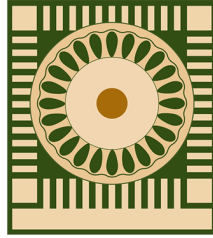


CITY OF HAYWARD

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



CITY OF
HAYWARD
HEART OF THE BAY

Agenda

Tuesday, February 6, 2024

7:00 PM

City Hall, Conference 2A

City Council

CITY COUNCIL MEETING

NOTICE: The City Council will hold a hybrid meeting in Conference Room 2A and virtually via Zoom.

PUBLIC PARTICIPATION

How to observe the Meeting:

1. Comcast TV Channel 15
2. Live stream <https://hayward.legistar.com/Calendar.aspx>
3. YouTube Live stream: <https://www.youtube.com/user/cityofhayward>

How to submit written Public Comment:

1. Use eComment on the City's Meeting & Agenda Center webpage at:
<https://hayward.legistar.com/Calendar.aspx>. eComments are directly sent to the iLegislate application used by City Council and City staff. Comments received before 3:00 p.m. the day of the meeting will be exported into a report, distributed to the City Council and staff, and published on the City's Meeting & Agenda Center under Documents Received After Published Agenda.

2. Send an email to List-Mayor-Council@hayward-ca.gov by 3:00 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 City Council and staff, and published on the City's Meeting & Agenda Center under Documents Received After Published Agenda. Documents received after 3:00 p.m. through the adjournment of the meeting will be included as part of the meeting record and published the following day.

How to provide live Public Comment during the City Council Meeting:

Participate in Conference Room 2A or click link below to join the meeting:

[https://hayward.zoom.us/j/82902408833?](https://hayward.zoom.us/j/82902408833?pwd=L_vuEA0gwSRLUlokG3H4kNNcZskESf2xADE.LNLknXJXm3TSJPoS)
[pwd=L_vuEA0gwSRLUlokG3H4kNNcZskESf2xADE.LNLknXJXm3TSJPoS](https://hayward.zoom.us/j/82902408833?pwd=L_vuEA0gwSRLUlokG3H4kNNcZskESf2xADE.LNLknXJXm3TSJPoS)

Meeting ID: 829 0240 8833

Password: CCm2/6@7pm

or

Dial: +1 669 900 6833 or +1 646 931 3860

Meeting ID: 829 0240 8833

Password: 4718469192

CALL TO ORDER: Mayor Salinas

Pledge of Allegiance: Council Member Goldstein

AB 2449 TELECONFERENCE NOTIFICATIONS AND CONSIDERATION

ROLL CALL

PRESENTATION

Black History Month Proclamation

CLOSED SESSION ANNOUNCEMENT**PUBLIC COMMENTS**

The Public Comments section provides an opportunity to address the City Council on items not listed on the agenda or Informational Staff Presentation items. The Council 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 Council is prohibited by State law from discussing items not listed on the agenda, items will be taken under consideration and may be referred to staff. The City Council welcomes comments, including criticism, about the policies, procedures, programs, or services of the City, or of the acts or omissions of the City Council. Speakers shall not use threatening, profane, or abusive language which disrupts, disturbs, or otherwise impedes the orderly conduct of a City Council. The City is committed to maintaining a workplace free of unlawful harassment and is mindful that City staff regularly attend Council meetings. Discriminatory statements or conduct that is hostile, intimidating, oppressive, or abusive – are per se disruptive to a meeting and will not be tolerated.

CITY MANAGER'S COMMENTS

An oral report from the City Manager on upcoming activities, events, or other items of general interest to Council and the Public.

ACTION ITEMS

The Council will permit comment as each item is called for the Consent Calendar, Public Hearings, and Legislative Business. In the case of the Consent Calendar, a specific item will need to be pulled by a Council Member in order for the Council to discuss the item or to permit public comment on the item. Please notify the City Clerk any time before the Consent Calendar is voted on by Council if you wish to speak on a Consent Item.

CONSENT

1. [CONS 24-051](#) Adopt a Resolution Authorizing the City Manager to Accept \$3,252,000 in Federal Funding from the Safe Streets and Roads for All Grant Program Administered by the Federal Highway Administration and Appropriate \$4,065,000 for the Development of a Speed Management Plan Project No. 06943 and the High Injury Network Safety Plan Project No. 06942

Attachments: [Attachment I Staff Report](#)
[Attachment II Resolution](#)

WORK SESSION

Work Session items are non-action items. Although the Council may discuss or direct staff to follow up on these items, no formal action will be taken. Any formal action will be placed on the agenda at a subsequent meeting in the action sections of the agenda.

2. [WS 24-001](#) City's Budget: Review of General Fund Long Range Financial Model and Fiscal Assumptions (Report from Finance Director Gonzales)

Attachments: [Attachment I Staff Report](#)
[Attachment II Revenue and Expenditure Assumptions](#)

COUNCIL REPORTS AND ANNOUNCEMENTS

Council Members can provide oral reports on attendance at intergovernmental agency meetings, conferences, seminars, or other Council events to comply with AB 1234 requirements (reimbursable expenses for official activities).

COUNCIL REFERRAL

Council Members may bring forward a Council Referral Memorandum (Memo) on any topic to be considered by the entire Council. The intent of this Council Referrals section of the agenda is to provide an orderly means through which an individual Council Member can raise an issue for discussion and possible direction by the Council to the appropriate Council Appointed Officers for action by the applicable City staff.

ADJOURNMENT**NEXT SPECIAL MEETING, February 10, 2024**

PUBLIC COMMENT RULES

Any member of the public desiring to address the Council shall limit their comments to three (3) minutes unless less or further time has been granted by the Presiding Officer or in accordance with the section under Public Hearings. The Presiding Officer has the discretion to shorten or lengthen the maximum time members may speak. Speakers will be asked for their name before speaking and are expected to honor the allotted time.

PLEASE TAKE NOTICE

That if you file a lawsuit challenging any final decision on any public hearing or legislative business item listed in this agenda, the issues in the lawsuit may be limited to the issues that were raised at the City's public hearing or presented in writing to the City Clerk at or before the public hearing.

PLEASE TAKE FURTHER NOTICE

That the City Council adopted Resolution No. 87-181 C.S., which imposes the 90-day deadline set forth in Code of Civil Procedure section 1094.6 for filing of any lawsuit challenging final action on an agenda item which is subject to Code of Civil Procedure section 1094.5.

****Materials related to an item on the agenda submitted to the Council after distribution of the agenda packet are available for public inspection in the City Clerk's Office, City Hall, 777 B Street, 4th Floor, Hayward, during normal business hours. An online version of this agenda and staff reports are available on the City's website. Written comments submitted to the Council in connection with agenda items will be posted on the City's website. All Council Meetings are broadcast simultaneously on the City website, Cable Channel 15 - KHRT, and YouTube. ****

Assistance will be provided to those requiring accommodations for disabilities in compliance with the Americans with Disabilities Act of 1990. Interested persons must request the accommodation at least 48 hours in advance of the meeting by contacting the City Clerk at (510) 583-4400 or cityclerk@hayward-ca.gov.

Assistance will be provided to those requiring language assistance. To ensure that interpreters are available at the meeting, interested persons must request the accommodation at least 48 hours in advance of the meeting by contacting the City Clerk at (510) 583-4400.



CITY OF HAYWARD

Hayward City Hall
777 B Street
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File #: CONS 24-051

DATE: February 6, 2024

TO: Mayor and City Council

FROM: Director of Public Works

SUBJECT

Adopt a Resolution Authorizing the City Manager to Accept \$3,252,000 in Federal Funding from the Safe Streets and Roads for All Grant Program Administered by the Federal Highway Administration and Appropriate \$4,065,000 for the Development of a Speed Management Plan Project No. 06943 and the High Injury Network Safety Plan Project No. 06942

RECOMMENDATION

That Council adopts a resolution (Attachment II) authorizing the City Manager to accept \$3,252,000 in awarded federal funding from the Federal Highway Administration and appropriate \$4,065,000 for the development of the Speed Management Plan Project No. 06943 and the High Injury Network Safety Plan Project No. 06942.

SUMMARY

The City has been awarded funding from the Safe Streets and Roads for All (SS4A) Grant Program of Fiscal Year 2023 to develop a Speed Management Plan and a High Injury Network Safety Plan. The SS4A Grant Program is a federally funded program administered by the Federal Highway Administration to support the National Roadway Safety Strategy and the goal of zero roadway deaths. Staff recommends adopting the resolution to accept \$3,252,000 of federal funding awarded to the City from the Federal Highway Administration and appropriate a total of \$4,065,000. The City will contribute a twenty-percent match of \$813,000 from Fund 460 Transportation System Improvement.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution



DATE: February 6, 2024

TO: Mayor and City Council

FROM: Director of Public Works

SUBJECT: Adopt a Resolution Authorizing the City Manager to Accept \$3,252,000 in Federal Funding from the Safe Streets and Roads for All Grant Program Administered by the Federal Highway Administration and Appropriate \$4,065,000 for the Development of a Speed Management Plan Project No. 06943 and the High Injury Network Safety Plan Project No. 06942

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SUMMARY

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BACKGROUND

Launched 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.

The City adopted its first 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. In addition, the City has committed to Vision Zero by 2050, which is the goal of achieving zero fatalities and severe injuries on the City's roadways by 2050.

Action Item 2 of the LRSP recommends the near-term action of pursuing SS4A grant funding. Recognizing the effort needed to achieve Vision Zero by 2050, additional supplemental planning funds would be needed to build on the planning that has been started by the LRSP and to develop corridor-specific safety plans through a High Injury Network Safety Plan. In addition, unsafe speeding and aggressive driving were recognized in the LRSP as an area of concern that needs focused attention. On July 7, 2023, staff applied for supplemental planning funds under one application to the SS4A grant program to develop two distinct and separate plans: a Speed Management Plan and a High Injury Network Safety Plan.

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. With a required local match of twenty percent, the City must contribute \$813,000 to the total project cost of \$4,065,000.

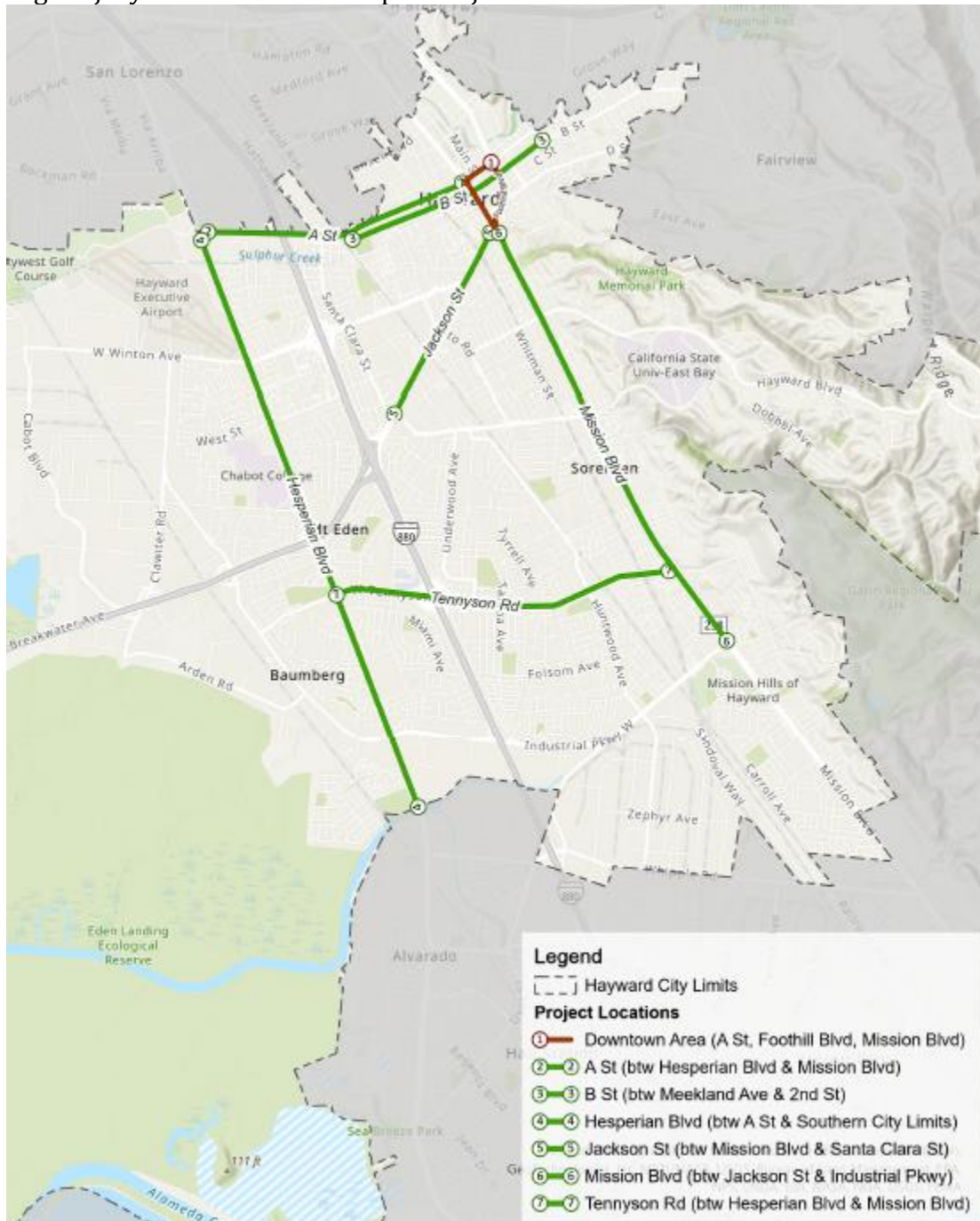
DISCUSSION

The purpose of the City-wide Speed Management Plan is to evaluate the City's existing speeds, speed limits, speed-related collisions, and develop target speeds and strategies for speed management that will be cost effective and aligned with the LRSP and California's speed limit laws. With unsafe speeding and aggressive driving recognized as an area of concern in the LRSP that needs more attention, the Speed Management Plan will provide more detailed recommendations and strategies using a data-driven approach.

The LRSP was developed to recommend broad system-wide strategies and goals to achieve Vision Zero by 2050. Its data-driven approach identified the City's High Injury Network, a group of roadways that experience the majority of severe injury and fatal collisions. Seventy-five percent of Hayward's severe injury and fatal crashes occur on the High Injury Network. The LRSP also provides a toolbox of countermeasures to improve safety on these roadways but does not specify what and where each countermeasure should be employed. The purpose of the High Injury Network Safety Plan is to move the City forward in its Vision Zero by 2050 goal and study in detail a total of one area and six corridors identified by the High Injury Network and make specific safety countermeasure recommendations. Those areas/corridors are as follows:

1. Downtown Area
2. A Street
3. B Street
4. Hesperian Blvd
5. Jackson Street
6. Mission Blvd
7. Tennyson Road

High Injury Network Plan – Map & Project Locations



The countermeasure recommendations for each area/corridor will be developed and informed by its own analysis through data collection, feasibility studies, safety road audits, and outreach efforts that consider transportation equity and social justice. The result of the High Injury Network Safety Plan will be conceptual plans of the safety recommendations for each area or corridor.

The funding to develop a Speed Management Plan and a High Injury Network Safety Plan is necessary because the LRSP alone is not enough to implement safety improvements and functions as a broad planning document. More detailed planning is still needed, especially where collisions are occurring to identify and locate specific countermeasures. Only by doing so can the City move forward with implementation in the future. By completing these two plans, the City will be well-positioned to seek implementation funding through other grant opportunities.

If the Council accepts and appropriates the awarded funding, a grant agreement with the Federal Highway Administration will need to be executed following the approval of this resolution. The budget for the City's scope of work for this supplemental planning work is \$4,065,000, which is reimbursement-based after the contract is executed. The City contribution amount will be twenty percent (\$813,000).

ECONOMIC IMPACT

There will be no economic impact associated with this action. Awarded funds are for the development of planning documents.

FISCAL IMPACT

The total cost for the City's grant funding match is \$813,000, and will come from the Transportation System Improvement Fund (Fund 460). The federal funding and City grant funding match will be split among the two projects from cost estimates prepared by staff and is shown below:

Project Description	Project Number	Estimated Cost
High Injury Network Safety Plan	06942	\$3,830,000
Speed Management Plan	06943	\$235,000
Total		\$4,065,000

Staff recommends that Council authorize the City Manager to accept the \$3,252,000 in awarded federal funding from the Federal Highway Administration, and appropriate \$4,065,000 for the two projects.

STRATEGIC ROADMAP

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

Project N1: Continue to implement major corridor traffic calming initiatives.

Project N8: Evaluate Alternatives of the Loop

SUSTAINABILITY FEATURES

There are no sustainability features associated with this action.

PUBLIC CONTACT

Robust public outreach and engagement will be implemented as the project moves forward. All necessary stakeholders and affected neighborhoods, agencies, community-based organizations, and businesses will have opportunities for input and be done in a way that is equitable.

NEXT STEPS

If Council approves this request, the City Manager will enter into a grant agreement with the Federal Highway Administration for a total amount of \$3,252,000 federal funds and \$813,000 local matching funds. Once the grant agreement is executed, staff will begin the process to perform the scope of work.

Prepared by: Byron Tang, Senior Transportation Engineer
Kathy Garcia, Deputy Director of Public Works

Recommended by: Alex Ameri, Director of Public Works

Approved by:



Kelly McAdoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 24-_____

Introduced by Council Member _____

RESOLUTION AUTHORIZING THE CITY MANAGER TO ACCEPT \$3,252,000 IN FEDERAL FUNDING FROM THE SAFE STREETS AND ROADS FOR ALL GRANT PROGRAM AND APPROPRIATE \$4,065,000 FOR THE DEVELOPMENT OF A SPEED MANAGEMENT PLAN PROJECT NO. 06943 AND THE HIGH INJURY NETWORK SAFETY PLAN PROJECT NO. 06942

WHEREAS, The City was selected and awarded supplemental safety planning funding of \$3,252,000 through the Safe Streets and Roads for All Grant Program established by the Bipartisan Infrastructure Law; and

WHEREAS, The Safe Streets and Roads for All Grant Program is a federally funded discretionary grant program administered by the Federal Highway Administration to support the National Roadway Safety Strategy and the goal of zero roadway deaths; and

WHEREAS, The purpose of the project is for the detailed planning of roadway safety improvements on the City's High Injury Network identified by the adopted Local Road Safety Plan by developing a Speed Management Plan and a High Injury Network Safety Plan; and

WHEREAS, The City will contribute a twenty-percent match of \$813,000 from Fund 460 Transportation System Improvement; and

WHEREAS, The City will enter into a grant agreement with the Federal Highway Administration to receive funds on a reimbursement basis.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Hayward authorizes the City Manager to accept \$3,252,000 from the Federal Highway Administration and appropriate \$4,065,000 for the development of a Speed Management Plan Project No. 06943 and High Injury Network Safety Plan Project No. 06942.

FURTHERMORE, BE IT RESOLVED that the City Council of the City of Hayward hereby approve the amendment of the FY 2024 Budget Resolution by appropriating \$4,065,000 for the development of a Speed Management Plan Project No. 06943 and High Injury Network Safety Plan Project No. 06942.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2024.

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
 MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
 City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward



CITY OF HAYWARD

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

File #: WS 24-001

DATE: February 6, 2024

TO: Mayor and City Council

FROM: Director of Finance

SUBJECT

City's Budget: Review of General Fund Long Range Financial Model and Fiscal Assumptions

RECOMMENDATION

That the Council receives the presentation and overview of the updated General Fund Long Range Financial Model and fiscal assumptions.

SUMMARY

Over the last several months, staff have worked with Baker Tilly to update the City's General Fund Long Range Financial Model (Model). The Model was originally developed in 2017 by Management Partners, which was acquired by Baker Tilly in October 2022.

During the work session, staff will provide an overview of the Model, including both revenue and expenditure assumptions for future financial forecasting. In addition to the review of the 10-year forecast and assumptions, staff will guide Council through an interactive exercise to demonstrate how the Model can be used to forecast and understand the financial impacts of policy decisions.

ATTACHMENTS

Attachment I Staff Report
Attachment II Revenue and Expenditure Assumptions



DATE: February 6, 2024

TO: Mayor & City Council

FROM: Director of Finance

SUBJECT: Review of General Fund Long Range Financial Model and Fiscal Assumptions

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BACKGROUND

On October 3, 2017¹, Management Partners (currently Baker Tilly) presented the Model to the Council at a work session. The presentation provided a brief overview of the project objectives and key assumptions built into the Model. Management Partners provided a demonstration of the capabilities and flexibilities of the Model by running a variety of hypothetical scenarios to illustrate the long-term fiscal implication of policy decisions.

Following the October 3, 2017 work session, the City held a fiscal sustainability work session on October 14, 2017², where the Council was again presented with the Model, as well as strategies and options for revenue generation, cost shifting, expenditure controls, and changes to service provisions to assist in closing the City's long term structural budget gap. Council supported exploration of options from all categories except for reductions to the provision of services. Several of the supported options were explored by staff and implemented, including increasing the City's real property transfer tax (RPTT), and transient occupancy tax (TOT). In

¹ [Hayward City Council Meeting October 3, 2017 \(www.legistar.com\)](http://www.legistar.com)

² [Hayward City Council Meeting October 14, 2017 \(www.legistar.com\)](http://www.legistar.com)

2023, staff began working with Baker Tilly to update the Model by reviewing both revenue and expenditure assumptions to ensure congruence with current economic trends.

DISCUSSION

In 2023, staff engaged with Baker Tilly to conduct a review of the General Fund Long Range Financial Model to recommend updates to the structure of the Model, as well as the assumptions applied for long-range financial forecasting. Since the Model was first developed over six years ago, changes to the structure of the Model and assumptions have evolved incrementally. This is the first comprehensive review of the Model since 2017. The Model is a significantly dynamic and interactive tool that provides staff with the ability to run hypothetical scenarios in real time to forecast both short-term and long-term fiscal implications. Completing a review and update every few years is important to ensure the quality and accuracy of long-range financial forecasting.

Model Assumptions

In addition to updating the structure of the Model, staff worked with Baker Tilly to review the existing revenue and expenditure assumptions to ensure that the current assumptions identified are congruent with both local and state economies. The updated Model provides sophisticated economic forecasting assumptions, escalation factors, and detailed personnel-related costs. The City uses the Model to simulate a variety of fiscal scenarios to understand the long-term fiscal impacts to the General Fund. Attachment II provides an overview of the assumptions in the Model that allow staff to forecast the City's future fiscal status.

Interactive Budget Model: Scenarios

Like the work session in October 2017, Council will have an opportunity to review the Model. Staff will guide Council through a series of hypothetical scenarios to demonstrate, through charts and interactive graphs the financial implications of policy decisions and potential changes in the economy.

NEXT STEPS

Staff will continue to update and monitor the Model and provide Council with regular updates on the fiscal health of the City. An update to the Model will be included with the FY 2024 Mid-Year Review in March 2024. Additionally, staff is currently working to schedule a work session with a local Economist to provide an overview of the current economic environment in Hayward and California.

Prepared by: Nicole Gonzales, Director of Finance

Recommended by: Regina Youngblood, Assistant City Manager

Approved by:



Kelly McAdoo, City Manager

GENERAL FUND LONG RANGE BUDGET MODEL

REVENUE & EXPENDITURE ASSUMPTIONS

REVENUE ASSUMPTIONS

- **General** – All revenues for FY2024 are based on the adopted budget. Revenues will be analyzed and updated as appropriate during the Mid-year Review and adjustments will be made at that time.
- **Property Tax** – Projections based on information provided by the City's property tax expert HdL Coren & Cone. Includes projected changes in ownership and 2% Prop 13 inflator for other parcels. Average annual growth is projected at 3.71%. For context, average growth over the past four years was 3.72%. Projections include RPTTF (RDA redistribution of funds) and VLF in-lieu payments.
- **Sales Tax** – Projections based on information provided by the City's sales tax expert Avenu Services. Although the City saw an increase from online sales, fuel price volatility and lost a major taxpayer, FY2023 revenues were flat. The model also projects a recession in FY 2027 based on historical trend data. Average annual growth over the past four years was 4.08%, however, because of the volatility the model is using a conservative growth of 2.67% in the projection.
- **Utility Users Tax (UUT)** – Assumes growth of 2.0% growth.
- **Other Taxes** – Assumes aggregate growth at 1.44% annually (ranges from 1.0-3.0% by source).
- **Licenses/Permits/Fees/Charges** – 2.0% growth annually.
- **Cost Allocation Transfer In** - 2.0% growth annually. Pending cost plan study results not yet included in forecast.
- **Intergovernmental Revenue** – Assumes no growth, as source is volatile with significant swings from year to year.
- **Interest** -1% return on positive fund balance.
- **Other Revenue** – Generally 2.0% growth annually.

EXPENDITURE ASSUMPTIONS

- **General** – All expenditures for FY2024 are based on the adopted budget.
- **Staffing** – The Model assumes the addition of no new positions.
- **Salary Increases** – Assumes 2.0% growth for all bargaining units in years not currently under contract.
- **Overtime** – Historically actuals much higher than budget, but offset through lower salaries/benefits than budgeted, as well potential reimbursement from mutual aid response.
- **Merit/Turnover Rate** – Assumes 0.25% net impact from merit increases for eligible employees less the savings realized from employee turnover when new hires come in at a lower step than the previous occupant of that position. This impact will vary from year-to-year but 0.25% is a reasonable average based on industry standard modeling of employee turnover.
- **PERS Employer Contribution** - Projections based on CalPERS Pension Outlook model, assuming 6.8% discount rate and average 6.2% investment return. A more conservative return is assumed based on the 30-year trend of gradually lower returns, and the reduction in discount rate over this period from 8.75% to 6.8%. For FY2024 Misc plan normal and UAL costs are 36.4% of payroll as projected by CalPERS, with Fire Plan at 64.0% and Police Plan at 78.3%. These percentages will continue to rise until beginning to fall in the mid-2030's with the cumulative impact of employees transitioning to lower benefits under PEPRA, and as unfunded liabilities are paid off.
- **PERS Cost Share Contributions from Employee Groups*** – Clerical/Maintenance bargaining units – 5.0%. Public Safety bargaining units – 6.0%. HAME/Local 21/Unrep-Non-Exempt/Unrep-Exempt/Mayor & City Council – 3.0%. Unrep Dept. Heads/Appointed – 5.0%.
- **Medical** – 3.0% annual growth based on historical cost experience.
- **Workers Compensation** – 2.25% annual growth.
- **Retiree Medical** – 2.25% annual aggregate growth for various plans.
- **Maintenance & Utilities** – 3.0% annual growth based on recent cost trends.
- **Services & Supplies** – 2.0% annual growth based on historical cost experience.
- **Internal Service Fees** – 3.0% annual growth based on historical cost experience.

*This is part of a negotiated agreement and amounts shown are the percentage above statutorily required contribution percentages. The employees of the City of Hayward have chosen to share in the cost of funding CalPERS pensions and other benefits.