

**Attachment IV  
Implementation Plan for Projects  
Recommended for Immediate  
Implementation**

**Implementation Plan for Projects Recommended for Immediate Implementation**

#	Project	Estimated Cost & Funding Source(s)	Executive Sponsor	Timeline & Immediate Next Steps
1	<b>Dispatch Needs Assessment and Capacity Improvement</b>	<p>\$65,000 (Staff estimates that the study will cost up to \$65,000. Study recommendations may include additional staffing, training, or equipment. Staff will return to Council with additional funding needs at the conclusion of the study.)</p> <p><u>Source:</u> Police Officer Vacancy Salary Savings</p>	City Manager, Fire Chief, Police Chief	<p>Convene working group, issue RFP for study.</p> <p>Hire consultant by Q1 FY 22.</p>
2	<b>Mobile Mental Health Response Team</b>	<p>\$900,000 (\$600,000 for 1-year 40-hour medic, clinician, and counselor positions, \$300,000 for equipment, training, and vehicle lease)</p> <p><u>Source:</u> Police Officer Vacancy Salary Savings</p>	Assistant City Manager, Police Chief, Fire Chief with YFSB Administrator	<p>Convene working group, clarify program model (e.g., scope, hours of operation, regulatory compliance, reporting structure, etc.), work with bargaining groups and Personnel Commission to develop/modify job classification specifications, recruit and hire staff.</p> <p>Job specifications to go before Personnel Commission in July. Recruitment to launch following approval with target hire date of October 1.</p>

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<b>3</b>	<b>District Command Behavioral Health Clinician</b>	<p>\$150,000</p> <p><u>Source:</u> Police Officer Vacancy Salary Savings</p>	Assistant City Manager, Fire Chief, Police Chief with YFSB Administrator	<p>Convene working group, identify reporting structure and job duties, work with bargaining groups and Personnel Commission to develop/modify job classification specifications, recruit and hire staff.</p> <p>Job specifications to go before Personnel Commission in July. Recruitment to launch following approval with target hire date of October 1.</p>
<b>4</b>	<b>Behavioral/Mental Health Coordinator</b>	<p>\$178,600</p> <p><u>Source:</u> Police Officer Vacancy Salary Savings</p>	Assistant City Manager, Fire Chief, Police Chief with YFSB Administrator	<p>Convene working group, identify reporting structure and job duties, work with bargaining groups and Personnel Commission to develop/modify job classification specifications, recruit and hire staff.</p> <p>Job specifications to go before Personnel Commission in July. Recruitment to launch following approval with target hire date of October 1.</p>

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<b>5</b>	<b>Expand Shelter Options &amp; Outreach</b>	Funding for this project is being considered in the context of the Let's House Hayward Strategic Plan.	Assistant City Manager	The Let's House Hayward Plan will go before the Housing & Homelessness Task Force on June 3, 2021 and is anticipated to return to City Council on July 20, 2021.
<b>6</b>	<b>Community Services Officers Respond to Property Crimes</b>	This project can be incorporated into existing budgets and staff time, though it may require reprioritizing workloads.	Chief of Police	<p>Convene working group, identify changes to internal policies, work with bargaining groups and Personnel Commission to develop/modify job classification specifications. Train staff and launch program.</p> <p>Job specifications to go before Personnel Commission in July. Training to begin following approval.</p>
<b>7</b>	<b>Law Enforcement Community Internships</b>	<p>\$35,000</p> <p>Source: Stimulus funds</p>	Chief of Police	<p>Work with community partners (Chabot, CSUEB, etc.) to develop program, establish work plan , recruit and hire interns.</p> <p>Interns to be hired in September 2021 to coincide with academic year.</p>

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<b>8</b>	<b>Neighborhood Participatory Budgeting</b>	<p>\$350,000</p> <p>Source: Stimulus funds</p>	Finance Director	<p>Staff will incorporate this process into the FY22 City Hall to You program, which is relaunching in July 2021. If approved by Council, the webpage for this project will launch by August 1, 2021.</p>
<b>9</b>	<b>HPD Training Curriculum Working Group</b>	<p>This project can be incorporated into existing budgets and staff time, though it may require reprioritizing workloads.</p>	<p>Assistant City Manager (reclassified position to be proposed in FY 22 budget)</p>	<p>Convene working group, identify scope and regulatory limitations, work with community to understand interest level, desired format, and recruitment strategy.</p> <p>Community outreach and scoping for this project will continue into Fall 2021. Staff anticipates convening the working group in Winter 2021.</p>