

CITY OF HAYWARD

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



CITY OF
HAYWARD
HEART OF THE BAY

Agenda

Wednesday, July 29, 2020

5:00 PM

Remote Participation

Council Budget and Finance Committee

This meeting is being conducted utilizing teleconferencing and electronic means consistent with State of California Executive Order No. 29-20 dated March 17, 2020, and Alameda County Health Officer Order No. 20-10 dated April 29, 2020, regarding the COVID-19 pandemic.

How to submit written Public Comment:

Send an email to Crissy.Mello@hayward-ca.gov by 2:00 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 Budget and Finance Committee and City staff, and published on the City's Meeting & Agenda Center under Documents Received After Published Agenda. <https://hayward.legistar.com/Calendar.aspx>

When submitting written comments, indicate in the email if you want your comment read into the record. Requests will be allowed provided the reading will not exceed three (3) minutes consistent with the time limit for speakers at Council Committee meetings. Email comments will become part of the record of Council Committee meetings. The Chair can limit the time for reading written comments.

CALL TO ORDER

ROLL CALL

PUBLIC COMMENTS:

Limited Only to Items on the Agenda and Submitted in Writing Prior to the Meeting.

APPROVAL OF MINUTES

1. [MIN 20-083](#) Approval of the May 20, 2020 Budget and Finance Committee Meeting Minutes

Attachments: [Attachment I Minutes](#)

REPORTS/ACTION ITEMS

2. [ACT 20-053](#) Review Proposed FY 2021 Public Works & Utilities Department Organizational Changes

Attachments: [Attachment I Staff Report](#)

3. [WS 20-038](#) Review and Discuss Public Safety Community Survey Policy Topics

Attachments: [Attachment I June 16, 2020 "FY 2021 Budget Demands for HPD" Letter from the Hayward Collective to City Council](#)
[Attachment II July 15, 2020 Letter from the Community Services Commission to City Council in support of Black Lives Matter](#)

FUTURE AGENDA ITEMS

COMMITTEE MEMBER/STAFF ANNOUNCEMENTS AND REFERRALS

ADJOURNMENT

Next Meeting - 5:00 p.m. Wednesday, September 16, 2020

The City of Hayward's Open Data Portal was designed to allow the public to explore, visualize, and download publicly accessible data. The Open Data Portal allows a clear view of the City's financial performance. Access to the portal may be found at <https://haywardca.opengov.com/>



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File #: MIN 20-083

DATE: July 29, 2020

TO: Council Budget and Finance Committee

FROM: Director of Finance

SUBJECT

Approval of the May 20, 2020 Budget and Finance Committee Meeting Minutes

RECOMMENDATION

That the Budget and Finance Committee approves the May 20, 2020 Budget and Finance Committee meeting minutes.

SUMMARY

The Council Budget and Finance Committee (CBFC) held a meeting on May 20, 2020, and the draft minutes are attached for the Committee's review and approval.

ATTACHMENTS

Attachment I CBFC 05/20/20 Meeting Minutes

COUNCIL BUDGET & FINANCE COMMITTEE MEETING
Meeting Minutes of May 20, 2020

Call to Order: 5:00 p.m.

Members Present: Mayor Halliday, Councilmember Lamnin, and Councilmember Wahab

Members Absent: None.

Staff: Kelly McAdoo, Maria Hurtado, Dustin Claussen, Nicole Gonzales, Nicholas Mullins, Rick Rivera

Guests: None.

Public Comments: No public comments.

1. Approval of Meeting Minutes from February 19, 2020

Action: A motion was made by Councilmember Wahab to approve the minutes of February 19, 2020. Unanimous approval as submitted.

2. Discussion of Potential Recovery Scenarios Post COVID-19

- Director Claussen presented the Committee with potential economic recovery scenarios after the state of emergency prompted by the COVID-19 pandemic.
- Director Claussen provided his prediction that a Deep V recovery would be ideal, but he expects a combination of Deep V and W recovery scenarios, and that more time and information are required to predict specific effects on City revenues.
- Councilmember Wahab suggested investigation of non-traditional funding sources such as angel investment.
- Councilmember Lamnin asked about additional potential cost-saving strategies, including requests for additional information on golden handshakes and Municipal Liquidity Facility.
- Councilmember Lamnin expressed support for including renewal of the Transient Occupancy Tax in the municipal election in November.
- City Manager McAdoo indicated that Transient Occupancy Tax strategies were scheduled for Council discussion on June 2nd, 2020, which could have positive impacts to the General Fund.
- Mayor Halliday suggested that social changes after COVID-19 may impact Transient Occupancy Tax revenues.

Action: Committee received the presentation.

3. FY 2021 Budget Process Update

- Director Claussen provided a revised timeline for budget creation and adoption based on the events related to the COVID-19 pandemic.
- Mayor Halliday suggested a reorganization of the Goals and Metrics outlined in the Mayor and City Council section of the FY 2021 budget document.
- Committee reviewed and discussed FY 2021 Goals.

Action: The Committee received the update.

4. Review FY 2020 Agenda Planning Calendar

Action: The Committee received the report.

5. Future Agenda Items

Action: None.

Committee Members/Staff Announcements: None.

Adjournment: The meeting was adjourned at 6:29 p.m.



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File #: ACT 20-053

DATE: July 29, 2020

TO: Council Budget and Finance Committee

FROM: Director of Finance
Director of Public Works & Utilities

SUBJECT

Review Proposed FY 2021 Public Works & Utilities Department Organizational Changes

RECOMMENDATION

That the Council Budget and Finance Committee reviews the proposed organizational changes within the Public Works & Utilities Department to address core functions more effectively in services provided, and to provide feedback and direction on implementation of proposed staffing changes.

SUMMARY

This report includes a review and proposal of changes to the organizational structure within the Public Works & Utilities Department to address its core functions more effectively in services provided to Hayward residents and businesses. These changes were originally intended to be presented as part of the FY 2021 budget adoption but were deferred to better understand the fiscal landscape. Staff now recommends that these changes be implemented as soon as possible. The proposed organizational changes within the Public Works & Utilities Department include the addition of 6.0 FTE, and deletion of 2.5 FTE, resulting in a net increase of 3.5 FTE. The proposed changes primarily impact Enterprise Funds, with minimal impact to the General Fund.

ATTACHMENTS

Attachment I Staff Report



DATE: July 29, 2020

TO: Council Budget and Finance Committee

FROM: Director of Finance
Director of Public Works & Utilities

SUBJECT: Review Proposed FY 2021 Public Works & Utilities Department Organizational Changes

RECOMMENDATION

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SUMMARY

This report includes a review and proposal of changes to the organizational structure within the Public Works & Utilities Department to address its core functions more effectively in services provided to Hayward residents and businesses. These changes were originally intended to be presented as part of the FY 2021 budget adoption but were deferred to better understand the fiscal landscape. Staff now recommends that these changes be implemented as soon as possible. The proposed organizational changes within the Public Works & Utilities Department include the addition of 6.0 FTE, and deletion of 2.5 FTE, resulting in a net increase of 3.5 FTE. The proposed changes primarily impact Enterprise Funds, with minimal impact to the General Fund.

BACKGROUND & DISCUSSION

During the FY 2021 budget process, the Public Works & Utilities Department proposed several positions changes to address its core functions more effectively in services provided to the Hayward community. These changes were originally intended to be presented as part of the FY 2021 budget adoption but were deferred to better understand the fiscal landscape. Due to the sudden onset of COVID-19, several budgetary changes were made within a constricted period of time. In an effort to balance the General Fund budget, all department requests were reviewed, and minimal department requests were included. As part of the review process, all position requests were removed, including those not impacting the General Fund.

After further Departmental review, the exclusion of the proposed organizational changes will have a significant impact on the ability to provide appropriate service levels in Public Works and Utilities. In order for the Public Works & Utilities Department to address its core functions in services provided to the City's residential and business customers, several position changes are proposed for the Committee's review and consideration. Table 1 below provides a summary of proposed position changes, and corresponding fiscal impacts:

Table 1: Summary of Proposed Position Changes

Add / Delete	FTE	Position / Job Classification	General Fund Fiscal Impact	Enterprise Funds Fiscal Impact
Add	1.0	Senior Utility Leader		\$ 171,512
Add	1.0	Utility Leader-Sewer		\$ 156,470
Add	1.0	Senior Utility Engineer		\$ 210,010
Add	1.0	Associate Civil Engineer		\$ 182,984
Add	1.0	Senior Water Resources Engineer		\$ 210,010
Add	1.0	Administrative Supervisor	\$ 118,885	\$ 39,628
Delete	-0.5	Meter Reader		\$ (99,453)
Delete	-1.0	Utility Worker-Sewer		\$ (139,083)
Delete	-1.0	Administrative Secretary	\$ (110,639)	\$ (36,880)
TOTAL	3.5		\$ 8,246	\$ 695,198

As shown in Table 1, the proposed changes in organizational structure will result in a net increase of 3.5 FTE. Details and justification of the proposed changes are as follows:

Proposed Position Adds:

1.0 FTE Senior Utility Leader in Field Services

This position is needed to effectively manage and utilize the City's new Advanced Metering Infrastructure (AMI) system and ensure that critical cross-connection control and backflow testing work is completed. The cost of the position would be partially offset by the deletion of a 0.5 FTE meter reader.

1.0 FTE Utility Leader-Sewer in Collection System Maintenance

This position is needed to maintain the sewer collection system and reduce the risk of sanitary sewer overflows. Wastewater agencies are under increasingly stringent regulatory requirements to eliminate any overflows or be subject to financial penalties. The addition of this position would provide for an additional fully staffed crew to operate the City's vactor trucks and increase sewer line cleaning activities. The cost of this position would be partially offset by the deletion of a 1.0 FTE Utility Worker-Sewer position.

1.0 FTE Senior Utilities Engineer in the Utilities Engineering Section

The City's existing Utilities Engineering staff does not include sufficient staffing to address the City Council's priorities to improve water and sewer infrastructure. An additional Senior Utilities Engineer will help the City keep pace with Utilities infrastructure improvements and replacements, and to implement the processes needed to address increasingly stringent regulatory requirements related to wastewater discharge.

1.0 FTE Associate Civil Engineer in the Utilities Engineering Section

This proposed new position is needed to help address the City Council's priorities related to improving water and sewer infrastructure. Additional staff resources will help the City keep pace with Water Distribution System improvement and replacement projects to ensure continued reliable water deliveries to residential and business customers.

1.0 FTE Senior Water Resources Engineer

This position was approved two years ago but the City was unsuccessful in recruiting and the position was deleted last year. However, water supply reliability and diversity has become increasingly complex and technical, given the demand on the State's finite water resources. Reinstatement of this position, which would report to the Water Resources Manager, is needed to address the development of a robust water supply portfolio, including recycled water, emergency and dry year supplies, and water conservation.

1.0 FTE Administrative Supervisor

Public Works & Utilities Administration support staff consists of 2 Administrative Secretaries and 3 Senior Secretaries. The addition of this proposed position would allow for improved communication, management of workflow, and department-wide staffing coverage. The cost of position will be partially offset by the deletion of a 1.0 FTE Administrative Secretary position.

Proposed Position Deletion:

0.5 FTE Meter Reader in Field Services

With the implementation of the City's AMI system, it is no longer necessary to retain this vacant position.

1.0 FTE Utility Worker-Sewer in Collection System Maintenance This position would be replaced by a new Utility Leader-Sewer position to provide for more effective sewer line cleaning and maintenance capacity. The position is currently vacant.

1.0 FTE Administrative Secretary

This position would be replaced by an Administrative Supervisor position to provide for more effective management of communication, workflow and department-wide oversight. The position is currently vacant.

STRATEGIC ROADMAP

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

- Project 13: Upgrade water system infrastructure
- Project 14: Update Water Pollution Control Facility Phase II Plan
- Project 15: Upgrade sewer collection system by replacing 3-4 miles of sewer lines annually
- Project 16: Implement Phase 2 of solar project and investigate interim usages of additional energy
- Project 17: Meet regulatory requirements for zero trash in stormwater by installing trash capture devices
- Project 18: Expand recycled water facilities

FISCAL IMPACTS

The proposed organizational changes will result in an increase of \$8,246 in cost to the General Fund, and an increase of \$695,198 in cost to the Enterprise Funds. The proposed increases would require an amendment to the FY 2021 Adopted Operating Budget and would be presented to the full Council for consideration and adoption in September.

NEXT STEPS

Should the Committee support and recommend the proposed organizational changes, staff will present the proposed changes to the full Council at a regularly scheduled meeting in September. At that time, staff will recommend that Council adopt a resolution to amend the FY 2021 Adopted Operating Budget and appropriate the funds in accordance with the resolution.

Prepared by: Marilyn Mosher, Senior Management Analyst
Nicole Gonzales, Deputy Director of Finance

Recommended by: Dustin Claussen, Director of Finance
Alex Ameri, Director of Public Works & Utilities

Approved by:



Kelly McAdoo, City Manager



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File #: WS 20-038

DATE: July 29, 2020

TO: Council Budget and Finance Committee

FROM: Finance Director

SUBJECT

Review and Discuss Public Safety Community Survey Policy Topics

RECOMMENDATION

That the Council Budget and Finance Committee reviews and discusses the attached letters and provides direction to staff on which policy issues to include in the upcoming community survey.

SUMMARY

During a work session at the July 21st City Council meeting, staff presented the public safety community engagement plan per Council's direction during the FY 21 budgeting process. In addition to community conversations and sharing information about the Hayward Police Department's budget, services, and programs, the plan included a focus group and community survey conducted by a third party consultant intended to gather data on residents' perspectives on issues related to public safety, racial equity, and policing.

In response to community and Council feedback during the July 21st work session, staff will be eliminating the focus group from this scope of work and working with the consultants to identify a partner research firm with broader experience specifically pertinent to issues of policing, race, equity, and public safety to assist in the development of the survey questions.

The attached documents include policy demands and recommendations presented by the Hayward Collective and by the Community Services Commission for review and possible inclusion in the community survey.

ATTACHMENTS

Attachment I June 16, 2020 "FY 2021 Budget Demands for HPD" Letter from the Hayward Collective to City Council

Attachment II July 15, 2020 Letter from the Community Services Commission to City

File #: WS 20-038

Council in support of Black Lives Matter



June 9, 2020

RE: FY 2021 Budget: Hayward Police Department

Dear Mayor Halliday and City Council Members,

The Hayward Collective writes to all of you to express our solidarity with the Black Lives Matter Movement and the Black-led multiracial and multicultural mass uprising to abolish and reform local institutions of policing and criminal justice.

The Hayward Collective and a community coalition of Hayward-based organizations, advocates, and community leaders demand the following:

1. **Redistribute 10% of the police's budget to non-police, community-based services outside of the police department.**
2. **Cancel and ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
3. **Demilitarize the police:** Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.
4. **Freeze Police Department hiring indefinitely** including incoming police academy candidates/graduates.
5. **Ban paid leave for officers being investigated for misconduct.**
6. **Ban city spending on the assessment or building of any police buildings or corp yards.**
7. **Establish a city-wide, participatory committee* for all residents** (regardless of citizenship status) that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY2022.

We expect all members of the Hayward City Council to do more than publicly express their support; couple your statements in affirmation of Black lives with action. Condemn the shootings and killings committed by the Hayward Police Department and express compassion towards the families.

There is no longer a need and time to justify and rationalize support for law enforcement, policing, criminalization, and incarceration. Such misguided prioritization ends now! For years now, every single murder in Hayward by the Hayward Police Department should have been enough to call attention to this issue. Unfortunately, this was not the case. The Hayward City Council has had more than enough chances to rectify this issue of which this historical moment is forcing everyone throughout this country to address. Elected officials who continue to participate in this justification only functions to support one single outcome: to uphold and reinforce the institutions and ideologies of white-supremacy, racism, and maintain the status of Black and Brown community members, and all communities of color as second-class citizens.

The Hayward Collective also recognizes the institutions of policing and criminal justice is one significant link in the chain of improving the comprehensive health, safety, and well-being of Black, Brown, and



communities of color in Hayward. As such, the Hayward municipal government has a duty to enact legislation and measures to uplift and improve the infrastructure of Hayward as the demands requested above reflect.

Sincerely,
Ramon(a) Rio
Advocate

July 15, 2020

Dear Mayor Halliday and City Council Members,

We find ourselves in a long overdue moment where we are grappling nationally and locally with the murders of George Floyd, Breonna Taylor, Ahmaud Arbery, Rayshard Brooks and all the (named and unnamed) Black lives preceding them struck down by a system of policing that was never meant to protect them.

The Community Services Commission (CSC) affirms that Black Lives Matter. We stand in solidarity with the calls for reparations to Black communities across this country. We acknowledge the painful legacy of chattel slavery and its impacts across generations of Black people on whose backs this country was and is built. We honor the fact that descendants of enslaved Black people are owed compensation not only for what their ancestors endured but also for what they continue to endure. In this affirmation, we express our support for the national and local efforts surrounding the Movement for Black Lives and Defunding of the Police.

While Hayward is regularly touted for its ethnic and racial diversity, it is not immune from the long history of racism and the modern insidious nature of racism. From the displacement of the Yrgin people and theft of Ohlone land; redlining, title restrictions, and racial covenants that pushed Black people to rural, unincorporated outskirts like Russell City; the subsequent erasure of Russell City by City of Hayward, resulting in the erasure of a musically rich touchstone of local Black culture; to present-day gentrification that economically drives out Black community members; the City of Hayward must reckon with its multiple accumulated, unpaid debts to our Black, Indigenous, and Brown residents. Hayward continues to criminalize Black, Indigenous, and Brown communities via investments in increased policing that far too often robs Black and Brown bodies of life and dignity. Before us is an opportunity - as a community - to make real steps toward rectifying the ills and errors of these transgressions.

The CSC is responsible for making recommendations for the annual distribution of approximately \$2 million in Federal and Local funding to support various community services targeted to the most vulnerable residents of Hayward. As part of this responsibility, the CSC has already adopted the use of a racial equity lens in our funding recommendations. We intend to go even further to ensure Black community members - who are over-represented among the vulnerable population our services funding targets- are appropriately supported and resourced. To address this, we not only need to fund these services, but also look at all social services

housed within and funded by the City of Hayward to address the root causes of this disparate need.

We support the recent approval of the Racial Equity Action Plan to forward anti-racist policies, to use a Racial Equity lens in budgeting for all city services, contracting, and hiring; and to ensure all city staff and council members are provided implicit bias and racial equity training within the next fiscal year. In the present landscape the most pressing issue amongst this pursuit of racial equity and racial justice is the effort is to reimagine Public Safety through a lens of racial equity that decouples Public Safety from systems of policing, which invariably lead to violence against Black, Indigenous, and Brown bodies. The verbal expressions of support for Black Lives we've heard from many of you are important, and we look forward to seeing those coupled with concrete actions that address the racial disparities across our city.

The Community Services Commission is using this moment as an opportunity of self-reflection to review our own processes and establish how we can support this movement long-term within the scope of our commission. Attachment I outlines our own commitments and intentions regarding our own work as a commission. Attachment II is the Policy and enumerated Powers and Duties of the Community Services Commission per the Hayward Municipal Code. Attachment III is our recommendations to Council regarding statements, policies, and direction we feel are appropriate for Council to take at this time.

The inimitable Angela Y. Davis says, "in a racist society, it is not enough to be non-racist, we must be anti-racist." As the Community Services Commission strives to ground its work in anti-racism as an extension of the racial equity framework, we invite you all to meet us on that field of anti-racism so Black residents of Hayward - and by extension all residents of Hayward - can thrive in our community.

Sincerely,

Community Services Commission

ATTACHMENT I

Community Services Commission Commitments and Intentions

1. Review of the CSC funding process to prioritize funding recommendations for agencies and projects that directly support our Black residents. These priorities will include food-security for Black residents, extra-curricular educational options for Black students, and efforts that spur the revitalization of Black theater, music, and art.
2. Expand the racial equity lens to supporting agencies with leadership and staffing representative of the communities they serve. This will allow us to ensure that we are supporting our city's Black, Brown, and Indigenous community leaders. We will do this by requesting more data during the application process beginning with FY 2022-2023. This information will not be used punitively, but as a driver to encourage agencies to review their own hiring practices and processes with a racial equity lens.
3. Request and receive an annual reporting from the Hayward Police Department (HPD) regarding all social services under HPD's purview, including all available data on race/ethnicity and all available evaluations from participants/clients regarding the programming (particularly the aspects serving and not serving participant/client needs). Additionally, we are requesting this report include metrics on a breakdown of service calls (emergency versus non-emergency, mental health, domestic violence, etc). The combination of these metrics would give the CSC insight regarding how those initial calls may have been attended to differently, and/or had better outcomes, with the use of social services and safety nets.
4. Prioritize Arts and Music funding to support city-wide celebrations of Black Culture & Liberation in honor of Juneteenth.

ATTACHMENT II

From the City of Hayward Municipal Code regarding the charge and purview of the Community Services Commission.

SEC. 2-3.90 - POLICY.

It is the public policy of the City of Hayward to: (1) encourage the development of a planned and orderly approach to the development of community services in the City; (2) identify the needs for community services, to plan for the coordinated delivery of such services to residents in need through both private and public resources so as to avoid duplication and conflict of effort; and (3) create and sustain an environment which will encourage and bring about mutual understanding and respect among all groups of the City, eliminate prejudice, discrimination, and disorder, and guarantee equal rights and opportunities for all.

The City Council of the City of Hayward finds that there is a need on the part of the City and the community to institute an official, responsible, community-oriented body within the City government in order to identify the needs for community services, to plan for the coordinated delivery of such services to citizens in need through both private and public resources so as to avoid duplication and conflict of effort, to evaluate the effectiveness of the services provided and to advise the City Council in regard to these functions, to support community improvement goals, to help solve community problems, and to serve as the Citizens Review mechanism of federally financed or aided projects.

SEC. 2-3.93 - POWERS AND DUTIES.

As an advisory agency to the City Council, the Community Services Commission shall have the power and duty to:

1. Advise the City of Hayward as to the most effective means of allocating available resources for community services.
2. Promote interagency and intergroup coordination in the development of community social resources.
3. Review and study problems and needs of the community programs and develop effective support needed to secure additional resources either through private channels or through the City or other instrumentalities of the government.
4. Monitor relationship/balance of funding patterns by public and private agencies ensuring fair distribution for the local jurisdiction.

5. Work together with other governmental agencies in keeping abreast of new and current developments in the field of social services in order to maximize the beneficial impact of social programs on the City.
 6. By persuasion and conference seek to arrive at voluntary solutions designed to discourage and prevent any and all recognized discriminations based upon race, sex, religion, national origin, age, handicap, sexual orientation, and all other protected categories of persons, if any, under federal and state law, and particularly those discriminations in the areas of housing, employment, and education.
 7. Hold hearings and take testimony of any person relating to any matter under investigation or in question before the Commission.
 8. Make recommendations which will help to develop a sense of community among those concerned with people serving efforts in Hayward and to create awareness and cooperation between the City and those groups doing social service work in the area.
 9. Make and issue reports respecting its studies, research, investigations and other activities, and make information available to other commissions and staff as required.
 10. Recommend to the City Council legislation or other remedial steps which the Commission should find to be necessary and desirable.
- Perform other related duties as directed by the City Council.

ATTACHMENT III

Recommendations to the City of Hayward City Council

Short-Term (up to 3 months)

1. Issue a statement of support in solidarity with the Black Community from the City of Hayward.
2. Issue an apology to the Black Community for complicity in institutional racism in the City of Hayward.
3. Demonstrate an explicit commitment to placing the highest value on human life and human dignity by commissioning an analysis on a Ban of the Use of Deadly Force - through a racial equity lens and public health lens - to be presented to the Hayward Police Department (HPD) Community Advisory Panel and the Community Services Commission prior to presentation to Hayward City Council.
4. Adopt a resolution that the HPD Community Advisory Panel (CAP) will abide by the Brown Act rules (despite not being a Brown Act committee), and direct HPD to report out monthly to the Community Advisory Panel on the number of people killed or hospitalized by HPD, number of complaints filed against HPD, and the number of officers terminated due to brutality or complaints. Should the measure to remove the "qualified elector" requirement from serving on Boards & Commissions pass in November 2020, we would further like to see CAP formalized as a Brown Act committee.
5. **Demand #3*:** Demilitarize the police: Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD. Requested resolution committing to a ban on these purchases - including tear gas and related equipment, military gear, and any equipment and/or software that is related to civilian surveillance.
 - CSC Analysis: We recognize that surveillance software and militarized forms of equipment are unjustly and unfairly leveraged against Black community members, producing disparate and racialized outcomes in our justice systems. As such, we support a ban of continued purchase of these items as well as a resolution committing to this ban. *(Relates to point 6 in SEC. 2-3.93 - POWERS AND DUTIES)*
6. **Demand #4*:** Freeze Police Department hiring indefinitely including incoming police academy candidates/graduates. Clarified to be an indefinite hiring freeze after this incoming class that includes the natural attrition of departing officers.

- CSC Analysis: With respect to the public policy charge of the CSC, the commission is intended to “create and sustain an environment which will encourage and bring about mutual understanding and respect among all groups of the City, eliminate prejudice, discrimination, and disorder, and guarantee equal rights and opportunities for all.” It is with that charge that the CSC is committed to a vision of Public Safety that reduces interactions with police, and promotes greater and improved public health and well-being for Black community members and other racialized and minoritized community members. In a new vision of Public Safety, we see the likelihood of a reduced police force, and funding of those roles redirected towards roles outside of HPD that can better address Public Safety from a Public Health perspective. *(Relates to points 2 and 3 in SEC. 2-3.93 - POWERS AND DUTIES)*

Near-Term (6 to 9 month)

1. Ensure the appointment process results in Taskforces, Boards, and Commissions that continue to be racially representative of the Hayward community.
2. Declare June 19th “JUNETEENTH” in the City of Hayward, and direct the Economic Development Special Events funding to support city-wide celebrations of Black Culture & Liberation in honor of this day each year.
3. Greater visibility from the GARE team regarding their work on the history and cultural contributions of Russell City with a community input process for recommendations on how the City can better recognize and honor this legacy.
4. **Demand #1*:** Redistribute 10% of the police’s budget for FY 2021 to non-police, community-based services outside of the police department.
 - CSC Analysis: The CSC values programming related to mental health, restorative justice, and youth enrichment activities; and we feel those services would be more impactful, efficient, and accessible provided outside of the Hayward Police Department (HPD). During the Application Review Committee (ARC) process, one agency interview revealed that their services are, in fact, more accessible when presented outside of HPD as the population they serve has legitimate concerns and fears regarding interactions with police. *(Relates to point 5 in SEC. 2-3.93 - POWERS AND DUTIES)*
5. **Demand #7*:** Establish a city-wide, participatory committee for all residents (regardless of citizenship status) that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY 2022. Participatory Budgeting is a

democratic process through which community members directly decide how to spend part of a public budget. The request is for such a committee for the Hayward Police Department Budget, and that it be SEPARATE FROM the Police Community Advisory Panel (the panel is not subject to the Brown Act; thus open meeting laws are not required of the panel).

- CSC Analysis: As a Brown Act committee, we see the value and importance of open and transparent meetings as core and critical to our work. We see the same importance and value for other committees, task forces, boards, and panels charged with evaluating the delivery of and making recommendations for any services and work regarding the City of Hayward. While we do see ourselves as a participatory budget committee - and see our own work as vital to the community - we also see the value of a similar committee for analyzing the Hayward Police Department budget through a critical lens of racial equity. Should short-term recommendation 4 (see above) be actualized, we would support meeting the intent of this recommendation through an expanded role and increased status of the existing HPD Advisory Panel. *(Relates to points 2 and 10 in SEC. 2-3.93 - POWERS AND DUTIES)*

Long-Term (9 to 12 months)

1. Council direction to the Development Services Department and Planning Commission regarding increasing Black homeownership and sensitivity to gentrification, urban renewal, and opportunity zones which are economic drivers associated with the displacement of Black residents.
2. Council direction to the Economic Development division regarding business development that prioritizes the needs of Black small business owners.
3. An evaluation of the implementation of 3-1-1 as an urgency hotline to address public safety issues that are unrelated to law enforcement (e.g. non-violent crisis intervention, mental health first responders, traffic safety issues, trauma-informed intervention for domestic violence victims), or an analysis with Alameda County regarding leveraging 2-1-1 to fulfill this purpose.

**These demands originate from the community demands commonly referred to as the "7 Demands." The CSC endorses the 4 demands presently under City of Hayward purview.*