC four times each throughout the development of the Speed Management Plan to receive comments and feedback.

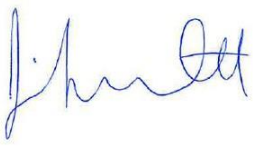
NEXT STEPS

The project team will incorporate CIAC feedback into the Draft Final Speed Management Plan, and pending recommendation by CIAC, bring it forth to City Council for final approval and adoption.

Prepared by: Byron Tang, Principal Transportation Engineer

Recommended by: Alex Ameri, Director of Public Works

Approved by:



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Jennifer Ott, City Manager

CITY OF HAYWARD

SPEED MANAGEMENT PLAN

February 2026

HAYWARD

Vision Zero

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Executive Summary

The City of Hayward adopted its Local Roadway Safety Plan (LRSP) in June 2023, making a commitment to achieving the goal of Vision Zero by 2050. Achieving this goal requires alignment with the Safe System Approach, which is a comprehensive framework for preventing roadway collisions and minimizing the risk of fatalities and severe injuries when collisions occur. Safer speeds are one of the six building blocks of the Safe System Approach.

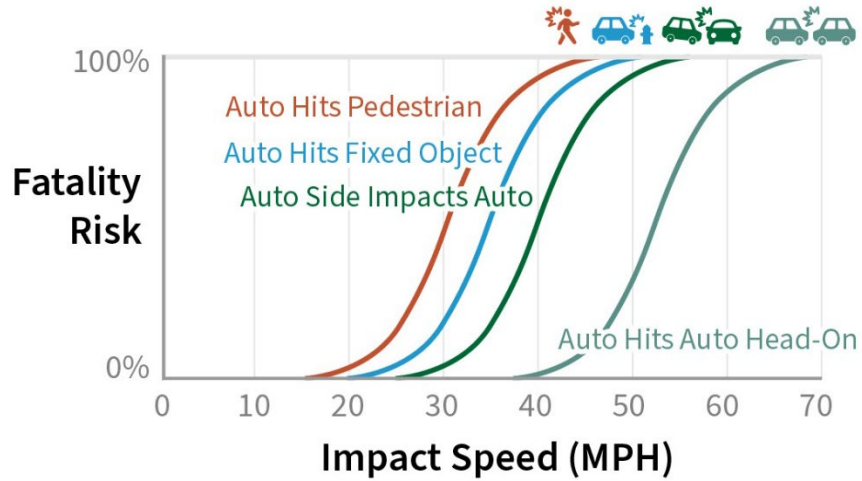
What is the Speed Management Plan?

The Speed Management Plan (SMP) is a comprehensive strategy to reduce speeds in the City of Hayward, thereby reducing the likelihood of speed-related collisions and the severity of all collisions. The SMP includes an assessment of existing speeds and collisions in Hayward to understand and demonstrate the relationship between speed and safety outcomes. This is followed by a Target Speed Framework that identifies ideal speeds for each street based on land use and roadway contexts and a speed reduction toolbox to reduce observed speeds to match target speeds. Finally, the SMP includes several priority actions that the City can implement to institutionalize safe speeds in Hayward.

Why is the Speed Management Plan needed?

Speeds play a significant role in determining the severity of all collisions. **Figure ES-1** shows that higher speeds lead to a much higher fatality risk for all collisions, especially those involving pedestrians. Reducing speeds is therefore crucial to reduce the likelihood of severe injuries and fatalities.

Figure ES-1. Fatality Risk based on Impact Speed for All Collision Types



Source: Caltrans, Making Strides Toward Saving Lives; Fehr & Peers.

Based on collisions reported in Hayward between 2017-2022, unsafe speed was the most commonly cited Primary Collision Factor (PCF), accounting for 21% of all collisions. Studies have shown that higher speeds dramatically increase the risk of fatalities and severe injuries, proving that unsafe

vehicle speed is a significant factor influencing the severity of every collision, even if is not cited as the PCF.

Speeding is common in Hayward. While speeds vary throughout the day, several arterials and collectors experience speeds over 40 mph across all time periods, including Mission Boulevard, Hesperian Boulevard, Hayward Boulevard, Industrial Parkway, and Industrial Boulevard. About a quarter to a third of local streets, which primarily serve residential neighborhoods, experience speeds over 30 mph during most time periods. Collisions occurring at these speeds have a high chance of being fatal, especially for vulnerable road users such as pedestrians and bicyclists. This is supported by reported collision data in Hayward, which shows that over 70% of collisions that resulted in a fatality or severe injury occurred on roadways with speeds of 35 mph or more.

Defining a Target Speed Framework

Target speed is defined as the ideal speed at which vehicles should be operating on a roadway to support the safety of all users. This is different from posted speed or the speed limit, which is the maximum lawful speed for a roadway. To define an ideal target speed for each street segment, the SMP categorized each street segment in Hayward based on the primary purpose served by the segment. These categories, which are based on a combination of the segment's roadway classification and surrounding land uses are as follows:

1. **Connector Streets:** These streets are primarily movers of people and goods and are defined as arterials and collectors that are outside commercial areas.
2. **Core Streets**: These streets move all modes, while also serving as places where people go for work, school, and recreation. These include arterials and collectors that are within commercial areas (excluding Downtown) or along schools.
3. **Place Streets:** These streets are centers of community and business, with higher concentrations of people walking or biking. These include all streets that are within Downtown Hayward, as well as local streets within other commercial areas, such as along mixed-use development near Mission Boulevard.
4. **Neighborhood Streets:** These streets are primarily in residential neighborhoods where people live, walk to school, and exercise. These include all local streets that are outside commercial areas, which make up most of the City's roadway network.

A map of street types in Hayward is shown in **Figure ES-2** and target speeds for each of the four street types are shown in **Figure ES-3.**

Figure ES-2: Street Types in Hayward

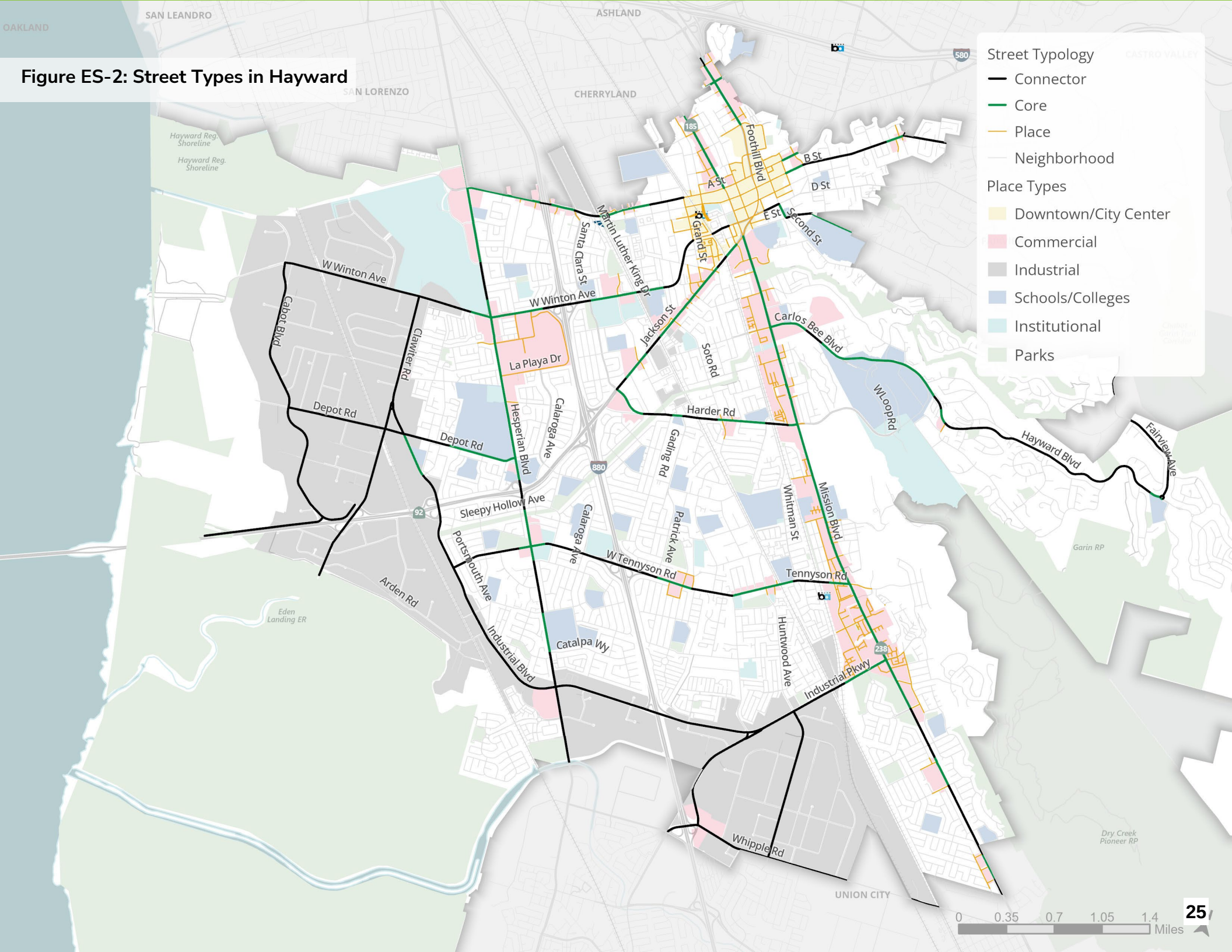
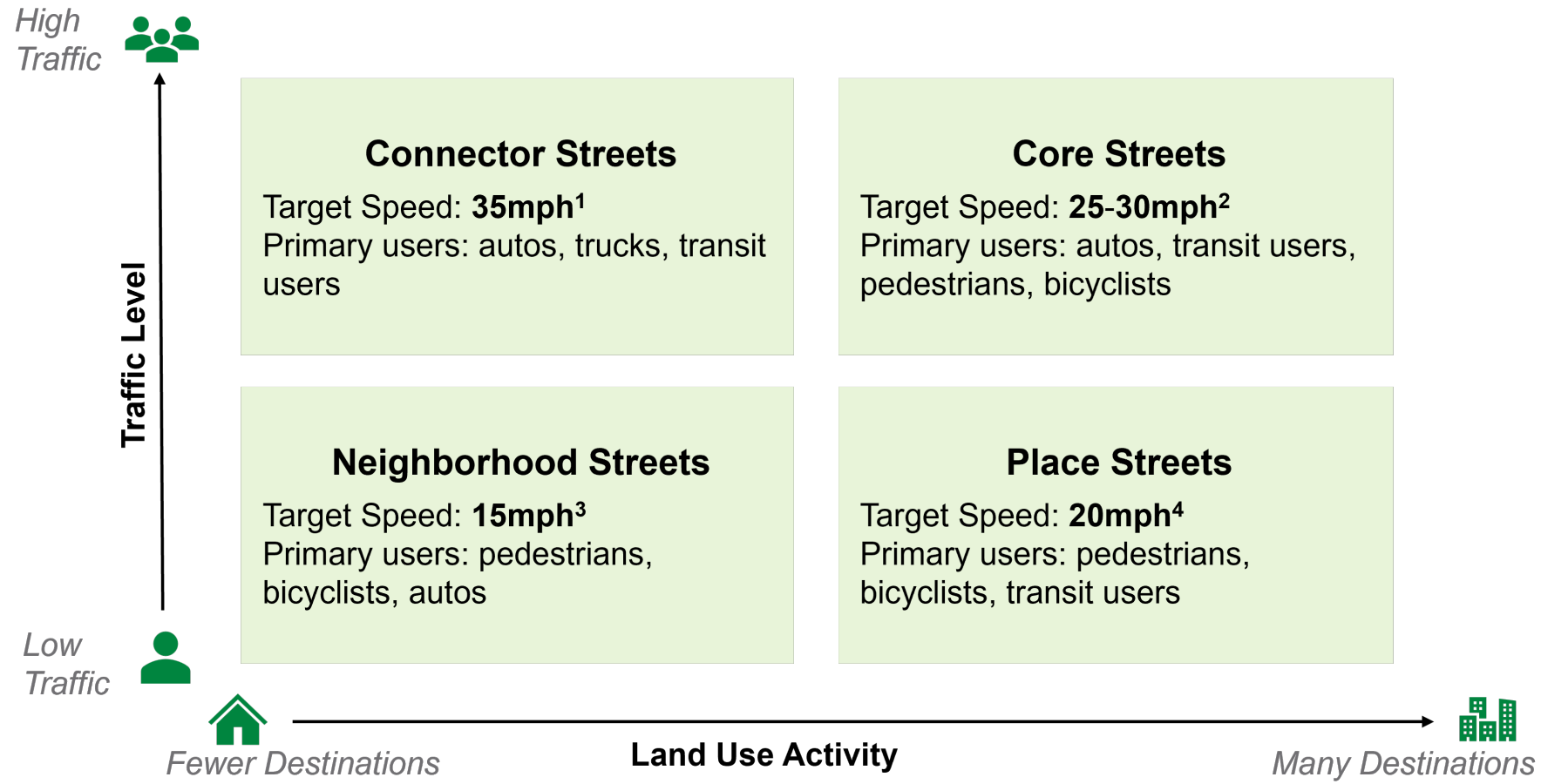


Figure ES-3: Target Speed Framework



[1]Target Speeds on residential-serving parts of Connector Streets: 25 mph
[2]Target Speeds on Core Streets along a school: 25mph
[3]Target Speeds on Neighborhood streets in industrial areas: 25mph
[4]Target Speeds on Foothill Boulevard: 25mph

Developing a Speed Reduction Toolbox

To reduce observed speed such that they are aligned with the target speeds, this Plan includes a Speed Reduction Toolbox with countermeasures that encourage slower speeds. These tools are organized into two categories: (1) at or through intersections and (2) along street segments. More details on each speed reduction tool, including a description and the types of streets where it may be most appropriate to implement is provided in **Appendix B**.

Applying Speed Reduction Tools to Priority Corridors

To provide examples for implementation of speed reduction tools to reduce observed speeds, the SMP includes recommendations for lowering speeds on five Priority Speed Reduction Corridors (PSRC). While speed reduction on all corridors where observed speeds are higher than target speeds is crucial, the PSRCs serve as a template for applying the Speed Reduction Toolbox. These corridors were identified based on the following two factors:

- **High Injury Network:** overlap with the City's High Injury Network (HIN) from the Local Roadway Safety Plan (LRSP)
- **High Need Areas:** serves a school or areas with a high percentage of Transportation Disadvantaged Population as identified in the LRSP

The resulting five PSRCs are as follows:

1. Hesperian Blvd between SR-92 ramp and Turner Ct
2. Industrial Blvd between W Tennyson Rd to Baumberg Ave
3. Huntwood Ave between Shafer Rd to W Tennyson Rd
4. Calaroga Ave between Peterman Ave to W Tennyson Rd
5. Santa Clara St between Winton Ave to W Jackson St

Defining Priority Actions to Institutionalize Safe Speeds

A benchmarking assessment of existing safety plans, policies and programs was conducted to assess alignment with industry best practices for speed management and identify opportunities to institutionalize safe speeds.

This benchmarking assessment shows that the City has made significant progress toward institutionalizing several best practices, especially through the adoption of the LRSP. However, while the City has codified several other best practices in an adopted standard or policy, their implementation status remains unclear. To address these gaps and support safe speeds, this Plan identifies six types of priority actions. Some examples of these priority actions are listed below:

1. **Stakeholder Collaboration:** includes convening a Safety Task Force

2. **Training & Education:** includes providing Safe System Trainings and piloting Safety Demonstration Projects
3. **Policies & Procedures:** includes updating Standard Details to ensure alignment with Safe System design and setting context-specific speed limits
4. **Enforcement:** includes deploying red light running cameras and automated speed cameras (once permitted by state legislation)
5. **Evaluation & Prioritization**: includes prioritizing PSRCs for future funding and developing a Safe System project evaluation framework
6. **Monitoring:** includes expanding speed data collection and reporting, and enhanced collision investigation and monitoring.

CHAPTER 1

Introduction

1.1 Hayward's Vision Zero Commitment

Vision Zero is a movement to eliminate all traffic-related fatalities and severe injuries. Vision Zero acknowledges that even one death on our public roadways is unacceptable and focuses on safe and equitable mobility for all road users. Achieving Vision Zero requires integrating layers of protection into the design of the transportation system to withstand human error. By adopting its Local Road Safety Plan in June of 2023, the City of Hayward committed to achieving the goal of Vision Zero by 2050.

Vision Zero Policy (June 2023)

City shall plan and design its transportation system with the goal of eliminating fatalities and serious injuries among all system users by 2050.

City staff are to prioritize safety when balancing needs and demands for space within the public right of way on the high injury network.

Vision Zero will be implemented in an equitable manner, accounting for historic inequities in transportation and safety investments across the Hayward Community.

Achieving Vision Zero requires the **Safe System Approach**, a comprehensive framework for preventing roadway collisions and minimizing the risk of fatal and severe injuries when collisions occur. It is based on the principles that humans inevitably make mistakes and that human bodies have physical limits to tolerate crash impacts. The Safe System Approach builds redundancy and shared responsibility through six building blocks of a safe transportation system, including safe speeds (**Figure 1**: Safe System Wheel).

Figure 1: Safe System Wheel

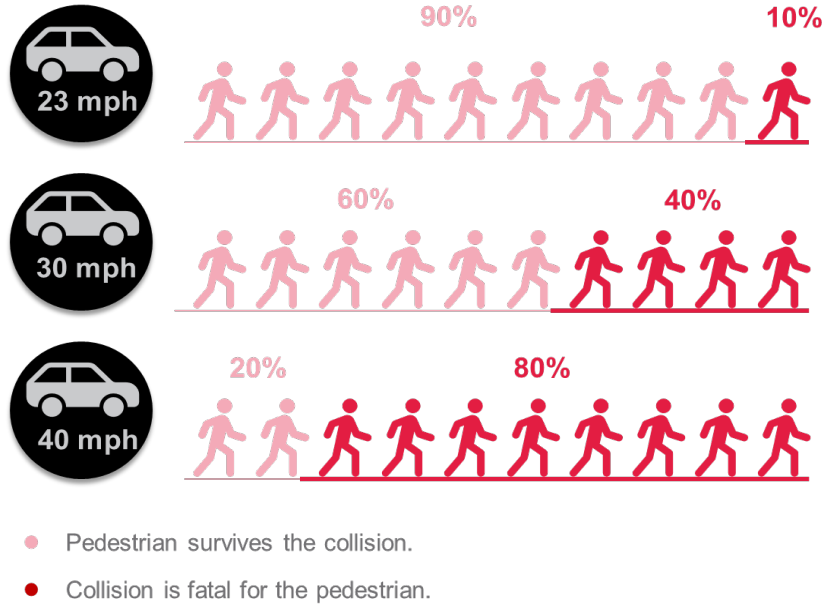
Source: Target Zero: Washington's Strategic Highway Safety Plan (2024).

1.2 The Importance of Managing Speeds

Slowing speeds is a core principle of Vision Zero. As vehicle speeds increase both the frequency and the severity of all collision types also increase. Humans are increasingly less likely to survive collisions where vehicles are traveling over 23 mph. This is particularly true for seniors, youth, and other vulnerable users. Drivers have less time to react as vehicle speed increases and the required stopping distances also become longer as vehicle speeds increase.

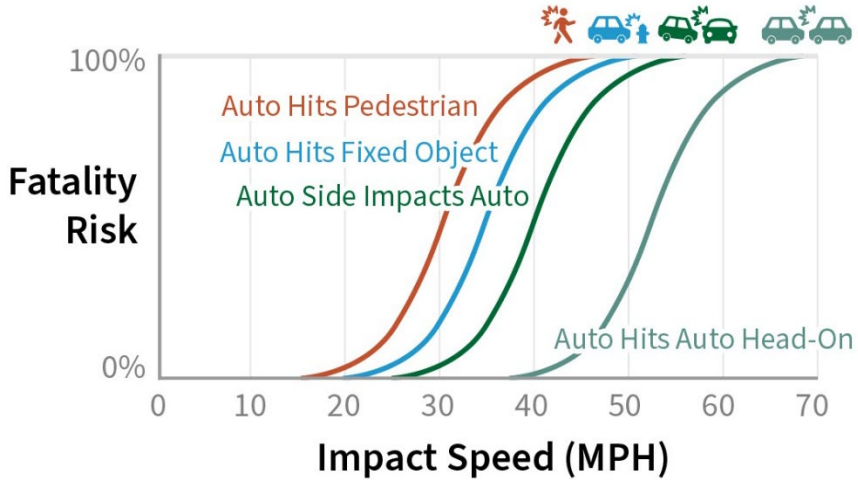
Studies have shown that the fatality risk for a pedestrian hit by a vehicle increases dramatically beyond 20 to 25 mph (**Figure 2**). Higher speeds increase the risk of fatalities for all collision types, including collisions involving other vehicles (**Figure 3**). Reducing speeds can accommodate human injury tolerances by reducing impact forces, providing additional time for drivers to stop, and improving visibility.

Figure 2: Likelihood of Pedestrian Fatality based on Impact Speed



Source: USDOT, Literature Reviewed on Vehicle Travel Speeds and Pedestrian Injuries. March 2000.

Figure 3. Fatality Risk based on Impact Speed for All Collision Types



Source: Caltrans, Making Strides Toward Saving Lives; Fehr & Peers.

1.3 About this Plan

The Speed Management Plan (SMP) sets out a comprehensive strategy to reduce speeds in the City of Hayward. The City is committed to taking a holistic approach to speed management and implementing street design improvements that encourage slower speeds and create safer streets for all users.

The development of the SMP involved four key steps: (1) determining desired speeds citywide based on the roadway and land use context, (2) developing a set of countermeasures to apply where existing speeds exceed desired speeds, (3) developing implementation plan for priority projects, and (4) identifying opportunities to institutionalize safe speeds. To ensure buy-in from key stakeholders, a Technical Advisory Committee (TAC) and a Stakeholder Advisory Committee (SAC) was convened to provide input on each step. The TAC included staff from City of Hayward, including the Police Fire, and Planning Departments. The SAC included residents and community stakeholders representing organizations such as Bike East Bay, Community Resources for Independent Living (CRIL), Cal State University Easy Bay, and Hayward Unified School District.

This SMP is organized into five additional chapters:

- **Chapter 2 Speeds in Hayward Today** summarizes observed speeds and speed-related collisions in Hayward.
- **Chapter 3 Target Speed Framework** lays out the framework used to categorize streets and define target speeds by street type.
- **Chapter 4 Speed Reduction Toolbox** outlines tools to manage speeds at intersections and on streets.
- **Chapter 5 Speed Reduction Corridors** establishes speed reduction corridors in the City for priority investments.
- **Chapter 6 Institutionalizing Safe Speeds** describes policy actions to codify speed management practices in Hayward.

CHAPTER 2

Speeds in Hayward Today

This chapter provides an overview of collisions and observed speeds in Hayward, as well as the relationship between locations and severity of collisions with higher observed speeds. As is shown in the following sections, speeding is common throughout the day and collisions with the most severe outcomes are concentrated on segments with higher observed speeds.

2.1 Speed-related Collisions in Hayward

Between 2017-2022, a total of 1,713 injury collisions occurred in Hayward, summarized in **Table 1**. Over 200 collisions resulted in a person being killed or severely injured (KSI) and 75 of those involved a pedestrian or a bicyclist. Vehicle speed is a significant factor influencing the severity of every collision in Hayward.

Table 1: Total Collisions in Hayward between 2017-2022

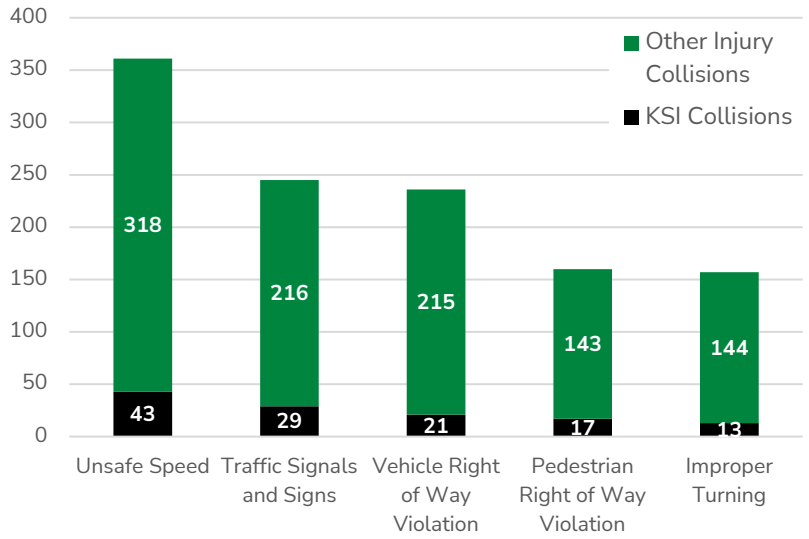
Collisions (2017-22)	All Injury Collisions	Fatal or Severe Injury Collisions
All Modes	1713	209
Pedestrian	286	60
Bicyclist	125	15

Source: Transportation Injury Mapping System (TIMS), 2017-22

Unsafe Speed is the most commonly cited contributing factor to collisions

While speed always affects the severity of a collision, this is supported by how officers report Primary Collision Factors (PCFs) in Hayward. Unsafe speed is the leading PCF for all injury and KSI collisions in Hayward, accounting for 361 collisions (21%) as shown in **Figure 4**. Unsafe speeds also make up the largest share (30%) of driver KSI collisions, accounting for 50 drivers being killed or severely injured. Regardless of the reported PCF, unsafe vehicle speed is a significant factor influencing the severity of every collision.

Figure 4: Top 5 Reported Primary Collision Factors (2017-22)



Source: TIMS (2017-22)

2.2 Observed Speeds in Hayward

Observed speeds (miles per hour (mph)) were analyzed using 85th percentile speed data from StreetLight, which provides aggregated GPS data.[1] This assessment is based on observed speeds during weekdays (Monday-Thursday) in October 2024. To understand variation in speeds throughout the day, observed speed data was assessed for five time periods as follows:

1. AM Peak (6AM – 10AM)
2. Midday (10AM – 3PM)
3. PM Peak (3PM – 7PM)
4. Late PM (7PM – 12AM)
5. Overnight (12AM – 6AM)

To compare speeds across streets with similar roadway characteristics, streets were grouped and assessed based on their functional classification (i.e. arterials, collectors, or local streets). Arterials are roadways that serve as the principal network for through-traffic flow, connecting Hayward to adjacent cities and places, while collectors channel traffic from local streets to the arterials. Observed speed data from StreetLight was available for all arterials and collectors and approximately 60% of local streets in Hayward.

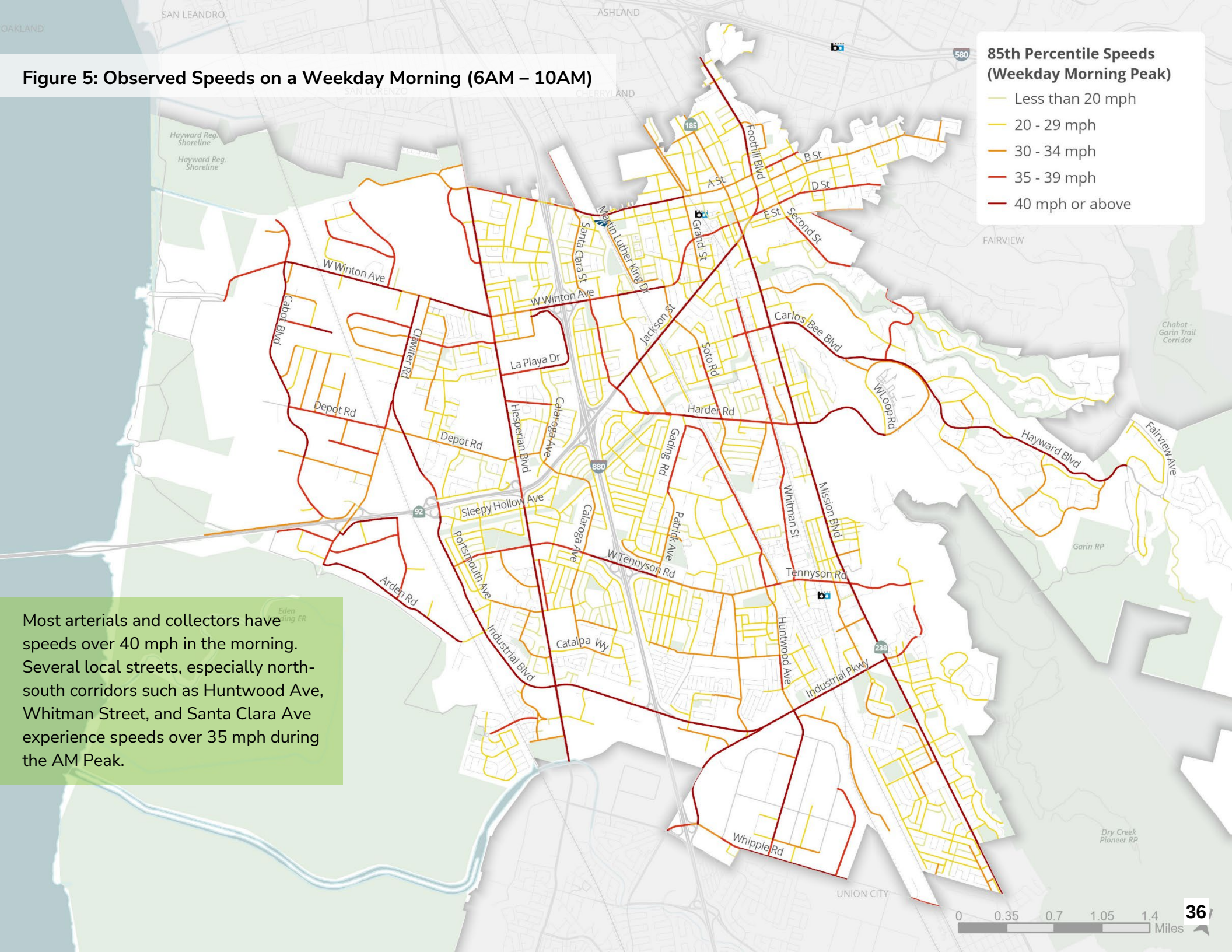
Speeds over 40 mph are common on major streets

Figure 5 shows observed speeds during the AM peak period, during which speeds are the highest outside of the overnight period. During the AM peak, most of the city's arterials and collectors experience speeds over 40 mph and most local streets see speeds between 20-29 mph. While speeds vary throughout the day, several major streets consistently exceed 40 mph across all time periods. Maps showing observed speeds across different time periods are included in Appendix A. The top 5 corridors with the most street miles that exceed 40 mph across all time periods include:

1. Mission Boulevard (3 miles)
2. Hesperian Boulevard (2 miles)
3. Hayward Boulevard (2 miles)
4. Industrial Parkway (2 miles)
5. Industrial Boulevard (2 miles)

[1] Speed data provided by StreetLight are based on a sampling of segments. StreetLight validates this data against speed data reported by state Department of Transportation (DOTs). Based on this validation, StreetLight reports that their speed data is more accurate for higher speed bins, since those segments tend to have higher volumes and a larger sample size.

Figure 5: Observed Speeds on a Weekday Morning (6AM – 10AM)

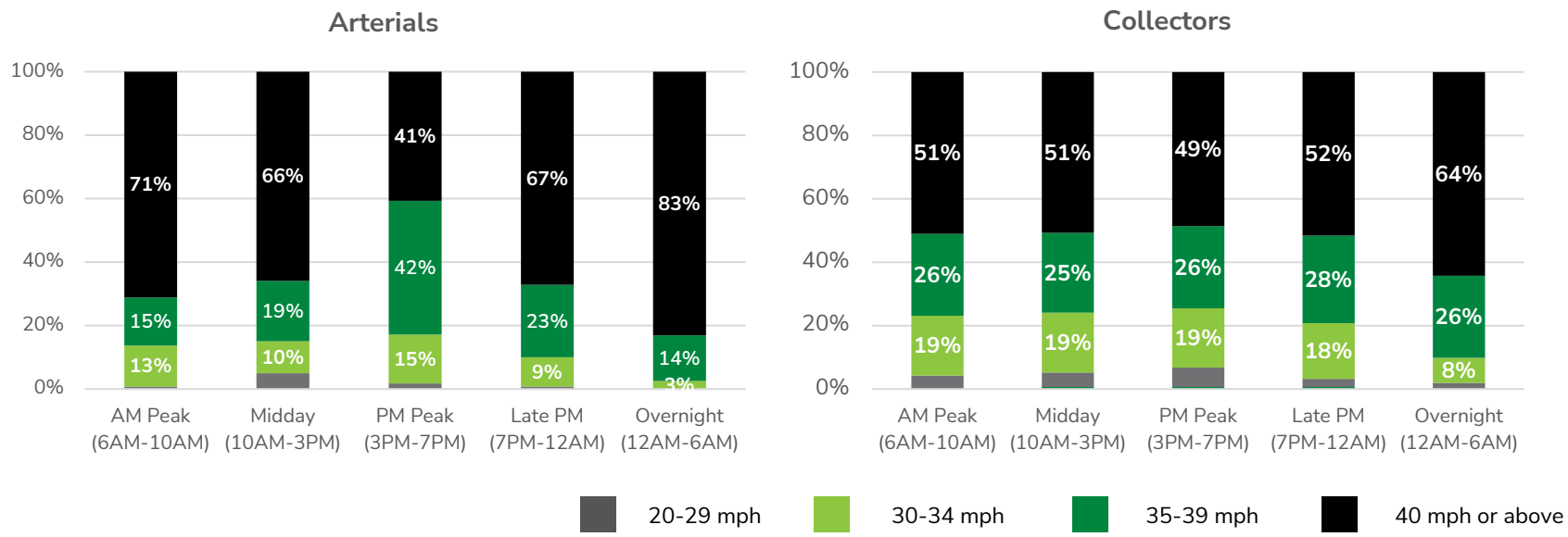


Most arterials and collectors have speeds over 40 mph in the morning. Several local streets, especially north-south corridors such as Huntwood Ave, Whitman Street, and Santa Clara Ave experience speeds over 35 mph during the AM Peak.

Figure 6 shows that most arterials and collectors have speeds over 40 mph during all time periods except during the PM peak period. While speeds over 40 mph are most common in the overnight period, the morning peak and late PM periods also have a large share of arterials and collectors operating at or above 40 mph.

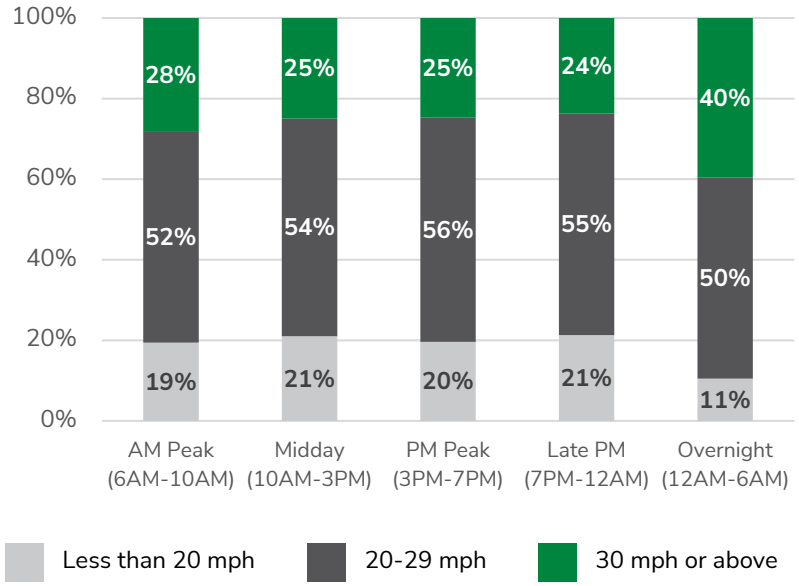
The majority of local streets have observed speeds below 30 mph across all time periods, as shown in **Figure 7**. However, about a quarter of local streets experience speeds over 30 mph during most time periods, and about 40% during the overnight period**.** Since these streets mostly serve residential areas, including schools and parks, speed management on the local street network is crucial.

Figure 6: Observed Speeds on Arterials and Collectors by Time Period



Source: StreetLight, Oct 2024

Figure 7: Observed Speeds on Local Streets by Time Period

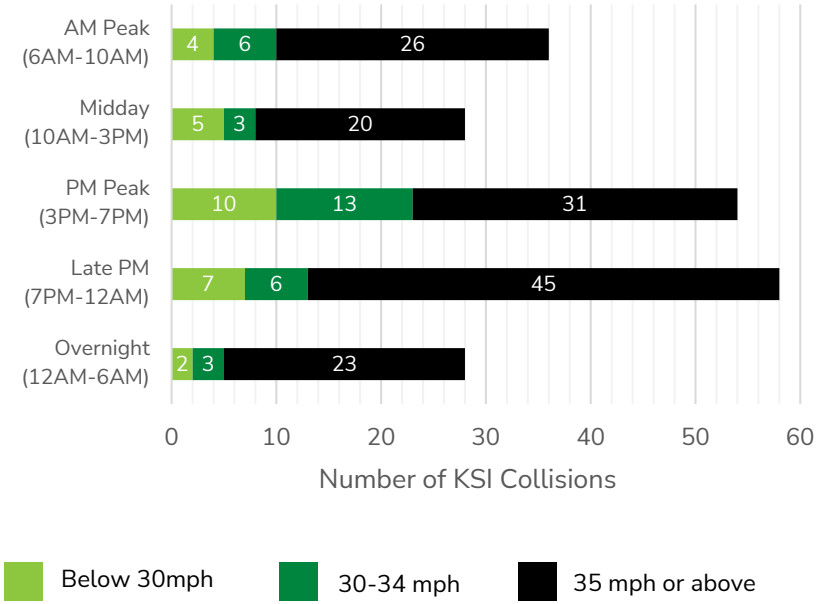


Source: StreetLight, Oct 2024

Severe and fatal collisions are concentrated on higher-speed roadways

To assess the relationship between observed speeds and collisions, each collision was overlayed with the observed speed at its location during the corresponding time period. Over 70% of KSI collisions (145 collisions) occurred on roadways with speeds of 35 mph or more. The distribution of KSI collisions across time periods and observed speeds, as shown in **Figure 8**, highlights that the late PM period makes up for the largest share (45 collisions) of KSI collisions occurring on roadways with speeds over 35 mph.

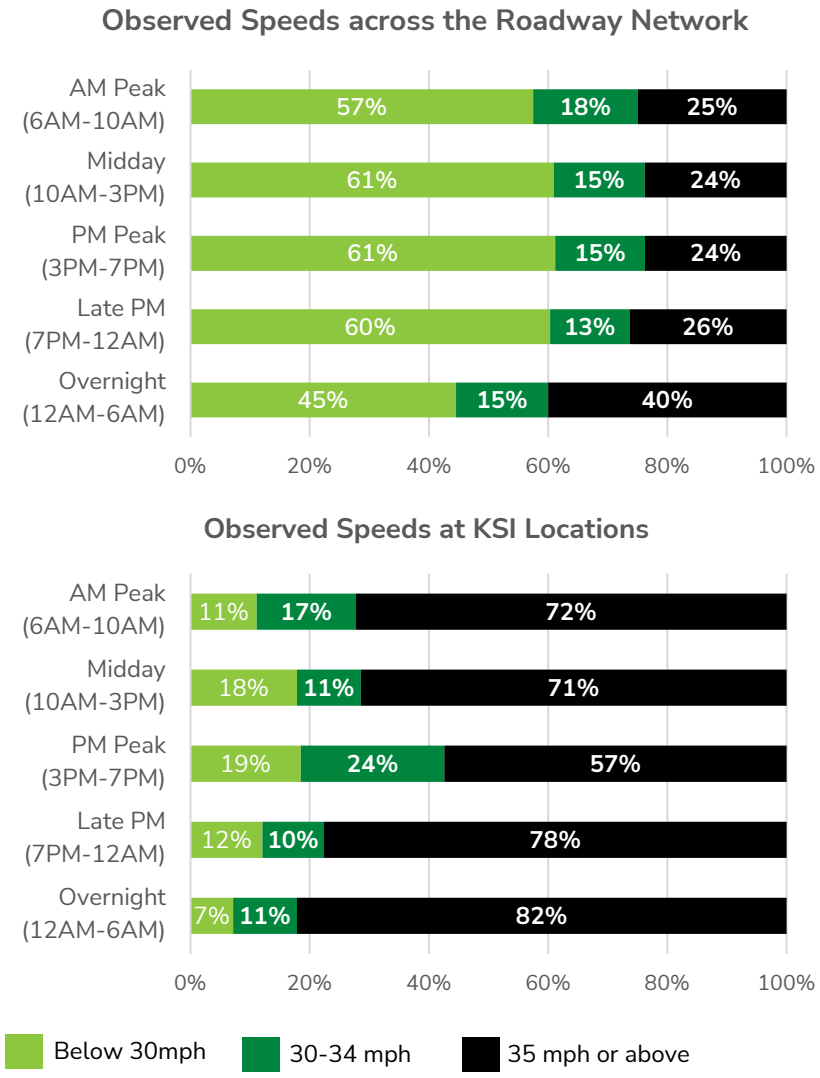
Figure 8: Distribution of KSI Collisions by Time Period and Observed Speeds



Source: TIMS (2017-22), StreetLight (Oct 2024)

While roadways with speeds over 35 mph make up for the majority of KSI collisions, they make up a much smaller share of the total roadway network, showing that the most severe collisions are disproportionately occurring on high-speed segments.

Figure 9: Distribution of Observed Speeds at KSI Locations vs. the Roadway Network



Source: TIMS (2017-22), StreetLight (Oct 2024)

Figure 9 compares the distribution of observed speeds across the city's overall roadway network to the speeds at which KSI collisions have occurred. These charts show that while segments operating over 35 mph make up approximately 25-40% of the roadway network, they account for nearly 60-75% of all KSI collisions. During most time periods, the share of these high-speed segments among all KSI collisions is almost 3 times higher than the share of those segments in the overall roadway network. For example, 72% of KSI collisions occurring in the morning peak period occurred on segments with speeds over 35 mph, while only 25% of the roadway network operates at that speed during that time period.

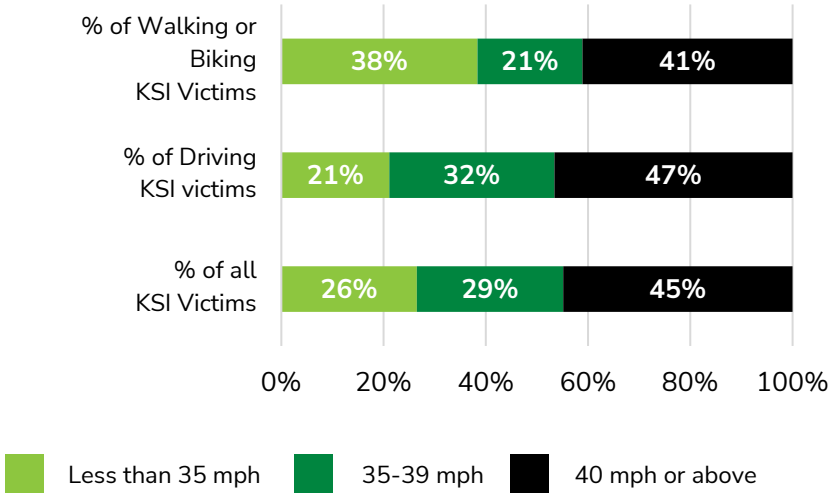
During the late PM and overnight periods, segments with speeds over 35 mph make up over 3 times as many KSI collisions than those with speeds under 35 mph, further demonstrating the overrepresentation of KSI collisions on a small share of roadways and the opportunity to reduce likelihood of severe crashes by managing speeds.

People walking, biking, or rolling are disproportionately impacted by unsafe speeds

Compared to people in an automobile, pedestrians and bicyclists are vulnerable to death and severe injury collisions at lower speeds. **Figure 10** compares the observed speeds associated with walking or biking KSI collisions to speeds

associated with an automobile-only KSI collision. The share of pedestrians and bicyclists that are killed or severely injured in collisions occurring where observed speeds are less than 35 mph is almost double the share of drivers/passengers that are killed or severely injured at the same speeds. This emphasizes the importance of managing speeds to a lower target at locations where people are expected to be walking or biking.

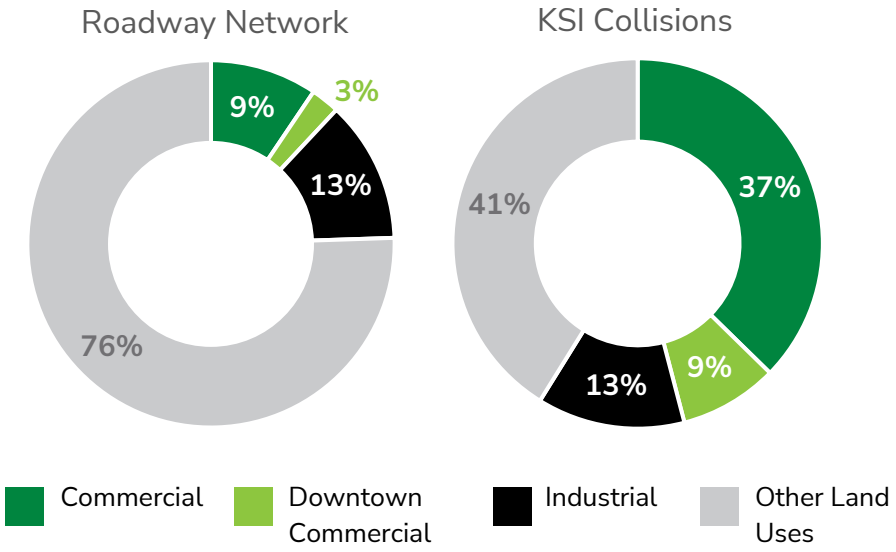
Figure 10: KSI Victims by Observed Speed at Collision Location



Source: TIMS (2017-22), StreetLight (Oct 2024)

Similarly, land uses that have higher pedestrian or multimodal activity are overrepresented in the total share of KSI collisions. As shown in **Figure 11**, commercial and downtown commercial land use account for only 12% of the total roadway network, but account for 46% of KSI collisions. These areas typically have higher multimodal activity, where people walking, biking, or taking transit are susceptible to severe injury and death if exposed to vehicles at high speeds.

Figure 11: Distribution of Roadways and KSI Collisions by Land Use



Source: TIMS (2017-22), City of Hayward

CHAPTER 3

Target Speed Framework

This section outlines the framework used to define citywide target speeds based on roadway and land use characteristics.

3.1 Defining Street Types

The SMP Target Speed Framework categorizes each street segment in Hayward based on the primary purpose served by the street. For example, some street segments primarily facilitate the movement of cars, trucks, and transit, whereas some segments primarily serve as places for pedestrians to shop, dine, or recreate. Identifying the primary purpose or the combination of purposes served by a street helps inform the target speed for that street.

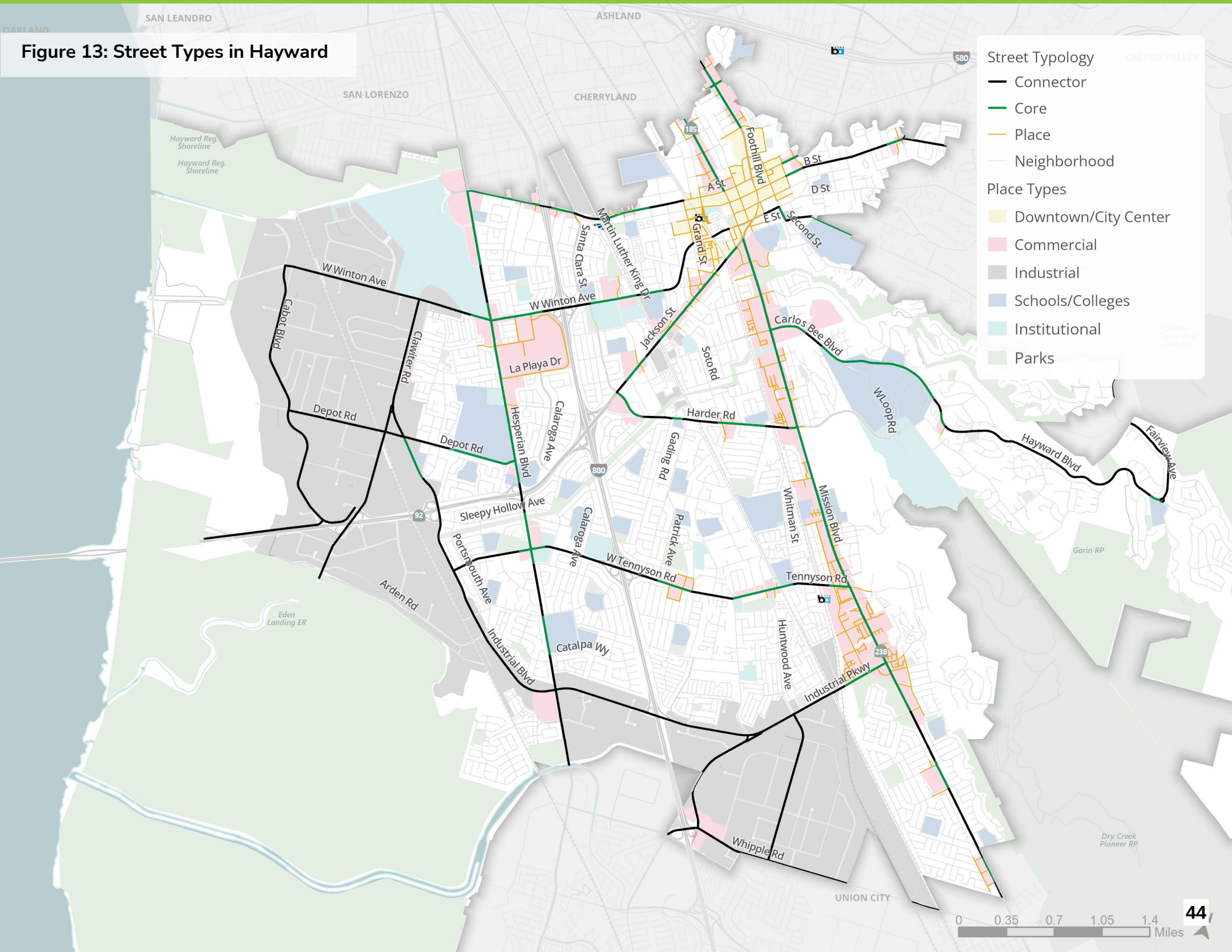
The target speed framework is primarily based on two factors: 1) roadway classification as an approximation of traffic level and 2) surrounding land use to assess activity level (**Figure 12**). Based on this framework, the roadway network in Hayward is categorized into the following four categories and mapped in **Figure 13**:

1. **Connector Streets:** These include arterials and collectors that are outside commercial areas. Connector Streets are movers of people and goods. They typically have limited active land uses, with intersections spaced further apart. Connector Streets are frequently within industrial areas, such as Industrial Parkway, Whipple Road, Clawiter Road, and Cabot Boulevard. Some Connector Streets also line residential areas, such as Hayward Boulevard.
2. **Core Streets:** These include arterials and collectors that are within commercial areas (excluding Downtown) or along schools. Core Streets connect to regional transit centers and move all modes, while also serving as places where people go for work, school, and recreation. Core Streets are mostly along key commercial areas, including Mission Boulevard, Hesperian Boulevard, Jackson Street, and A Street.
3. **Place Streets:** These include all streets that are within Downtown Hayward, as well as local streets within other commercial areas, such as along mixed-use development near Mission Boulevard. Place Streets are centers of community and business, and the blocks are typically shorter with frequent crossings. People often visit these streets on foot or bicycle, and the sidewalk and curbs are often used for dining, loading, and other business and community functions.
4. **Neighborhood Streets:** These include all local streets that are outside commercial areas. Neighborhood Streets are typically in residential areas where people live, walk to school, and exercise. Most of the City's roadway network are Neighborhood Streets, primarily serving residential areas.

Figure 12: Street Types Based on Traffic Level and Land Use Activity

The land use character can vary along a corridor, meaning some streets can have multiple street typologies,, such as A Street, Harder Rd, and Jackson St. Countermeasures on these corridors should be selected to ensure appropriate transition between target speeds. For example, the target speed can be set for the whole corridor based on connector street type, but additional countermeasures such as roundabout or chicanes can be used to further slow vehicles as appropriate for a core segment.

Figure 13: Street Types in Hayward



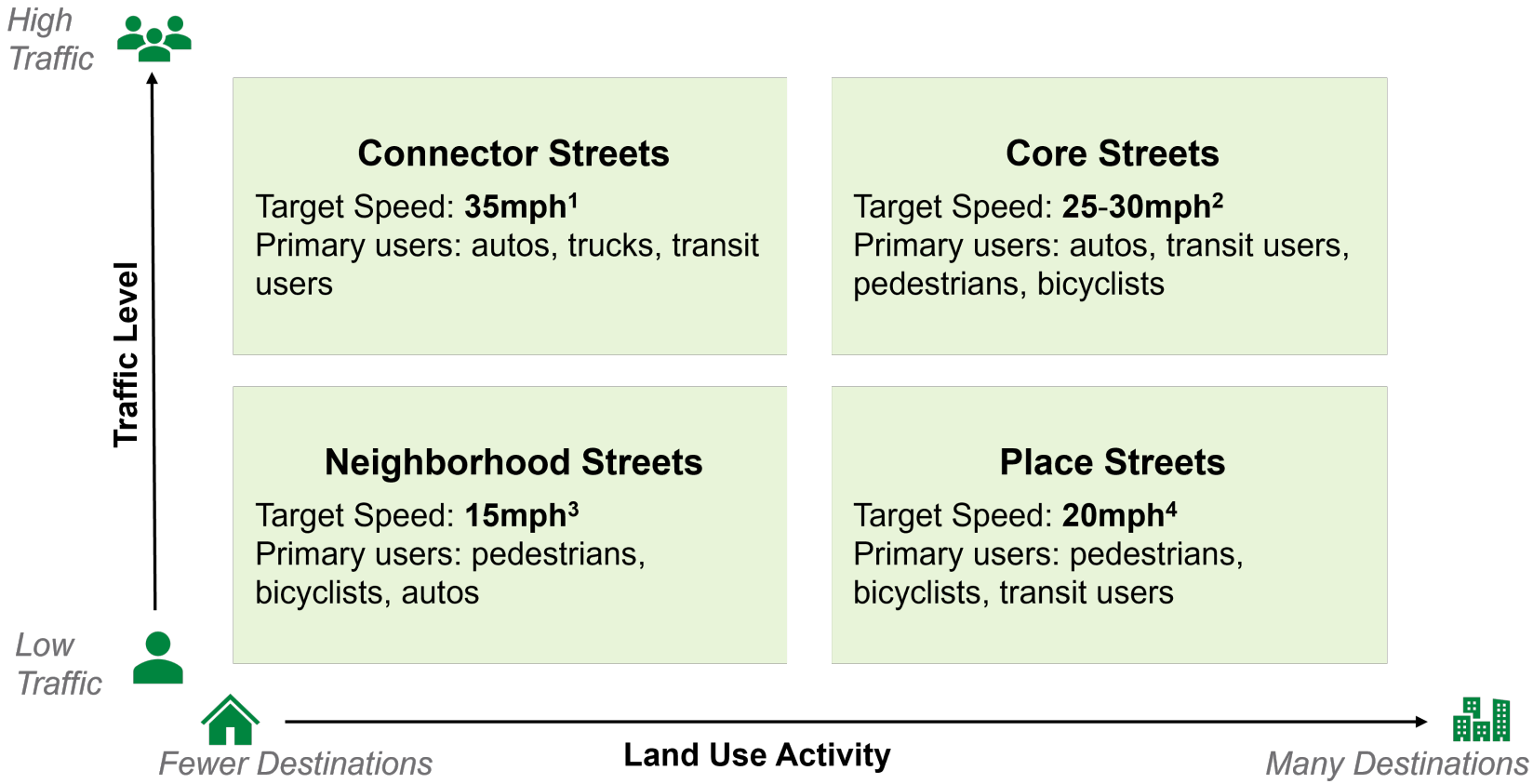
3.2 Setting Target Speeds

The Target Speed Framework lays out the highest speeds at which vehicles should operate on streets in Hayward to support the safety of all road users. Target speeds are different from posted speeds (or the speed limit). The posted speed is the maximum lawful speed for a roadway as displayed on a regulatory sign, whereas the target speed is the ideal vehicle speed for a roadway. While the City may be able to lower the posted speed to match the target speed in some cases, the SMP recommends safety treatments that aim to lower observed speeds to better match target speeds.

The target speeds are determined by the four street types, considering the typical mix of road users, land use context, and needs for movement and placemaking on each street type (**Figure 14**). The lowest target speed of 15 mph is recommended on Neighborhood Streets, where families live and kids go to school. This is followed by a target speed of 20 mph on Place Streets, where people gather and where pedestrians and bicyclists are primary users. The lowering of target speeds from 20 mph to 15 mph on Neighborhood Streets is needed to prioritize safety of the most vulnerable road users, such as children and seniors. State law allows setting 15 mph posted speeds near school zones, so by setting the same target speeds, the SMP provides strategies to bring actual speeds closer to the posted speed near schools. Additionally, since 15 mph is closer to biking speed, it reduces the likelihood of severe collisions involving bicyclists.

Speed reduction tools (**Chapter 4**) can be applied to align prevailing speeds with target speeds, such as lowering the posted speed limit and changing the roadway design.

Figure 14: Target Speed Framework



[1]Target Speeds on residential-serving parts of Connector Streets: 25 mph
[2]Target Speeds on Core Streets along a school: 25mph
[3]Target Speeds on Neighborhood streets in industrial areas: 25mph
[4]Target Speeds on Foothill Boulevard: 25mph

CHAPTER 4

Speed Reduction Toolbox

This chapter presents speed management tools that the City can use to encourage slower speeds and align prevailing vehicle speeds to target speeds. As these tools are implemented and observed speeds are lowered, the City will update speed limits to bring speed limits into closer alignment with target speeds.

The tools are organized into two locational categories: (1) at or through intersections, and (2) along street segments. A combination of these tools will need to be implemented along any given corridor (i.e., series of segments and intersections) to experience consistent speed reduction benefits. Some of the tools noted below are also effective at providing additional safety benefits.

Table 2 and **Table 3** below show the speed reduction toolboxes for intersections and streets. **Appendix B** provides greater detail on each speed reduction tool, including a description and the types of streets where it may be most appropriate to implement.

4.1 Speed Management at Intersections

Managing speed on the approach to an intersection, as well as managing vehicle speeds either traveling through or turning at an intersection, are critical for improved safety outcomes. Intersections are where most multimodal paths of travel cross at angles that increase the likelihood of a severe collision. Managing vehicle speeds by requiring vehicles to stop before turning or proceeding, to turn at slower speeds, and/or progress through an intersection at a slower speed all provide substantive safety benefits. In the context of a corridor, slowing vehicles at intersections also makes it easier to manage vehicle speeds between intersections on the street segments. **Table 2** summarizes tools that help slow vehicle speeds at intersections.

4.2 Speed Management along Street Segments

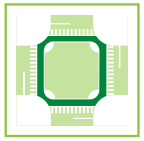
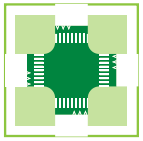
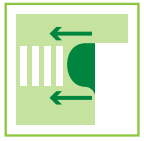
Higher vehicle speeds on street segments make it difficult, uncomfortable, and higher risk for people traveling by any mode to cross the street. Higher vehicle speeds along the street also create a loud and unappealing environment for people living along those streets as well as for walking, biking, and accessing transit along those streets.

Table 4 summarizes countermeasures that help slow vehicle speeds along street segments.

Table 2. Intersection Strategies that Help Slow Vehicle Speeds

A. Intersection Control			
	Roundabouts		All-Way Stop Control Intersections
	Neighborhood Traffic Circles		Traffic Signals with Slow Green Wave Progression
B. Traffic Signal Operations			
	Protected Left-Turn Phasing		Leading Pedestrian Interval and Pedestrian Recall
	Prohibit Right-Turn on Red		Separate Pedestrian and/or Bicycle Crossing Phases
	Rest in Red		Red Light Running Cameras
	Flashing Red		Shorter Cycle Length

C. Geometric Features at Intersections

	Protected Intersection		Raised Intersection
	Curb Extensions or Tighter Curb Radii		Diverters
	Eliminating or Closing Slip Lanes for Turning Vehicles		Raised Median or Splitter Island
	Raised Crosswalks		Floating Transit Island or Bus Boarding Island

D. Pavement Markings at or on Approach to Intersections

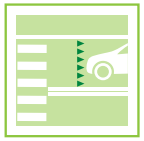
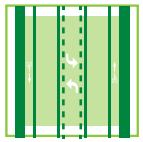
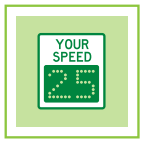
	Centerline Hardening		Painted Optical Speed Bars
	High Visibility Crosswalks with Advanced Yield Line or Stop Line		

Table 3. Street Segment Strategies that Help Slow Vehicle Speeds

A. Physically or Visually Narrowing Vehicle Traveled Way			
	Road Diet		Centerline Hardening
	Vehicle Lane Narrowing		Landscaping Buffer
	Separated Bikeway		Chicane or Horizontal Deflection
	Buffered Bike Lanes and Door Zone Markings		Raised Median and/or Refuge Island
	Centerline and Edgeline Markings		Back-in Angled Parking
B. Other Treatments (Humps, Pavement Markings, Signs, and Beacons)			
	Speed Hump or Speed Table		High Visibility Crosswalks with Advanced Yield or Stop Markings and Warning Signs



Speed Feedback Sign

Transverse Rumble Strips

Pedestrian Hybrid Beacons

Painted Optical Speed Bars

Rectangular Rapid Flashing Beacon

Chevron Signs on Horizontal Curves

C. Ordinance or Enforcement Related

Speed Limit Reduction

In-Person Enforcement[2]

Speed Safety Cameras[1]

D. Education

Traffic Safety Campaigns

Traffic Safety School for Violators

Parent-oriented Traffic Safety Trainings at schools

1. Installing Speed Safety Cameras is currently not legal in Hayward though is being trialed elsewhere in the state. California state legislation would need to change to allow for speed safety cameras to be used more broadly.
2. Effectiveness varies depending on the resources and officers available for enforcement.

CHAPTER 5

Speed Reduction Corridors

This chapter outlines the framework for identifying speed reduction corridors based on observed speeds and target speeds. It further provides examples on how to apply the speed reduction toolbox outlined in the previous chapter to a set of Priority Speed Reduction Corridors (PSRC).

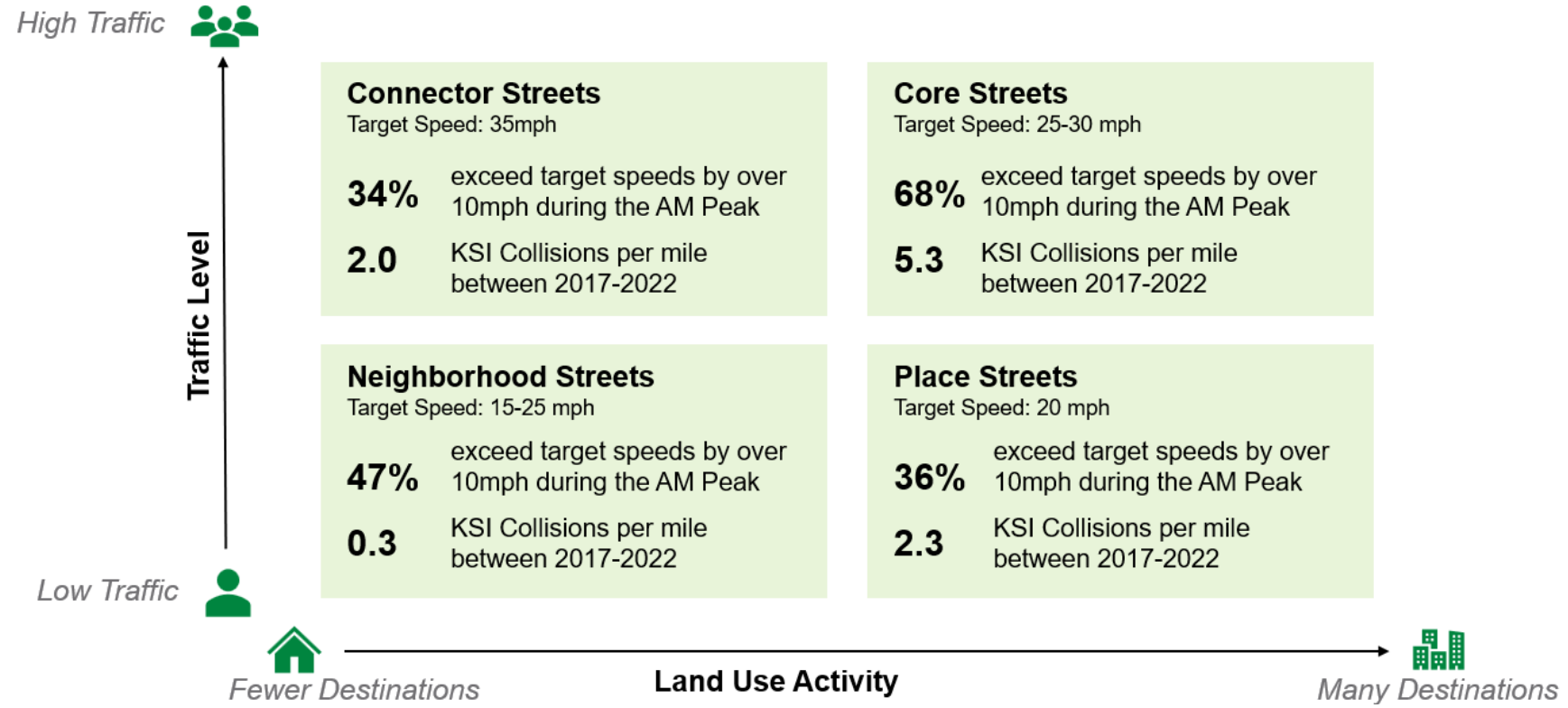
5.1 Defining Speed Reduction Corridors

Speed Reduction Corridors are corridors with a high discrepancy between observed speeds and target speeds, thereby demonstrating a high need for speed management.

Figure 15 shows a comparison between the observed speeds during the AM peak period, which sees the highest speeds outside of the overnight period, and the target speeds for each street type defined in **Chapter 3**. Across the four street types, Core Streets have the largest difference between target speeds and observed speeds with nearly 70% of Core Streets exceeding target speeds by over 10 mph in the AM peak. Core Streets also account for the highest number of KSI collisions per mile compared to other street types. Observed speeds on nearly 50% of Neighborhood streets also exceed target speeds by more than 10 mph, reinforcing the need for continued neighborhood traffic calming efforts.

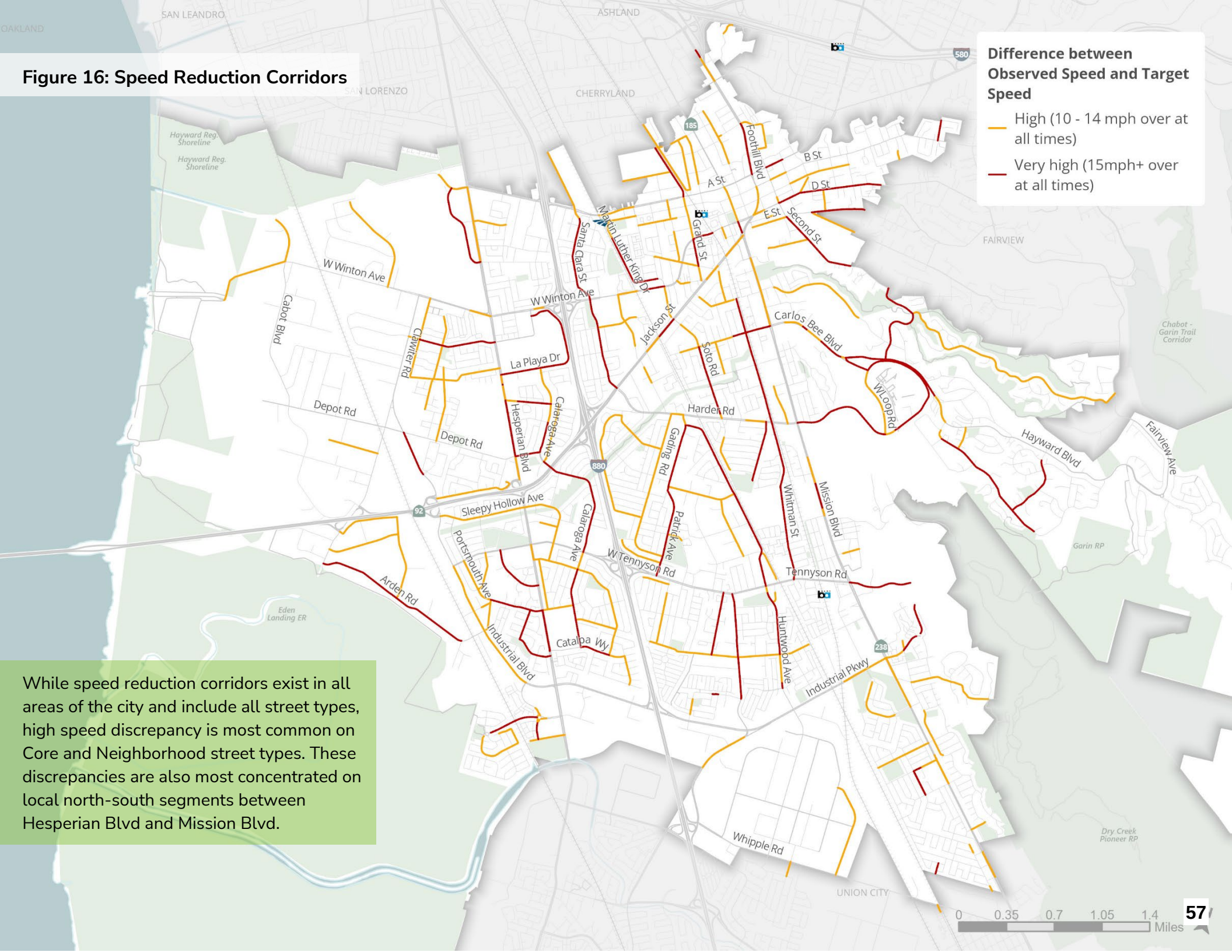
Since observed speeds vary across the day, with different corridors operating at their highest speeds during different time periods, this plan defines speed reduction corridors as segments where observed speeds exceed target speeds by 10 mph or more across all time periods, as shown in **Figure 16**. This network serves as a tool for the City to identify segments for speed management implementation.

Figure 15: Comparison between Target Speeds and Observed Speeds



Source: TIMS, 2017-2022; Streetlight, Oct 2024

Figure 16: Speed Reduction Corridors



While speed reduction corridors exist in all areas of the city and include all street types, high speed discrepancy is most common on Core and Neighborhood street types. These discrepancies are also most concentrated on local north-south segments between Hesperian Blvd and Mission Blvd.

5.2 Criteria for Priority Speed Reduction Corridors

While reducing speeds on all speed reduction corridors is crucial, a set of Priority Speed Reduction Corridors (PSRC) were identified to serve as a template for applying speed reduction tools. These PSRCs were identified based on high speed discrepancy and the following two factors:

- **High Injury Network:** overlap with the City's High Injury Network (HIN) from the LRSP
- **High Need Areas:** serves a school or areas with a high percentage of Transportation Disadvantaged Population as identified in the LRSP

Table 4 shows the five PSRCs selected, along with street type, target speed, and the three criteria. To demonstrate application of a variety of speed reduction tools in different roadway and land use contexts, this list includes PSRCs of different street types.

Criteria for Speed Reduction Corridors

High Speed Discrepancy

Streets where observed speeds exceed target speeds by 10mph or more throughout the day

Additional Criteria for **Priority** Speed Reduction Corridors

Priority locations from Local Roadway Safety Plan (LRSP)

This includes streets on the High Injury Network, streets along priority population zones, or along schools

Table 4: Priority Speed Reduction Corridors

Corridor	Street Type[1]	Target Speed	High Speed Discrepancy	Serves Priority Locations from LRSP
Hesperian Blvd between SR-92 ramp and Turner Ct	Core	30 mph	✓	✓
Industrial Blvd between W Tennyson Rd to Baumberg Ave	Connector	35 mph	✓	✓
Huntwood Ave between Shafer Rd to W Tennyson Rd	Neighborhood	15 mph	✓	✓
Calaroga Ave between Peterman Ave to W Tennyson Rd	Neighborhood	15 mph	✓	✓
Santa Clara St between Winton Ave to W Jackson St	Neighborhood	15 mph	✓	✓

Notes:

1. A Place Street corridor is not included because the City is leading a separate study (Safe Streets Downtown) focused on improving safety along the Downtown Loop, which will serve as a template in applying speed reduction measures on these street types.

5.3 Applying Countermeasures to Priority Corridors

This section includes recommendations for applying speed reduction countermeasures to the five PSRCs. The plans shown below (**Figure 17** through **Figure 26**) serve as examples of using a variety of tools to bring observed speeds closer to target speeds and can be applied to other corridors with similar roadway and land use characteristics.

Figure 17: Recommendations for Hesperian Blvd between Turner Ct and Cathy Wy

Corridorwide Strategies

- Reduce the speed limit along the corridor to 30 mph
- Add high-visibility crosswalks where appropriate
- Tighten corner radii and provide bulbouts to slow turning speeds
- Install speed sensitive rest-in-red signals at all signalized intersections
- Install leading pedestrian intervals with accessible pedestrian signals at all signalized intersections where missing
- Prohibit right turn on red at appropriate signalized intersctions
- Evaluate road diet or lane narrowing (from seven lanes to five) and install separated bikeway per the Bike and Pedestrian Master Plan

Figure 18: Recommendations for Hesperian Blvd between Cathy Wy and Sleepy Hollow Ave

Corridorwide Strategies

- Reduce the speed limit along the corridor to 30 mph
- Add high-visibility crosswalks where appropriate
- Tighten corner radii and provide bulbouts to slow turning speeds
- Evaluate road diet or lane narrowing, install separated bikeway per the Bike and Pedestrian Master Plan
- Install leading pedestrian intervals with accessible pedestrian signals at all signalized intersections where missing
- Prohibit right turn on red at appropriate signalized intersctions
- Install speed sensitive rest-in-red signals at all signalized intersections
- Install separated bikeway per the Bike and Pedestrian Master Plan

Figure 19: Recommendations for Industrial Blvd between Tennyson Rd and Arf Ave

Corridorwide Strategies

- Evaluate road diet
- Add high-visibility crosswalks where appropriate
- Tighten corner radii and provide bulbouts to slow turning speeds
- Install speed sensitive rest-in-red signals at all signalized intersections
- Install two-way separated bikeway on east side, switching to west side at Baumberg Ave
- Prohibit right turn on red at appropriate signalized intersctions
- Replace existing raised dome style lane markers with painted markings to increase visibility of lane markings

Figure 20: Recommendations for Industrial Blvd between Arf Ave and Baumberg Ave

Corridorwide Strategies

- Evaluate road diet
- Add high-visibility crosswalks where appropriate
- Tighten corner radii and provide bulbouts to slow turning speeds
- Install speed sensitive rest-in-red signals at all signalized intersections
- Install two-way separated bikeway on east side, switching to west side at Baumberg Ave
- Prohibit right turn on red at appropriate signalized intersctions
- Replace existing raised dome style lane markers with painted markings to increase visibility of lane markings

Figure 21: Recommendations for Huntwood Ave between Schafer Rd and Sierrawood Ave

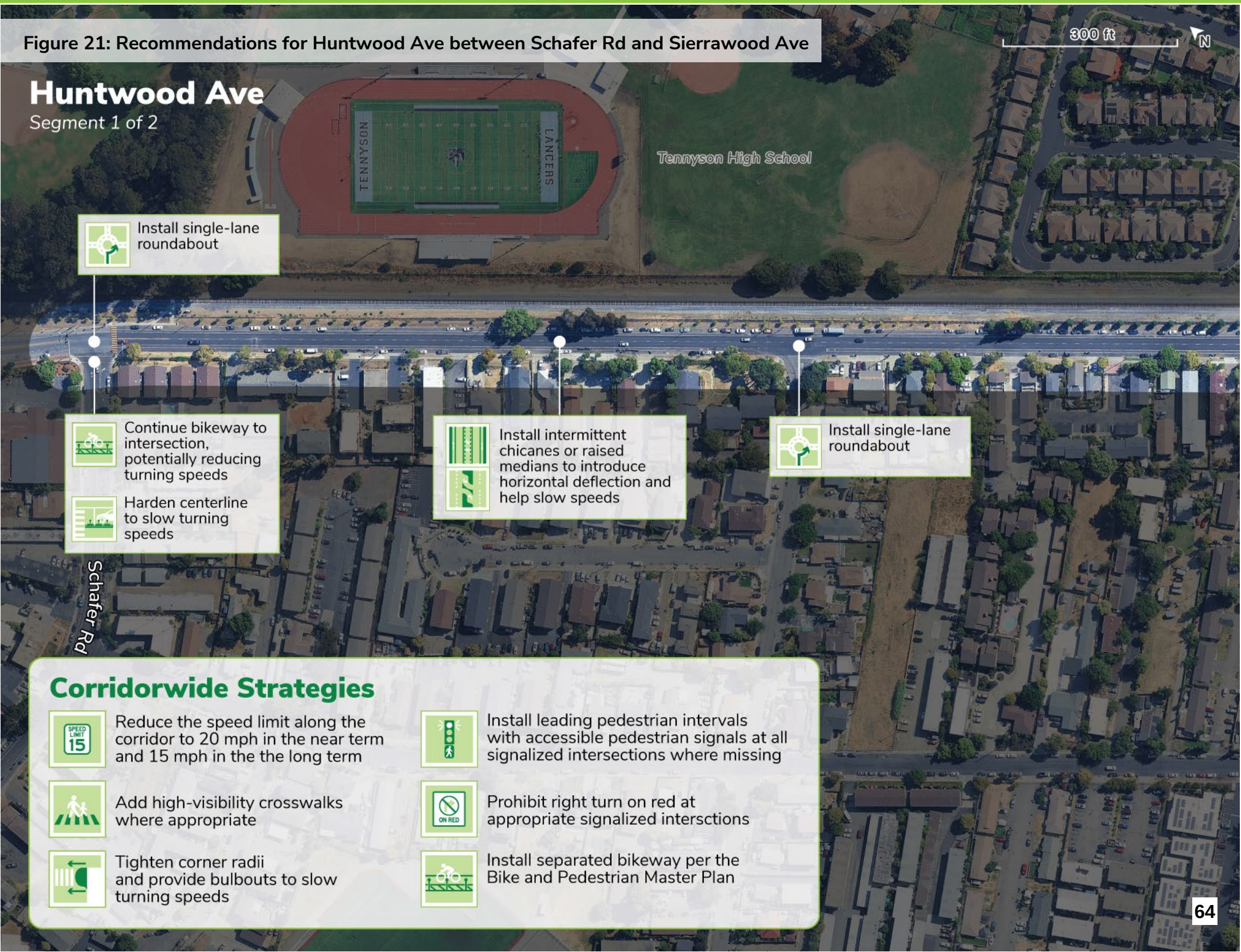


Figure 22: Recommendations for Huntwood Ave between Harris Rd and Tennyson Rd

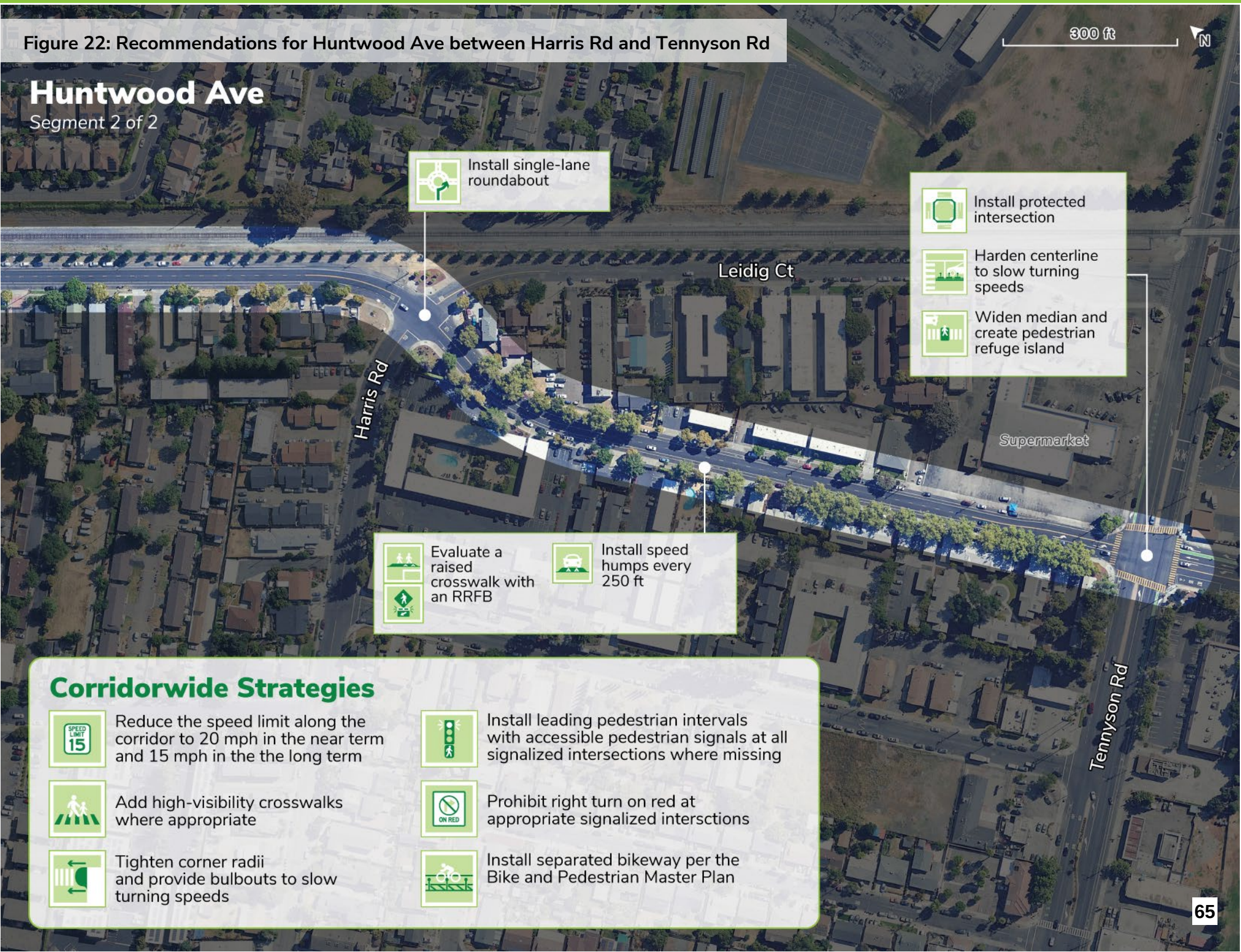


Figure 23: Recommendations for Calaroga Ave between Peterman Ave and Sunny Pl

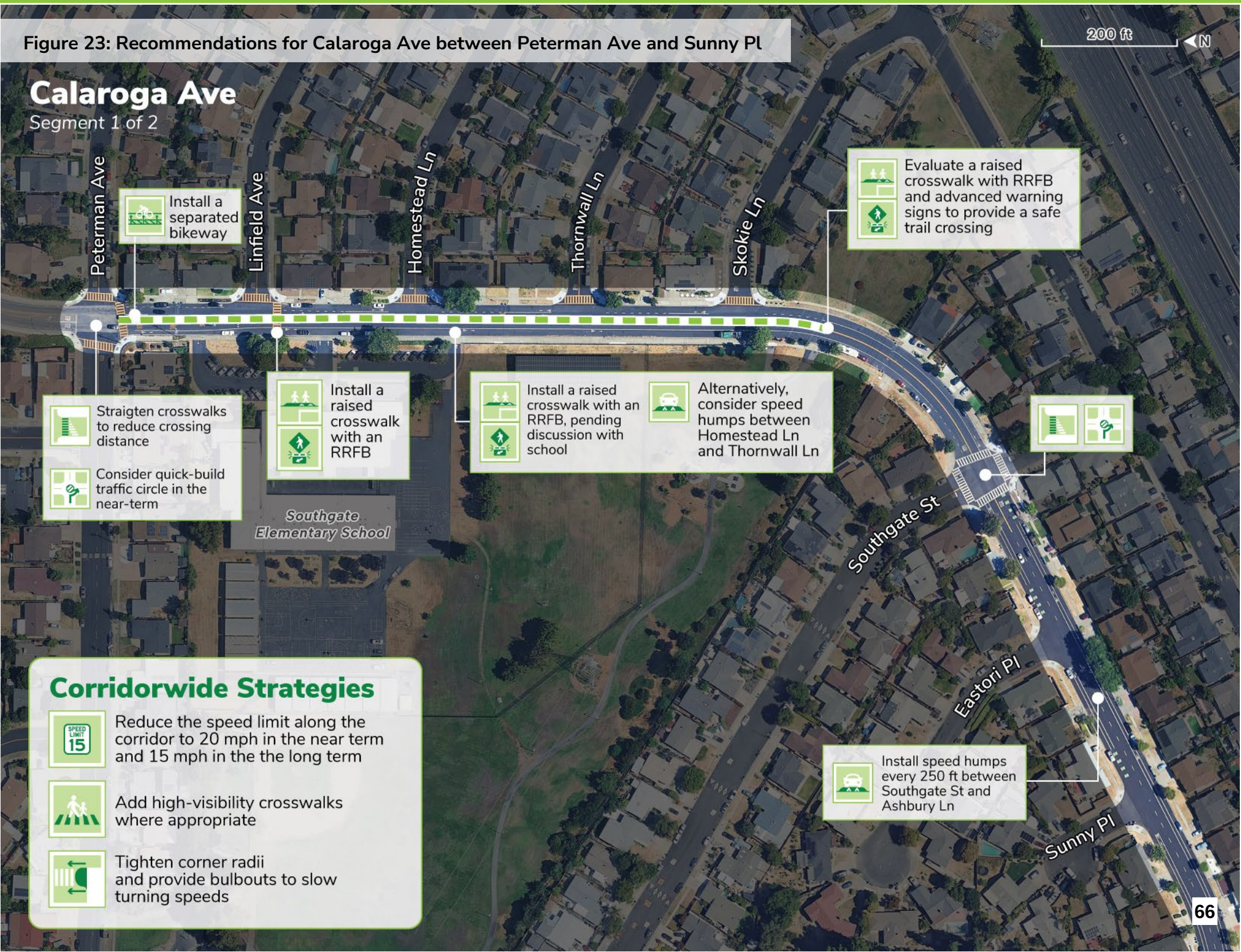


Figure 24: Recommendations for Calaroga Ave between Sunny Pl and Tennyson Rd

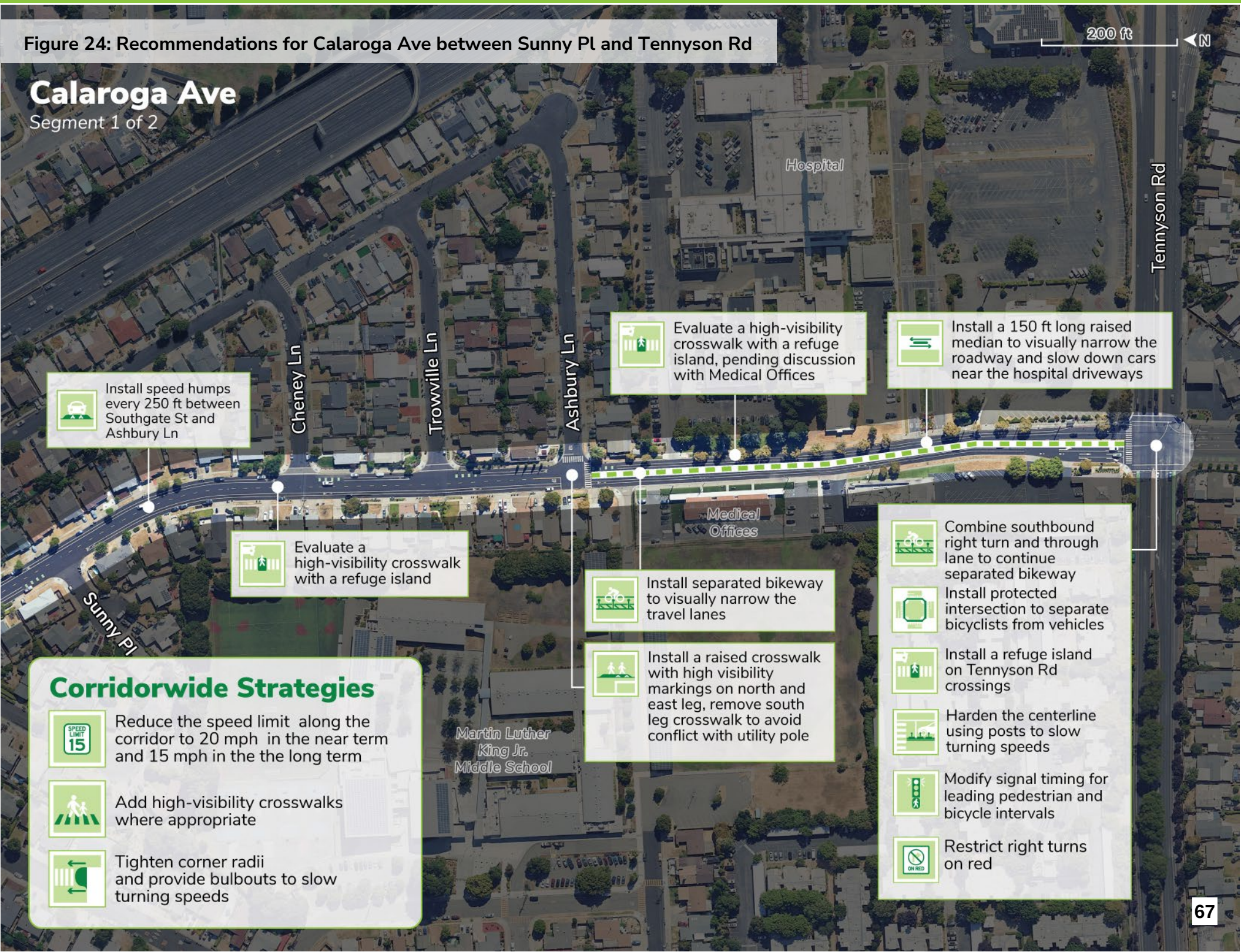


Figure 25: Recommendations for Santa Clara St between Winton Ave and Larchmont St

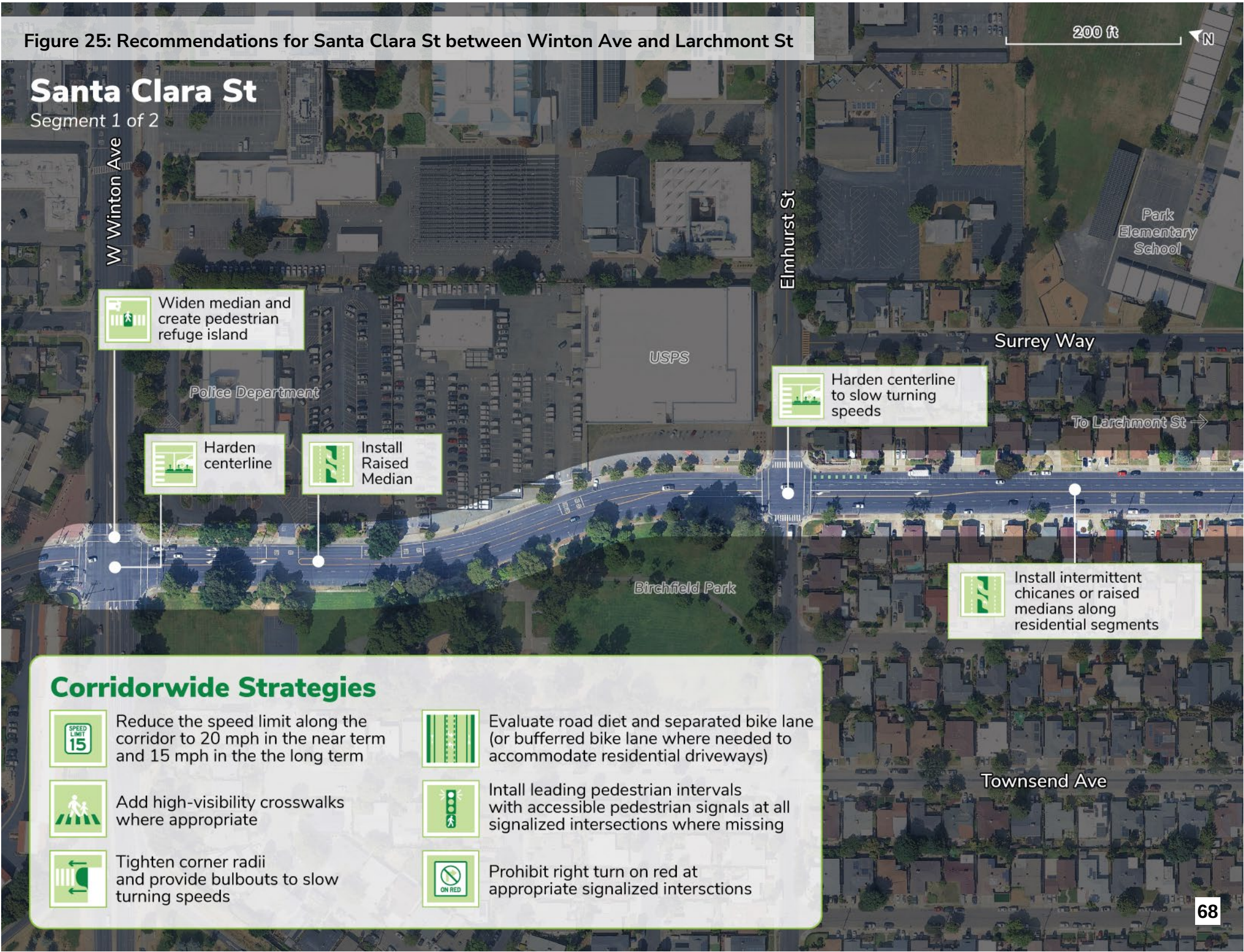
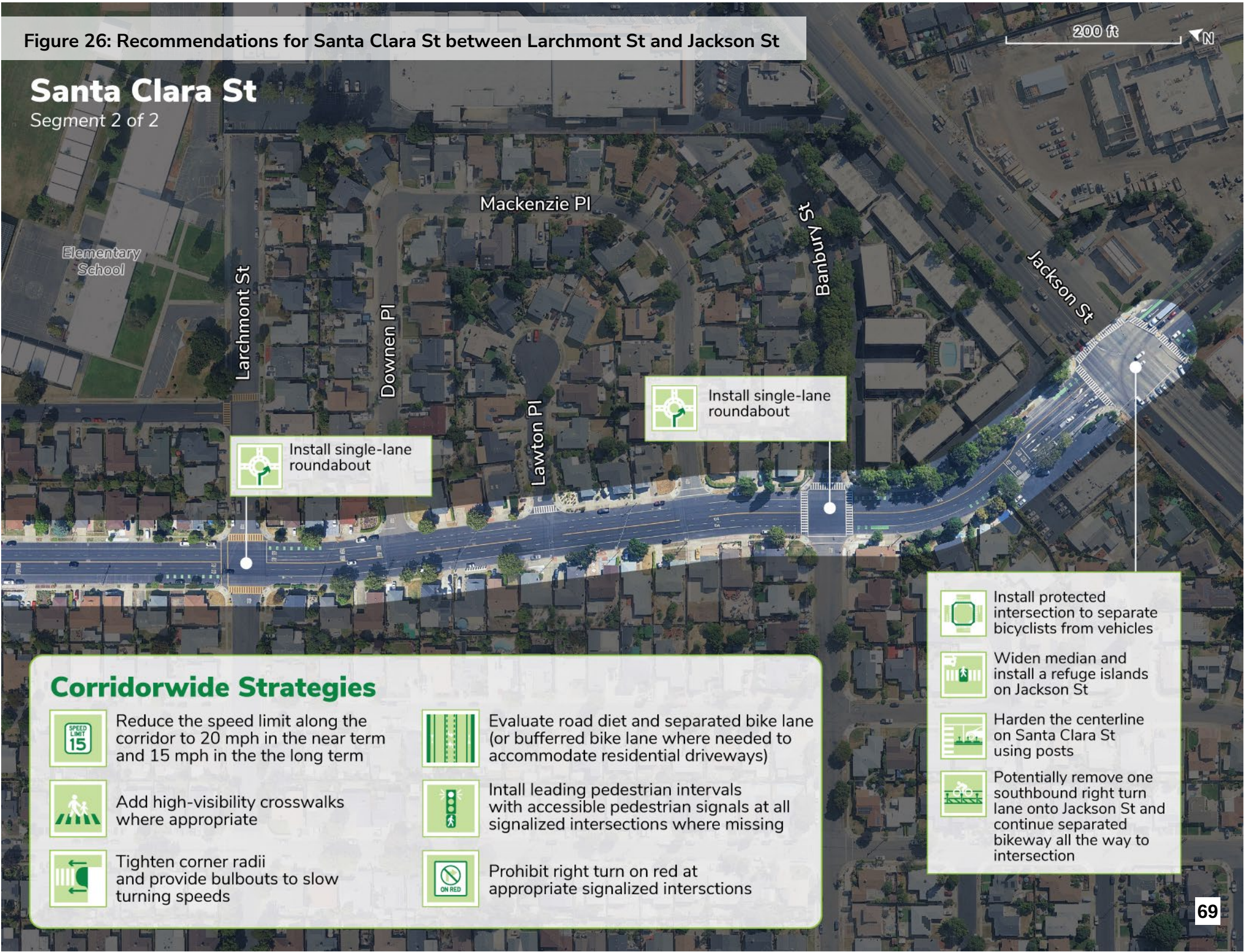


Figure 26: Recommendations for Santa Clara St between Larchmont St and Jackson St



CHAPTER 6

Institutionalizing Safe Speeds

This chapter outlines how speed management can be institutionalized in the City of Hayward. A benchmarking assessment of existing safety plans, policies, and programs was conducted to identify the state of current practice in Hayward as well as opportunities to institutionalize safe speeds.

6.1 Policy Review

Applying the Safe System approach, the following plans and programs were reviewed for alignment with industry best practices for speed management:

- Hayward Local Road Safety Plan (LRSP)
- Bicycle and Pedestrian Master Plan (BPMP)
- 2040 Hayward General Plan
- Safe Routes to School (SR2S) Program
- Safe Routes for Seniors (SR4S) Program
- Neighborhood Traffic Calming Program

Existing policies and programs were compared to benchmark safety policies to assess the level of implementation and institutionalization of speed management practices in Hayward. These benchmarks support the objectives of the Safe System approach, including Safety Planning and Culture, Safe Users, Safe Roadways, Safe Vehicles, Safe Speeds, and Post-Crash Care.

When compared to the state of the current practice, most benchmark approaches have been codified in a standard or policy adopted by the City, but the status of implementation remains unclear. With the adoption of the LRSP, the City has made significant progress toward institutionalizing several best practices, such as identifying causal factors for collisions, developing an implementation plan to achieve the Vision Zero goal, and prioritizing safety improvements that would have benefit vulnerable users such as children and seniors. Remaining opportunities are described in the next section.

6.2 Priority Actions for Speed Management

While the City has made advancements toward institutionalizing several best practices, the benchmarking assessment identified some gaps between current safety policies in Hayward and best practices for speed management. The priority actions in **Table 5** address these gaps and support safe speeds. The priority actions are organized into the following six categories:

1. Stakeholder Collaboration
2. Training & Education
3. Policies & Procedures
4. Enforcement
5. Evaluation & Prioritization
6. Monitoring

Each action is assigned to a lead department at the City for implementation. Some actions may require collaboration with other departments or stakeholders to ensure successful implementation of the action.

Table 5: Recommended Speed Management Actions

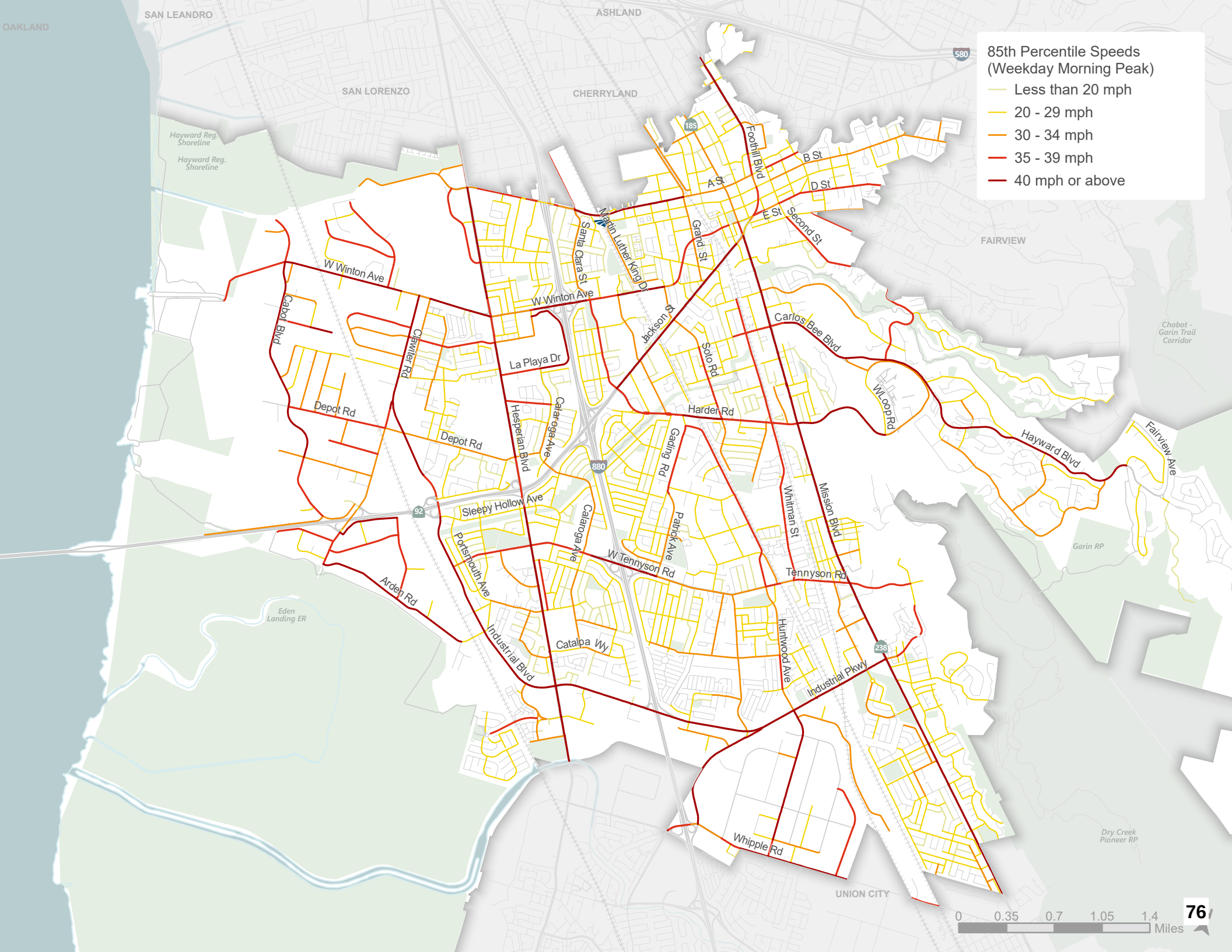
Action Category	Description	Lead Department
1. Stakeholder Collaboration		
Safety Task Force	Regularly convene a Safety Task Force of safety partners and stakeholders, including community groups, business organizations, emergency services, and school districts, to provide input on the implementation of the LRSP and SMP actions. The task force will consist of the same safety partners who have participated in stakeholder meetings for the SMP.	Public Works – Transportation Division
2. Training & Education		
Safe System Trainings	Provide annual Safe System training to City of Hayward staff, directors, and elected officials, focused on best practices for speed management and roadway design and the role of speed in fatal and severe injury collisions.	Public Works – Transportation Division
Safety Demonstration Projects	Use temporary pop-ups and project demonstrations to build support among stakeholders and the public for safety improvements and solicit feedback to further improve project design.	Public Works – Transportation Division
Traffic Collision Reports	Provide training to police officers on how to complete the field for race/ethnicity on traffic collision reports (Form 555) to ensure it is completed consistently and accurately in order to track the equity impacts of speed enforcement.	Police Department
3. Policies & Procedures		
By-Right Safety Projects	Determine which types of projects the City will implement given certain conditions to systematically implement speed management through operations and maintenance efforts (e.g., repaving).	Public Works – Transportation Division
Update Standard Details	Review and update the City of Hayward's Standard Details to ensure that standard designs and diagrams are aligned with Safe System design.	Public Works – Engineering Division

Action Category	Description	Lead Department
Objective Design Standards	Develop Objective Design Standards (ODS) for new developments to guide safety impact assessments and identify opportunities to incorporate speed management and Safe System design. As conditions of approval, the ODS must be met for the project to be approved.	Public Works – Transportation Division
Update City's General Plan	Remove Level of Service (LOS) standards from the requirements for all Transportation Impact Analysis (TIAs) and replace it with another measure of exposure, such as vehicle miles traveled (VMT). This would expand the City's previous General Plan amendment that removed LOS under CEQA.	Public Works – Transportation Division
Context-Specific Speed Limits	Use Assembly Bill 43, which allows flexibility in determining speed limits, to set speed limits that are based on the land use context, roadway characteristics, modal priorities, and presence of vulnerable road users.	Public Works – Transportation Division
Safety-Optimized Signal Timing	Use signal timing and phasing strategies to slow vehicle speeds and improve safety outcomes, particularly during off-peak time periods.	Public Works – Transportation Division
Update City Vehicle Procurement	Update the Fire Department's fleet procurement policies to ensure that new vehicles purchased by departments include safety features and are compatible with Safe System design.	City Manager
4. Enforcement		
Safe System-Aligned Enforcement	Target enforcement efforts on locations most linked to speeding and fatal and severe injury collisions.	Police Department
Automated Speed Cameras	Deploy speed safety cameras in Hayward once permitted by state legislation, particularly at locations with high rates of speeding and fatal and severe injury collisions.	Public Works – Transportation Division
Red Light Cameras	Deploy red light running cameras, particularly at locations with high rates of red light running and illegal right turns.	Public Works – Transportation Division

Action Category	Description	Lead Department
5. Evaluation & Prioritization		
Speed Reduction Corridors Prioritization	Prioritize the Speed Reduction Corridors for future funding, including grant funding applications.	Public Works – Transportation Division
Safe System Project Evaluation Framework	Develop a project evaluation framework for projects on the CIP list, that highlights opportunities to strengthen speed management design.	Public Works – Transportation Division
6. Monitoring		
Speed & Collision Data Collection & Reporting	Continue to use big data (e.g. StreetLight speed data, near-miss data) to track network-wide speed changes and collisions and develop a monitoring process to evaluate progress on key safety performance indicators, including reduction in speeds and fatal and severe injury collisions, on an annual basis.	Public Works – Transportation Division
Collision Investigation & Monitoring	Partner with emergency services to monitor the locations, frequency, and severity of collisions to evaluate progress, the effectiveness of speed management projects, and inform future project design.	Public Works – Transportation Division & Emergency Services

Appendix A:

Observed Speeds by Time Period


85th Percentile Speeds
(Weekday Morning Peak)
Less than 20 mph
20 - 29 mph
30 - 34 mph
35 - 39 mph
40 mph or above
SAN LEANDRO
ASHLAND
OAKLAND
SAN LORENZO
CHERRYLAND
FAIRVIEW
UNION CITY
Hayward Reg. Shoreline
Hayward Reg. Shoreline
Eden Landing ER
Chabot - Garin Trail Corridor
Garin RP
Dry Creek Pioneer RP
580
185
880
92
238
Foothill Blvd
B St
A St
D St
E St
Second St
Grand St
Santa Clara St
Martin Luther King Dr
Jackson St
W Winton Ave
Cabot Blvd
Clarwin Rd
La Playa Dr
Depot Rd
Hesperian Blvd
Calaroga Ave
Soto Rd
Carlos Bee Blvd
Harder Rd
W Loop Rd
Hayward Blvd
Fairview Ave
Galping Rd
Sleepy Hollow Ave
Portsmouth Ave
Patrick Ave
Whitman St
Mission Blvd
W Tennyson Rd
Tennyson Rd
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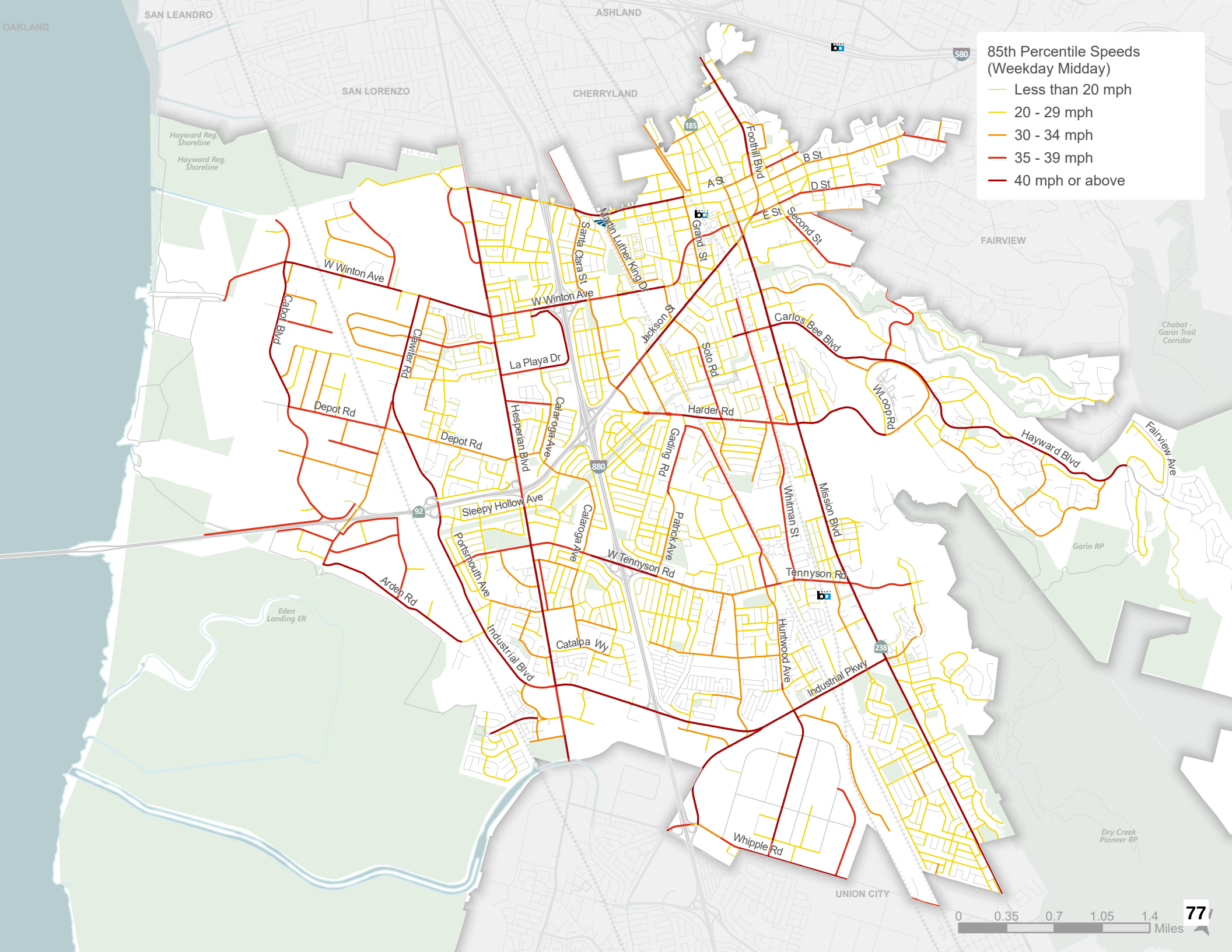
85th Percentile Speeds
(Weekday Midday)
Less than 20 mph
20 - 29 mph
30 - 34 mph
35 - 39 mph
40 mph or above
SAN LEANDRO
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SAN LORENZO
CHERRYLAND
FAIRVIEW
UNION CITY
Hayward Reg. Shoreline
Hayward Reg. Shoreline
Eden Landing ER
Chabot - Garin Trail Corridor
Garin RP
Dry Creek Pioneer RP
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Carlos Bee Blvd
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Hesperian Blvd
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Mission Blvd
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Fairview Ave
Sleepy Hollow Ave
Portsmouth Ave
Calaroga Ave
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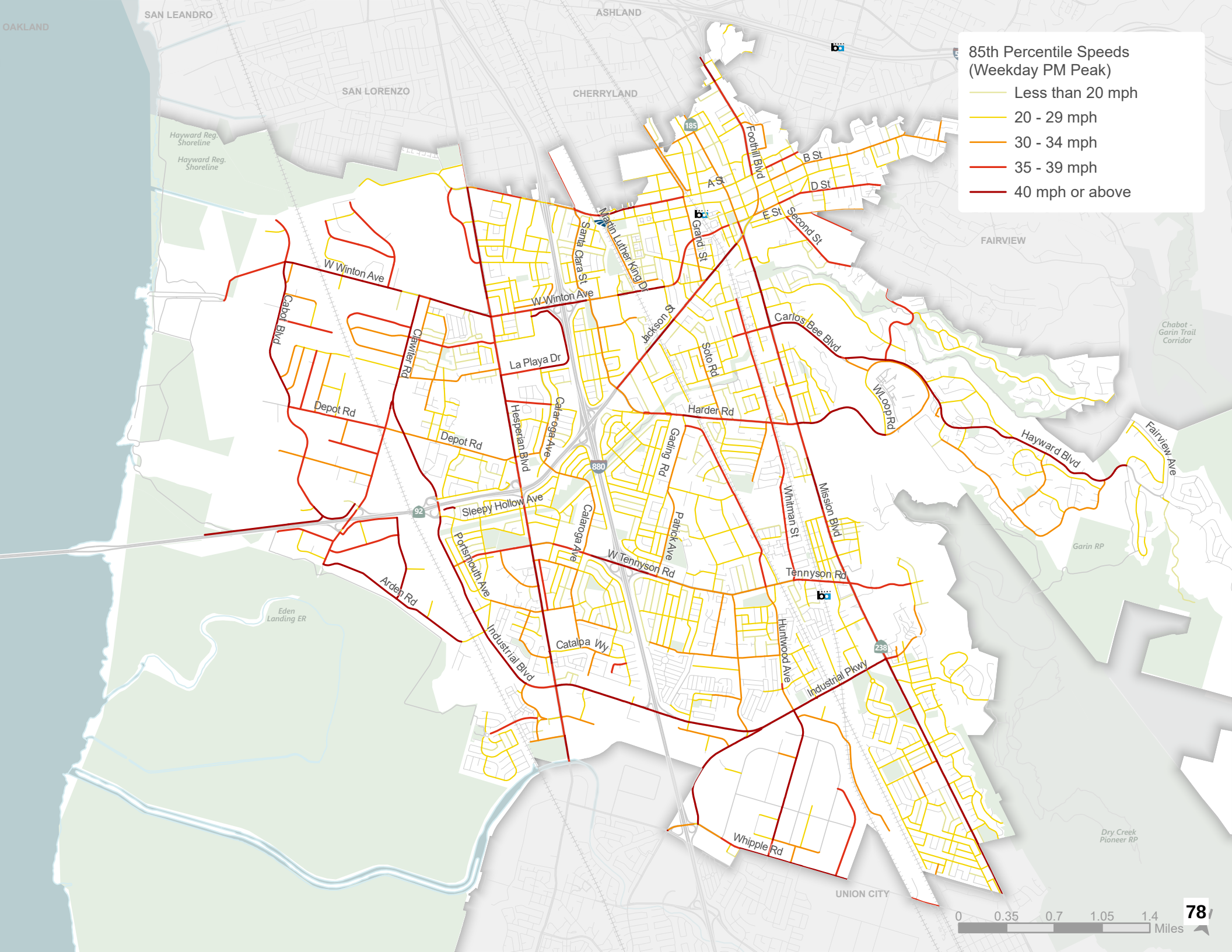
85th Percentile Speeds
(Weekday PM Peak)
Less than 20 mph
20 - 29 mph
30 - 34 mph
35 - 39 mph
40 mph or above
SAN LEANDRO
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CHERRYLAND
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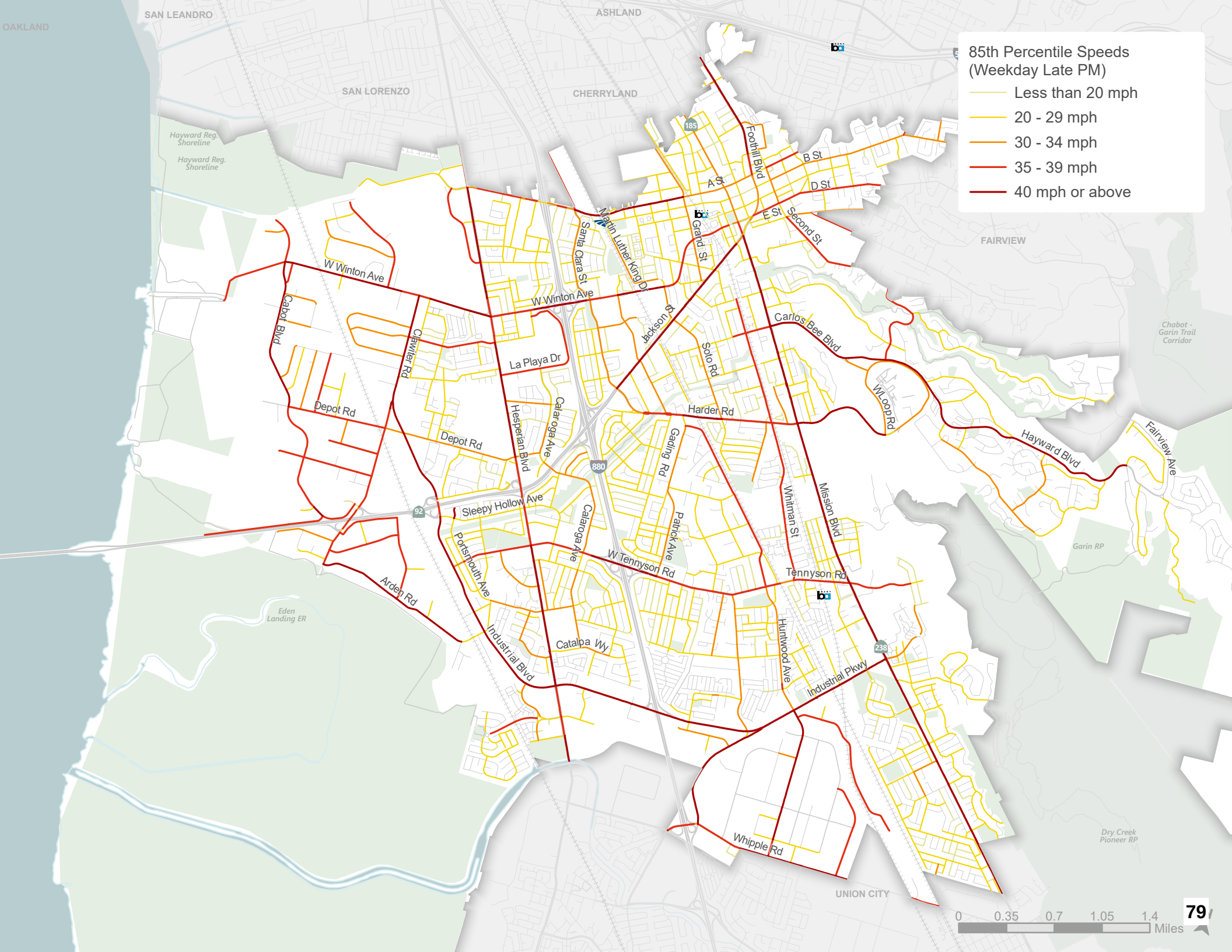
85th Percentile Speeds
(Weekday Late PM)
Less than 20 mph
20 - 29 mph
30 - 34 mph
35 - 39 mph
40 mph or above
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Depot Rd
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Martin Luther King Dr
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Soto Rd
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Mission Blvd
Tennyson Rd
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Industrial Pkwy
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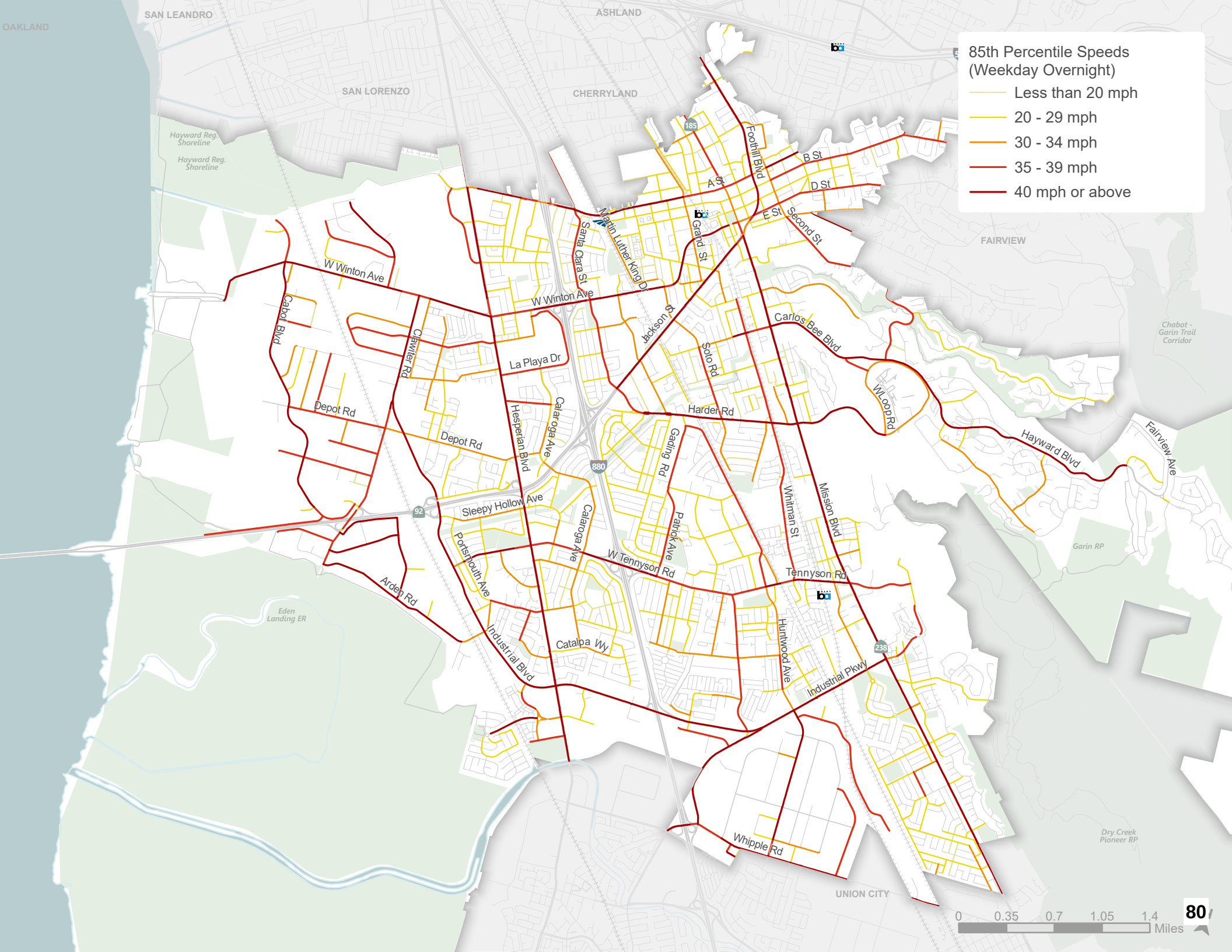
85th Percentile Speeds
(Weekday Overnight)
Less than 20 mph
20 - 29 mph
30 - 34 mph
35 - 39 mph
40 mph or above
SAN LEANDRO
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OAKLAND
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Mission Blvd
Tennyson Rd
Huntwood Ave
Industrial Pkwy
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W Loop Rd
Hayward Blvd
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APPENDIX B:

Detailed Speed Reduction Toolbox

Fehr & Peers

Memo

Date: July 2, 2025

To: Byron Tang and Lucas Woodward, City of Hayward

From: Manvi Nigam and Erin Ferguson, Fehr & Peers

Subject: Hayward Speed Management Plan: Countermeasures

The City of Hayward is developing a Speed Management Plan (SMP) to improve traffic safety outcomes on city streets. The SMP identifies targets speeds for each street in the city. The target speeds represent the desired vehicle speed based on existing and planned land uses as well as that street's role in the street network. Target speeds may be different than the current speed limit. Over time, the city will implement countermeasures to reduce prevailing vehicle speeds to align with the target speeds. As countermeasures are implemented and prevailing speeds reduced, the city will be able to update speed limits to bring them closer into alignment with the target speeds.

This memorandum presents countermeasures the city can use to help reduce vehicle speeds closer to target speeds. The countermeasures are organized into two locational categories: (1) at or through intersections; and (2) along street segments. A combination of these countermeasures will need to be implemented along any given corridor (i.e., series of segments and intersections) to experience consistent speed reduction benefits. Some of the countermeasures noted below are also effective at providing other safety benefits.

Accompanying this memorandum is a spreadsheet that provides greater detail on each countermeasure, including a description and the types of streets where it may be most relevant to apply.

Intersection Speed Management

Managing speed on the approach to an intersection, as well as managing vehicle speeds either traveling through or turning at an intersection, are critical for improved safety outcomes. Intersections are where most multimodal paths of travel cross at angles that increase the likelihood of a severe collision. Managing vehicle speeds by requiring vehicles to stop before turning or proceeding, to turn at lower rates of speeds, and/or progress through an intersection at a slower speed all provide substantive safety benefits. In the context of a corridor, slowing vehicles at intersections also makes it easier to manage vehicle speeds between intersections on the street segments. **Table 1** summarizes intersection countermeasures that help slow vehicle speeds.

Table 1. Intersection Countermeasures that Help Slow Vehicle Speeds

Countermeasure	Considerations
Intersection Control	
Roundabouts	Provides speed management as well as remove severe conflicts. Suitable for a variety of location types.
Neighborhood Traffic Circles	Provides speed management as well as remove severe conflicts. Suitable for Place Streets and Neighborhood Streets.
All-Way Stop Control Intersections	Need to be implemented in a manner consistent with CA MUTCD. If there are concerns about compliance, could be paired with raised crosswalks or central island (see neighborhood traffic circle).
Traffic Signals with Slow Green Wave Progression	New signals need to be implemented in a manner consistent with CA MUTCD. Appropriately spaced signals along a corridor can create opportunities to manage vehicle speeds through signal progression. Signals can be coordinated to progress vehicles at speeds aligned with target speeds regardless of existing speed limits.
Traffic Signal Operations	
Protected Left-Turn Phasing	Requires left-turning vehicles to stop and wait for assigned time to make left-turn movement. This creates slower turning speeds as well as improves management of severe conflicts.
Prohibit Right-Turn on Red	Requires right-turning vehicles to stop and wait for assigned time to make right-turn movement. This creates slower turning speeds and improves management of conflicts.
Rest in Red	In low volume periods of the day, requires approaching vehicles to slow and/or stop to wait for the signal to change.
Flashing Red	In low volume periods of the day, approaching vehicles are required to stop and treat the signal as an all-way stop controlled intersection. This is sometimes an easier to implement alternative to Rest in Red operations because Flashing Red does not require detection.
Leading Pedestrian Interval and Pedestrian Recall	Slows vehicle turning speeds and facilitates improved yielding behavior by motorists to people crossing in the crosswalk.
Separate Pedestrian and/or Bicycle Crossing Phases	Slows vehicle turning speeds at the intersection. Vehicles are required to wait for their unique green time.
Red Light Running Cameras	Discourages motorists approaching an intersection from attempting to accelerate through an intersection where the signal is in the yellow or red phase.
Shorter Cycle Length	Shorter cycle lengths for signals reduce the amount of continuous green time an intersection approach receives which, when used in combination with the Slow Green Wave Progression noted above, can help manage vehicle speeds.
Geometric Features at Intersections	
Protected Intersection	Provides separate space for people biking and walking through the intersection. Includes tightening curb radii for vehicles which slows vehicles turning. Also tends to reduce the space available for motorists, which creates general speed reduction.

Countermeasure	Considerations
Curb Extensions or Tighter Curb Radii	These require vehicles to turn at slower speeds.
Eliminating or Closing Slip Lanes for Turning Vehicles	Slip lanes or channelized right turn lanes often make it easier for vehicles to make the right-turn movement at a higher speed. Removing channelized turn lanes or "slip lanes", particularly those that are uncontrolled or yield controlled slows vehicle speeds.
Raised Crosswalks	These require vehicles to slow at the approach to and through the intersection. Suitable for streets with target speeds of 25mph or slower.
Raised Intersection	Raises the entire intersection for all approaches to it. Requires vehicles to slow at the approach to and through the intersection. Suitable for streets with target speeds of 25mph or slower.
Diverters	Prevents specific movements at an intersection. Can be implemented using raised concrete medians or with durable temporary materials. Helpful for managing speeds on streets designated as bike boulevards or bike routes. Useful to prevent continuous vehicle through movements on a Place Street or Neighborhood Street. Materials used can be designed to allow for emergency vehicle access, while general vehicle access is prevented.
Raised Median or Splitter Island	Visually and/or physically narrows the space provided for vehicles on approach to an intersection and as a result helps to slow vehicle speeds.
Floating Transit Island or Bus Boarding Island	Provides a raised median for people to wait for as well as board/de-board transit or buses. Allows for a bicycle facility to pass between the island and the sidewalk area to avoid bus-bike conflicts. The physical presence of the island as well as buses stopping in the vehicle lane to board and de-board passengers slows vehicle speeds.
Pavement Markings at or on Approach to Intersections	
Centerline Hardening	Uses materials to reinforce the presence of the centerline. When implemented at an intersection reinforces a turning vehicle's need to slow and complete a turn closer to 90-degrees.
High Visibility Crosswalks with Advanced Yield Line or Stop Line	Visual reminder and reinforcement of intersections and/or crossing where motorists may need to stop or yield. Can help manage vehicle speeds along with other intersection treatments noted (e.g., raised pedestrian refuge islands).
Painted Optical Speed Bars	Transverse pavement markings that can be used to help slow vehicle speeds on approach to an intersection.

Source: Fehr & Peers.

Street Segments Speed Management

Managing speeds on street segments is often the immediate condition people think about when considering how to intervene to slow vehicle speeds. Higher vehicle speeds on street segments make it difficult, uncomfortable, and higher risk for people, traveling by any mode, to cross the street.

Higher vehicle speeds along the street also create a loud and unappealing environment for people living along those streets as well as for walking, biking, and accessing transit along those streets. **Table 2** summarizes countermeasures that help slow vehicle speeds along street segments.

Table 2. Street Segments Countermeasures that Help Slow Vehicle Speeds

Countermeasure	Considerations
Physically or Visually Narrowing Vehicle Traveled Way	
Road Diet	Removing vehicle through lanes helps to slow vehicle speeds by reducing the amount of space allocated to vehicles along a roadway.
Vehicle Lane Narrowing	Marking vehicle lanes at a narrow width can help slow vehicle speeds by visually narrowing the space motorists are given.
Separated Bikeway	When implemented in combination of either a road diet and/or vehicle lane narrowing, both physically and visually narrows the space for vehicles and can help slow vehicle speeds.
Buffered Bike Lanes and Door Zone Markings	When implemented in combination of either a road diet and/or vehicle lane narrowing, buffered bike lanes and/or door zone markings can help slow vehicle speeds by further reinforcing the narrower space provided to motorists.
Centerline and Edgeline Markings	Adding centerline or edgeline markings to a street that is perceived as wide and unmarked, can help to visually narrow the space available to motorists and slow vehicle speeds.
Centerline Hardening	Use materials to reinforce the presence of the centerline. When implemented with vertical elements such as flex posts, visually narrows the vehicle lane and helps to slow vehicle speeds. Humans judge speed based on what they see or perceive in their peripheral version. Closely spaced vertical elements in the peripheral vision helps slow motorists' speeds.
Landscaping Buffer	Landscaping, particularly landscaping with vertical elements such as trees, placed between the back of curb and sidewalk, helps slow motorists' speed by increasing the frequency of vertical elements in their peripheral vision and making the street itself seem narrower.
Chicane or Horizontal Deflection	Creating horizontal deflections using curbs, landscaping, pavement markings, on-street parking, etc. forces vehicles to slow and maneuver around the chicane or horizontal deflection.
Raised Median and/or Refuge Island	These physically and visually narrow the travel lane and help slow down vehicles.
Back-in Angled Parking	When implemented in combination of either a road diet and/or vehicle lane narrowing, back-in angled parking both physically and visually narrows the space for vehicles and help slow vehicle speeds. Also increases the visibility of passing vehicles and bicycles while exiting a spot, reducing the likelihood conflict.
Other Treatments (Humps, Pavement Markings, Signs, and Beacons)	
Speed Hump or Speed Table	These provide vertical deflection, thereby encouraging vehicles to slow down. Suitable for Place and Neighborhood Streets where target speeds are 25 mph or slower.

Countermeasure	Considerations
Speed Feedback Sign	By notifying drivers of their speed as well as the posted speed limit, these provide a reminder to slow down and obey the speed limit.
Pedestrian Hybrid Beacons	Slows vehicle speeds and improves motorists' yielding behavior on multilane streets with midblock marked pedestrian crossings. More effective when paired with other countermeasures such as raised pedestrian refuge islands.
Rectangular Rapid Flashing Beacon	Slows vehicle speeds and improves motorists' yield behavior. More effective when implemented with road diets, raised pedestrian refuge islands, and other similar supporting treatments.
High Visibility Crosswalks with Advanced Yield or Stop Markings and Warning Signs	Visual reminder and reinforcement of crossings where motorists may need to stop or yield. Can help manage vehicle speeds along with other intersection treatments noted (e.g., raised pedestrian refuge islands, rectangular rapid flashing beacons).
Transverse Rumble Strips	Transverse rumble strips can be used to help slow vehicle speeds on approach to a horizontal curve to alert drivers to the need to slow down.
Painted Optical Speed Bars	Transverse pavement markings that can be used to help slow vehicle speeds on approach to a horizontal curve.
Chevron Signs on Horizontal Curves	Warning signs to advise motorists to slow their speeds on approach to tighter curves.
Ordinance or Enforcement Related	
Speed Limit Reduction	Lowering the posted speed limits has been found to lower average vehicle speeds.
Speed Safety Cameras[1]	Automating enforcement of posted speed limits helps improve compliance.
In-Person Enforcement[2]	Issuing tickets to drivers exceeding the speed limit can help improve compliance.

Notes:

1. Installing Speed Safety Cameras is currently not legal in Hayward, CA. California state legislation would need to change to allow for speed safety cameras to be used more broadly.
2. Lack of availability of officers can be a limitation to effective implementation.

Source: Fehr & Peers.

Countermeasure	Category	Description	Connector (High Movement - Low Place)	Core (High Movement - High Place)	Place (Low Movement - High Place)	Neighborhood (Low Movement - Low Place)	Pyramid Tier	CRF (if available)
All-Way Stop Control	Intersections & Roadways	An all-way stop-controlled intersection requires all vehicles to stop before crossing the intersection. An all-way stop-controlled intersection reduces the risk of severe conflicts as long as all road users see and obey the stop signs. The MUTCD (Manual on Uniform Traffic Control Devices) includes information on when and how to implement "All Way" Or "Multi-Way" stop control intersections.			Y	Y	2 - Latent Safety Measure	70%
Back-In Angled Parking	Other	Back-In Angled Parking requires motorists to back into an angled on-street parking spot and to drive forward when exiting a parking spot. Back-in angled parking increases the visibility of passing vehicles and bicycles while exiting a spot, particularly if large adjacent vehicles obstruct sight, and allows trunk unloading to happen on the curb instead of in the street.		Y	Y	Y	1 - Built Environment	
Buffered Bike Lane	Bikeways	Buffered Bike Lanes are standard bike lanes paired with a designated horizontal buffer space, separating the bicycle lane from the adjacent motor vehicle travel lane and/or parking lane. This type of bikeway provides greater distance between vehicles and bicycles; provides space for bicyclists to pass each other; provides greater space for bicycling without making the bike lane appear so wide that it might be mistaken for a travel lane; and encourages bicycling by contributing to the perception of safety.	Y	Y	Y		1 - Built Environment	56%
Centerline and edge line pavement markings	Signing & Striping	Edge line pavement markings and painted center median can be used to reduce lane widths and/or reduce visual perception of the width of lane.	Y	Y	Y	Y	1 - Built Environment	
Centerline Hardening	Intersections & Roadways	Centerline hardening involves placing durable plastic bollards, flex posts, and/or rubber curbs along the centerline. When used at intersections, they can be effective at requiring motorists to make left-turn movements at a 90-degree angle, thereby slowing vehicle speeds and improving motorists' visibility of the crosswalks across which they travel when turning. When used along a roadway segment, they can be effective at generally slowing vehicle speeds and preventing undesirable left-turning and/or U-turns between intersections.		Y	Y		1 - Built Environment	
Chevron Signs on Horizontal Curves	Signing & Striping	Post-mounted chevrons are intended to warn drivers of an approaching curve and provide tracking information and guidance to the drivers.	Y			Y	3 - Active Measure	40%
Chicane or Horizontal deflection	Intersections & Roadways	Chicanes incorporate the use of pavement markings, planting strips, on-street parking, etc., to create a sequence of horizontal curves (i.e., horizontal deflections) intended to slow vehicles.			Y	Y	1 - Built Environment	

Countermeasure	Category	Description	Connector (High Movement - Low Place)	Core (High Movement - High Place)	Place (Low Movement - High Place)	Neighborhood (Low Movement - Low Place)	Pyramid Tier	CRF (if available)
Close Slip Lane	Intersections & Roadways	Modifies the corner of an intersection to remove the sweeping right turn lane for vehicles. Results in shorter crossings for pedestrians, reduced speed for turning vehicles, better sight lines, and space for landscaping and other amenities.	Y	Y	Y		1 - Built Environment	44%
Curb Extensions	Pedestrian Facilities	A curb extension is a traffic calming measure that widens the sidewalk for a short distance to enhance the pedestrian crossing. This reduces the crossing distance and allows pedestrians and drivers to see each other when parked vehicles would otherwise block visibility. Paint and plastic curb extensions are a low-cost/quick-build option.	Y	Y	Y	Y	1 - Built Environment	37%
Diverter	Intersections & Roadways	A traffic diverter breaks up the street grid while maintaining permeability for pedestrians and bicyclists.			Y	Y	1 - Built Environment	
Door Zone Markings	Bikeways	Pavement markings denoting door zone of parked vehicles to raise awareness of bicyclists and motorists of that conflict area where an open car door could obstruct the path of a passing bicyclist.	Y	Y	Y	Y	1 - Built Environment	
Fixed Time Operation, Minimum Recall, Maximum Recall and Ped Recall	Signals	Other traffic signal programming features can have the effect of reducing vehicle speeds, by inhibiting green phases that are longer than necessary to serve traffic. For example, “early return to green” on the main street occurs when a cross-street phase is not actuated and not served; but by instead setting the cross street phase to Ped Recall, Min Recall, or Max Recall, the early green on the main street will be eliminated or reduced.	Y	Y	Y		2 - Latent Safety Measure	
Flashing Red	Signals	In low volume periods of the day, signals can be set to operate in flashing red on all approaches. This requires motorists to treat the signal as an allway stop. This strategy is simpler to implement than Red Rest, because it does not rely on vehicle detection.	Y	Y	Y		2 - Latent Safety Measure	
Floating Transit Island or Bus Boarding Island	Bikeways	Transit boarding island that is designed to allow bicycles to pass between the sidewalk and island thereby avoiding a bus-bike conflict when the bus stops at the boarding island. Can be used in combination with a bike lane, bufferred bike lane, or separated bike lane. The treatment can also reduce vehicle speeds as the island itself visually narrows the roadway and can have a traffic calming effect.	Y	Y	Y	Y	1 - Built Environment	
High-Visibility Crosswalk	Pedestrian Facilities	A high-visibility crosswalk has a striped pattern with ladder markings made of high-visibility material, such as thermoplastic tape, instead of paint. A high-visibility crosswalk improves the visibility of marked crosswalks and provides motorists a cue to slow down and yield to pedestrians.	Y	Y	Y	Y	1 - Built Environment	40%
High Visibility Crosswalks with Advanced Yield or Stop Markings and Warning Signs	Pedestrian Facilities	A pedestrian crossing at an intersection or on a segment provides a formalized location for people to cross the street, reducing the risk of people crossing outside crosswalks where drivers are not expecting them. Crosswalk striping, signs, and other enhanced features alert drivers that there may be a pedestrian crossing.		Y	Y	Y	1 - Built Environment	35%

Countermeasure	Category	Description	Connector (High Movement - Low Place)	Core (High Movement - High Place)	Place (Low Movement - High Place)	Neighborhood (Low Movement - Low Place)	Pyramid Tier	CRF (if available)
Intersection Reconstruction and Tightening	Intersections & Roadways	Intersections that intersect at a skewed angle or angle notably different than 90-degrees have a greater likelihood of collisions. Squaring up the intersection helps reduce the likelihood of collisions. "Squaring up" an intersection as close to 90 degrees as possible involves intersection reconstruction and approach realignment to provide better visibility for all road users, also reducing high speed turns, reducing length exposure for vehicles and/or bikes passing through the intersection, and reducing pedestrian crossing length.	Y	Y	Y	Y	1 - Built Environment	
Landscape Buffer	Pedestrian Facilities	Separating drivers from bicyclists and pedestrians using landscaping provides more space between the modes and can produce a traffic calming effect by encouraging drivers to drive at slower speeds, lowering the risk of crashing.	Y	Y	Y		1 - Built Environment	
Lane Narrowing	Intersections & Roadways	Lane narrowing reduces the width of the marked vehicle lanes to encourage motorists to travel at slower speeds. Lane narrowing can also help reallocate existing roadway space to other road users.	Y	Y	Y	Y	1 - Built Environment	
Leading Pedestrian Interval and Pedestrian Recall	Pedestrian Facilities	At intersection locations that have a high volume of turning vehicles and have high pedestrian vs. vehicle crashes, a leading pedestrian interval gives pedestrians the opportunity to enter an intersection 3 - 7 seconds before vehicles are given a green indication. With this head start, pedestrians can better establish their presence in the crosswalk before vehicles have priority to turn left or right. Pedestrian recall is a traffic signal timing function that causes a pedestrian walk phase to activate automatically every cycle.		Y	Y	Y	2 - Latent Safety Measure	10%
Neighborhood Traffic Circle	Intersections & Roadways	Neighborhood traffic circles are circular intersections similar to roundabouts, but are stop controlled on the approach and intended for smaller intersections. Typically, they supplement existing stop-controlled intersections with a circular island in the center that is designed to slow traffic and eliminates severe conflict points (such as conflicting left-turn movements).			Y	Y	1 - Built Environment	
Painted Optical Speed Bars	Signing & Striping	Optical Speed Bars are transverse pavement markings placed with progressively reduced spacing on both edges of the traveled way to create the perception of increased speed. This illusion encourages drivers to slow down as they pass by the markings.	Y	Y	Y	Y	2 - Latent Safety Measure	
Pedestrian Hybrid Beacon	Signals	A pedestrian-hybrid beacon (PHB) is used at unsignalized intersections or mid-block crosswalks to notify oncoming motorists to stop with a series of red and yellow lights. Unlike a traffic signal, the PHB rests in dark until a pedestrian activates it via pushbutton or other form of detection.		Y	Y		2 - Latent Safety Measure	12%
Prohibit Turns During Pedestrian Phase	Signals	Restricts left or right turns during the pedestrian crossing phase at locations where a turning vehicle may conflict with pedestrians in the crosswalk. This restriction may be displayed with a blank-out sign.	Y	Y	Y		2 - Latent Safety Measure	

Countermeasure	Category	Description	Connector (High Movement - Low Place)	Core (High Movement - High Place)	Place (Low Movement - High Place)	Neighborhood (Low Movement - Low Place)	Pyramid Tier	CRF (if available)
Protected Intersection	Intersections & Roadways	Protected intersections use corner islands, curb extensions, and colored paint to delineate bicycle and pedestrian movements across an intersection. Slower driving speeds and shorter crossing distance increase safety for pedestrians. Separates bicycles from pedestrians as well as moving vehicles.	Y	Y	Y		1 - Built Environment	
Raised Crosswalk	Intersections & Roadways	A Raised Crosswalk is a pedestrian crosswalk that is typically elevated 3-6 inches above the road or at sidewalk level. A Raised Crosswalk improves increases crosswalk and pedestrian visibility and slows down motorists.			Y	Y	1 - Built Environment	36%
Raised Intersection	Intersections & Roadways	Elevates the intersection to bring vehicles to the sidewalk level. Serves as a traffic calming measure by extending the sidewalk context across the road.			Y	Y	1 - Built Environment	
Raised Median	Intersections & Roadways	Curbed sections in the center of the roadway that are physically separated from vehicular traffic. Raised medians can also help control access to and from side streets and driveways, reducing conflict points.	Y	Y			1 - Built Environment	71%
Rectangular Rapid Flashing Beacon	Signals	A rectangular rapid flashing beacon (RRFB) is a pedestrian-activated flashing light with additional signage to alert motorists of a pedestrian crossing. An RRFB increases the visibility of marked crosswalks and provides motorists a cue to slow down and yield to pedestrians.		Y	Y		2 - Latent Safety Measure	47%
Red Light Camera	Other	A red light camera enforces traffic signal compliance by capturing the image of a vehicle that has entered an intersection in spite of the traffic signal indicating red. The automatic photographic evidence is used by authorities to enforce traffic laws and issue traffic violation tickets.	Y	Y	Y		3 - Active Measure	20%
Refuge Island	Intersections & Roadways	A Raised Median, or Refuge Island, is a raised barrier in the center of the roadway that can restrict certain turning movements and provide a place for pedestrians to wait if they are unable to finish crossing the intersection. A Raised Median reduces the number of potential conflict points with designated zones for vehicles to turn, and a pedestrian refuge island reduces the exposure for pedestrians crossing the intersection. Pedestrian refuge areas constructed from paint and plastic may be implemented as part of a low-cost/quick build project.	Y	Y	Y		1 - Built Environment	28%
Road Diet	Intersections & Roadways	A Road Diet reduces roadway space dedicated to vehicle travel lanes to create room for bicycle facilities, wider sidewalks, or center turn lanes. A Road Diet reduces vehicle speeds and creates designated space for all road users.	Y	Y	Y	Y	1 - Built Environment	47%

Countermeasure	Category	Description	Connector (High Movement - Low Place)	Core (High Movement - High Place)	Place (Low Movement - High Place)	Neighborhood (Low Movement - Low Place)	Pyramid Tier	CRF (if available)
Roundabout	Intersections & Roadways	A roundabout is a type of circular intersection in which road traffic is permitted to flow in one direction around a central island, and priority is typically given to traffic already in the junction. The types of conflicts that occur at roundabouts are different from those occurring at conventional intersections; namely, severe conflicts from crossing and left-turn movements are not present in a roundabout. The geometry of a roundabout forces drivers to reduce speeds as they proceed through the intersection; the range of vehicle speeds is also narrowed, reducing the severity of crashes when they do occur. Pedestrians also only have to cross one direction of traffic at a time at roundabouts, thus reducing exposure to vehicle traffic.	Y	Y	Y		1 - Built Environment	51%
Rumble Strips	Intersections & Roadways	Rumble strips create noise and vibration inside the vehicle that alert a driver as they cross the centerline or edge line. Treatment can help with lane keeping instances where a driver is distracted or drowsy. Rumble strips also alert drivers to the lane limits when conditions such as rain, fog, snow, or dust reduce driver visibility.	Y	Y			1 - Built Environment	53%
Separated Bikeway	Bikeways	A separated bikeway, also called a cycletrack, provides dedicated street space, typically adjacent to outer vehicle travel lanes, with physical separation from vehicle traffic, designated lane markings, pavement legends, and signage. Physical separation may consist of plastic posts, parked vehicles, raised median, or a curb (if the separated bike lane is raised to sidewalk level). Separated bikeways reduce conflicts between people biking and motorists. They also provide more physical protection that further reduces the risk of severe conflicts between bicycles and vehicles on the road. Separated bike lanes can also help manage or reduce vehicle speeds as some of the design features can have a traffic calming effect.	Y	Y	Y		1 - Built Environment	41%
Shorten Cycle Length	Signals	Traffic signal cycle lengths have a significant impact on the quality of the urban realm and consequently, the opportunities for bicyclists, pedestrians, and transit vehicles to operate effectively along a corridor. Long signal cycles, compounded over multiple intersections, can make crossing a street or walking even a short distance prohibitive and frustrating. Short cycle lengths of 60–90 seconds are ideal for urban areas.	Y	Y	Y		2 - Latent Safety Measure	
Signal Interconnectivity and Coordination / Green Wave	Signals	The emphasis on improving signal coordination for this countermeasure is to provide an opportunity for slow-speed signal coordination. Traffic signals along a corridor are frequently coordinated to favor the corridor's posted speed limit, e.g. 30 mph. Signals can instead be retimed to favor a lower progression speed, which not only serves to manage speed but also favors bicycle travel. Coordinating signals to allow for bicyclist progression, also known as a 'green wave,' gives bicyclists and pedestrians more time to cross through the 'green wave' intersections. Similarly, signals can be timed to the posted speed limit, but with "breaks" in the progression at bus stops, in order to favor bus movement by accounting for expected dwell time at bus stops.	Y	Y	Y		2 - Latent Safety Measure	15%

Countermeasure	Category	Description	Connector (High Movement - Low Place)	Core (High Movement - High Place)	Place (Low Movement - High Place)	Neighborhood (Low Movement - Low Place)	Pyramid Tier	CRF (if available)
Speed Feedback Sign	Signing & Striping	A speed feedback sign notifies drivers of their current speed, usually followed by a reminder of the posted speed limit. A speed feedback sign provides a cue for drivers to check their speed and slow down, if necessary.	Y	Y	Y		3 - Active Measure	10%
Speed Hump or Speed Table	Intersections & Roadways	These traffic calming devices use vertical deflection to raise the entire wheelbase of a vehicle and encourage motorists to travel at slower speeds.			Y	Y	1 - Built Environment	
Speed Legends on Pavement	Signing & Striping	Speed legends are numerals painted on the roadway indicating the current speed limit in miles per hour. They are usually placed near speed limit signposts.			Y	Y	3 - Active Measure	
Speed Limit Reduction	Other	As an industry, there is a consistent movement away from setting speed limits solely based on 85th percentile vehicle speeds. Roadway characteristics, adjacent land use context, as well as the risk higher speeds create for all road users are now considered. Where separate space is not available for vulnerable road users and/or severe conflicts (e.g., crossing or turning conflicts) are present between motorvehicles speeds of 25 mph are preferable to reduce the risk of severe collisions. Where separated space is provided for vulnerable road users and severe conflicts between vehicles are managed, speed limits above 25 mph can be considered.	Y	Y	Y	Y	3 - Active Measure	Varies
Speed Sensitive Rest in Red Signal	Signals	At certain hours (e.g. late night) a signal remains red for all approaches or certain approaches until a vehicle arrives at the intersection. If the vehicle is going faster than the desired speed, the signal will not turn green until after vehicle stops. If the vehicle is going the desired speed the signal will change to green before the vehicle arrives. This signal timing provides operational benefit to drivers traveling at the desired speed limit. Can be paired with variable speed warning signs.	Y	Y			2 - Latent Safety Measure	30%
Splitter Island	Intersections & Roadways	A raised area that separates the two directions of travel on the minor street approach at an unsignalized intersection or roundabout. Helps channelize traffic in opposing directions of travel. Also helps improve the visibility of an intersection when approaching it. Provides a refuge for pedestrians.		Y	Y	Y	1 - Built Environment	40%
Speed Safety Cameras	Other	A speed safety camera can help automate enforcement of posted speed limits. The automatic photographic evidence can be used by authorities to issue traffic violation tickets. Note that this is not currently legal in Hayward.	Y	Y	Y		3 - Active Measure	
Law enforcement	Other	Issuing speeding violation tickets to drivers can help slow down speeds. The effectiveness of this is limited based on the availability of officers to ensure widespread and consistent enforcement.	Y	Y	Y	Y	3 - Active Measure	

File #: RPT 26-015

DATE: February 25, 2026

TO: Council Infrastructure & Airport Committee

FROM: Director of Public Works

SUBJECT

Public Safety Center Project Update

RECOMMENDATION

That the Council Infrastructure & Airport Committee (CIAC) receive an update on the Public Safety Center project and provide feedback.

SUMMARY

The existing Hayward Police Station no longer meets the space, operational, staffing, and security requirements for the Hayward Police Department (HPD). A new Public Safety Center (PSC) is needed to fulfill the requirements.

On April 15, 2025, Council authorized the City Manager to execute a professional services agreement with LPA, Inc., for site assessment and conceptual design services. Their services concluded with a final study report. This item summarizes the study.

ATTACHMENTS

Attachment I Staff Report

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FISCAL IMPACT

The current total cost of the site assessment and conceptual design for new PSC is $625,000 and is funded by the Measure C Capital – Fund 406. On June 25, 2024[3], City Council adopted a resolution authorizing the City Manager to appropriate $500,000 from the Measure C Capital for the project. Subsequently, additional effort was needed and on April 15, 2025[2], City Council approved an appropriation of additional funds in the amount of $125,000 for the contract with LPA and staff support.

[1] https://hayward.legistar.com/LegislationDetail.aspx?ID=7299982&GUID=DF8B1F9A-341E-4100-90C3-DA2FA465512E&Options=&Search=
[2] HaywardPublicSafetyCenter_FINAL.pdf
[3] https://hayward.legistar.com/LegislationDetail.aspx?ID=6734735&GUID=4E4F3125-CB45-40D3-87AC-3B607B2E74B9&Options=&Search=

BACKGROUND

Built in 1975, the existing facility at 300 West Winton Avenue has surpassed its useful life. It is undersized, poorly configured, and lacks the essential security separations required for modern police stations. Operational and space-related deficiencies include:

- Insufficient operational spaces for staff and no public meeting spaces
- Inadequate separation of public, secure, and restricted circulation zones
- Limited public waiting, queuing, and interview areas
- Insufficient juvenile interview and detention facilities
- Inadequate file storage
- Inefficient departmental layouts, with key functions located at inefficient distances from each other
- Outdated holding and booking facilities for detainees

Building system deficiencies include:

- Need for more energy-efficient mechanical and electrical systems
- Required ADA upgrades
- Building issues, including leaks into sensitive technology rooms
- Antiquated sewer and plumbing systems that fail regularly
- Multiple temporary, portable structures used for police functions
- Lack of exterior standoff distances for security and blast threats
- Inadequate site parking for departmental and staff vehicles
- Inadequate square footage for today's needs

The building has been modified over the years, including an addition for office space and a Communications Center, and further remodeling is now impractical. Small or incremental expansions would exacerbate inefficiencies and compromise security. Given these challenges, constructing a new facility is the best solution to meet the HPD's evolving needs. The new PSC should include the following features:

- Police Headquarter
- Temporary holding facilities
- Indoor shooting range
- Increased services for the Youth and Family Services Bureau
- Animal services relocated to new PSC
- Crime Scene Technician Lab integrated to new PSC
- Some satellite campuses tasks relocated to new PSC

Two locations have been identified as possible sites for the new PSC and in 2020 were preliminarily analyzed for potential project sites. These locations are as follows:

- An 8-acre portion of the former California Air National Guard (CANG) site: This site is located at 1525 West Winton Avenue and Tuskegee Airmen Drive. Eight acres have been designated at the eastern half of the 16.8-acre CANG site for the possible future location of the PSC

- The former City Hall Building Site: This site is located at 22300 Foothill Blvd between Foothill Blvd and City Center Drive. The site is approximately 3.5 open acres. The former City Hall building was demolished in 2020. The parking structure on the south side of the property which is another 2.3 acres remains and can potentially be refurbished and reused for PSC parking. There is approximately a total of 5.82 acres at ground level

DISCUSSION

LPA's scope of work provided a conceptual design detailing the programming and space needs, site analysis, cost estimate and the possible construction delivery methods.

Programming & Space Needs

LPA reviewed existing documents and conducted interviews with HPD staff to assess user and space needs. This process included distributing questionnaires to all HPD divisions to identify current requirements as well as anticipated future needs. Follow-up interviews were conducted to discuss questionnaire responses and gain a comprehensive understanding of departmental operations, space requirements, specialized needs, and emerging trends. Finally, space needs were projected to accommodate staffing growth through the year 2050

This resulted in:

- 91,000 gross square feet (gsf) essential services building (Public space, Space for Admin & all PD divisions, crime lab, dispatch, jail and shared staff areas)
- 30,000 gsf non-essential services building (K9, Special Response Unit, Property & Evidence, Indoor Range)
- 29,000 gsf animal services building
- 100-yard outdoor range
- Tactical Simulation Building
- Parking

Essential services building houses functions that are critical to public safety, health, or continuity of services and must remain operational during emergencies or disasters. While non-essential services building supports functions that are still important but not mission-critical during emergencies and can tolerate temporary shutdowns. Classifying a building as essential vs non-essential affects structural design criteria, need for backup power and system redundancy and construction cost.

Site Analysis

The two sites were evaluated for their suitability to support the PSC. The site selection process included a comprehensive evaluation of the features and characteristics of each site.

CANG site:

- 8.1 acres or possibly more, if needed
- Easy access to I-880
- Adjacent to Hayward Executive Airport and Fire Station 6 & Fire Training Center
- Expansion opportunity

City Center site:

- 5.8 acres
- In Downtown and ease for community access
- Close proximity to City Hall
- However, adjacent to Hayward Fault

The CANG site is determined to be better suited for the development of the new PSC. One of the major considerations is the availability of site area and the potential for expansion will permit flexibility to meet the needs. Construction cost is another factor that makes the CANG site more attractive. Due to the smaller site footprint at the City Center site, construction costs increase because the required building area would necessitate a five-story building, versus a three-story building at the larger CANG site.

The selection of either site will not affect HPD operations during construction. Following relocation to the new facility, the City may elect to refurbish and repurpose the existing building, or deconstruct it and retain the property for future use or surplus.

Cost estimate

Project cost estimates were prepared for both sites consistent with the programming and space needs outlined above.

CANG site:

Buildings & Parking Structure	$212 million
Site Work, including outdoor range and tactical simulation building	$53 million
Soft Cost	$72 million
Project Total	$337 million

City Center site:

Buildings & Parking Structure	$242 million
Site Work, without outdoor range and tactical simulation building*	$30 million
Soft Cost	$80 million
Project Total	$352 million

*Since the City Center site is adjacent to residential housing, the outdoor range and tactical simulation building cannot be included.

With the $200M identified for this project as identified but unfunded capital needs, the original programming and space needs were re-evaluated. This included prioritizing programming to reduce programming scope to be done in a future phase. They include:

- Animal Services- removed from PSC with the option to be included in a later phase or located in an alternative site
- Public Spaces - reduction of the public lobby space and removal of one of the community meeting rooms
- Workstations- spaces reduced where functionality would not be compromised
- Firearms Training - indoor firearms range, originally planned to be 50 yards, was reduced to a 25-yard range. The 100yd outdoor range is included in the PSC at the CANG site with a four lane 50yd outdoor range planned for a future phase. The tactical simulation building is removed to a future phase
- Property & Evidence- a reduction in the number of workstations, drying cabinets, and evidence lockers
- K-9 - this program is removed to a future phase
- Special Response Unit - The unit's dedicated briefing room was removed from the scope with the assumption the unit could use the patrol briefing room when needed
- Jail - a reduction in storage space, kitchen size, and number of cells. This reduced the maximum capacity of the jail from 49 people to 35 people
- Communications Center - a reduction in the size of the break room, and the number of dispatch consoles was reduced from 16 to 14
- Vehicle Exam – reduction of the exam bay from 2 to 1
- Youth & Family Services Bureau - Reductions include the removal of the overflow counseling rooms, the waiting room, and the dedicated breakroom

With the above reduction or prioritized programming, the project cost at the CANG site is $247M and at the City Center site is $259M.

<u>Delivery methods</u>

The construction delivery method is the approach used to design and construct a project. It defines how the project team is structured, how contracts are established, and how responsibilities, risks, costs, and schedules are managed among the owner, designer, and contractor. The traditional delivery method and common to CIP projects in the City is Design-Bid-Build. Other alternative delivery methods include Design–Build, Progressive Design-Build, Construction Manager at Risk, and Public Private Partnership (P3). Each delivery method offers different advantages related to cost control, schedule certainty, and collaboration.

> Design–Bid–Build (DBB): the traditional project delivery method in which the owner contracts separately with a designer and a construction contractor. The designer completes the full design and prepares construction documents, after which the project is competitively bid and awarded to a contractor. Construction begins only

after design is complete. This approach provides clear roles, strong pricing competition, and a well-defined scope, but it can result in longer schedules and limited collaboration between design and construction teams.

Design–Build (DB): DB is a delivery method in which the owner contracts with a single entity that is responsible for both design and construction. The design-builder integrates design and construction services under one contract, allowing for overlapping phases, earlier cost certainty, and faster project delivery. This method reduces owner coordination responsibilities and can minimize disputes, though it requires the owner to clearly define performance requirements at the outset.

Progressive Design–Build (PDB): PDB is a form of design–build in which the owner selects a design-builder primarily based on qualifications rather than a fixed price. The design-builder works collaboratively with the owner during early design to develop scope, schedule, and cost, with pricing established later as the design advances. This approach emphasizes transparency, shared risk management, and flexibility to refine project goals while maintaining the benefits of integrated delivery.

Construction Manager at Risk (CMAR): CMAR is a delivery method in which the owner contracts with a construction manager during the design phase to provide constructability input, cost estimating, and scheduling services. The construction manager later assumes the role of general contractor and provides a guaranteed maximum price, taking responsibility for delivering the project within that price. CMAR promotes early collaboration and cost control while preserving a separate designer–owner relationship.

Public–Private Partnership (P3): P3 is a customized contractual arrangement in which a public agency partners with a private entity to deliver a public facility. The private partner may be responsible for design, construction, and financing, as well as flexibly structuring operation, and/or maintenance responsibilities over short-, medium-, and long-term periods. P3s leverage private-sector developer expertise and financing to deliver complex projects more efficiently, with risks allocated to the party best able to manage them and performance guarantees provided by the development partner.

Selecting an appropriate construction delivery method ensures that the project is delivered efficiently, transparently, and in alignment with the goal for accountability, budget control, and timely completion. For this project, the P3 delivery method is considered the most advantageous because it combines strong cost and schedule certainty with enhanced accountability and transparency. Under a P3 structure, the project can be delivered with a guaranteed maximum price, contractual schedule commitments, and liquidated damages for late delivery, providing the City with meaningful protection against cost overruns and delays. The P3 approach supports an open-book delivery process, with full cost transparency and audit rights retained by the City, while maintaining public-sector safeguards such as competitively bid trade packages. This structure also enables efficient

risk allocation to the parties best able to manage those risks and allows any cost savings achieved during delivery to revert to the City. Collectively, these features provide a high level of fiscal control, performance accountability, and delivery certainty, making the P3 delivery method the most appropriate choice for this project, although no definitive decision has been made. City staff are actively exploring potential developer interest and next steps for pursuing and implementing the P3 method in order for staff to finalize a delivery method recommendation for Council.

ECONOMIC IMPACT

There will be many trade jobs involved in the eventual construction of the facility, which will be subject to the City's Community Workforce Agreement. Upon completion of the facility, this project will improve staff retention and support recruitment efforts.

STRATEGIC ROADMAP

This agenda item directly supports the Strategic Priority of Invest in Infrastructure. Specifically, this item relates to the implementation of the following project:

Invest in City Facilities and Property:

N17 Provide CIC a needs assessment/preliminary feasibility report on a new Police Building, including a funding mechanism.

SUSTAINABILITY FEATURES

This new facility will be reviewed by the Building Division for conformance with State and local requirements related to sustainability (i.e., California Building Code, California Energy Code, etc.) which require a certain level of energy efficiency, resource conservation, material recycling, etc. In alignment with City policies, the facility will be all electric (no natural gas infrastructure) and will include sufficient solar to be a zero net energy facility. The facility will also have electric vehicle (EV) charging with at least 20% of the parking spaces with either chargers installed or being EV capable. In addition, the building will be designed and constructed to meet Leadership in Energy and Environmental Design (LEED) standards for a Silver Certification, or better.

PUBLIC CONTACT

There is no public contact proposed for this item at this time. Input from interested community groups and residents will continue to be solicited during each phase.

NEXT STEPS

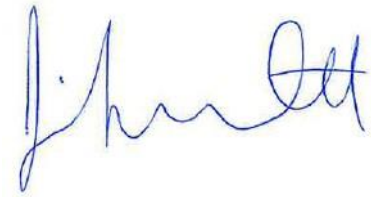
With the completion of conceptual design, specifically, programming, space needs, and site assessment, the next step is to further explore and confirm the delivery method, evaluate

the City's timing for financially supporting the project given the current financial situation faced by the City, and select the project team.

Prepared by: Dave Hung, Acting Deputy Director of Public Works

Recommended by: Alex Ameri, Director of Public Works

Approved by:



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Jennifer Ott, City Manager

File #: ACT 26-005

DATE: February 25, 2026

TO: Council Infrastructure & Airport Committee

FROM: Director of Public Works

SUBJECT

Proposed Agenda Planning Calendar: Review and Comment

RECOMMENDATION

That the Council Infrastructure & Airport Committee (CIAC) reviews and comments on this report.

SUMMARY

The proposed agenda planning calendar contains planned agenda topics for the Committee meetings for the CIAC's consideration. This agenda item is included in every CIAC agenda and reflects any modifications to the planning calendar, including additions, rescheduled items, and/or cancelled items.

ATTACHMENTS

Attachment I Staff Report

DATE: February 25, 2026

TO: Council Infrastructure & Airport Committee

FROM: Director of Public Works

SUBJECT: Proposed Agenda Planning Calendar: Review and Comment

RECOMMENDATION

That the Council Infrastructure & Airport Committee (CIAC) reviews and comments on this report.

SUMMARY

The proposed agenda planning calendar contains planned agenda topics for the Committee meetings for the CIAC's consideration. This agenda item is included in every CIAC agenda and reflects any modifications to the planning calendar, including additions, rescheduled items, and/or cancelled items.

DISCUSSION

The proposed agenda planning calendar contains planned agenda topics for several future meetings for the CIAC's consideration. This agenda item is included in every CIAC agenda and reflects any modifications to the planning calendar, including additions, rescheduled items, and/or cancelled items.

Underlined – Staff recommends item to be added to Approved Agenda Planning Calendar
~~Strikeout~~ - Staff recommends item to be removed or scheduled from previously Approved Planning Calendar.

FY 2026
April 22, 2026 – Meeting Location: Hayward City Hall
1. Approval of Minutes from February 5, 2024 Special Meeting, and February 25, 2026 meeting
2. Review and Approve the Agenda Planning Calendar
3. Urban Water Management Plan/Water Shortage Contingency Plan
4. BART TOD Update
5. CIP Oral Update

June 24, 2026 – Meeting Location: TBD
1. Approval of Minutes from April 22, 2026 Meeting
2. Review and Approve the Agenda Planning Calendar
3. Receive Update on New CIP Project: Corporation Yard
4. Oral Updates
August 26, 2026
1. Approval of Minutes from June 24, 2026 Meeting
2. Review and Approve the Agenda Planning Calendar
3. Oral Updates

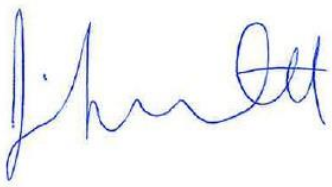
NEXT STEPS

Upon consideration and approval by CIAC, staff will schedule items accordingly for future meetings.

Prepared by: Dave Hung, Acting Deputy Director of Public Works
Byron Tang, Principal Transportation Engineer

Recommended by: Alex Ameri, Director of Public Works

Approved by:



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Jennifer Ott, City Manager