

**CITY COUNCIL MEETING**

**FEBRUARY 15, 2022**

**PRESENTATIONS**

**WORK SESSION**

**ITEM #4**

**WS 22-005**

**DISCUSS PUBLIC  
SAFETY POLICY  
INNOVATION  
WORKSHOP  
PROJECTS**

# Public Safety Policy Innovation Workshop Pilot Projects

6-month Implementation Update (Q3 FY 2022)

# Background

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

# Communications Center Needs Assessment and Strategic Plan

Project #1 – Dispatch Needs Assessment and Capacity Improvement

# Communications Implementation Progress

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

# Communications Project Challenges

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

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

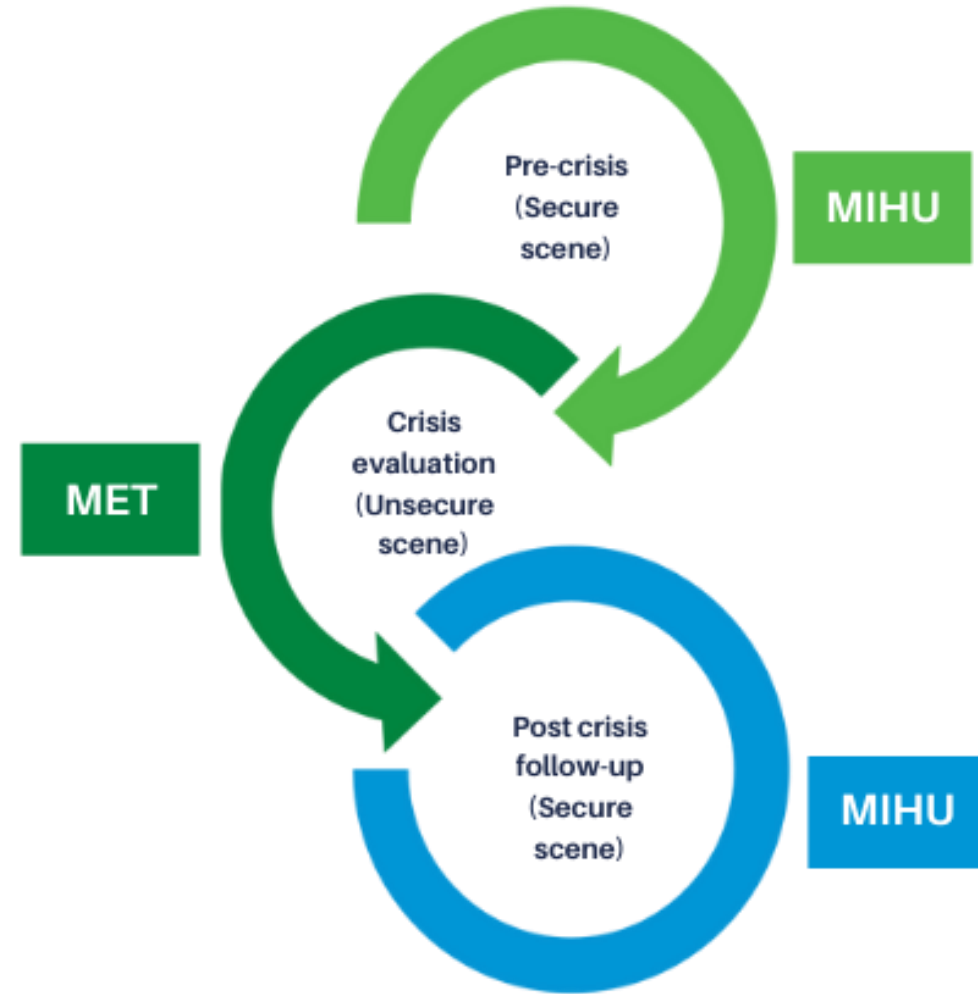
Project #2 – Mobile Mental Health Response Team

Project #3 – District Command Behavioral Health Clinician

Project #4 – Behavioral Health Coordinator



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



MIHU: Mobile Integrated Health Unit  
MET: Mobile Evaluation Team

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

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

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

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

# Community Services Officers Respond to Property Crimes

Project #6

# CSO Implementation Progress

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

# CSO Project Challenges

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

# The Hayward People's Budget

Project #8 – Neighborhood Participatory Budgeting

# People's Budget Implementation Progress

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



# Challenges

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

# Remaining Project Updates

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

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

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

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

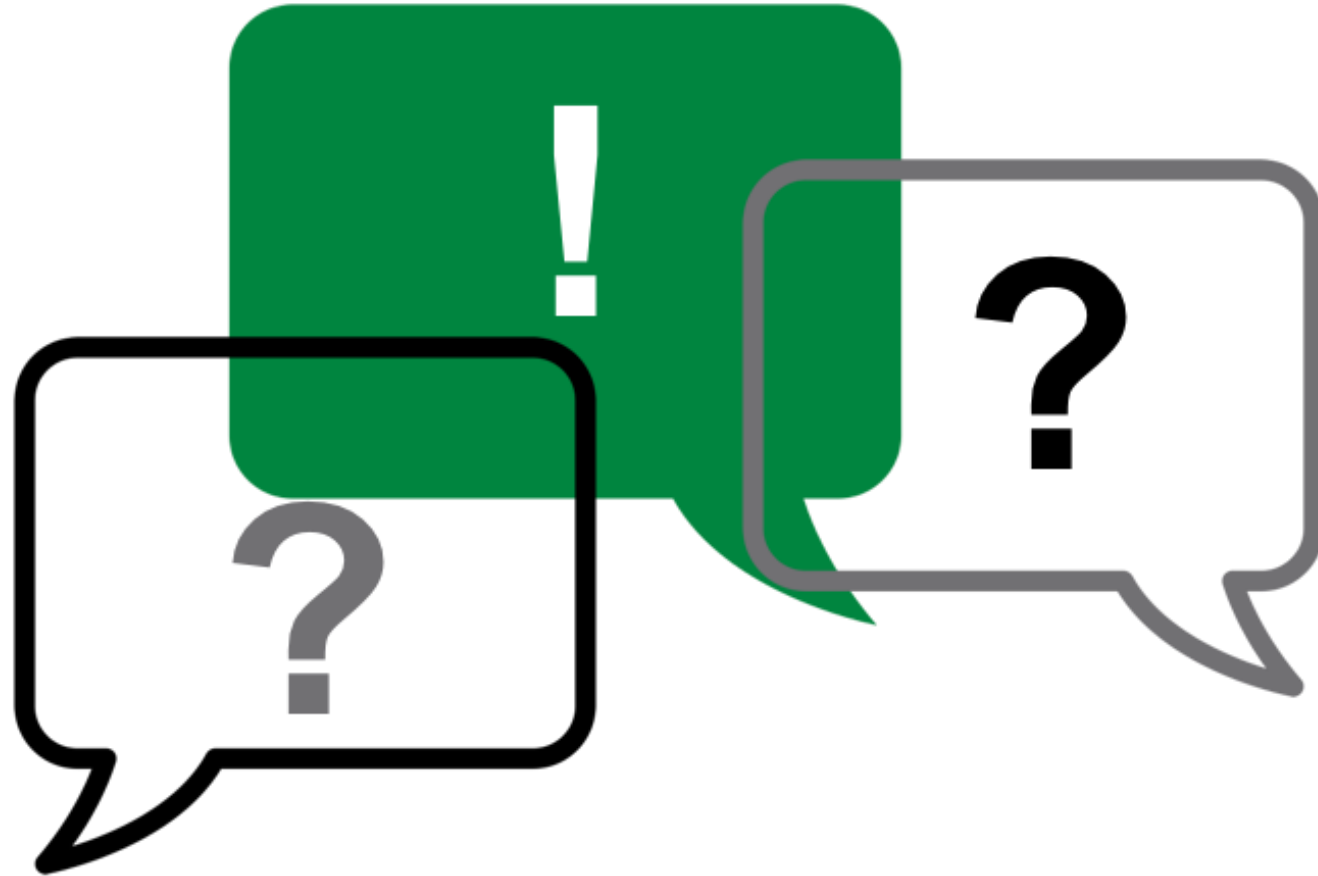
**Project #17**  
**Community  
Complaint  
Liaison**

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

# Next Steps

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

# Questions



**ITEM #5**

**PH 22-007**

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

**LEGISLATIVE BUSINESS**

**ITEM #6**

**LB 22-005**

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

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

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

# Amendments to the City of Hayward Salary Plan for FY22

## Cost-of-Living-Adjustments

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

## New Classifications

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

## Salary Adjustments

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