

**CITY COUNCIL MEETING**

**FEBRUARY 15, 2022**

**PRESENTATIONS**

**WORK SESSION**

**ITEM #4**

**WS 22-005**

**DISCUSS PUBLIC  
SAFETY POLICY  
INNOVATION  
WORKSHOP  
PROJECTS**

# Public Safety Policy Innovation Workshop Pilot Projects

6-month Implementation Update (Q3 FY 2022)

# Background

- **July 2020:** Council directs staff to conduct community engagement following George Floyd's murder
- **Fall 2020:** Community Conversations & Survey
- **Spring 2020:** Public Safety Policy Innovation Workshop to address concerns raised in community engagement
- **May 2021:** Council directs staff to implement **9** recommended pilot projects over next 6-12 months and report back at 6-month intervals

# Communications Center Needs Assessment and Strategic Plan

Project #1 – Dispatch Needs Assessment and Capacity Improvement

# Communications Implementation Progress

<b>October</b>	<ul style="list-style-type: none"><li>• Through a RFP process, staff selected and contracted with Federal Engineering as the consultant for this project</li></ul>
<b>November - December</b>	<ul style="list-style-type: none"><li>• Consultant collected data and documentation for a current conditions analysis</li></ul>
<b>January</b>	<ul style="list-style-type: none"><li>• Onsite operations observation and stakeholder interviews with Communications staff, HPD staff, HFD staff, IT</li></ul>
<b>February - May</b>	<ul style="list-style-type: none"><li>• Develop recommendations for improvement and for pilot programs, including supporting PSPIW work</li><li>• Create final report and strategic plan</li></ul>
<b>May</b>	<ul style="list-style-type: none"><li>• Council meeting to present final report and recommendations</li></ul>

# Communications Project Challenges

- Resource Needs
  - Implementation of recommendations and strategic plan will require funding and staff time investments
- Data Challenges
  - Existing City data systems present challenges for extracting and analyzing data, collecting additional data, and/or changing operations

# The Hayward Evaluation and Response Team (H.E.A.R.T.) Program

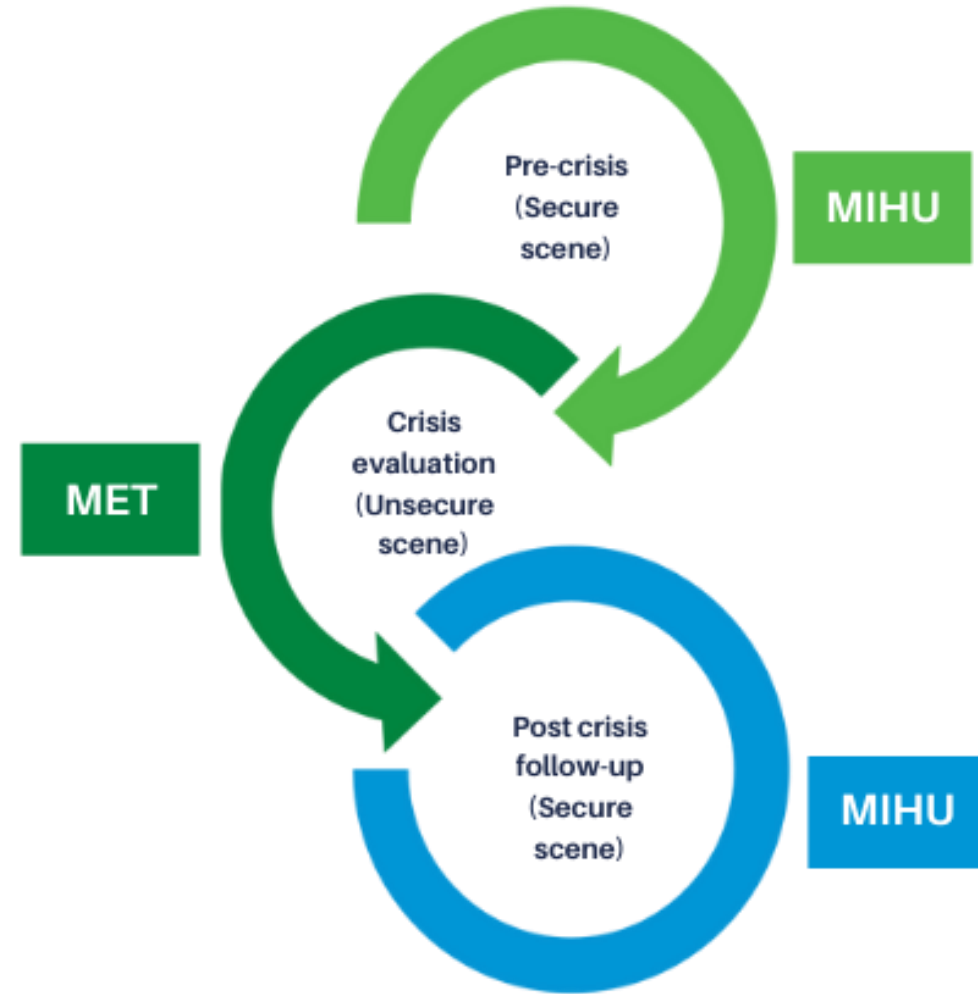
Project #2 – Mobile Mental Health Response Team

Project #3 – District Command Behavioral Health Clinician

Project #4 – Behavioral Health Coordinator



- Innovative new program to serve community members experiencing mental illness, substance abuse and homelessness
- Linking people with services and reducing the need for police officers to intervene
- Piloting two different mobile teams
- Partnership between City, County and Community Based Organizations



MIHU: Mobile Integrated Health Unit  
MET: Mobile Evaluation Team

# H.E.A.R.T. Implementation Progress

<b>June</b>	<ul style="list-style-type: none"><li>• Began piloting Mobile Evaluation Team (MET) of District command officers and Alameda County Behavioral Health clinicians</li></ul>
<b>August</b>	<ul style="list-style-type: none"><li>• Behavioral Health Coordinator position filled</li></ul>
<b>September - December</b>	<ul style="list-style-type: none"><li>• Shared program model at 13 City Hall to You meetings</li><li>• Purchased program vehicles and equipment</li><li>• Partnership with Tiburcio Vasquez</li></ul>
<b>January</b>	<ul style="list-style-type: none"><li>• Mobile Integrated Health Unit (MIHU) soft launch</li></ul>
<b>Continuing</b>	<ul style="list-style-type: none"><li>• Hire dedicated MIHU behavioral health clinician</li><li>• Expand MIHU hours</li></ul>

# H.E.A.R.T. Program Challenges

- Staffing Resources
  - High-quality behavioral health staff are in high demand in a national labor shortage
- Transport Laws
  - State law currently doesn't allow for patient transport to non-ER settings, limiting options for connecting residents with appropriate resources
- Systemic Resource Gaps
  - Not always appropriate referral resources available
- Data Challenges

# Community Services Officers Respond to Property Crimes

Project #6

# CSO Implementation Progress

<b>Early Fall 2022</b>	<ul style="list-style-type: none"><li>• Met with bargaining groups and staff to structure role responsibilities, program workflow, and identify training needs</li></ul>
<b>November</b>	<ul style="list-style-type: none"><li>• Program soft launch</li></ul>
<b>Ongoing</b>	<ul style="list-style-type: none"><li>• Expand program hours and availability</li></ul>

# CSO Project Challenges

- Staffing Resources
  - Pilot project operates on a volunteer overtime basis and will require dedicated staff and possible classification changes for long-term sustainability
- COVID-19
  - COVID-19 quarantine and isolation periods have exacerbated staffing shortages in the classification

# The Hayward People's Budget

Project #8 – Neighborhood Participatory Budgeting

# People's Budget Implementation Progress

<b>September</b>	<ul style="list-style-type: none"><li>• Staff advertised project at 13 City Hall to You community</li><li>• Delegate applications</li></ul>
<b>November - March</b>	<ul style="list-style-type: none"><li>• 50 delegates attending regular meetings to conduct community outreach and create project proposals</li><li>• Online map for community members to submit project ideas (over 200 ideas submitted to date)</li><li>• Open house at Chabot where students shared their proposals with neighborhood delegates</li></ul>
<b>April</b>	Release voter guide and get out the vote
<b>May</b>	Community voting
<b>2022-2023</b>	Projects with most votes implemented by community leads



# Challenges

- COVID-19
  - Recent surges and gathering guidance have delayed voting on community projects and related outreach
  - Zoom fatigue

# Remaining Project Updates

**Project #5**  
**Expand Shelter  
Options +  
Outreach**

- Council is considering this project in the context of the Let's House Hayward! Strategic Plan to Reduce Homelessness

**Project #9**  
**HPD Training  
Curriculum  
Working Group**

- Due to staffing limitations, this project has been scheduled for and will commence in Q3 of FY 2022

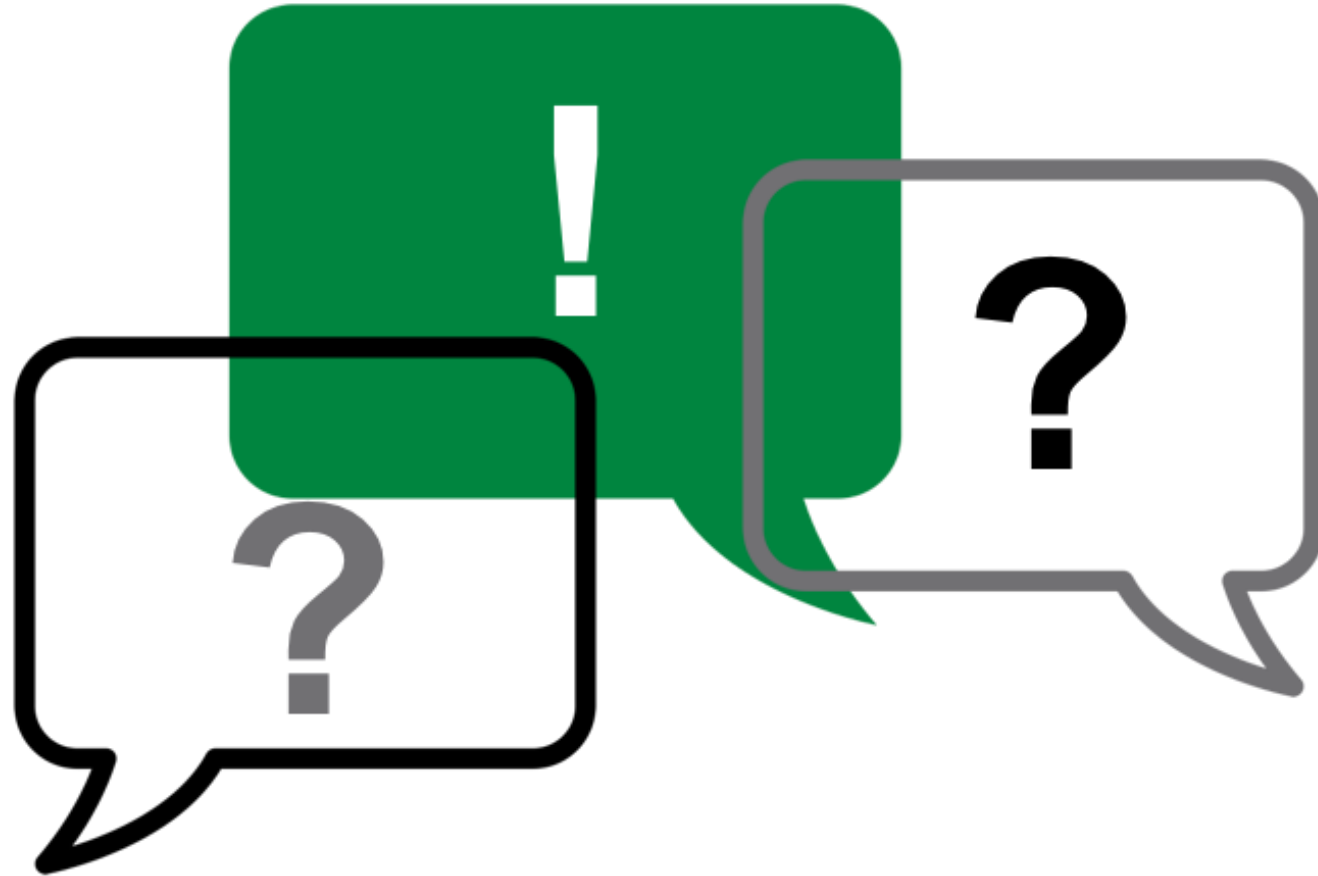
**Project #17**  
**Community  
Complaint  
Liaison**

- Due to staffing limitations, this project has been scheduled for and will commence in Q3 of FY 2022

# Next Steps

- Continue implementation of pilot projects and collecting data on project cost and performance
- Develop budget/resource requests to support continuing pilots for FY 2023, explore grant funding opportunities
- Launch projects scheduled for second half of FY 2022
- Report out to Council on pilot performance and projects recommended for mid-term implementation/further research

# Questions



**ITEM #5**

**PH 22-007**

**PT. EDEN WAY  
U-HAUL FACILITY  
APPEAL OF  
PLANNING COMMISSION  
DENIAL**



## DEVELOPMENT SERVICES

# Continuation of Appeal of Planning Commission Denial of U-Haul Development at 4150 Pt Eden Way

# Presentation Outline



- ▶ Proposed Project
- ▶ Key Issues from December 15, 2021 Meeting
- ▶ Environmental Impact Report
- ▶ Findings & Conditions
- ▶ Recommendation



# Proposed Project



# Site: East & West Components



# Eastern Component





# Rendering





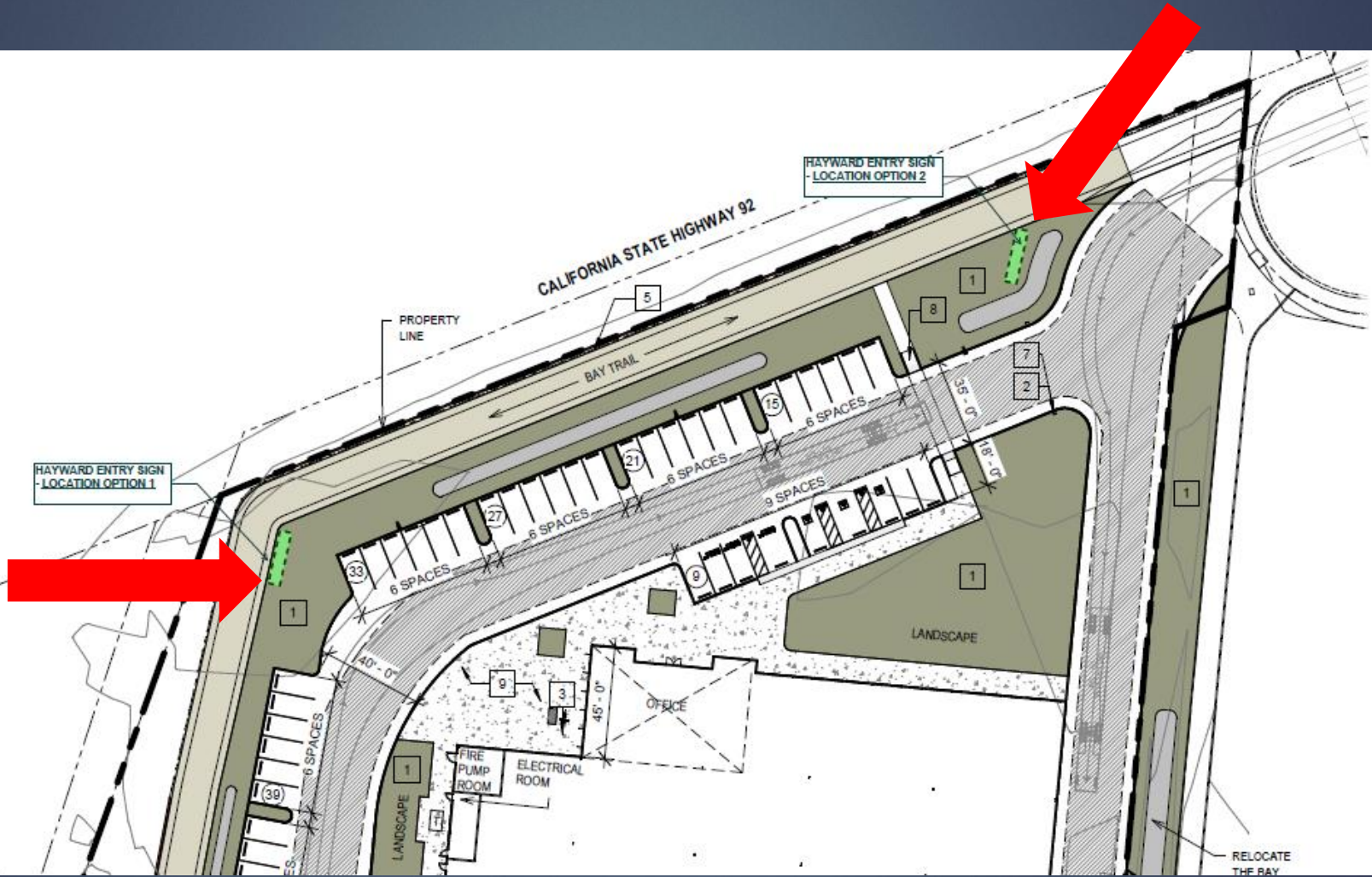
# Key Issues from December 15, 2021 Meeting

# Summary of Key Issues



- ▶ **Labor negotiation:** Applicant entered into an agreement with Swinerton, a union general contractor.
- ▶ **Identify an area on site for future gateway signage and contribution toward signage:** Applicant identified two potential locations for gateway signage and will provide partial contribution toward signage.
- ▶ **Reuse of historic materials on site:** Salvaged lumber from building will be used to construct interpretive sign features; and salt processing equipment will be retained and displayed.

# Gateway Signage Locations



# Summary of Key Issues



- ▶ **Sea Level Rise:** The proposed structure meets City's standards for flood protection while portions of the site (parking lot, loading dock) may be inundated in the future.
- ▶ **Potential for bird strikes:** Building uses nonreflective glass & architectural features recommended by US Fish and Wildlife to prevent bird strikes.
- ▶ **Use of permeable pavers:** Not recommended due to underlying soil and high water table.
- ▶ **Bay Trail and State Route 92 Additional Landscaping:** Area is outside project property boundaries and addition of landscaping would reduce the width of the Bay Trail.





# Environmental Impact Report

# Environmental Impact Report



- ▶ Initial Study found potentially significant impacts in the areas of **Biological Resources, Cultural Resources, Hazards and Hazardous Materials, Transportation and Tribal Cultural Resources**; and found impacts less than significant in all other areas.
- ▶ The Draft EIR found that all impacts could be mitigated to a level of less than significant with mitigation with the exception of **Cultural Resources**.
- ▶ Mitigation Measures to document the existing structure affiliated with the Oliver Brother Salt Company, and to install an interpretive display at the site to commemorate the historic use were added to the project. **However, the impact remains significant and unavoidable.** The City Council must adopt a **Statement of Overriding Considerations** related to the loss of the historic structure.



# Findings & Conditions

# Findings



- ▶ The project would be consistent with the General Plan Goals and Policies related to increasing jobs and enhancing the visual character of a gateway site.
- ▶ The project would result in development of a warehouse for U-Haul corporate headquarters in the Industrial District where such uses are permitted.
- ▶ The project would feature a glass-fronted building with an office appearance from Route 92 and artistic features.
- ▶ The project would result in an increase in property taxes & signal new investment in the industrial area.
- ▶ The project would result in realignment of the Bay Trail to take advantage of western views to the Bay.
- ▶ The structure & Bay Trail would be located above the flood plain.

# Conditions of Approval



- ▶ Applicant will set aside land and contribute to design, construction and installation of new sign.
- ▶ Realignment and design of Bay Trail subject to East Bay Regional Park District approval.
- ▶ Lights in building shall be turned off at night to minimize impacts on surrounding land & all site lighting shall be designed to prevent spillover.
- ▶ Proposed 32-acre preserve shall be subject to a conservation easement and maintained in perpetuity as open space.
- ▶ All Mitigation Measures were made conditions of approval of the project.

# Staff Recommendation



That the City Council overturn the Commission denial and approve Site Plan Review & Historical Demolition Permit for the Proposed U-Haul Development; and certify the Environmental Impact Report & Related Findings and adopt the Mitigation Monitoring and Reporting Program and the Statement of Overriding Considerations prepared for the Project.

# Questions & Discussion



# UHAUL

Point Eden Way

National Historic Preservation Act  
Section 106 Compliance





## Mitigation Measures for HISTORIC PROPERTY – Environmental Compliance

STIPULATIONS 1, 2 & 3 shown:

National Historic Preservation Act-Section 106 Compliance

Advanced state of “demolition by neglect” prior to U-Haul’s purchase.

Stipulations designed to preserve industrial landscape, saltwater saltwater evaporation ponds and processes.



National Historic Preservation Act-Section 106 Compliance

## Mitigation Measures for HISTORIC PROPERTY – Environmental Compliance

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### STIPULATION 1:

Channel gate with valve – saltwater evaporation ponds (preserve/protect)



Channel gate with valve – saltwater evaporation ponds (preserve/protect)



National Historic Preservation Act-Section 106 Compliance

## Mitigation Measures for HISTORIC PROPERTY – Environmental Compliance

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### STIPULATION 2:

Saltwater evaporation pond sump and tidal valve (preserve/protect)



## Mitigation Measures for HISTORIC PROPERTY – Environmental Compliance

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### STIPULATION 3:

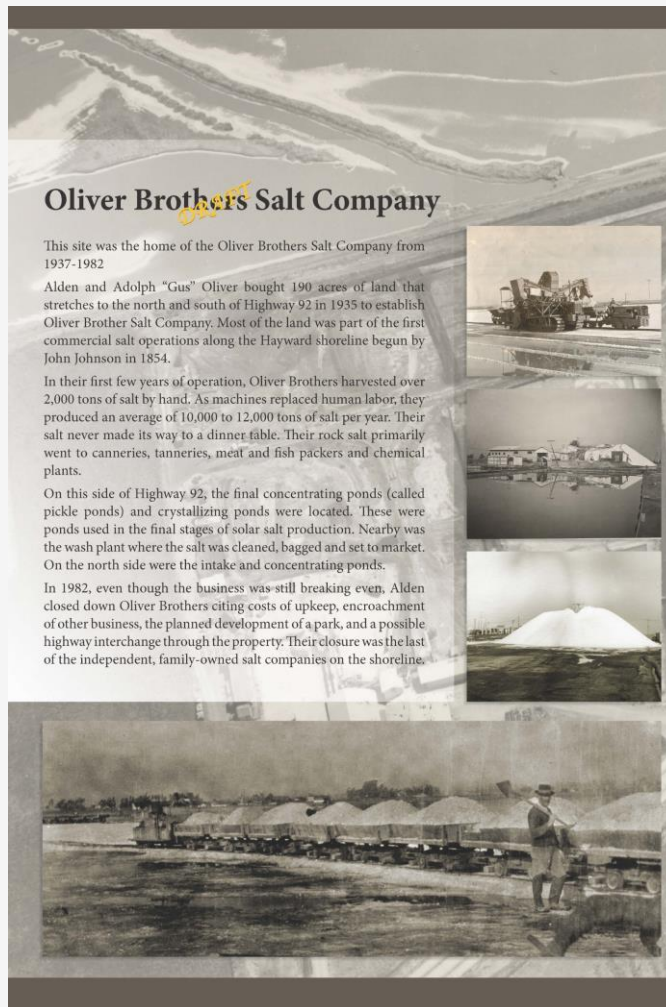
Wholistic Cultural Landscape Preservation of evaporation ponds and industrial features (preserve/protect)



## Mitigation Measures for HISTORIC PROPERTY – Environmental Compliance

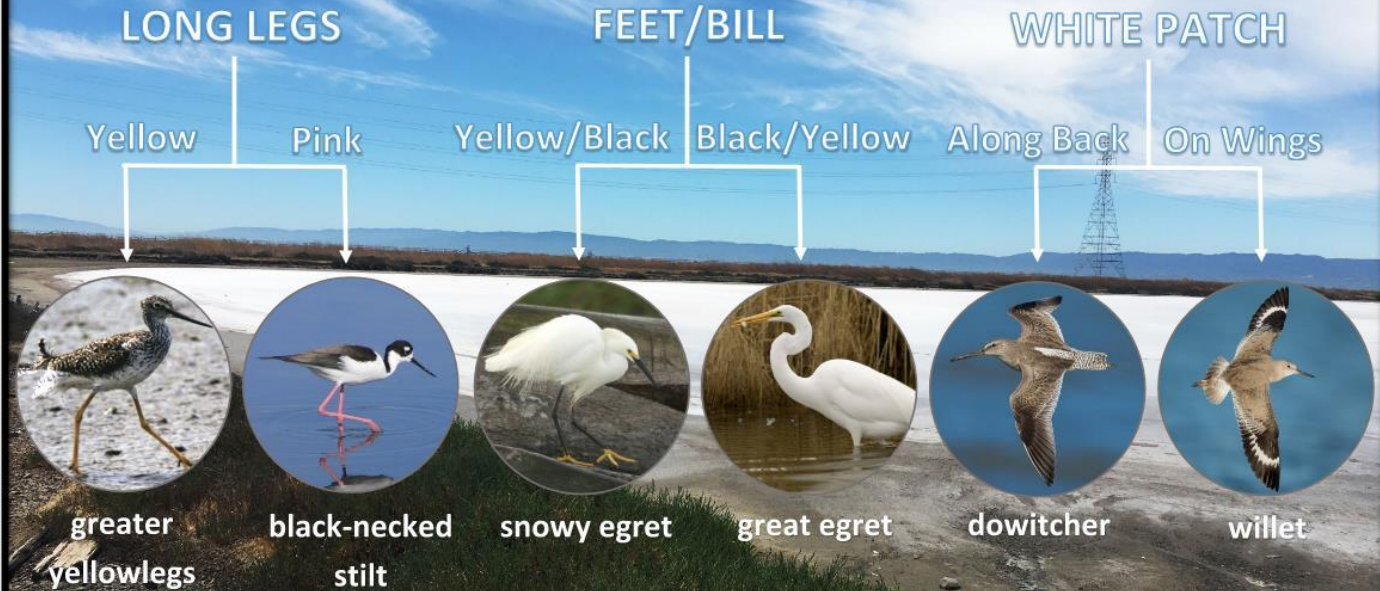
STIPULATION 4: Archimedes screw salvaged, preserved & interpreted adjacent to new interpretive sign in Stipulation 5 (preserve/interpret to public)

STIPULATION 5: Interpretive Sign from salvaged materials and durable panels on EBRPD's Bay Trail, example from Hayward Shoreline Interpretive Center and first-draft interpretive sign by HAHS (interpret to public/salvage historical materials for sign structure)



# THANK YOU

## WHAT DO YOU SEE? *Use this key to distinguish between similar looking species that can be found around the salt ponds*



As a major migratory and wintering location along the Pacific Flyway, San Francisco Bay contains some of the most important salt pond complexes in the United States. Coastal salt ponds support more than a million birds throughout the year as they provide critical habitat for nesting, foraging, and roosting. **Western snowy plover**, a federally threatened species, are known to nest in the managed ponds located in Eden Landing, south of this portion of the Bay Trail. Western snowy plovers construct nests on the ground that are lined with pebbles, shell fragments, or fish bones.



**LEGISLATIVE BUSINESS**

**ITEM #6**

**LB 22-005**

**ADOPT A RESOLUTION  
APPROVING AN  
AMENDMENT TO  
CITY OF HAYWARD  
SALARY PLAN  
FOR  
FISCAL YEAR 2022**

# **Adopt a Resolution Approving an Amendment to the City of Hayward Salary Plan for FY 2022**

**1 Presenter: Jana Sangy, Director of Human Resources**



# Amendments to the City of Hayward Salary Plan for FY22

## Cost-of-Living-Adjustments

BARGAINING GROUP	PERCENTAGE INCREASE	FISCAL IMPACT
HAME	Increase 1%	<b>Total Fiscal Impact: \$106,290</b> \$63,880 from the General Fund \$42,410 from all other funds

## New Classifications

CLASSIFICATION	FISCAL IMPACT
Landscape Maintenance Supervisor	<b>Total Fiscal Impact: \$176,061</b> \$149,652 from the General Fund \$26,409 from the Enterprise Water Fund
Streets Maintenance Supervisor	<b>\$186,313 from the General Fund</b>

## Salary Adjustments

CLASSIFICATION	SALARY ADJUSTMENT	FISCAL IMPACT
Communications and Marketing Officer/Public Information Officer (PIO)	Increase 8%	<b>No fiscal impact - Included in the FY 2022 Adopted Budget.</b>
Hazmat Program Coordinator	Increase 3.21%	<b>\$6,362 from the General Fund</b>
Senior Civil Engineer	Increase 0.99%	<b>\$6,323 from the General Fund</b>