

Community Safety Element

Program	Description	Responsible Departments	Implementation Timeframe	Status	2025 Update	Strategic Priority
CS-1: Grant Funding	<p><b>1. Grant Funding.</b> The City shall pursue grant funding on an on-going basis to increase Police and Fire Department staffing levels, improve police and fire facilities and equipment, and improve community safety services and programs. <i>[Source: New Program; PC/CC] (CSO)</i></p>	Police and Fire	Ongoing	Ongoing	<p>The Police Department currently has 28 Sworn and 20 Professional Staff positions vacant and will pursue additional grant funding programs when and where appropriate. The Police Department was recently awarded \$184,000 in funding to expand its License Plate Reading Camera program and will be applying for a grant with the goal of obtaining Rapid DNA technology in an effort to quickly identify possible leads and/or suspects (Olsen, 2024). In FY2025, the Fire Department was awarded approximately \$1.8 million in grant funding to support paramedic training requirements for 21 newly hired firefighter emergency medical technicians, offsetting costs that the City would otherwise bear to maintain required staffing levels. In CY2025, the Fire Department applied for three grant opportunities to support existing vegetation management programs, expand wildfire mitigation and preparedness initiatives. These initiatives include Zone 0 compliance activities, Firewise and resiliency hub concepts, community education and outreach, and an evacuation planning study to enhance emergency preparedness and community safety. By the end of 2025, the Fire Department was awarded a \$215,000 Wildfire Ready grant from Cal Fire and a \$19K Homeland Security Grant to manage our CERT program.</p>	
CS-2: Police Department Strategic Plan Annual Report	<p><b>2. Police Department Strategic Plan Annual Report.</b> The City shall submit an annual report to the City Council that evaluates the implementation of the Police Department Strategic Plan. <i>[Source: Existing Program; City Staff] (PSR)</i></p>	Police	Annual	Ongoing	<p>The Police Department updated its Strategic Plan spanning calendars years 2026-2028. The Strategic Plan fulfills a requirement by the Commission on Accreditation for Law Enforcement Agencies (CALEA) to achieve our reaccreditation.</p>	
CS-3: Crime Prevention Through Environmental Design Checklist	<p><b>3. Crime Prevention Through Environmental Design Checklist.</b> The City shall develop a Crime Prevention Through Environmental Design (CPTED) Checklist to encourage project applicants to incorporate CPTED principles into the design of their projects and to assist in the Police Department’s review of development applications. <i>[Source: New Program; City Staff] (RDR)</i></p>	Police	2017-2019	Ongoing	<p>HPD provides literature related to Crime Prevention Through Environmental Design (CPTED) that is available from the Police Department’s Crime Prevention Coordinators. There is also a checklist used internally when Crime Prevention Coordinators go to a location for an assessment. Crime Prevention Coordinators provide a written report of their findings.</p>	
CS-4: Homeless Services Partnership	<p><b>4. Homeless Services Partnership.</b> The City shall develop formal partnerships with community and faith-based organizations to develop and implement a coordinated strategy for managing food, shelter, and support services to the homeless in Hayward. <i>[Source: New Program; City Staff] (MPSP/IGC/JP)</i></p>	Library and Community Services	2014-2016	Ongoing	<p>On July 13, 2021, the City adopted its five-year Let’s House Hayward (LHH) strategic plan, along with identifying several efforts that could be funded through the American Rescue Plan Act’s (ARPA) State and Local Fiscal Recovery Funds. The LHH plan spans five years from fiscal year 2021-2022 through 2025-2026. Approximately 6 months remain in its implementation period. Programs implemented with ARPA funding included expansion of the existing Winter Warming shelter into a year-round emergency drop in shelter, a temporary expansion to the Hayward Navigation Center to allow for non-congregate shelter during the COVID-19 pandemic, and implementation of a shallow rental subsidy program for individuals with prior experience of homelessness. Additional programs implemented included the launch of the Hayward Evaluation and Response Teams (HEART) continuum of care program, development of 35 units of permanent supportive housing (PSH) through a scattered sites program, coordination with nonprofits to develop a multiservice health and housing campus including 70 PSH units.</p>	Preserve, Protect & Produce Housing For All (HP1, HP3, HP6) and Enhance Community Safety (SP7)

CS-5: Park Security Program	<b>5. Park Security Program.</b> The City shall coordinate with the Hayward Area Recreation and Park District and East Bay Regional Park District to prepare a strategy for integrating appropriate security and surveillance technology in Hayward parks. [Source: New Program; Public; City Staff] (MPSP)	Police	2017-2019	Ongoing	HARD has the primary authority. HPD's District Operations collaborates and provides recommendations to HARD on an Ongoingbasis to improve security and quality of life concerns at our city's parks. These efforts are ongoing.	
CS-6: Comprehensive Safe School Plans	<b>6. Comprehensive Safe School Plans.</b> The City shall coordinate with local school districts on an Ongoingbasis to assist in the review and update of a Comprehensive Safe School Plan for each school in Hayward. [Source: New Program; City Staff] (MPSP/IGC/CSO)	Police	Ongoing	Ongoing	HPD maintains schematics of all school campuses. These are reviewed annually to ensure accuracy.	
CS-7: Fire Department Strategic Plan and Annual Report	<b>7. Fire Department Strategic Plan and Annual Report.</b> The City shall develop and adopt a Fire Department Strategic Plan. The City shall submit an annual report to the City Council that evaluates the implementation of the Fire Department Strategic Plan. [Source: New Program; City Staff] (MPSP)	Fire	2017-2019 (Annual)	Ongoing	Hayward Fire Department (HFD) completes its Annual Report by the end of the first quarter of each calendar year. To enhance accessibility, the report is distributed through various internal City communication channels. In 2025, HFD started a contract with CityGate LLC to Complete the Standards of Cover survey which will provide additional information on adequate staffing, response, materials, etc and will be implemented in strategic plan updates. The study will Complete in 2026.	
CS-8: Center for Public Safety Excellence Program	<b>8. Center for Public Safety Excellence Program.</b> The City shall initiate and Complete the accreditation process for the Center of Public Safety Excellence to evaluate and enhance fire and emergency medical services within the city. [Source: New Program; City Staff] (MPSP)	Fire	2014-2016	Partially complete	In CY25, HFD partnered with CityGate, LLC to create the Standards of Cover document, an integral part of the Center for Public Safety Excellence (CPSE) accreditation process. This document will provide an outline of essential resources, staff, stock, and placement to effectively and efficiently manage response throughout the City.	
CS-9: Policy & Fire Impact Fees	<b>9. Police and Fire Impact Fees.</b> The City shall prepare a Development Impact Fee Feasibility Study and Nexus Report to assess the potential for establishing development impact fees for police and fire services. Based on the findings of the Feasibility Study and Nexus Report and direction from the City Council, the City may prepare and adopt an impact fee ordinance for police and/or fire services. [Source: New Program; City Staff] (RDR/FB)	Finance	2014-2016	Not started	This program may need to be reevaluated to determine if it is feasible and/or still a desired approach.	
CS-10: Disaster Awareness and Emergency Preparedness Program	<b>10. Disaster Awareness and Emergency Preparedness Program.</b> The City shall prepare a comprehensive update of its disaster awareness and emergency preparedness program. [Source: New Program; City Staff] (MPSP)	Fire	2014-2016	Ongoing	At the December 16, 2025, meeting, Council adopted the newly updated Comprehensive Emergency Management Plan (CEMP), along with a new Shelter Management and Debris Management Plan. Following execution of the Plan, staff will continue to update Council with all plans as needed/required.	Enhance Community Safety (SP4, SP5, SP6)

<p>CS-11: Disaster Drills</p>	<p><b>11. Disaster Drills.</b> The City shall conduct annual disaster drills to train City staff and test the effectiveness of the Comprehensive Emergency Management Plan and operational readiness of the Emergency Operations Center. If necessary, the City shall submit a report to the City Council that provides recommendations for follow-up training, updates to the Comprehensive Emergency Management Plan, and improvements to the Emergency Operations Center. <i>[Source: New Program; City Staff] (PSR)</i></p>	<p>Fire, Police</p>	<p>Annual</p>	<p>Ongoing</p>	<p>In January 2025, HPD and HFD collaborated on an active shooter drill for City Hall, providing the opportunity for practice and planning for how to respond in this type of emergency. October 2025 the Fire Department tested the City's mass notification system, AC Alert, to alert all employees to participate in the Great Shakeout Drill, via text, email, and phone call. An Emergency Operations Center (EOC) event was created and established in VEOCI, our Virtual Emergency Operations Center Interface, where employees with positions in the City EOC can log in and perform specific EOC tasks assigned to them. All to simulate an actual EOC.</p>	<p>Enhance Community Safety (SP4, SP5, SP6)</p>
<p>CS-12: Community Emergency Response Reserves Program</p>	<p><b>12. Community Emergency Response Reserves Program.</b> The City shall establish a volunteer reserves program for Hayward residents certified in Community Emergency Response Training (CERT). The reserves program shall include a regular training program and a leadership structure to communicate and coordinate with volunteers during emergencies. <i>[Source: New Program; City Staff] (MPSP/CSO)</i></p>	<p>Fire</p>	<p>2020-2040</p>	<p>Ongoing</p>	<p>In 2025, 110 students completed the Community Emergency Response Team (CERT) program, with 25 of those students also completing CPR certification. The Fire Department is also working towards establishing CERT Leads and building resilient communities.</p>	<p>Enhance Community Safety (SP4, SP5, SP6)</p>
<p>CS-13: Energy Assurance Plan</p>	<p><b>13. Energy Assurance Plan.</b> The City shall develop and implement an Energy Assurance Plan to ensure that critical facilities have access to power during emergencies and power outages. <i>[Source: New Program; City Staff] (MPSP)</i></p>	<p>Public Works &amp; Utilities</p>	<p>2020-2040</p>	<p>Complete</p>	<p>HFD purchased 10 solar-powered generators and 6 satellite phones in FY23. The generators will be used to support 112 baseline residents during public safety power shutoffs; power tents in the event of any disaster, large or small; support the continuing operations of maintenance services through disasters and will be used in emergency response drills. Council approved funding for solar generators, and communications equipment that will assist directors and public safety leadership with communicating off the grid. These efforts support the intent of the program in ensuring that critical facilities have access to power during emergencies and power outages. In FY25 HFD will purchase Starlink, a satellite internet system that provides high speed internet. This equipment will be used when cell phone towers are down during any type of emergency response.</p>	
<p>CS-14: Mass Communication System Update</p>	<p><b>14. Mass Communication System Update.</b> The City shall review and update (as necessary) its mass communication system (the system for sending emergency information and updates to the Hayward community). <i>[Source: New Program; GPUTF; City Staff] (CSO)</i></p>	<p>Fire</p>	<p>Ongoing</p>	<p>Ongoing</p>	<p>The department continues to use Everbridge, aka AC Alert and collaborate with Alameda County Office of Emergency Services to create templates to use in the event of a major disaster. This system is capable of sending alerts by voice, text and email, as well as messaging other mass notification systems, posting to social media pages, and sending FEMA (Federal Emergency Management Agency) Wireless Alerts. Hayward currently has 62,031 participants</p>	