

**CITY COUNCIL MEETING
TUESDAY, MARCH 7, 2017**

DOCUMENTS RECEIVED AFTER PUBLISHED AGENDA

Item #4 LB 17-009

**Attachment IX
Detail of Mid-Year Expenditure Adjustments**



DEPARTMENT OF FINANCE


MEMORANDUM

DATE: March 7, 2017
TO: Mayor and City Council
FROM: Director of Finance
SUBJECT: Item #4 – Attachment IX Detail of Mid-Year Expenditure Adjustments

At the time of publication Item #4 LB 17-009 FY 2017 Mid-Year Budget Review & General Fund Ten-Year Plan Update, “Attachment IX Detail of Mid-Year Expenditure Adjustments” was not provided. Attachment IX Detail of Mid-Year Expenditure Adjustments is included as an attachment to this memorandum.

Prepared and Recommended by: Dustin Claussen, Director of Finance

Approved by:



Kelly McAadoo, City Manager

Attachment:
Attachment IX Detail of Mid-Year Expenditure Adjustments

Fund	Fund/ Dept.	Reason for Adjustment	Adopted Budget	Adjustment	FY 2016 Carry forwards/ Contracts	Reductions	Total Amendment	Total Adjusted Budget
100	General Fund		\$ 149,029,026	\$ 5,541,925	\$ 1,605,539	\$ (2,166,855)	\$ 4,980,609	\$ 154,009,635
	Non-Dept.	Transfer to UUT Capital Fund		\$ 3,027,000				
		Transfer to Stormwater fund Trimble Court Repairs		\$ 173,000				
		Staffing Expenses				\$ (1,166,486)		
		Debt Service savings on FY 2017 refundings				\$ (142,450)		
		Maintenance and Utilities				\$ (269,386)		
	City Manager	Budget/Encumbrance Carryforwards			\$ 177,972			
		Administrative Investigation		\$ 82,105				
	City Attorney	Budget/Encumbrance Carryforwards			\$ 7,157			
	City Clerk	Budget/Encumbrance Carryforwards			\$ 6,135			
		Election Costs		\$192,000				
	Develop. Services	Budget/Encumbrance Carryforwards			\$ 911,199			
		Plan Check Services		\$ 650,000				
		Add 1.0 FTE Supervising Permit Tech..		\$ 17,307				
		Del 1.0 FTE Permit Tech. I/II				\$ (16,299)		
		Add 1.0 FTE Assistant Engineer		\$ 23,721				
		Del 1.0 FTE Development Review Specialist				\$ (22,696)		
	Finance	Budget/Encumbrance Carryforwards			\$ 13,465			
		GAAP Standards Corrections		\$ 714,740				
	Fire	Budget/Encumbrance Carryforwards			\$ 1,556			
		Fire Training Academy		\$ 100,000				
	Human Resources	Budget/Encumbrance Carryforwards			\$ 31,725			
		Temporary Staffing		\$ 47,000				
	Library & Comm. Svcs.	Budget/Encumbrance Carryforwards			\$ 26,938			
	Police	Budget/Encumbrance Carryforwards			\$ 201,308			
		Grant Carryforwards & Appropriations			\$ 224,054			
		Supplies and Services		\$ 296,485				
		Byrnes Grant Expenses		\$ 45,796				
		Overtime		\$ 30,000				
		Facilities update		\$ 92,000				
	PW-Eng & Transp	Budget/Encumbrance Carryforwards			\$ 4,030			
		Add 1.0 FTE Dpty. Dir. Public Works		\$ 37,257				
		Del 1.0 FTE Assistant City Engineer				\$ (34,538)		
		Add 1.0 FTE Sr. Mgmt. Analyst (PLA)		\$ 13,514				
101	Measure C		\$ 5,819,259	\$ 776,000	\$ -		\$ 776,000	\$ 6,595,259
	Non-Dept	Res 16-209		\$ 700,000				
		Supplies and Services (Revenue)		\$ 68,000				
	Police	Budget/Encumbrance Carryforwards		\$ 8,000				
210	Measure B		\$ 2,975,000	\$ -	\$ 1,652,152	\$ -	\$ 1,652,152	\$ 4,627,152
	Maintenance Services	CIP/Encumbrance Carryforwards			\$ 20,302			
	PW-Eng & Transp	CIP/Encumbrance Carryforwards			\$ 1,631,850			
212	Measure BB		\$ 10,705,000	\$ -	\$ 2,184,102	\$ -	\$ 2,184,102	\$ 12,889,102
	PW-Eng & Transp	CIP/Encumbrance Carryforwards			\$ 2,184,102			

Fund	Fund/ Dept.	Reason for Adjustment	Adopted Budget	Adjustment	FY 2016 Carry forwards/ Contracts	Reductions	Total Amendment	Total Adjusted Budget
214	Measure BB Paratransit		\$ 310,000	\$ 32,410	\$ -		\$ 32,410	\$ 342,410
	Library & Comm. Svcs.	Budget/Encumbrance Carryforwards		\$ 32,410				
217	Measure B Paratransit		\$ 1,176,374	\$ -	\$ 22,278		\$ 22,278	\$ 1,198,652
	Library & Comm. Svcs.	Budget/Encumbrance Carryforwards			\$ 22,278			
220	Federal Grants		\$ 415,372	\$ 350,000	\$ 558,749		\$ 908,749	\$ 1,324,121
	City Manager	Matching portion of EDA Grant (offsetting transfer from fund 102)		\$ 350,000				
	Fire	Budget/Encumbrance Carryforwards			\$ 90,735			
	Library & Comm. Svcs.	Budget/Encumbrance Carryforwards			\$ 468,014			
		Grant Appropriations						
223	CDBG Housing Rehab Loan Fund		\$ 295,000	\$ -	\$ 646,152		\$ 646,152	\$ 941,152
	Library & Comm. Svcs.	Budget/Encumbrance Carryforwards			\$ 646,152			
225	Community Development Block Grant		\$ 1,402,417	\$ -	\$ 288,803		\$ 288,803	\$ 1,691,220
	Library & Comm. Svcs.	Budget/Encumbrance Carryforwards			\$ 288,803			
227	CDBG-Small Business Loan			\$ -	\$ 498,496		\$ 498,496	\$ 498,496
	City Manager	Budget/Encumbrance Carryforwards			\$ 498,496			
230	State Grants		\$ 2,500	\$ -	\$ 851,365		\$ 851,365	\$ 853,865
	Library & Comm. Svcs.	Budget/Encumbrance Carryforwards			\$ 92,282			
	Utilities & Environmental Services	Budget/Encumbrance Carryforwards			\$ 759,083			
231	Used Oil Recycling		\$ 1,159	\$ -	\$ 42,608		\$ 42,608	\$ 43,767
	Utilities & Environmental Services	Budget/Encumbrance Carryforwards			\$ 42,608			
232	Measure D Recycling		\$ 570,293	\$ 5,583	\$ -		\$ 5,583	\$ 575,876
	Utilities & Environmental Services	Budget/Encumbrance Carryforwards		\$ 5,583				
240	Local Grants		\$ -	\$ -	\$ 172,467		\$ 172,467	\$ 172,467
	Fire	Budget/Encumbrance Carryforwards			\$ 13,077			
	Library & Comm. Svcs.	Budget/Encumbrance Carryforwards			\$ 139,509			
	Utilities & Environmental Services	Budget/Encumbrance Carryforwards			\$ 19,881			
245	Housing Authority		\$ 126,682	\$ -	\$ 737,345		\$ 737,345	\$ 864,027
	Library & Comm. Svcs.	Budget/Encumbrance Carryforwards			\$ 737,345			
246	Affordable Housing		\$ 297,243	\$ 35,000	\$ -		\$ 35,000	\$ 332,243
	Library & Comm. Svcs.	FY 2017 CLLS Grant Appropriation		\$ 20,000				
		Claim payment		\$ 15,000				
265	Asset Forfeiture		\$ -	\$ -	\$ 93,000		\$ 93,000	\$ 93,000
	Police	Workspace remodel			\$ 93,000			
266	LLD #1		\$ 6,438	\$ -	\$ 294		\$ 294	\$ 6,732
	Maintenance Services	Budget/Encumbrance Carryforwards			\$ 294			
267	LLD #2		\$ 9,746	\$ -	\$ 393		\$ 393	\$ 10,139
	Maintenance Services	Budget/Encumbrance Carryforwards			\$ 393			
268	LLD #3		\$ 110,592	\$ -	\$ 758		\$ 758	\$ 111,350
	Maintenance Services	Budget/Encumbrance Carryforwards			\$ 758			
269	LLD #4		\$ 17,086	\$ -	\$ 793		\$ 793	\$ 17,879
	Maintenance Services	Budget/Encumbrance Carryforwards			\$ 793			

Fund	Fund/ Dept.	Reason for Adjustment	Adopted Budget	Adjustment	FY 2016 Carry forwards/ Contracts	Reductions	Total Amendment	Total Adjusted Budget
270	MD #1		\$ 33,778	\$ -	\$ 683		\$ 683	\$ 34,461
	Maintenance Services	Budget/Encumbrance Carryforwards			\$ 683			
271	MD #2		\$ 95,789	\$ -	\$ 1,447		\$ 1,447	\$ 97,236
	Maintenance Services	Budget/Encumbrance Carryforwards			\$ 1,447			
		Repairs & Maintenance		\$ 6,000				
272	LLD #5		\$ 7,427	\$ -	\$ 308		\$ 308	\$ 7,735
	Maintenance Services	Budget/Encumbrance Carryforwards			\$ 308			
273	LLD #6		\$ 14,824	\$ -	\$ 260		\$ 260	\$ 15,084
	Maintenance Services	Budget/Encumbrance Carryforwards			\$ 260			
274	LLD #7		\$ 127,478	\$ -	\$ 66,374		\$ 66,374	\$ 193,852
	Maintenance Services	Budget/Encumbrance Carryforwards			\$ 66,374			
275	LLD #8		\$ 7,219	\$ -	\$ 283		\$ 283	\$ 7,502
	Maintenance Services	Budget/Encumbrance Carryforwards			\$ 283			
276	LLD #9		\$ 3,492	\$ -	\$ 373		\$ 373	\$ 3,865
	Maintenance Services	Budget/Encumbrance Carryforwards			\$ 373			
277	LLD #10		\$ 134,971	\$ -	\$ 46,904		\$ 46,904	\$ 181,875
	Maintenance Services	Budget/Encumbrance Carryforwards			\$ 46,904			
		Additional Utilities Expense		\$ 7,000				
278	LLD #12		\$ 36,341	\$ -	\$ 1,014		\$ 1,014	\$ 37,355
	Maintenance Services	Budget/Encumbrance Carryforwards			\$ 1,014			
279	LLD #11		\$ 149,182	\$ -	\$ 31,878		\$ 31,878	\$ 181,060
	Maintenance Services	Budget/Encumbrance Carryforwards			\$ 31,878			
280	Downtown Business Impr.		\$ 96,000	\$ -	\$ 16,843		\$ 16,843	\$ 112,843
	City Manager	Budget/Encumbrance Carryforwards			\$ 16,843			
281	LLD #13		\$ 190,148	\$ 20,500	\$ 1,825		\$ 22,325	\$ 212,473
	Maintenance Services	Budget/Encumbrance Carryforwards			\$ 1,825			
		Additional Utilities Expense		\$ 20,500				
295	South Hayward BART JPA Parking District		\$ 6,345	\$ 93,997	\$ 722,762	\$ (355,181)	\$ 461,578	\$ 467,923
	City Manager	Budget/Encumbrance Carryforwards			\$ 722,762			
		Reso 16-05		\$ 93,997				
		Reso 16-06				\$ (355,181)		
405	Capital Projects		\$ 1,755,000	\$ 50,000	\$ 2,302,290	\$ (45,848)	\$ 2,306,442	\$ 4,061,442
	City Manager	CIP/Encumbrance Carryforwards			\$ 170,890			
		Jackson Street Mural Construction Services		\$ 50,000				
	Development Services	CIP/Encumbrance Carryforwards			\$ 16,203			
	Fire	CIP/Encumbrance Carryforwards				\$ (45,848)		
	Library & Comm. Svcs.	CIP/Encumbrance Carryforwards			\$ 266,860			
	Maintenance Services	CIP/Encumbrance Carryforwards			\$ 55,570			
	Police	CIP/Encumbrance Carryforwards			\$ 355,508			
	PW-Eng & Transp	CIP/Encumbrance Carryforwards			\$ 1,437,259			
406	Capital Projects Measure C		\$ 71,080,000	\$ 700,000	\$ 51,850,958		\$ 52,550,958	\$ 123,630,958
	City Manager	CIP/Encumbrance Carryforwards			\$ 1,226			
	PW-Eng & Transp	CIP/Encumbrance Carryforwards			\$ 51,849,732			
		Reso 16-209		\$ 700,000				
410	RTE 238 Corridor Improvements		\$ 15,960,000	\$ -	\$ 7,441,223		\$ 7,441,223	\$ 23,401,223
	City Manager	CIP/Encumbrance Carryforwards			\$ 403,288			
	PW-Eng & Transp	CIP/Encumbrance Carryforwards			\$ 7,037,935			

Fund	Fund/ Dept.	Reason for Adjustment	Adopted Budget	Adjustment	FY 2016 Carry forwards/ Contracts	Reductions	Total Amendment	Total Adjusted Budget
411	RTE 238 Settlement Admin. Fund		\$ -	\$ -	\$ 2,031,322		\$ 2,031,322	\$ 2,031,322
	City Manager	CIP/Encumbrance Carryforwards			\$ 2,031,322			
450	Street System Improvement		\$ 4,130,000	\$ -	\$ 9,916,489		\$ 9,916,489	\$ 14,046,489
	IT	CIP/Encumbrance Carryforwards			\$ 33,295			
	PW-Eng & Transp	CIP/Encumbrance Carryforwards			\$ 9,883,194			
460	Transportation System Improvement Fund		\$ 525,000	\$ 114,000	\$ 697,125		\$ 811,125	\$ 1,336,125
	Maintenance Services	CIP/Encumbrance Carryforwards			\$ 15,951			
	PW-Eng & Transp	CIP/Encumbrance Carryforwards			\$ 681,174			
		Reso 16-206		\$ 114,000				
603	Water Replacement		\$ 5,640,000	\$ 61,000	\$ 28,443,278		\$ 28,504,278	\$ 34,144,278
	Maintenance Services	CIP/Encumbrance Carryforwards			\$ 370			
	Utilities &	CIP/Encumbrance Carryforwards			\$ 28,442,908			
		FY17 Appropriation Resolution 17-007		\$ 61,000				
604	Water Improvement		\$ 10,344,000	\$ -	\$ 28,504,259		\$ 28,504,259	\$ 38,848,259
	Maintenance Services	CIP/Encumbrance Carryforwards			\$ 1,255			
	Utilities &	CIP/Encumbrance Carryforwards			\$ 28,503,004			
605	Water Fund		\$ 47,655,871	\$ 81,357	\$ 105,297	\$ (62,123)	\$ 124,531	\$ 47,780,402
	Finance	Fees Offset by Revenue Collected		\$ 15,000				
	Utilities & Environmental Services	Budget/Encumbrance Carryforwards			\$ 105,297			
		Add 1.0 FTE Development Review Specialist		\$ 33,857				
		Del 1.0 FTE Senior Utilities Service Rep.				\$ (32,123)		
		Add 1.0 FTE Sustainability Specialist		\$ 32,500				
		Del 1.0 FTE Sustainability Technician				\$ (30,000)		
610	Sewer Fund		\$ 26,021,326	\$ 32,500	\$ 18,271	\$ (30,000)	\$ 20,771	\$ 26,042,097
	Utilities & Environmental Services	Budget/Encumbrance Carryforwards			\$ 18,271			
		Add 1.0 FTE Sustainability Specialist		\$ 32,500				
		Del 1.0 FTE Sustainability Technician				\$ (30,000)		
611	Sewer Replacement Fund		\$ 27,766,000	\$ -	\$ 15,555,908		\$ 15,555,908	\$ 43,321,908
	Utilities & Environmental Services	Budget/Encumbrance Carryforwards			\$ 15,555,908			
612	Sewer Improvement Fund		\$ 30,329,000	\$ -	\$ 36,951,834		\$ 36,951,834	\$ 67,280,834
	Utilities & Environmental Services	CIP/Encumbrance Carryforwards			\$ 36,951,834			
615	Stormwater		\$ 2,818,800	\$ 172,850	\$ -		\$ 172,850	\$ 2,991,650
	Utilities & Environmental Services	Emergency Stormwater Repair		\$ 172,850				
620	Airport		\$ 3,386,433	\$ 262,400	\$ 48		\$ 262,448	\$ 3,648,881
	PW-Eng & Transp	Budget/Encumbrance Carryforwards			\$ 48			
		Field Supplies		\$ 7,000				
		Rental Equipment		\$ 1,300				
		Temporary Services		\$ 3,000				
		Transportation Costs		\$ 1,100				
		Transfer Out to Fund 621		\$ 250,000				
621	Airport Capital		\$ 4,543,000	\$ -	\$ 779,082		\$ 779,082	\$ 5,322,082
	PW-Eng & Transp	CIP/Encumbrance Carryforwards			\$ 779,082			
705	Workers' Compensation Fund		\$ 6,575,911	\$ -	\$ 26,997		\$ 26,997	\$ 6,602,908
	Human Resources	Budget/Encumbrance Carryforwards			\$ 26,997			

Fund	Fund/ Dept.	Reason for Adjustment	Adopted Budget	Adjustment	FY 2016 Carry forwards/ Contracts	Reductions	Total Amendment	Total Adjusted Budget
710	General Liability Insurance Fund		\$ 3,624,612	\$ 1,595,327	\$ 169,555		\$ 1,764,882	\$ 5,389,494
	City Attorney	Encumbrance Carryforward			\$ 169,555			
		Insurance Payment for Settlement		\$ 995,328				
		Settlements & Litigation Fees		\$ 599,999				
725	Facilities Management Fund		\$ 3,891,808	\$ 167,000	\$ 3,287		\$ 170,287	\$ 4,062,095
	Maintenance Services	Budget/Encumbrance Carryforwards			\$ 3,287			
		Security Services		\$ 10,000				
		Building and Structure Maintenance		\$ 50,000				
		Utilities Expenses		\$ 107,000				
726	Facilities Capital Fund		\$ 435,000	\$ 115,000	\$ 462,166		\$ 577,166	\$ 1,012,166
	Maintenance Services	CIP/Encumbrance Carryforwards			\$ 462,166			
		Enterprise Site Security Measure		\$ 115,000				
730	Information Technology Fund		\$ 6,793,624	\$ -	\$ 174,725		\$ 174,725	\$ 6,968,349
	IT	Budget/Encumbrance Carryforwards			\$ 174,725			
731	Information Technology Capital Fund		\$ 1,546,000	\$ -	\$ 2,161,756	\$ (501,087)	\$ 1,660,669	\$ 3,206,669
	IT	CIP/Encumbrance Carryforwards			\$ 2,161,756			
		CIP Accounts Reconciled				\$ (501,087)		
735	Fleet Mgmt.		\$ 4,277,658	\$ -	\$ 35,909		\$ 35,909	\$ 4,313,567
	Maintenance Services	Budget/Encumbrance Carryforwards			\$ 35,909			
736	Fleet Mgmt. Enterprise		\$ 2,574,000	\$ 129,000	\$ 2,126,259		\$ 2,255,259	\$ 4,829,259
	Maintenance Services	Budget/Encumbrance Carryforwards			\$ 2,126,259			
		Mutual Aid Revenue		\$ 129,000				
737	Fleet Mgmt. Enterprise		\$ 813,000	\$ 290,000	\$ 414,599		\$ 704,599	\$ 1,517,599
	Maintenance Services	Budget/Encumbrance Carryforwards			\$ 414,599			
		Reso 16-177		\$ 285,000				
		Coating for New WPCF Equipment		\$ 5,000				
850	Hayward Trust & Agency Fund		\$ -	\$ -	\$ 10,905		\$ 10,905	\$ 10,905
	City Manager	Budget/Encumbrance Carryforwards			\$ 5,366			
	City Clerk	Budget/Encumbrance Carryforwards			\$ 5,539			
	Change Other Funds						\$ 202,513,936	
	Change ALL Funds						\$ 207,494,545	

**Hayward Youth Commission
Community Service Proposal**



HAYWARD YOUTH COMMISSION COMMUNITY SERVICE PROPOSAL

1. COMMUNITY SERVICE STATISTICS:

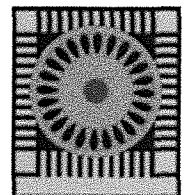
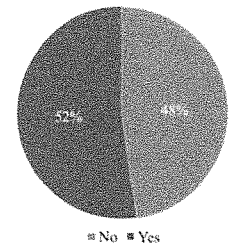
- + **92%** of admissions officers are more impressed with candidates who partake in community service than those that don't.
- + **33** admissions officers at the **top 50 U.S. & World News Universities List** view that 50-500 hours of community service is a positive aspect on their application.
- + Students who volunteer are **50% less likely** to abuse alcohol, cigarettes, or participate in destructive behavior and see a lower mortality rate, greater functional ability, and decreased depression rates.
- + **70%** of those who participate in community service feel that their actions have a positive impact on the community.
- + Teens who volunteer believe that they learn to respect others, understand people who are different from them, develop leadership skills, and become more patient.
- + Students involved in community service are more likely to have a stronger work ethic, social awareness and social circle.
- + **81%** of youth who participated in community service in high school continued their service work into their adult years.
- + **13.3** million youth, **59.3%** volunteer an average of **3.5** hours per week.

2. COMMUNITY SERVICE MODELS:

- | | |
|---|--|
| <ul style="list-style-type: none"> + Moreau Catholic High School <ul style="list-style-type: none"> - Freshman Year: 10 hours - Sophomore Year: 15 hours - Junior & Senior Year: ~30 hours per year (Capstone Project) + Leadership Public School, Hayward <ul style="list-style-type: none"> - Thirty- five hours a year | <ul style="list-style-type: none"> + Alameda Unified School District <ul style="list-style-type: none"> - 20 hours of community service to be promoted from a public middle school - 20 hours of community service to graduate from a public high school + Fremont Unified School District <ul style="list-style-type: none"> - 40 hours of community service to graduate from a public high school |
|---|--|

3. EXPERIMENT SUMMARY:

- + Students were asked a series of questions regarding community service that was distributed to the three schools below:
 - Hayward High School, Mt. Eden High School, Tennyson High School
 - + 100% of the survey group responded to the survey, conducted from December 2015- January 2016
 - + Sample Audience: students already a part of and not involved in community service
- How many students participate in community service already?



4. OUR RECOMMENDATION:

- + Sixty hours of community service hours by the end of high school with a recommended fifteen hours a year. This is not a requirement.
- + Reward System:
 - If a student completes fifteen hours of community service during the school year, they will receive the community service honor certificate. (This is like the superintendent's honor roll award)
 - If a student has received the community service honor certificate all four years of high school, then they will receive the community service honoree award
 - Honoree award will pertain to seal being placed on the diploma of the student; This is like the seal of illiteracy for four-year completion of Spanish Language class at Hayward High.
- + Goal of our recommendation is that by the end of their four years' students would have completed sixty hours of community service. Fostering an environment of community service in our district.
- + Hours will be turned into high school counselor and saved on file. We hope to be able to implement these changes to the class of 2021 therefore the next freshman class will be the first class to receive the Community Service Honor Certificate

5. METHOD OF COLLECTION (EXAMPLES):

Moreau Catholic High School Paper Form (Top), Alameda Unified School District (Bottom)

Student Name: _____ Class of: _____ Date: _____ Current Grade: _____

SERVICE DATES: _____ to _____

Name of Non-Profit Organization	Address of Agency	Name & Title of Supervisor	Supervisor's Contact Information	Date Completed	Hours Served	Check if hours were in Environment Solidarity with Poor	
Total Hours Served:							



ALAMEDA UNIFIED SCHOOL DISTRICT
Graduation Requirements



COMMUNITY SERVICE VERIFICATION FORM

Student Name _____ Grade _____ Class of _____

Name of Agency or Organization _____

Title / Activity Description _____

Supervisor _____ Phone # (____) _____
(Signature)

I have completed _____ hours of Community work on this task.

Student Signature _____ Date _____

- + Another option is online programs that can track community service hours:
 - An example is x2VOL – the most widely used service tracking platform in K-12 education and currently used by Moreau Catholic High School.

6. BENEFITS:

- + Competitive college applicants
- + Professional Experience and Personal Growth
- + Active agents of change in the community
- + Identifying and rectifying community issues
- + Recommended fifteen hours of community service a year

7. COMMUNITY SERVICE OPPORTUNITIES:

- + Non-Profit Organizations
- + Church/Religious-based Services
- + Retirement Home
- + Day care center
- + Nature Parks/Environmental-based Service
- + Involvement in service projects related to addressing needs in the community
- + Tutoring (service must be approved by an educator)
- + Coordinating/organizing for community needs including fundraising
- + Coaching youth sports
- + Volunteering to be a counselor/teaching assistant

8. WORK CITED:

- Barge, Mary Ann. "How Many Volunteer Hours Do You Need for College." *PrepScholar*. N.p., 10 Dec. 2015. Web. 14 Jan. 2017.
- Cooperation for National and Community Service. "Benefits of Volunteering." *Cooperation for National and Community Service*. N.p., n.d. Web. 14 Jan. 2017.
- Paul, Pamela. "Does Helping Out Help You?" *The New York Times*. N.p., 7 Jan. 2011. Web. 14 Jan. 2017.
- Segal, Jeanne, Ph.D., and Lawrence Robinson. "Volunteering and Its Surprising Benefits." *Help Guide*. N.p., Dec. 2016. Web. 14 Jan. 2017.

9. CONTRIBUTORS:

Alvarenga, Mauricio	Hayward High School	'18
Andrade, Karen	Tennyson High School	'17
Ebadi, Zach	HARD Advisor	
Hernandez-Perez, Cristian	Hayward High School	'20
Herrera, Andrew	Leadership Public Schools Hayward	'18
Johnson, Julian	Hayward High School	'17
Gonzalez, Cuauhtemoc	Leadership Public Schools Hayward	'18
Phung, Vivian	Alameda Science and Technology Institute	'18
Serrano, Rina	HUSD Staff Member	
Usac, Felicity	Moreau Catholic High School	'18

10. CONCLUSION:

Thank you for allowing us to present our presentation. I hope that our presentation and handout is useful in your decision on community service hours in Hayward. If anyone has any questions or concerns, please feel free to email:

Annie.Snell@hayward-ca.gov

We want to formally thank the people who have helped us on our journey:

The City of Hayward, HARD, HUSD
Francisco C. Zermeno - City Council
Annie Snell - Hayward Library
Luis Loza - Tennyson HS '16
Leslee Gonzales - Tennyson HS '16
Lilybeth Domingo - Tennyson HS '16
Sophia Espinosa - Moreau Catholic HS '16
Carolyne Eusebio - Mt. Eden HS '16