

Strategic Roadmap FY2021 to FY2023 Project List



Enhance Community Safety and Quality of Life

† = Racial Equity Focus Project ✦ = Needs Funding ⊙ = Statutory Requirement √ = Completed → = Continuous **Bold (X)** = Y3 Work Plan

Projects		Y1	Y2	Y3	Y3+	Lead	Support
Support Safety through Community-Centered Response and Enforcement Models							
Q1	Assess findings from County's comprehensive assessment teams (CAT) pilot in preparation to roll out permanent program outside of County	√				PD, FD	LB, CS
Q2	Implement a vaping ban	√				DS	
Q3	Expand existing support services offered by the Hayward Police Department Youth and Family Services Bureau to include life skills, education and restorative justice	√	→	→	→	PD	
Q4	Implement Hayward Police Department Community Advisory Panel	√	→	→	→	PD	
Q5 Community Safety Public Engagement and Policy Innovation Workshop Pilots/Projects							
Q5a	Conduct community engagement and public polling to understand community concerns	√				CM, PD	All
Q5b	Implement Policy Innovation Workshop to design potential policy solutions	√				CM, PD	All
Q5c	Implement Dispatch Needs Assessment and Capacity †			X		CM, FD, PD	
Q5d	Pilot Behavioral/Mental Health Coordinator Position †			X		CM, FD, PD	
Q5e	Implement Pilot Mobile Mental Health Response Team †			X		CM, FD, PD	
Q5f	Implement District Command Behavioral Health Clinician †			X	→	CM, FD, PD	
Q5g	Community Feedback and Complaint Liaison †			X		CM, PD	CA
Q5h	Implement CSO Response to Property Crimes †			X	→	PD	
Q5i	Implement HPD Training Curriculum Working Group †			X		PD, HR, CM	
Q5j	Implement Neighborhood Participatory Budgeting †			X		CM, Fin	
Q6	Bring work session to Council on gun control options			X			
Support Safety through Emergency Preparedness, Planning, and Response							
Q7 Covid-19 Response							
Q7a	Establish Graffiti Relief Program	√				DS	
Q7b	Launch and run Food Distribution Operation †	√				CM, CS	FD, MS
Q7c	Launch and run Covid-19 Testing and Vaccine Operations †	√	→			FD	MS
Q7d	Operate Long-term Partial Activation of EOC, including rapid rollout of Veoci	√				FD	All
Q8	Conduct a 'risk & resilience' assessment of water system and update emergency response plan ⊙	√				PW	FD
Q9	Update comprehensive emergency services plan for community and staff			X		FD	MS, PW, PD
Q10	Update and adopt Fire Department strategic plan			X		FD	
Q11	Expand emergency shelter sites in Hayward*		√	→	→	HS	FD
Invest in Cleanliness and Reduce Blight							
Q12	Create and implement Interdepartmental Homeless Encampment Task Force	√	→	→	→	CS, DS, PD, HS, MS	
Q13	Adopt and Enforce Vacant Building Property Ordinance**	√	→	→	→	DS	
Q14	Engage owners of vacant building properties and encourage activation of vacant sites ✦**			X		ED	

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Projects	Projects	Y1	Y2	Y3	Y3+	Lead	Support
Q15	Revamp community preservation ordinance to combat blight and enhance neighborhood livability **			X	→	DS	
Q16	Implement a strategy to compel Union Pacific to clean up their unsafe and blighted properties, mitigate public safety risk, and reduce inefficient use of staff resources	√	→	→	→	CM	CA, DS, PW, FD, PD, MS
Q17	Implement targeted illegal dumping prevention programs						
Q17a	Operation Clean Sweep	√	→			MS	
Q17b	Pilot programs and analysis †			X		MS	PD
Q17c	Roll out permanent program (if funded) ✦					MS	PD
Enhance Library, Educational, and Neighborhood Programs							
Q18	Implement Census 2020 community engagement	√				CM, LB	CS
Q19	Plan library operations and hours to leverage the new facility						
Q19a	Launch library Curbside Service	√	→			LB	
Q19b	Expand online Library programming offerings	√	→	→	→	LB	
Q19c	Launch Bookmobile Program ✦		√	→	→	LB	MS
Q19d	Conduct survey of library hours need and analysis of use		√			LB	
Q19e	Conduct stage one of strategic planning and implementation †			X		LB	
Q20	Negotiate updated Master Lease Agreement with Hayward Recreation and Park District †			X		CM	CA
Celebrate Hayward's Heritage & Confront Racial Inequities							
Q21	Work across Strategic Roadmap priorities to include racial equity lens (see Exhibit A) †			X		CM, GARE	All
Q22	Onboard more staff to join the Government Alliance for Racial Equity (GARE) staff team †			X		CM, GARE	All
Q23	Create an internal racial equity training program and policy †			X		CM, GARE	All
Q24	Design and Install Heritage Plaza Art Pieces to Honor Indigenous, Japanese American, and Russell City Heritage †			X		CM	LB, MS
Q25	Work with the survivors and descendants of Russell City to determine appropriate restitution ✦ †			X		CM	
Q26	Create a needs assessment that identifies culturally competent ways to recognize the contributions of BIPOC Hayward residents through murals, signages, roadway improvements, and other City projects ✦ †			X		CM	