

Implementation Program	Not Started	In Progress	Complete	Notes
Timeframe: 2014-2016/2017				
CS-4 Homeless Services Partnership The City shall develop formal partnerships with community and faith-based organizations to develop and implement a coordinated strategy for managing food, shelter, and support services to the homeless in Hayward.		X		The City developed and released a major strategy report on the issue of homelessness in late 2015. As a result of that report, a new Winter Warming Center was created in north Hayward, and the Downtown Streets Team program was contracted to begin services in June, 2016. Anew, a standing Interdisciplinary Working Group on Homelessness, Hunger, Housing and Disruptive Street Behaviors, was formed in early 2015, and continues to meet monthly. Members from various City Departments, Non-Profits, and Faith Based Organizations participate in the working group to coordinate services and strategy to ensure homeless and hunger needs are addressed in Hayward.
CS-8 Center for Public Safety Excellence Program The City shall initiate and complete the accreditation process for the Center of Public Safety Excellence to evaluate and enhance fire and emergency medical services within the city.		X		The accreditation process has started and can take up to three years to complete.

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CS-9 Police and Fire Impact Fees The City shall prepare a Development Impact Fee Feasibility Study and Nexus Report to assess the potential for establishing development impact fees for police and fire services. Based on the findings of the Feasibility Study and Nexus Report and direction from the City Council, the City may prepare and adopt an impact fee ordinance for police and/or fire services.	X			This is being re-evaluated to determine the best approach for addressing impacts to police and fire services.
CS-10 Disaster Awareness and Emergency Preparedness Program The City shall prepare a comprehensive update of its disaster awareness and emergency preparedness program.		X		Program is currently a high priority for the City. Multiple drills have been conducted with EOC staff.
ED-2 Branding and Marketing Program The City shall develop and maintain a branding and marketing strategy and materials to promote Hayward and maximize the effectiveness of the City's communication materials and website.			X	Complete 4/16
ED-4 Business Resource Center and Website The City shall develop and maintain a business resource center and website.			X	Complete 4/16
ED-7 Local Hire Incentives The City shall develop a package of business incentives (e.g., reduced business license fees) to encourage Hayward businesses to hire local residents	X			The City will likely partner with other agencies such as Alameda County Workforce Investment Board related to their established local hire incentives.
ED-9 Business Attraction, Expansion, and Retention Program The City shall develop a comprehensive business attraction, expansion, and retention program.			X	Complete 5/15

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ED-10 Town-Gown Economic Partnership The City shall coordinate with Chabot College and California State University, East Bay to develop a formalized Town-Gown Economic Partnership.	X			A formal economic partnership amongst the entities has not materialized as of yet. However, the City has partnered both with Chabot and CSUEB on STEM programs and STEM Career day and just started with the Sustainable City Years Program with CSUEB.
ED-12 Customer Service Survey The City shall develop and maintain a customer service survey to evaluate and identify opportunities to improve permit procedures and the customer service of the Development Services Department and Finance Department (business license permitting). The survey will be sent to applicants after permits for the project are approved or denied.			X	Surveys are regularly sent to customers and available at City Hall for an evaluation of the City's customer service.
ED-13 Permit Processing Software The City shall upgrade its Development Services permit processing software to streamline review, allow the submission of electronic applications, reduce costs, and monitor processing time.		X		Reviewing vendors to help select the software that will best serve the City and community needs.
ED-14 Ombudsperson Service The City shall develop an ombudsperson service to assist commercial and industrial business and new development applicants with the City's permit and entitlement process, and to provide coordination assistance with utility providers and other regulatory and permitting agencies.			X	Complete 9/15

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EDL-2 Education Partnership The City shall establish a formal partnership with the Hayward Unified School District, the Hayward Area Recreation and Park District, the Hayward Chamber of Commerce, Chabot College, and California State University, East Bay to coordinate the educational support programs and services offered to Hayward's youth.		X		In partnership with Hayward Unified, Chabot College, CSU East Bay, and Life Chiropractic, the City of Hayward held two STEM Career events designed in FY 2016 to inspire youth and support ongoing educational support programs. The City is also supporting the Chamber's Career Pathways Program, which establishes partnerships with school and businesses to facilitate job placement and real world skills development for high school students.
EDL-5 Public School Marketing Campaign The City shall coordinate with local school districts, alumni networks, real estate professionals, and the business community to develop and implement a comprehensive marketing campaign that promotes the positive achievements of local schools and helps change the perception and conversation about the quality of public schools in Hayward.		X		The City is working with Hayward Unified to identify and begin marketing the District's achievements and capital improvement program. Combining the City's branding and marketing effort with the District's messaging will help bolster public perception of Hayward.
EDL-7 Library Facility Revenue Measure The City shall develop and promote a local library facility revenue measure to be considered by Hayward voters.			X	In 2014 staff developed and Council placed Measure C (½ percent sales tax) on the June 2014 ballot. The new measure was approved by Hayward voters in 2014 with 68% voting in favor. Construction of the new 21 st Century Library facility is currently underway. The project is expected to be completed in late 2017.

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GPA-3 Master Plans, Strategies, and Programs Updates As part of its process to develop the Biennial Operating Budget, the City shall review a list of its adopted master plans, strategies, and programs and identify those that will be reviewed and updated, as necessary. The City shall develop and maintain a publicly available list of its adopted master plans, strategies, and programs.		X		As part of the recent budget process, city staff reviewed the list of master plans, strategies and programs and those identified to be reviewed and updated were factored into the Department Budgets. Those projects will be underway over the next year. A list of City adopted master plans, strategies and programs can be found on the City's revamped web site.
H-8 Affordable Housing Development The City shall work with developers to facilitate affordable housing development. Specifically, the City shall review available funding programs annually and shall provide technical support in the application for State, Federal, and other public affordable funding sources, and, as funding permits, shall provide gap financing for affordable housing. Gap financing shall focus on rental housing units affordable to lower-income households and households with special needs (e.g., seniors, extremely low-income households, and persons with disabilities, including developmental disabilities), especially projects that promote the City's goals relating to transit-oriented development and jobs/housing balance.		X		The City continues to partner with affordable housing developers to facilitate new construction, acquisition, rehabilitation, preservation, and acquisition and rehabilitation of affordable rental and homeownership developments. For example, during the last eighteen months, per staff's recommendation, the City Council has taken several actions to facilitate the acquisition and rehabilitation of over two hundred affordable apartments located in six properties owned by Eden Housing, Inc. Council actions included the approval of the restructuring of existing City-financing and the issuance of tax-exempt bonds, both to facilitate the rehabilitation of the properties.

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H-9 Density Bonus The City shall develop a brochure describing the Density Bonus Ordinance and distribute to potential developers in order to promote affordable housing development.	X			The brochure will be created in 2016/2017 to also reflect recent changes due to AB744, which reduces parking requirements for developments that propose affordable housing in proximity to transit.
H-11 Affordable Housing on Large Sites The City shall facilitate the development of housing for lower-income households on large sites identified in the Sites Inventory by encouraging land divisions and specific plans resulting in parcels sizes that facilitate multifamily developments that include units affordable to lower income households in light of State, Federal and local financing programs. The City shall provide incentives for the development of affordable housing, including but not limited to: Priority to processing subdivision maps that include affordable housing units; Expedited review for the subdivision of larger sites into buildable lots where the development application can be found consistent with the General Plan, applicable and master environmental impact report; Financial assistance (based on availability of Federal, State, local foundations, and private housing funds); and Modification of development requirements, such as reduced parking standards for seniors, assisted care, and special needs housing on a case-by-case basis.		X		Encouraged through early discussions with developers

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H-12 Inclusionary Housing Ordinance The City shall continue to implement the Inclusionary Housing Ordinance, but shall modify the ordinance, if necessary, based on the findings of the Inclusionary Housing Ordinance Review and Affordable Unit In-lieu Fee/Nexus Study.		X		Informed by the results of a Residential Nexus and Feasibility Study, in January 2015, the City Council adopted an Affordable Housing Ordinance (AHO). The requirements of the AHO reflect the requirements of the former Interim Relief (Inclusionary Housing) Ordinance with two major differences: a) the AHO fees are based on the livable square footage of the development; and b) the AHO provides more flexibility to the developers with respect to the means of compliance with those requirements. All ownership and rental residential development proposals of twenty units or more are currently subject to the AHO.

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H-14 Child Care Services and Facilities The City shall consider amending the Zoning Ordinance to address child care needs associated with new residential development. Specifically, the City shall consider the following: For residential projects over 100 units, estimate the expected number of children and consult with child care intermediaries, such as the Child Care Coordinating Council of Alameda County on corresponding area supply and need for child care. Encourage the inclusion of child care space, particularly in affordable housing developments. City staff shall consult with child care intermediaries such as the Child Care Coordinating Council of Alameda County when initiating new proposals for publicly funded projects to develop added incentives for projects that review need for child care. Support the provision of child care centers in residential neighborhoods and in new residential projects through policies, planning, and coordinated staff support. To the extent feasible, encourage applicants for publicly financed projects to consider need for child care and pursue supportive corresponding strategies if warranted, by working with child care intermediaries such as the Resource and Referral agencies. Consider offering incentives for child care inclusion in other projects such as: parking reductions and density bonuses and consider creative mechanisms for supporting the financing of new housing linked child care such as development agreements for child care, public funding of the child care component, and/or other strategies.		X		Can explore through early discussions with developers; however, the update of the Zoning Ordinance has been delayed due to other City Council priorities and lack of funding at this time.

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H-16 Universal Design Principles The City shall develop an ordinance that promotes the use of Universal Design Principles in new construction and/or rehabilitation of housing.	X			The City has not yet developed an ordinance that promotes the use of Universal Design Principles in new construction and rehabilitation of housing. However, inclusion of universal design features is encouraged in early discussions of project proposals with developers.
H-18 Boomerang Funds The City shall consider options for allocating a portion of unrestricted City General Funds received as part of a one-time distribution of liquidated Low-Moderate Income Housing Trust Funds of the former Redevelopment Agency (aka Boomerang funds) for the development of affordable housing, and shall adopt a resolution regarding the use of these funds.		X		The City has continued to explore different funding mechanisms to finance affordable housing, including the use of Boomerang funds. However, the adoption of those mechanisms has been limited by the full recovery of the local economy.
H-21 Outreach to Developmentally Disabled The City shall work with the East Bay Regional Center and other organizations (as appropriate) to implement an outreach program informing residents of the housing and services available for persons with developmental disabilities. The City shall make information available on the City website.		X		Community Services funds agencies to provide the outreach.
HQL-8 Park Dedication Requirements and In-Lieu Fees The City shall work with the Hayward Area Recreation and Park District to review and amend its ordinances (as necessary) to require sufficient park dedications or in-lieu fees to meet the parkland standards outlined in the General Plan.		X		The City coordinates with HARD on project development review including the imposition of park land dedication, where feasible, or the payment of in-lieu fees.

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LU-1 Comprehensive Zoning Ordinance Update The City shall prepare a comprehensive update to the Hayward Zoning Ordinance to ensure that the City's zoning regulations align with the guiding principles, goals, and policies of the General Plan.	X			The City has not begun this program given resources and other priorities. Envisioning fall 2016 work session(s) to discuss further.
LU-2 Comprehensive Subdivision Ordinance Update The City shall prepare a comprehensive update to the Hayward Subdivision Ordinance to ensure that the City's subdivision regulations align with the guiding principles, goals, and policies of the General Plan.	X			The City has not begun this program given resources and other priorities. Envisioning fall 2016 work session(s) to discuss further.
LU-4 Downtown City Center Specific Plan City shall develop and adopt a Downtown City Center Specific Plan.		X		The City anticipates executing in July a new contract with a dynamic consultant team to begin this process in earnest. The status and schedule of the project was presented to Council on June 28.
LU-10 Sign Ordinance Update The City shall update the Sign Ordinance.			X	Complete 7/15
LU-15 State Historic Building Code The City shall develop and adopt an ordinance to allow the use of the State Historic Code for the rehabilitation of historic resources.			X	Complete 1/2014 with new code adoption
NR-7 Energy Reduction Initiative and Annual Report The City shall develop and implement a public information and education campaign to encourage every household and every business to reduce their energy consumption by 10 percent by 2020. The City shall evaluate and report to the City Council annually on the community's progress in achieving the ten percent goal, and recommend additional efforts as necessary to ensure the goal is met.		X		Staff will report progress and recommend additional efforts, as necessary, to the Council Sustainability Committee in 2016. The new construction codes that will be effective January 1, 2017 will include a substantial standard for energy efficiency of new construction, which will help achieve the target.

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NR-16 Green Portal The City shall develop and maintain a stand-alone Green Portal, or website, that serves as the City's hub for all things green.			X	As part of the City's new website, the "Environment" section was established to serve as the Green Portal.
Timeframe: Annual				
CS-2 Police Department Strategic Plan Annual Report The City shall submit an annual report to the City Council that evaluates the implementation of the Police Department Strategic Plan.		X		Continuous/On-going. The updating of HPD's existing Strategic Plan began in 2015 and will be finalized once CALEA re-accreditation process is completed. HPD currently provides quarterly reports to Council regarding strategic plan/Council priorities and other related issues.
CS-11 Disaster Drills The City shall conduct annual disaster drills to train City staff and test the effectiveness of the Comprehensive Emergency Management Plan and operational readiness of the Emergency Operations Center. If necessary, the City shall submit a report to the City Council that provides recommendations for follow-up training, updates to the Comprehensive Emergency Management Plan, and improvements to the Emergency Operations Center.		X		May 19, 2016 a table top drill was conducted. Additional drills are in planning stages with dates set for later in 2016 and ongoing.
ED-1 Economic Development Strategic Plan Annual Report The City shall submit an annual report to the City Council that evaluates the implementation of the Economic Development Strategic Plan.		X		On-Going Annual Activity. Last update provided 12/2015 and will likely be presented again 12/2016.

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EDL-4 Education Awards Program The City shall establish an annual awards program to recognize and honor the achievements of students, local schools, and businesses and community organizations that support local schools.		X		Anticipated for completion by end of calendar year 2016.
GPA-1 General Plan Annual Report The City shall prepare and submit an annual report to the City Council that summarizes the implementation of the General Plan, including the status of implementation programs. The report shall also be submitted to the Office of Planning and Research.		X		First annual report to Council provided 7/19/2016, which will be submitted to the State Office of Planning and Research.
H-10 Provision of Adequate Sites The City shall maintain a residential sites inventory that can accommodate the City's Regional Housing Needs Allocation. The City shall update the inventory annually to monitor the consumption of residential and mixed use properties and continued ability to fulfill the RHNA. The City shall make the updated inventory of sites available on the City website.		X		The adopted Housing Element contains our designated RHNA sites and we are in process of creating a table that will continue to monitor the City's progress on housing production aligned with our established RHNA. Once completed, we will post the information annually on our website.
HAZ-6 Airport Noise Monitoring and Reporting The City shall submit an annual report to the City Council that evaluates airport noise. If necessary, the City shall consider changes to airport operations to comply with airport noise mitigation requirements.		X		The airport has implemented Noise Desk, a digital noise monitoring system that is more reliable than the system it replaced. Airport staff now provides quarterly noise evaluation reports to the Council Airport Committee.
NR-17 Business Engagement in Climate Programs The City shall engage local businesses and business organizations (e.g., Chamber of Commerce, the Keep Hayward Clean and Green Taskforce, the Alameda County Green Business Program) in climate-related programs.		X		Staff has and will continue to partner with the Chamber of Commerce, the Keep Hayward Clean and Green Task Force, and the Alameda County Green Business Program to promote climate-related programs.

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PFS-1 Capital Improvement Program The City shall annually review and update the Capital Improvement Program to ensure adequate and timely provision of public facility and municipal utility provisions.		X		Updates are provided with annual CIP budget review and approvals. The most recent CIP was adopted by Council on June 28.
Timeframe: Ongoing				
CS-1 Grant Funding The City shall pursue grant funding on an on-going basis to increase Police and Fire Department staffing levels, improve police and fire facilities and equipment, and improve community safety services and programs.		X		Staff regularly does so and will continue to do so.
CS-6 Comprehensive Safe School Plans The City shall coordinate with local school districts on an ongoing basis to assist in the review and update of a Comprehensive Safe School Plan for each school in Hayward.		X		Continuous/On-going. Each school has a site specific safety plan, which is maintained by the school district. Our SROs assist in the development, implementation, and continuous evaluation of these plans. Additionally, our SROs assisted in the procurement and implementation of Share911, an electronic notification software which allows HUSD personnel to notify HPD Dispatch and officers in the field of unfolding critical incidents.
CS-14 Mass Communication System Update The City shall review and update (as necessary) its mass communication system (the system for sending emergency information and updates to the Hayward community).			X	Code-Red fully implemented late 2014. Potential transition to "Everbridge" in 2017 saving the City up to \$60K.

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H-1 Housing Rehabilitation Loan Program (HRLP) The City shall continue to provide below market-rate rehabilitation loans to qualified lower-income homeowners to make repairs (costing more than \$5,000) to correct major health and safety deficiencies and make needed accessibility modifications. The City shall disseminate information to homeowners who participate in the Housing Rehabilitation Loan Program regarding rehabilitation standards, preventative maintenance, and energy conservation measures.		X		On-going program
H-2 Minor Home Repair Grant (MHRP) The City shall continue to provide rehabilitation grants up to \$5,000 to qualified lower-income elderly and/or disabled homeowners to make minor home repairs in order to address health and safety problems, correct code deficiencies, and improve the outward appearance of homes. Priority will be given to work that corrects health and safety issues, and to accessibility modifications for people who have disabilities. The City shall disseminate information to homeowners who participate in the Housing Rehabilitation Loan Program regarding rehabilitation standards, preventative maintenance, and energy conservation measures.		X		On-going program

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H-3 Residential Rental Inspection Program The City shall continue to systematically inspect rental units throughout the city through the Residential Rental Inspection Program to safeguard the stock of safe, sanitary rental units within the city and protect persons entering or residing in rental units. The City shall focus attention on rental housing in higher density areas with the goal of inspecting these units every three to four years. The City shall inspect properties outside the focus area less frequently, unless they are the subject of a complaint. All rental units shall be subject to inspection. To fund the program, the City shall continue to charge an annual, per-unit fee in addition to fees charged for every unit in which a violation is found. The City shall assess penalties for lack of timely correction of violations. The City shall disseminate information to residents about the mandatory rental inspections, as well as up-to-date information on the City's building, mechanical, plumbing, electrical, and housing codes.		X		The City's Code Enforcement Division of Development Services Department inspects rental property on an ongoing basis to be sure that Hayward's housing stock remains safe and sanitary.

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H-4 Preservation of At-Risk Housing The City shall continue to monitor all units considered at risk of conversion to market rate and assist property owners in maintaining the affordability of these units. The City shall support and assist property owners in applying for State and Federal funding to preserve at-risk housing, and as funding permits, shall provide financial assistance to nonprofit housing developers in the acquisition and rehabilitation of at-risk housing projects. The City shall ensure that property owners comply with State noticing requirements to notify tenants one year ahead of their intent to terminate subsidy contract or affordability covenants. As necessary, the City shall also provide technical assistance to tenants to access other affordable housing resources.		X		Housing Division staff has continued to monitor compliance of owners of affordable properties with income, occupancy, maintenance, and other regulatory restrictions required by the funding sources, including former Low/Mod and HOME funds and tax-exempt bonds issued by the City.
H-5 Foreclosure Prevention and Counseling The City shall continue to support foreclosure prevention by partnering with non-profit organizations that provide foreclosure prevention services. The City shall continue to provide information about foreclosure prevention resources in the housing programs section of the City's website, including information about the programs available for refinancing at-risk loans, and contact information for legal services agencies and HUD-approved counseling organizations in the area. The City shall mail foreclosure prevention materials to local residents who receive notices of default and notices of trustee sale, and shall organize foreclosure-prevention seminars for Hayward residents at risk of losing their homes.	X			Major foreclosure prevention events and activities have been discontinued due to a significant decline in the rate of foreclosures and an uptick in the local real estate sector

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H-6 Mortgage Credit Certificate Program The City shall continue to participate in the Mortgage Credit Certificate (MCC) program, administered by Alameda County, to assist eligible buyers qualify for a mortgage loan. The City shall assist the County in promoting the program to eligible buyers through the City website and written materials.		X		The City contributes towards the administration costs of the MCC program, which is administered by the Alameda County Housing and Community Development Department (HCD). The MCC program allows low- and moderate-income homebuyers to deduct 15% of their annual mortgage interest payments on their federal income tax returns, effectively lowering the dollar amount of their monthly mortgage payments. In 2015, four (4) Hayward homebuyers obtained an MCC allocation and one homeowners had his allocation reissued.
H-7 Tenant-Based Rental Assistance for Emancipated Youth The City shall continue to provide financial support to Project Independence, a program implemented by ABODE Services to provide a continuum of supportive services, including tenant-based rental assistance, to emancipated youth in Alameda County (youth from 18 to 24 who have aged out of the foster care system).		X		The City continues to utilize HOME funding for tenant-based rental assistance to emancipated youth through Abode Services' Project Independence.
H-13 Funding for Emergency Shelters and Transitional Housing. The City shall use CDBG funds and other funds, as available, to support emergency shelters, and transitional and supportive housing programs for persons who are homeless and those who are at risk of becoming homeless.		X		Community Services funds agencies that provide such services.

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H-15 Fair Housing Services The City shall continue to contract with ECHO and other organizations (as appropriate) to provide fair housing and tenant/landlord services, including fair housing counseling and education and tenant/landlord counseling and mediation. The City shall also work with Bay East Association of Realtors and other organizations (as appropriate) to ensure that residential real estate agents and brokers adhere to fair housing laws and regulations, and work with tenants, tenant advocates, and rental housing owners and managers to eradicate housing discrimination and to ensure that Hayward's supply of rental housing is decent, safe and sanitary. The City shall promote training for property owners and managers to ensure that they are knowledgeable of the requirements of Federal, State and local real estate, housing discrimination, tenant protection, housing inspection and community preservation laws; and promote training of tenants in the requirements of Federal, State, and local laws so that they are aware of their rights and obligations. Finally, the City shall disseminate information to homeowners about predatory lending practices.		X		Community Services funds agencies that provide such services.
H-17 Small Lot Consolidation The City shall assist in land consolidation by providing sites information to interested developers and provide gap financing assistance, as available, to nonprofit housing developers. The City will provide information about the lot consolidation procedure on the City website by 2015. The City shall process lot consolidation requests ministerially when the lots are within the same zoning district.		X		Development Services Dept. staff continues to explore small lot consolidation on a case by case basis with potential housing developers.

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H-19 Exemptions of Transit Priority Projects from Environmental Review The City shall implement the provisions of SB 375 streamlining the CEQA process for Transit Priority Projects and projects that conform to the Sustainable Communities Strategy and meet specific criteria set forth in SB 375.		X		As part of the Downtown Specific Plan, the intent is to be sure the CEQA analysis will be able to assist with the streamlining of projects in the study area which are all within about ½ mile of transit. Estimated completion of the plan is in 2018/2019. Recent trailer bill from the Governor may be adopted.
H-20 Housing Choice Vouchers The City shall continue to participate in the Housing Choice Voucher Program, administered by Alameda County, with a goal of providing rental assistance to lower-income residents. The City shall work with Alameda County to maintain, or if possible increase, the current number of vouchers for Hayward residents.		X		The City has continued to participate in the Housing Choice Voucher Program, administered by the Housing Authority of the Alameda County. In 2015, over 2,300 program participants utilized their vouchers to reside in Hayward.
HAZ-1 Seismic and Geologic Safety Standards The City shall review and update (as necessary) its seismic and geologic safety standards when there is an update to the Uniform Building Code and the California Building Code.	X			The new codes will be adopted in late CY 2016, to be effective on January 1, 2017.
HQL-4 Senior Assistance Program The City shall conduct a study to identify service assistance, grants, loans, and/or special concessions in permitting procedures to maintain or modify homes to meet the needs of aging senior residents. Based on findings from the study, the City shall prepare and submit recommendations to the City Council on types of services, financial assistance, or incentives the City can provide to help meet the housing needs of seniors.		X		City currently funds through agencies, Paratransit, housing rehab, Measure B and Measure BB.

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M-5 Collision Data Reporting The City shall prepare and submit bi-annual reports to the City Council that summarize traffic collision data at the top collision locations for automobiles, bicycles, and pedestrians, and recommend improvements where needed.		X		This information is currently being presented on a quarterly basis by HPD
M-8 Complete Streets Evaluation The City shall bi-annually evaluate and report to the City Council on how well the streets and transportation network are serving each category of users.	X			A complete streets assessment project will be included in the FY20 Capital Improvement Program.
M-18 City Commuter Benefits The City shall continue to offer commuter benefits, such as Tran Ben or Commuter Checks to City employees, and when possible, expand or develop other commuter benefits programs, such as parking cash-out or parking pricing programs, or taking advantage of the new tax credit for biking to work.			X	The City currently offers pre-tax payroll deductions for public transportation and/or parking options with P&A group. Staff evaluates options annually and will continue to improve and expand the program when possible.
PFS-2 Water Conservation Programs The City shall regularly develop cost effective conservation programs that decrease water use.		X		Hayward offers conservation programs including free water-conserving devices and rebates for toilets, rain barrels, clothes washers, and turf replacement. Staff also offers free water wise landscape classes throughout the year.