



ADOPTED OPERATING BUDGET

Fiscal Year 2025-26





FRONT COVER

Community members in South Hayward have long held the dream of building a new youth and family center on Tennyson Road. The Stack Center project represents the culmination of that vision. The Center will be a neighborhood anchor, cultural center, service hub, and economic catalyst. The Stack Center design is based on years of community-led input, surveys, and meetings. Phase I of the Stack Center renovation is now complete, featuring the transformation of the Matt Jimenez Community Center into an affordable, high-quality childcare center operated by Kidango. This milestone also includes major improvements to the outdoor area, creating vibrant, accessible spaces for families and for future community events. The project marks a significant step in expanding essential services and strengthening community engagement in South Hayward.



Adopted FY 2025-26 OPERATING BUDGET

Interim Director of Finance: Sharif Etman, MBA

Prepared by the Finance Department

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BUDGET GUIDE

The City of Hayward's budget provides a financial plan that integrates Council goal-setting and supports the City Council Priorities and Initiatives. It also represents the official organizational plan by which City policies, priorities and programs are implemented. The budget serves as a planning and communication tool with residents, businesses and employees about how the City's financial resources are allocated to provide services to the community.

The following is a brief outline of the contents of the budget book:

City Council Priorities & Strategic Initiatives: Each year, Council establishes and affirms their priorities for staff to help guide the development of the upcoming annual budget, and to provide a platform for assessing work productivity and performance at the end of each year. Council and City staff have developed performance factors and measures linked to the City's overarching policies of Safe-Clean-Green-Thrive.

Budget Guide: The Budget Guide presents a brief description of the budget process and the key elements of the budget.

Budget Message: City Manager's transmittal letter to the City Council details the budget, including budget issues and policies that lead to the development of the budget and the plan to balance the budget.

Financial Summaries: Summary of financial analyses for all city funds.

General Fund: City's discretionary General Fund summaries of expenditures and revenues, detailed summaries of key General Fund revenues, ten-year forecast and reserves.

Enterprise and Other Revenue Funds: Multi-year forecasts and summaries for the city's key non-general fund operating funds.

Staffing Summary: Detailed information, both at the summary level and by department.

Departments: Provides department mission statement and overview of department structure and services, key performance accomplishments, key service objectives/goals, as well as significant changes that are planned for the upcoming fiscal year. Financial summaries are also included.

Capital Improvement Program: Overview of major capital projects and the revenues, expenditures; essentially a summary of the larger FY2026-2035 Capital Improvement Program Plan.

Supplemental: This section contains the City's budget and financial policies and a glossary of budget terminology and referenced acronyms.

BUDGET PROCESS & CALENDAR

The City of Hayward's budget is prepared in conformance with California State law, generally accepted accounting principles (GAAP), actions of City Council and the professional standards of the Government Finance Officers Association (GFOA) and the National Advisory Council on State and Local Budgeting (NACSLB) principles. The standard set by these authorities establish the budget process and provide for budget control.

Budget Process

The budget process assigns resources to the goals, objectives and community priorities set by City Council. New programs are added based on Council service and program priorities. Pursuant to the City Charter, the City Manager prepares and recommends to the City Council an operating budget and a capital improvement program budget for consideration and adoption.

The budget process begins with the development of Budget Instructions and a Budget Calendar that include policy directives to City staff. The City Manager develops a balanced budget that reflects the needs of the organization based on available resources and submits this to the Mayor and City Council in April.

Community participation - The City Council holds several public budget work sessions and public hearings as well as involvement of various Council Committees and Commissions. In FY 2021-22, the City launched the People's Budget. A one-time community participatory budget process that includes community members submitting and voting on proposals to increase connections and cohesion in their neighborhoods.

Any changes as approved by City Council through the budget process are incorporated into the budget before formal adoption. Multi-year forecasts for the General Fund and key revenue funds are included as part of this process to assist with decision-making - allowing Council to consider resources as part of long-term policy initiatives beyond the budget year.

BUDGET PROCESS & CALENDAR

FY 2025-26 Budget Development Calendar

Key Dates	Actions
FY 2025-26 Annual Operating Budget	
March 2025	
12-20	Operating budget review meetings with City Manager, Assistant City Manager, Finance and Departments
April 2025	
1 and 22	City Council Work Session and Public Hearing/Adoption Community Agency Funding
May 2025	
6	City Council CIP Budget Work Session #1 FY 2026-2035
13	City Council Operating Budget Work Session #1
20	City Council Operating Budget Work Session #2, if needed
June 2025	
3	City Council Public Hearing and Adoption - FY 2025-26 Operating and Capital Budgets
3	City Council Public Hearing and Adoption - FY 2025-26 GANN Appropriations Limit
17	City Council Adopt FY 2025-26 Operating and Capital Budgets (if not approved on 6/3)
July 2025	
1	Fiscal Year 2026 Begins

BUDGET PROCESS & CALENDAR

FY 2026 BUDGET ROADMAP



BUDGET PROCESS & CALENDAR

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ELECTED OFFICIALS

The Mayor and six Council members represent Hayward residents, adopt public policy, and approve resource allocations consistent with community priorities. The City Council generally meets the first, third, and fourth Tuesday of each month at 7:00 p.m. in Council Chambers, 2nd Floor of 777 B Street, Hayward, CA 94541. The public is invited and encouraged to attend Council meetings.



Mark Salinas
Mayor

Term Expires 2026



Julie Roche
Mayor Pro Tempore
Council Member

Term Expires 2026



Angela Andrews
Council Member

Term Expires 2028



Ray Bonilla Jr.
Council Member

Term Expires 2028



Dan Goldstein
Council Member

Term Expires 2028



George Syrop
Council Member

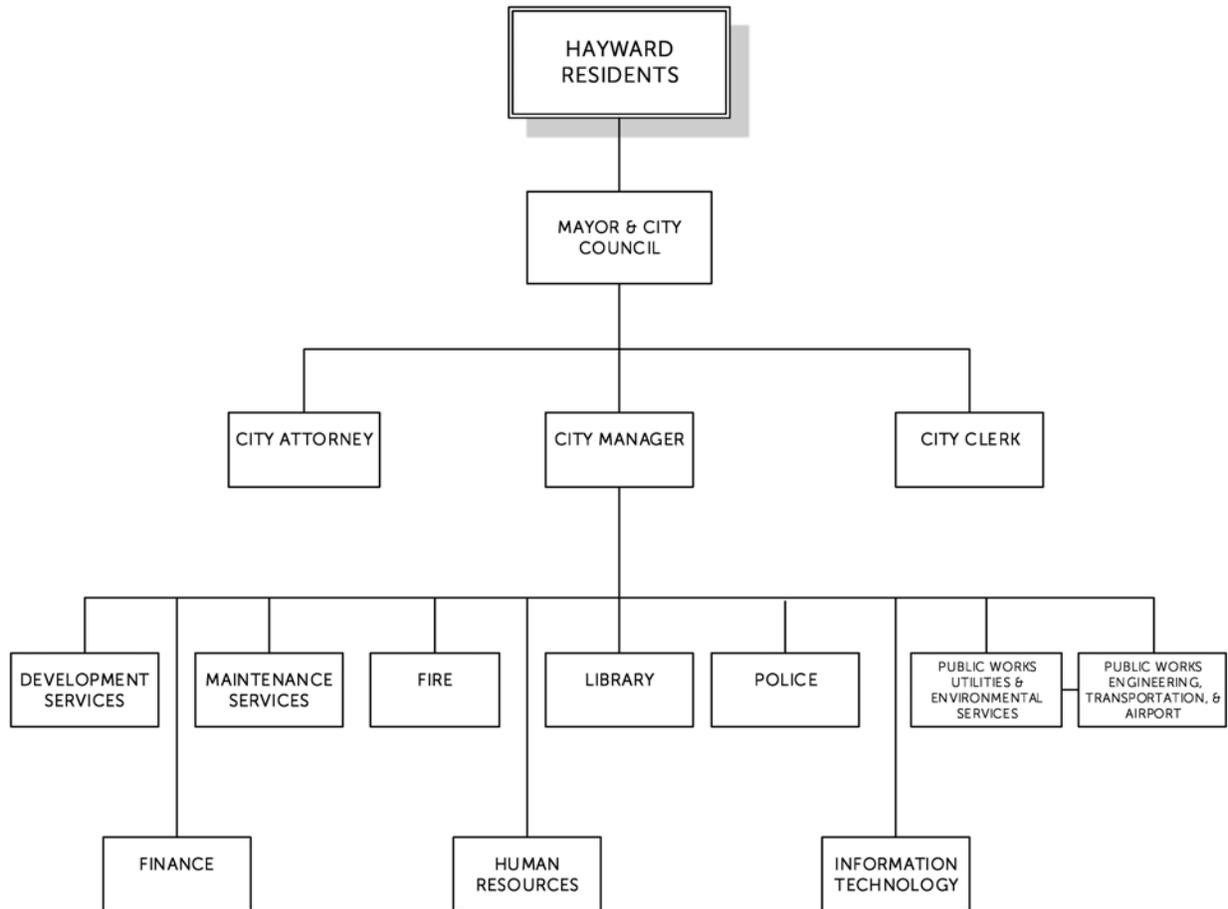
Term Expires 2026



Francisco Zermeño
Council Member

Term Expires 2028

CITYWIDE ORGANIZATION



ADMINISTRATIVE STAFF

Appointed by City Council

Acting City Manager	Michael Lawson
City Attorney	Michael Lawson
City Clerk	Miriam Lens

Department Directors

Assistant City Manager	Regina Youngblood
Assistant City Manager	Dustin Claussen
Development Services	Sara Buizer
Finance	Sharif Etman (Interim)
Fire	Chief Eric Vollmer (Acting)
Human Resources	Regina Youngblood (Acting)
Information Technology	Adam Kostrzak
Library	Jayanti Addleman
Maintenance Services	Todd Rullman
Police	Chief Bryan Matthews
Public Works & Utilities	Alex Ameri

BUDGET AWARD

The Government Finance Officers Association of the United States and Canada (GFOA) presented the City of Hayward with a *Distinguished Budget Presentation Award* for its annual budget for the fiscal year beginning July 1, 2024. This is the highest budget award presented by GFOA. In order to receive this award, a governmental unit must publish a budget document that meets program criteria as a policy document, as an operations guide, as a financial plan, and as a communications device.

This award is valid for a one-year period.



GOVERNMENT FINANCE OFFICERS ASSOCIATION

*Distinguished
Budget Presentation
Award*

PRESENTED TO

**City of Hayward
California**

For the Fiscal Year Beginning

July 01, 2024

Christopher P. Morill

Executive Director

COMMUNITY PROFILE

Hayward is located in Alameda County, California, on the eastern shore of the San Francisco Bay, 25 miles southeast of San Francisco, 14 miles south of Oakland, 26 miles north of San Jose, and 10 miles west of the Livermore Valley. Encompassing 61 square miles, the city unfolds from the Berkeley-Oakland Hills to the Bay shoreline.

Hayward is a strategically positioned at the epicenter of a metropolitan area synonymous with innovation, bold thinking and entrepreneurship. The city is served by three major freeways, two Bay Area Rapid Transit (BART) stations, Amtrak Capitol Corridor trains, local and commuter buses routes operated by multiple transit agencies, Union Pacific freight rail and Port of Oakland facilities. The city boasts its own thriving executive airport and enjoys easy access to three international airports, Oakland, San Francisco and San Jose. Hayward is the Bay Area's sixth largest municipality, and ranks among the most diverse in the entire state of California.



It is home to a California State University, a community college, and technical, trade and business colleges. Over the past few years, Hayward has built, approved, or entered into the development pipeline hundreds of new housing units for renters and buyers across all income levels while enacting new programs to reduce displacement of existing residents. While undergoing transformative change, Hayward is also planning its future.

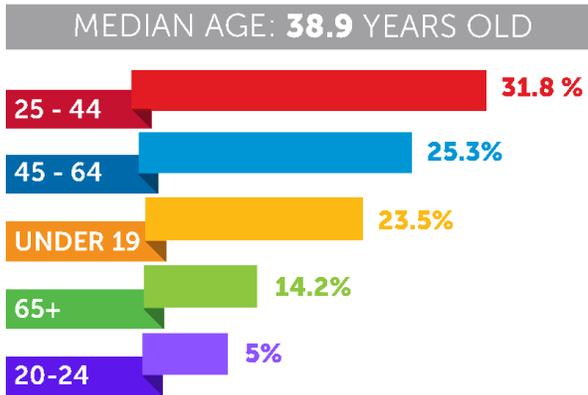


The city adopted a new Downtown Specific Plan to create a more pedestrian friendly central core and healthy balance of housing, retail, offices and restaurants and updated its industrial zoning to support an existing manufacturing base while meeting the needs of new information, technology and advanced-manufacturing companies and startups. The new Hayward Public Library in the city's downtown civic center is LEED Certified and is designed to meet the highest standards of environmental sustainability. Firehouses have been seismically retrofitted and upgraded. Hayward has prioritized active transportation and multi-modal corridors over a reliance on cars and roads. Clean, leafy, and landscaped corridors are more walkable and bikeable. Hayward is a leader in water conservation, water pollution control, and development of renewable energy.

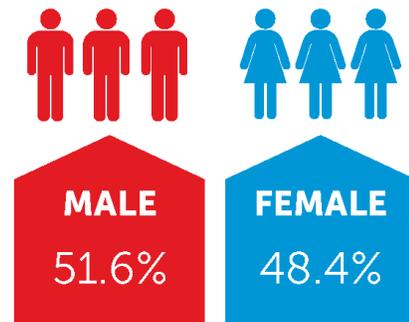
COMMUNITY PROFILE

Source: U.S. CENSUS 2020,
ACS Estimates 2021

AGE DISTRIBUTION



SEX



59.8%

of residents speak a non-English language

City of Hayward population

162,954

17,055

residents both live and work in Hayward

RACE AND ETHNICITY

- | | |
|---|---------------------------------|
| 19.6% — White | 29.9% — Mexican |
| 9.0% — Black/African American | 0.7% — Puerto Rican |
| 1.1% — American Indian and Alaska Native | 0.4% — Cuban |
| 2.6% — Native Hawaiian & Other Pacific Islander | 9.1% — Other Hispanic or Latino |
| 4.2% — Asian Indian | |
| 6.9% — Chinese | |
| 10.7% — Filipino | |
| 0.6% — Japanese | |
| 0.7% — Korean | |
| 2.5% — Vietnamese | |
| 3.3% — Other Asian | |
| 27.8% — Some other race | |
| 13.1% — Two or more races | |

These estimated percentages do not add up to 100% because the Census records race and ethnicity separately.

COMMUNITY PROFILE

A CITY THAT EDUCATES



- 19 Elementary Schools
- 5 Middle Schools
- 3 High Schools
- 1 Alternative High School
- 1 English Language Center
- 1 Adult School
- 12 Private Schools
- 5 Charter Schools

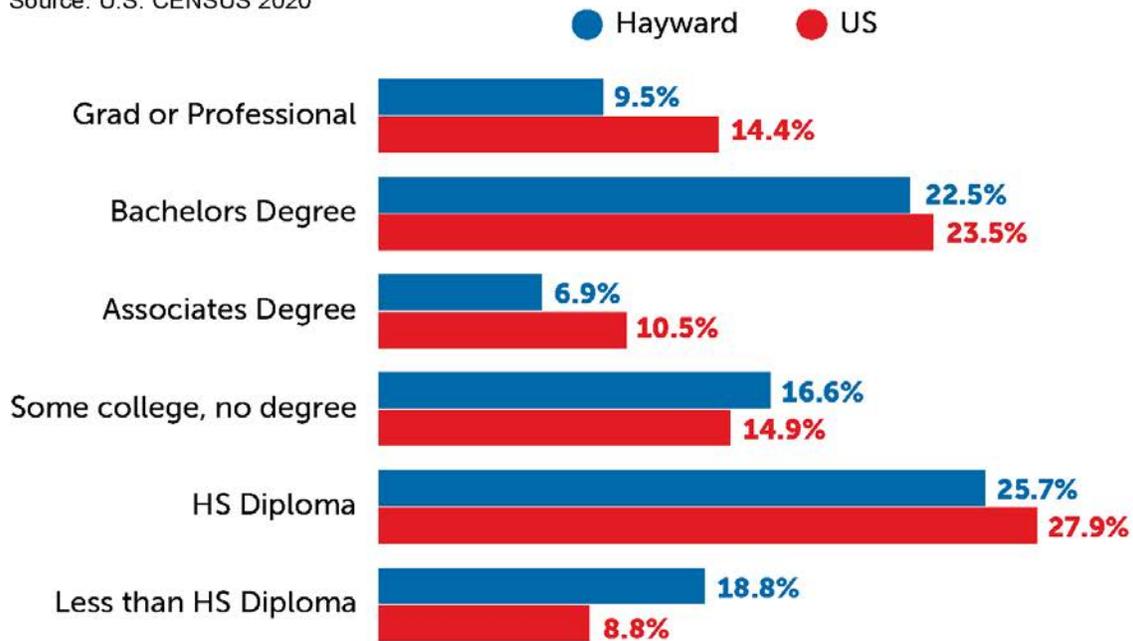


California State University East Bay
 Chabot Community College
 Technical & Business Colleges

24,677+ students pursue higher education in Hayward every day

EDUCATIONAL ATTAINMENT OF POPULATION OVER 25 YEARS OLD

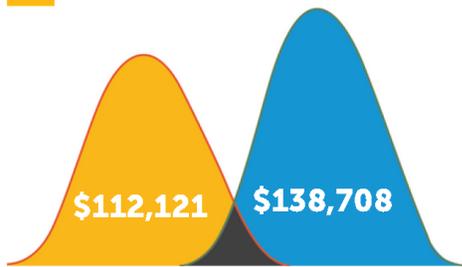
Source: U.S. CENSUS 2020



COMMUNITY PROFILE

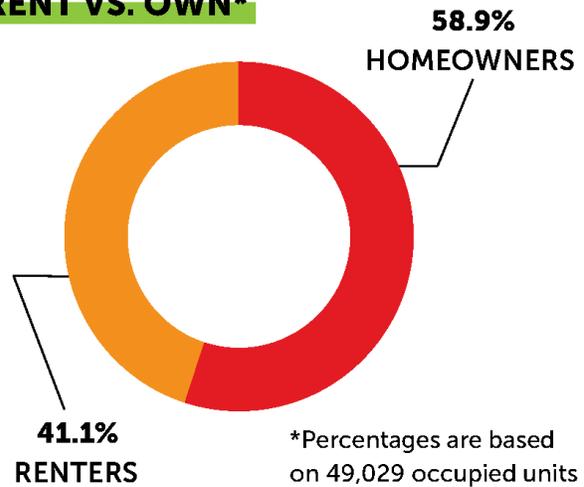
HOUSEHOLD INCOME

Source: U.S. CENSUS 2020



MEDIAN RENT: \$2,311

RENT VS. OWN*



\$986,500

MEDIAN SALE PRICE OF
DETACHED, SINGLE FAMILY
HOMES IN HAYWARD



\$740,000

MEDIAN SALE PRICE OF
CONDOMINIUMS AND
TOWNHOUSES IN HAYWARD

Source: Bay East Association of Realtors, February 2025

TOP EMPLOYERS

- Alameda County Sheriff's Department
- Baxter Bio Pharma
- California State University, East Bay
- Chabot Community College
- Fremont Bank Operations Center
- Hayward Unified School District
- Illumina
- Impax Laboratories, Inc.
- Pentagon Technologies
- Plastikon Industries, Inc.
- Siemens Building Tech
- St. Rose Hospital
- Gillig Corporation
- Kaiser Permanente Medical Center
- City of Hayward
- Bay Cities Auto Auction
- IMPAX Laboratories Inc.
- Marelich Mechanical

Source: City of Hayward Comprehensive Annual Financial Report, Fiscal Year 2023

COMMUNITY PROFILE



Source: Alameda County Registrar of Voters

CONNECTED THROUGH TRANSIT



LEARN MORE

Discover even more about what makes the Heart of the Bay so special, learn more about special projects and get involved in City events and government by visiting our website.



COMMUNITY PROFILE

HISTORICAL NOTES & TRIVIA

- Hayward is on unceded Muwekma-Ohlone land. The Muwekma-Ohlone people have lived here for over 3,000 years.
- Hayward was founded in 1852 by William Hayward.
- Although Don Castro named what is now downtown Hayward “San Lorenzo,” many people referred to the town as “Hayward’s Place” or “Hayward’s” because of the famous Hayward Hotel built by William Hayward.
- Hayward was incorporated in 1876. The City Charter was adopted in 1956.
- In the early decades of the 20th Century, the Hayward Area became known as the “Heart of the Garden of Eden” because of its temperate climate and fertile soil.
- By 1950, Hayward had grown to a population of 14,000 and was known as the “Apricot City,” home to Hunt’s Cannery.
- The Hayward Post-war Planning Committee, formed in 1944, formulated a comprehensive 12-point plan that led to road improvements, industrial development, bus lines, hospitals, an airport, libraries, a water system, parks and institutions of higher education.
- Hayward has three sister cities: Funabashi, Japan; Ghazni, Afghanistan; and Yixing, China; San Felipe, Mexico; Faro, Portugal; & Arandas, Mexico.
- The City flower is the carnation.

The numbers reflected are mainly based on Bay East Association of Realtors (2024), the US Census Bureau (2020) and the American Community Survey conducted in 2020 (5 years estimates 2020). The American Community Survey (ACS) is a nationwide survey conducted by the US Census Bureau, and while the survey gathers a wider variety of information than the official census, only a portion of the population is surveyed at a time, because of this sampling, the data may be less accurate in some cases.



H HAYWARD

Draft Strategic Roadmap

Fiscal Year 2025-26



A About the Roadmap

Why do we have a Strategic Roadmap?

This Strategic Roadmap outlines where we see our highest priorities in the next few years and a roadmap of specific actions to get us there. We designed this Roadmap to be bold in its vision for the future but also grounded in a realistic assessment of existing staff capacity and resource constraints.

V Vision

What are we trying to achieve with this and future Roadmaps?

The City of Hayward is a place where people want to be. It has a growing economy, good housing options, cradle-to-career educational opportunities, an inviting downtown, and vibrant neighborhoods across the city. Its diverse and inclusive community is well supported with robust city services and is kept healthy and safe through innovative programs. It is a regional leader in addressing the housing & homelessness crises. It is also a leader in climate resilience and environmental justice to prepare residents to face the impacts of climate change. City staff have what they need to thrive in their work and take pride in helping Hayward continually improve.

E Expanded Vision Statement

In the future, Hayward continues to grow in population and stature, becoming a destination city in the East Bay. Existing residents are proud to call Hayward home, and it is becoming a community of choice for new families and employers.

Hayward attracts new, higher-paying jobs, allowing existing and new residents to live and work in the same community. Hayward's attractive downtown and neighborhood business corridors draw people from across the region, featuring unique and locally-owned restaurants, music and art, attractive retail, outdoor dining, and inviting public spaces.

Diverse families live in healthy, inclusive 'complete communities' with stable housing, safe streets, excellent schools, cultural attractions, and community services. The city celebrates its diversity openly with cultural events, and protects that diversity with its commitment to equitable development. Hayward leads by developing important service partnerships between local and regional agencies.

Families are proud to live in an 'education city,' where the city actively supports them in taking advantage of the many local educational opportunities available. All residents know they will have a pathway from 'cradle to career' in Hayward.

Hayward has started construction of thousands of new housing units at all income levels. To reduce displacement of existing residents, the City is especially focused on making housing accessible and affordable to all, with new high density developments located near transit. The few who are unhoused are able to access the services necessary to thrive. Because demand is high, blighted properties throughout the city are re-developed and occupied.

Hayward continues to be a leader in climate resilience and environmental justice, reducing its carbon footprint, improving its sustainable practices, increasing green spaces, and preparing residents to face the impacts of climate change. Clean, leafy and landscaped corridors are more walkable and bikeable. Hayward and its neighboring cities have prioritized active transportation and multi-modal corridors over a reliance on cars and roads. As a result, the City sees less traffic, less pollution, and less speeding.

Through innovative programs, Hayward has also aligned public safety with community expectations for effectiveness, response times, and engagement, leading to an overall reduction in harm, improved mental health, and better relationships within Hayward's diverse community.

Internally, employees feel city-wide priorities are aligned to their work and are able to grow and thrive in their roles. Employees from diverse backgrounds are recruited, retained and celebrated, and staff provide culturally informed services to our community. The City continues to develop innovative revenue sources and maintains a well-staffed and well-resourced workforce. The City is streamlining processes, using technology more effectively, and improving cross-department collaboration to provide better customer service.

Overall, there is a rising sense of pride among employees and residents alike. While there is much more to do, the City of Hayward is a place where people want to be.

S Strategic Priorities

Creating the Seven Priorities

In order to achieve the vision, what must the City prioritize? In answer to this question, we arrived at the seven overarching focus areas, or Strategic Priorities, that structure this Roadmap. The Strategic Priorities provide a framework to focus on the most pressing special projects and process improvements, as well as a structure for the work that happens in the Council subcommittees. The next page shows subcategories under each Strategic Priority.



Racial Equity Lens

We strive to build a culture of equity to ensure that we are meeting the needs of all residents.

The City is committed to providing equitable services that improve the lives of all residents and take into consideration past inequities and injustices. We know achieving this vision requires tackling tough issues like institutional racism and implicit bias. We also know it takes continuous listening, learning, and improvement.



Throughout this plan, we have identified projects with this icon that have a racial equity focus or services/projects that we are reviewing through a racial equity lens.

Questions we ask when we apply a racial equity lens to a service or project:

- What problem is this service/project seeking to address?
- Who benefits from this service/project? Are some community members impacted by the problem more than others? Do we have demographic information about this group(s)?
- Who does this service/project not benefit? Do we have demographic information about this group(s)?
- Who is currently accessing this service?
- Who is not accessing this service? Do we know why? Are there barriers that makes it more difficult for some community members to use or access this service?
- How are we communicating about this service/project? What barriers are there for people to find up-to-date information?
- What racial, cultural, and/or ethnic groups experience disparities related to this program? How does this program benefit them or further exacerbate their disparities?

E Education City Lens

We strive to build a city where all residents have access to quality educational opportunities and cradle-to-career support so they can achieve their life goals.

The City is committed to working alongside our educational and community partners to support the academic success and future employment of Hayward's students. The City does this by actively participating in collaborations like the Hayward Promise Neighborhoods, growing the economy, facilitating pathways for both private and public sector careers, partnering to provide education and employment services, and communicating about educational opportunities and successes.



Throughout this plan, we have identified projects with this icon that have an 'Education City' focus or services/projects that we are reviewing through an 'Education

Questions we ask when we apply an 'Education City' lens to a service or project:

- Have we communicated with our educational and community partners to align service offerings and create a more seamless service experience for Hayward families?
- How will this service, project, or policy support or expand educational and/or economic opportunities for people in Hayward? How are we collaborating with partners to facilitate and develop educational and/or employment pathways accessible to all Hayward youth and residents?
- How are we communicating education and economic opportunities in and around Hayward to Hayward families? What barriers do we need to remove for people to access this information or educational opportunities?
- How will we know this service, project, or policy is improving educational and/or economic opportunities for Hayward youth and residents?
- Transportation specific: Does this project make it easier for families and students to get to their campuses and other educational resources?

M Metrics and Projects

Metrics and Projects will be adopted in June of 2025. The adopted version of the Strategic Roadmap will be included in the adopted budget document and will include the list of metrics and projects for each Priority Area.

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June 2025

Honorable Mayor, Members of the City Council and Residents of Hayward:

The proposed Fiscal Year (FY) 2025-2026 operating budget, posted on May 1 and discussed by the City Council in a work session on May 13, has been revised in order to address the projected \$12.6 million deficit identified at that time. In fact, the project deficit of \$12.6 million increased to \$16.1 million. The good news is the proposed operating budget to be considered on June 17, has a projected deficit of \$8.9 million. Closing the gap from \$16.1 million to \$8.9 million is the result of an extraordinary effort by the City's executive team, comprising directors and chiefs and managers. While it is still necessary to pull \$8.9 million from the City's reserves to balance the budget that must be adopted by June 30, City staff can be quietly proud for having hit the mark identified by the City Council on May 13, and the City Council's Budget and Finance Committee subsequently on May 21.

While there have been leadership transitions in City Hall, the mission has remained focused and unchanged – to present a budget that aligns with the City Council's priorities and expectations of the Hayward community. The proposed budget also reflects prudent fiscal management and an understanding the job is not finished. As the accompanying staff report indicates, additional work will be necessary from this point forward to identify ways the \$8.9 million 'borrowed' from the reserve fund can be repaid to the reserve fund.

Moving forward, here are the key strategies that will need to be employed as new revenue sources are fully realized –

- We will take a disciplined approach to managing vacancies among General Fund positions. We will prioritize positions that support adopted City Council priorities and provide critical services to the community.
- We will manage capital assets carefully, which means one-time sales of real property will be avoided as short-sighted and failing to recognize longer-term development potential.
- We bring back for discussion the City Council's strategic roadmap, which updates and confirms priorities that align with the City's General Fund and Capital Improvement Project budgets.
- We will acknowledge emerging priorities – particularly the increasing demand to support the unhoused population, which represents 4.5 percent of the total population of unsheltered individuals in Alameda County. We will confirm our strong partnership with Alameda County and neighboring jurisdictions as we deepen collaboration through various programs in FY 2025-2026, and beyond.

We invite the community to the meeting on June 17. We invite our employees and labor partners to the meeting. We will explain how the deficit 'gap' has been reduced to \$8.9 million. We will be prepared to respond to questions or concerns members of the City Council and the community will have about the operating budget. The City's executive leadership has been in touch with our labor partners to let them know that our approach is transparent and available for review. It is important that everyone is aware of the City's fiscal position.



We invite collaboration as we seek insights, ideas, and strategies for ensuring the City's long-term fiscal sustainability.

Respectfully

A handwritten signature in blue ink, appearing to read "M. Lawson", with a long horizontal flourish extending to the right.

Michael Lawson
Acting City Manager

CITYWIDE BUDGET OVERVIEW

CITYWIDE FINANCIALS

The City’s operating budget is comprised of a number of different funding sources.¹ The General Fund is the largest single fund and represents the resources over which the City Council has the most discretion. The total adopted City expenditure budget for FY 2025-26 is \$445.5 million, with a General Fund budget of \$232.2 million.

Table 1: City Expenditure Budget Summary - All Funds

Expenditures					
<i>in 1,000's</i>	FY 2024 Adopted	FY 2025 Adopted	FY 2026 Adopted	\$ Change	% Change
General Fund	204,978	218,168	232,065	13,897	6.4 %
All Other Funds	196,783	199,059	213,414	14,355	7.2 %
Total City Budget	401,761	417,227	445,479	28,252	6.8 %

The FY 2025-26 adopted budget reflects a General Fund expenditure increase over the FY 2024-25 adopted budget of \$14.1 million , or 6.4%. The increase in the General Fund is primarily due to rising personnel and benefit expenses.

The FY 2025-26 adopted budget also shows an increase of \$14 million, or 7.2% to All Other Funds, which is also primarily due to the rising personnel and benefits expenses.

The adopted FY 2025-26 Operating Budget reflects an overall increase of 6.8% for all funds combined over FY 2024-25.

CITYWIDE STAFFING

The FY 2025-26 adopted budget does not recommend any changes to staffing levels at this time. The current recommendation is to maintain staffing at current levels and review overall staffing in the future to look for cost savings and efficiencies while continuing to meet the needs of the organization and emerging needs of the community. The Staffing section of the budget document provides more detail by department.

Table 2: Staffing Summary

FTE Summary	FY 2023 Adopted	FY 2024 Adopted	FY 2025 Adopted	FY 2026 Adopted	# Change	% Change
General Fund	678.2	686.1	700.9	700.9	—	—%
All Other Funds ¹	238.1	251.8	255.4	255.4	—	—%
Total City Budget	916.3	937.8	956.3	956.3	—	—%

GENERAL FUND DISCUSSION

¹ Other funds is comprised of all non-General Fund revenue sources with key funds including the City’s enterprise funds (Water, Sewer, Airport, etc.), Internal Service Funds (Facilities, Fleet/Equipment, Technology).

CITYWIDE BUDGET OVERVIEW

The General Fund represents over fifty percent of the City's total operating costs, and provides many important services such as police and fire services, street maintenance, code enforcement, library and learning services, and other community programs for the residents of Hayward.

As we move into FY 2025-26, the City must balance the challenges related to continued rising operational expenses, and emerging community needs. The adopted FY 2025-26 budget shows a \$12.5 million use of General Fund Reserves, which represents less than 5% of the total operating expenditure budget, but a significant portion of the reserves at hand. The City continues to forecast structural budget gaps in future years, as the City needs to fund the increasing operational expenses related to rising personnel and benefit costs, and emerging community needs. A structural change is necessary to balance the budget moving forward.

Critical Cost Drivers impacting FY 2025-26 and beyond include:

- Escalating CalPERS retirement costs, related to the recent CalPERS performance, and change in future discount rate
- Rising personnel and benefits costs
- Funding Retiree Medical benefits (OPEB) and ADC at 50%.
- Addressing growing community needs

Basic General Fund Long Range Financial Assumptions

The General Fund Long Range Model is a dynamic planning tool used to assist City Council and staff in managing and projecting the City's current and future fiscal status. The updated Model provides sophisticated economic forecasting, escalation factors, and detailed personnel related costs. The City uses the Model to simulate a variety of different fiscal scenarios to understand the long-term fiscal impacts to the General Fund. An updated model will be shared with Council and community periodically during the fiscal year.

General Fund Reserve

The General Fund Reserve is made up of funds intended to support City operations during emergency situations (such as a catastrophic natural or financial disaster). It also provides some flexibility to address one-time priority programs, smooth out economic swings, and buffer the loss of state and federal funds. Current City Council policy is to maintain a reasonable Reserve level equal to 20 percent of total General Fund expenditures.

The adopted FY 2025-26 Operating Budget forecasts that the City will end the fiscal year with a projected use of \$12.5 million in General Fund Reserves, which represents 5 percent of the total operating expenditure budget. If no corrective action is taken, The estimated FY 2025-26 ending General Fund Reserve is projected to be \$12.5 million.

KEY FY 2025-26 BUDGET CHANGES

The following General Fund analysis provides a comparison of the adopted FY 2025-26 Operating Budget to the immediate previous years. FY 2024-25 "Projected" is based on how

CITYWIDE BUDGET OVERVIEW

staff anticipates the fiscal year will end; the actual ending balance may be different when the year is closed and financial audits are complete.

General Fund Revenues

Overall, staff is projecting an increase in General Fund revenues in FY 2025-26 over the amounts adopted during the FY 2024-25 mid-year budget process of approximately \$3.6 million or a increase of 1.7 percent. The significant change is primarily attributed to projected increases in property tax, transient occupancy tax (TOT), and utility users tax. Each revenue category varies in its change over the prior year, with some revenues seeing declines and others experiencing increases.

Table 4: FY 2025-26 Adopted General Fund Revenues

<i>(in the 1,000's)</i>		A	B	C	D	E	F
		FY 2024 Actual	FY 2025 Adopted	FY 2025 Projected	FY 2026 Adopted	Change \$ (D-B)	Change % (D/B-1)
Revenue							
1	Annual Property Tax - Recurring	\$ 67,904	\$ 68,438	\$ 69,688	\$ 72,959	\$ 4,520	6.6%
2	RPTTF Pass- Thru & Annual	5,502	4,500	4,500	4,500	—	—%
3	Property Tax Total	\$ 73,406	\$ 72,938	\$ 74,188	\$ 77,459	\$ 4,520	6.2%
4	Sales Tax (incl Prop 172)	53,034	47,619	49,415	45,600	(2,019)	-4.2%
5	Utility Users Tax	24,454	24,000	27,000	27,000	3,000	12.5%
6	Franchise Fees	12,558	12,928	14,084	13,630	702	5.4%
7	Real Property Transfer Tax	12,541	17,600	15,600	13,500	(4,100)	-23.3%
8	Business License Tax	3,382	3,153	3,453	3,563	410	13.0%
9	Transient Occupancy Tax	2,359	3,125	3,125	3,500	375	12.0%
10	Cannabis Tax	804	1,100	1,100	1,100	—	—%
11	Emergency Facilities Tax	2,045	2,075	2,075	2,075	—	—%
12	Charges for Services	12,434	15,049	15,049	15,144	95	0.6%
13	Intergovernmental	6,448	8,251	8,251	8,251	—	—%
14	Fines and Forfeitures	2,485	2,723	2,723	2,823	100	3.7%
15	Interest and Rents	818	650	975	650	—	—%
16	Other Revenue	1,117	467	1,037	1,000	533	114.3%
17	Total Revenue	\$ 207,885	\$ 211,678	\$ 218,075	\$ 215,295	\$ 3,617	1.7%
18	Transfers In-Other Funds	8,716	4,681	8,669	4,419	(263)	-5.6%
19	Total Revenue/Resources	\$ 216,601	\$ 216,360	\$ 226,744	\$ 219,714	\$ 3,354	1.6%

A summary of key revenue assumptions for FY 2025-26 follows. Please note that the General Fund section of the budget document contains further discussion and analysis of key General Fund revenue categories.

Property Tax - In FY 2025-26, Property Tax revenue is projected to increase \$4.5 million, 6.6 percent over the amount adopted in FY 2024-25 revenues. The projection for Property Tax revenue is primarily based on the annual County Assessor’s Office estimate of assessed values, with projections for the adopted budget based on information provided by the Assessor in April.

In addition, the City uses a property tax consultant to review and confirm estimates. Future annual growth is projected between 2 percent-6 percent.

CITYWIDE BUDGET OVERVIEW

Sales Tax - Projections for FY 2025-26 reflect a decrease \$2.0 million, 4.2 percent from the amount adopted in FY 2024-25, as the City continues to be conservative in its effort to project sales tax in an economy that has experienced residual effects from the COVID-19 crisis, and high inflationary rates over the last year.

Utility Users Tax (UUT) - FY 2025-26 Utility Users Tax revenue is projected at \$27 million, an increase of \$3 million or 12.5 percent over the amount adopted in FY 2024-25.

Real Property Transfer Tax (RPTT) - FY 2025-26 Real Property Transfer Tax revenues are projected at \$13.5 million. FY 2025-26 projects a decrease in this revenue source over FY 2024-25 adopted due to continued impacts of the current federal interest rate, which in turn means less houses being sold in the upcoming year.

- *RPTT Volatility and Base Annual Revenues:* RPTT is volatile revenue - and is entirely connected to Hayward's real estate market conditions, both value and rate of sales. It is reasonable to assume that Hayward will receive an annual base of revenues due to normal property turnover. However, given the unpredictability of this revenue, it is also reasonable to assume that spikes or decreases to this revenue should be treated as one-time in nature.

Transient Occupancy Tax (TOT) - In November 2020, voters of Hayward approved an increase in TOT update to 14.5 percent. On May 6th, 2025, Council will have the option to approve the increase to 14.0%. The adopted FY 2025-26 budget includes the implementation of this increase on July 1st of 2025.

Franchise Fees - This revenue category is comprised of franchise fees assessed on utilities doing business within City limits (e.g., refuse, gas, electricity, cable, etc.) and is assessed as a percentage of gross receipts. Overall franchise fees are experiencing an increase of \$702 thousand or 5.4 percent for FY 2025-26 to align with contractual agreements primarily driven by waste management.

Charges for Services - This revenue category is comprised of a variety of fees for building and development related activities. FY 2025-26 projects an increase of \$95 thousand, .6 percent over FY 2024-25 Adopted.

General Fund Expenditures

Overall, the adopted FY 2025-26 expenditures have increased over the FY 2024-25 Adopted Budget by \$14.1 million or 6.48 percent. There are several factors driving the expenditure growth, including employee-related MOU and staff commitments, raising general liability insurance costs, and funding the OPEB ADC at 50%. For the past three fiscal years, the ADC was fully funded.

CITYWIDE BUDGET OVERVIEW

Table 5: FY 2025-26 adopted General Fund Expenditures

(in the 1,000's)	A FY 2024 Actual	B FY 2025 Adopted	C FY 2025 Projected	D FY 2026 Adopted	E Change \$ (D-B)	F Change % (D/B-1)
1 Expenditures						
2 Salary	\$ 89,753	\$ 105,426	\$ 107,149	\$ 114,476	\$ 9,049	8.58%
3 Overtime	15,907	3,370	3,370	6,833	3,463	102.77%
4 Wages Subtotal	\$ 105,659	\$ 108,796	\$ 110,519	\$ 121,309	\$ 12,513	11.50%
5 Medical/Dental/Other Benefits	14,167	18,488	18,292	17,710	(778)	-4.21%
6 Retiree Medical (pay-go)	3,465	4,305	3,432	4,015	(290)	-6.74%
7 Worker's Compensation	4,612	5,707	5,626	6,858	1,151	20.17%
8 Retirement (CalPERS)	40,988	47,734	49,013	51,036	3,302	6.92%
9 Benefits Subtotal	\$ 63,233	\$ 76,234	\$ 76,363	\$ 79,619	\$ 3,385	4.44%
10 Assumed Vacancy Savings	—	(6,084)	(6,084)	(9,597)	(3,513)	57.74%
11 Interdepartmental (ID) Charges	(2,966)	(7,317)	(7,317)	(7,317)	—	0.00%
12 OPEB Liability Contribution	3,303	2,628	2,670	1,510	(1,118)	-42.55%
13 Net Staffing Expense	\$ 169,228	\$ 174,257	\$ 176,152	\$ 185,524	\$ 11,267	6.47%
14 Supplies & Services	16,464	13,291	18,495	13,667	376	2.83%
15 Internal Service Fees	19,999	18,729	18,729	22,094	3,365	17.97%
16 Debt Service	2,656	2,577	2,708	2,576	(1)	-0.03%
17 Liability Insurance	5,749	6,855	5,749	6,409	(446)	-6.51%
18 Economic Dev. Fund	350	350	350	350	—	0.00%
19 Capital Projects/Other Funding	2,853	2,108	4,495	1,445	(663)	-31.45%
20 Non-Personnel Expenses Subtotal	\$ 48,072	\$ 43,909	\$ 50,526	\$ 46,541	\$ 2,631	5.99%
22 Total Expenditures	\$ 217,300	\$ 218,167	\$ 226,677	\$ 232,065	\$ 13,898	6.37%

Salary -FY 2025-26 include the contracted obligations for all applicable bargaining groups, and other staff commitments. This represents an increase of \$11.3 million and 6.51 percent over adopted FY 2024-25 budget.

Overtime - FY 2025-26 overtime is \$6.8 million. The majority of General Fund overtime is appropriated in the Fire Department and Police Departments to meet mandatory staffing level requirements. This is an increase of \$3.5 million over prior year FY 2024-25 to accurately represent minimum represent minimum staffing requirements.

CalPERS Retirement Rates - Retirement rates will increase significantly in FY 2025-26 - with total costs increasing \$3.3 million and 6.92 percent. This increase is based on calculations and methodology changes by CalPERS.

CITYWIDE BUDGET OVERVIEW

Table 6 - CalPERS Rates

<i>(in the \$1,000s)</i>	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
Miscellaneous							
Normal Cost %	10.510 %	10.410 %	10.200 %	10.000 %	9.800 %	9.600 %	9.400 %
UAL Payment	\$ 16,420	\$ 17,940	\$ 19,090	\$ 20,065	\$ 21,990	\$ 22,540	\$ 23,037
Employer Contribution Rate %	38.94 %	39.19 %	40.00 %	40.40 %	42.30 %	42.00 %	41.60 %
Change over Prior Year	1.65 %	0.25 %	0.81 %	0.40 %	1.90 %	(0.30)%	(0.40)%
Police							
Normal Cost %	23.710 %	23.370 %	22.800 %	22.100 %	21.400 %	20.600 %	19.900 %
UAL Payment	\$ 15,883	\$ 17,925	\$ 18,940	\$ 19,815	\$ 21,424	\$ 21,918	\$ 22,371
Employer Contribution Rate %	84.61 %	92.98 %	94.40 %	95.00 %	98.00 %	96.80 %	95.50 %
Change over Prior Year	7.73 %	8.37 %	1.42 %	0.60 %	3.00 %	(1.20)%	(1.30)%
Fire							
Normal Cost %	21.090 %	21.100 %	20.500 %	19.900 %	19.300 %	18.800 %	18.300 %
UAL Payment	\$ 10,107	\$ 11,907	\$ 12,656	\$ 13,298	\$ 14,503	\$ 14,869	\$ 15,202
Employer Contribution Rate %	67.70 %	70.45 %	71.50 %	72.00 %	74.70 %	74.00 %	73.20 %
Change over Prior Year	1.95 %	2.75 %	1.05 %	0.50 %	2.70 %	(0.70)%	(0.80)%

Vacancy Savings - FY 2025-26 vacancy savings are assumed based on normal attrition and known staffing vacancies as of April 2025. Over the last year, the City has experienced high vacancy rates, most notably in the Police Department. Projected FY 2025-26 vacancy savings are over \$9.6 million in the General Fund.

Retiree Medical Unfunded Liabilities - City Council policy is to prefund the City's benefit liabilities to the greatest extent possible within existing operating resources. The FY 2021-22 budget was the first year that the City fully funded the ADC. The FY 2025-26 adopted budget includes \$1.5 million in additional contribution from General Fund, which will allow funding the OPEB ADC at 50%.

Internal Service Fees - The Internal Service Funds (ISF) for FY 2025-26 shows an increase of \$2.2 million over the adopted FY 2024-25 budget. This is primarily attributed to increased operational expenses primarily driven by personnel costs.

Other Funds

Measure C - During the June 3, 2014 municipal election, the voters of the City of Hayward passed a ballot measure (Measure C) to increase the City's Transaction and Use (Sales) Tax by half a percent for twenty years. This half cent increase became effective October 1, 2014, with Hayward's current Sales and Use Tax rate set at 10.75 percent. In November 2024 voters elected to extend Measure C past its initial sunset for an additional 10 years with Measure K1. This is a general tax and is considered discretionary in nature. Staff originally estimated that the new sales tax would generate approximately \$10 million annually in locally controlled revenue that can be allocated by the City Council and which will remain in place for a period of twenty years. In FY 2025-26, staff projects that the City will receive \$22.8 million in Measure C sales tax revenues.

CITYWIDE BUDGET OVERVIEW

The City Council, as well as the ballot language, established a number of spending priorities for these funds. These priorities include a mix of capital projects and funding allocations toward operating services. The Measure C revenues continue to be used to fund debt service for construction of the 21st Century Library and Community Learning Center, completion of fire station retrofits and improvements, and rehabilitation and expansion of the City's existing fire training center. Of the \$22.8 million in projected revenue, staff estimates annual debt service payments for the above defined projects will total approximately \$4.4 million annually. The remaining funds are to be allocated among police services, maintenance services, and street repairs.

Staff presented recommendations for the use of the Measure C funds to both the Council Budget & Finance Committee and the City Council in November and December 2014. Consistent with those discussions, staff is including assumed revenues and expenditures for Measure C as part of the FY 2025-26 budget.

- Revenue: The City began receiving allocations of the Measure C Transaction and Use (sales) Tax effective January 1, 2015. Staff anticipates receiving approximately \$22.8 million in revenues from Measure C for FY 2025-26. As previously approved by Council, staff established a separate fund within the General Fund to allow for easy tracking of the revenues and expenses associated with Measure C/K1 (Fund 101).
- Expenditures: FY 2025-26 estimates expenses of \$18.5 million for operating costs, including debt service, and staff in the police and maintenance services departments.

UNFUNDED NEEDS & LIABILITIES

While the FY 2025-26 Operating Budget reflects the basic operating needs of the City, as well as the inclusion of funding toward some benefit liabilities and capital needs, it does not reflect the full spectrum of need - as many of these needs are by necessity "unfunded." As can be seen in the discussion below regarding benefit liabilities, the City is not fully funding these obligations. However, the City Council spends time each fiscal year reviewing its benefit liabilities and considering funding plans toward adequately funding the unfunded portions of these liabilities.

Unfunded Capital Needs

The FY 2025-26 Capital Improvement Program reflects "Identified Capital Needs" totaling approximately \$701.1 million, for which funding is undetermined. In accord with Council policy, as one-time funding becomes available, Council will allocate funds toward these unfunded CIP needs.

Benefit Liabilities & Funding Status

The City actively manages its benefit liabilities and completes actuarial valuations for all benefit liabilities with the exception of accrued leave payouts (analysis conducted by staff). These valuations consider the economic, demographic, and historical compositions of the benefit programs and establish amounts that the City should allocate each year to fund its benefit-related financial obligations. In today's economic climate, it is critical that the City continue to manage its benefit liabilities to ensure long-term fiscal stability and the continuance of these valuable benefits to City employees. Actuarial valuations identify the

CITYWIDE BUDGET OVERVIEW

Annual Determined Contribution (ADC) an agency should make toward the funding of the benefit. This is essentially the minimum funding amount that should be responsibly made by any organization. The ADC is generally comprised of two elements: a portion of funding for current costs (sometimes referred to as “pay go”) and a portion of funding for future liability costs (the Unfunded Actuarial Liability or UAL).

As bond rating agencies review the City’s debt, they actively consider the level of the City’s unfunded benefit liabilities and the economic pressure these place on the City. Failure to meet the minimum recommended funding levels or to implement a plan to achieve full funding of the ADC and/or a long-term plan to pay down the future liabilities could have a negative impact on future bond ratings - with a possible resultant increase in the cost of borrowing should the City seek to incur new debt or need to refinance existing debt.

Table 7 provides a summary of the City’s benefit liabilities and current levels of funding. Each of these benefit liabilities is unique in its structure and the degree of funding varies depending on the benefit.

Table 7: Summary of Benefit Liabilities

(in millions)	Actuarial Valuation Date	Accrued Liability	Value of Assets	Funded Ratio	Unfunded Liability	Unfunded Ratio
CalPERS Police Safety Plan	6/30/2023	\$ 518.03	\$ 287.25	58.0 %	\$ 217.67	42.0 %
CalPERS Fire Safety Plan	6/30/2023	\$ 371.65	\$ 225.67	60.7 %	\$ 145.98	39.3 %
CalPERS Miscellaneous Plan	6/30/2023	\$ 579.62	\$ 370.54	63.9 %	\$ 209.08	36.1 %
Total Cal PERS		\$ 1,469.30	\$ 883.46	60.1 %	\$ 572.73	39.0 %
OPEB - Retiree Medical Police Officers	6/30/2023	\$ 48.86	\$ 17.00	34.8 %	\$ 31.85	65.2 %
OPEB - Retiree Medical Firefighters	6/30/2023	\$ 19.63	\$ 6.74	34.3 %	\$ 12.89	65.7 %
OPEB - Retiree Medical Miscellaneous	6/30/2023	\$ 27.67	\$ 9.70	35.1 %	\$ 17.96	64.9 %
Total OPEB-Retiree Medical		\$ 96.16	\$ 33.44	34.8 %	\$ 62.70	65.2 %
Workers' Compensation	6/30/2024	\$ 27.81	\$ 27.65	99.4 %	\$ (0.16)	0.6 %
Accrued Leave Payouts	6/30/2024	12.91	0.00	0.0 %	\$ 12.91	100.0 %
TOTAL		\$ 1,606.18	\$ 944.55	59.6 %	\$ 648.18	40.4 %

Retirement Annual cost (annual cost: \$60.8 million) - The City is fully meeting its actuarial determined contribution (ADC) amounts based on the CalPERS normal rates and unfunded liability. Given the CalPERS “smoothing” methodology, the long-term intent is to fund the City’s liability over the 30-year amortization period.

Workers’ Compensation (annual cost: \$11.2 million) - Pursuant to the current actuarial valuation conducted for the program, a funding status of 70 - 85 percent is recommended. Funding status is currently at 80% confidence level and staff recommends remaining at the 80 percent level. The FY 2025-26 budget reflects this continued commitment.

CITYWIDE BUDGET OVERVIEW

Retiree Medical - OPEB (annual cost: \$3.6 million “pay go”) - The estimated actuarial calculation of the City’s ADC is \$7.7 million. The City will fund the ADC in FY 2025-26 at 50%. In FY 2021-22, the City fully funded the ADC for the first time. Fully funding the ADC, would result in the City paying for current costs and fund the future liability by the end of the amortization period. In FY 2025-26, the City will fund the ADC at 50% which is an additional 2.1 million .

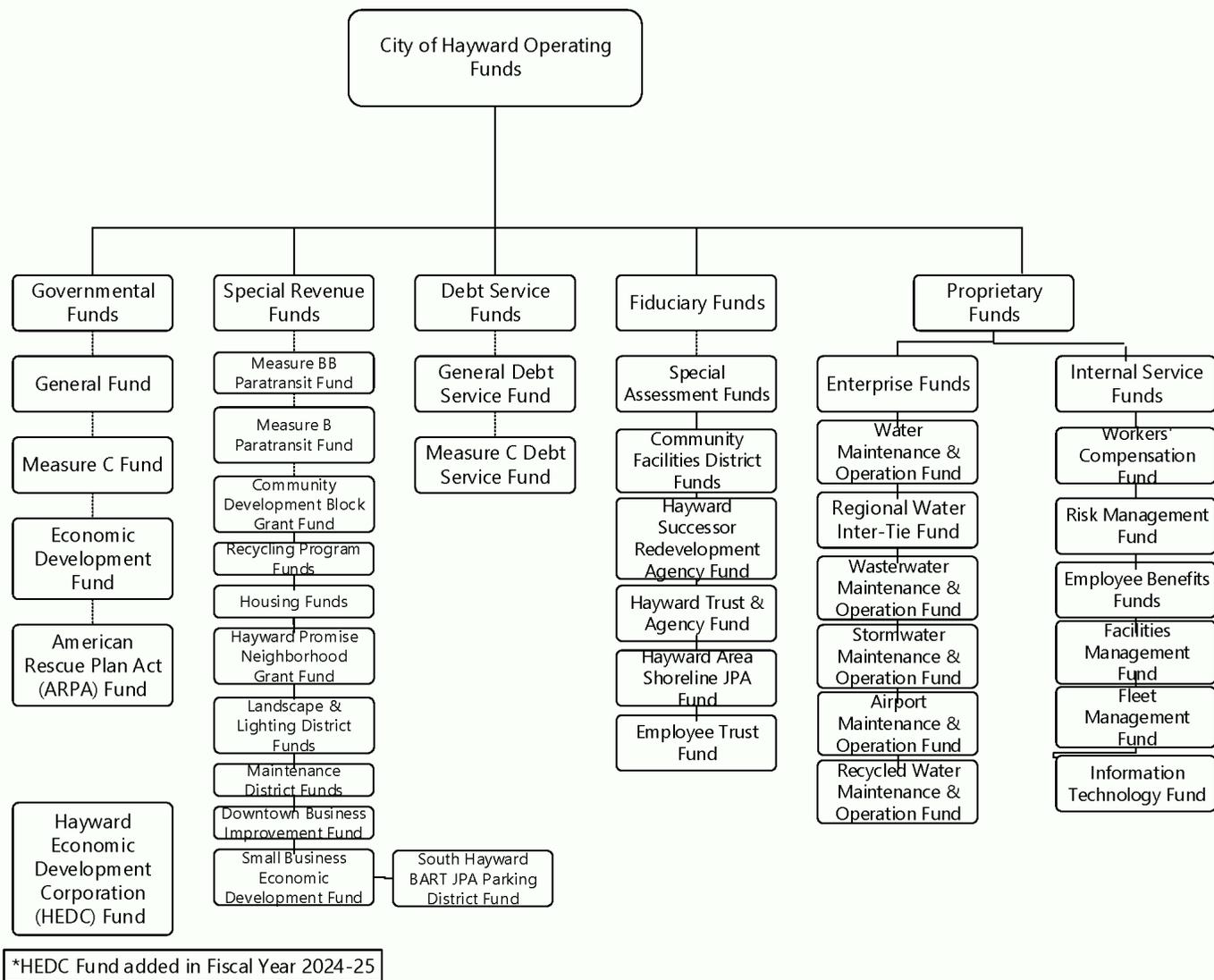
Accrued Leave Payouts (annual cost: varies) - The total liability for compensated absences due in one year is \$9.6 million per the FY 2023-24 Annual Comprehensive Financial Report.

CITYWIDE BUDGET OVERVIEW

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FINANCIAL SUMMARIES - ALL FUNDS



FINANCIAL SUMMARIES - ALL FUNDS

This section provides an overview of the City of Hayward's operating funds.

Governmental Fund Types: These fund types are used to account for tax-supported governmental activities.

- General Fund: The general operating fund of the City, used to account for all financial resources except those required to be accounted for in another fund.
- Measure C - District Sales Tax Fund: This general operating fund is dedicated to the resources and expenditures associated with the Measure C ballot measure passed by Hayward voters in 2014.
- American Rescue Plan Act (ARPA): One-time direct federal relief funding to cities to address the impacts of COVID-19 and aid in recovery.

Special Revenue Funds: Special Revenue funds are used to account for the proceeds of specific revenue sources (other than for major capital projects) that are legally restricted. Below are examples (not an exhaustive list) of restricted revenues include grant funding, enabling legislation, or earmarking funds for a specific purpose.

- Economic Development Fund
- Community Development Block Grant Fund
- Downtown Business Improvement Fund
- Small Business Economic Development Loan Fund
- Hayward Promise Neighborhood Grant Fund
- Measure B/BB - Paratransit Fund
- Recycling Program Fund
- Landscape & Lighting/Maintenance Districts/Community Facilities Districts

Debt Service Funds: Debt Service funds are used to account for the accumulation of resources and the payment of general long-term debt.

- General Debt Service (COP)
- Hayward Successor Redevelopment Agency
- Special Assessments

Proprietary Fund Types: These fund types are used to account for a government's business-type activities (activities supported, at least in part, by fees or charges).

- Enterprise Funds: Enterprise Funds represent City operations that are financed and operated like private business enterprises. This type of fund permits user charges to finance or recover the costs, including depreciation, of providing the services to the general public on a continuing basis.
 - Airport Maintenance and Operation Fund
 - Regional Water Inter-Tie Fund
 - Stormwater Maintenance and Operation Fund
 - Wastewater Maintenance and Operation Fund
 - Water Maintenance and Operation Fund
 - Recycled Water Maintenance and Operation Fund
- Internal Service Funds: Internal Service Funds are used to finance and account for goods and/or services provided by one City department to another, on a cost reimbursement basis.
 - Employee Benefits Fund
 - Facilities Management Fund
 - Fleet Management Fund
 - Information Technology Fund
 - Risk Management Fund
 - Workers' Compensation Fund

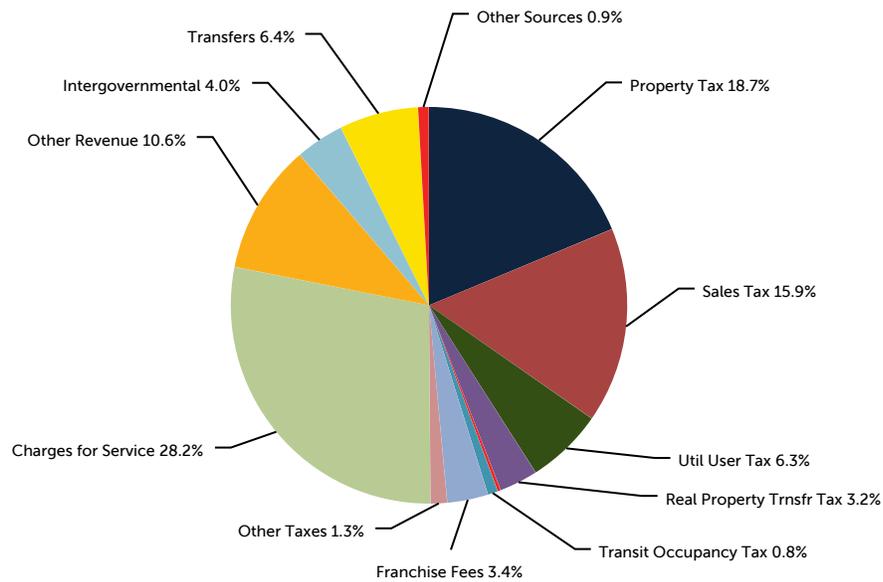
ALL OPERATING FUNDS - SUMMARY

	General	Measure C	ARPA	Special Revenue	Debt Service	Enterprise	Internal Service	Successor RDA	TOTAL
Revenues									
Property Tax	77,459	—	—	—	—	—	—	2,884	80,342
Sales Tax	45,600	22,764	—	—	—	—	—	—	68,364
Util User Tax	27,000	—	—	—	—	—	—	—	27,000
Real Property Trnsfr Tax	13,500	—	—	—	—	—	—	—	13,500
Transit Occupancy Tax	3,500	—	—	—	—	—	—	—	3,500
Cannabis Tax	1,100	—	—	—	—	—	—	—	1,100
Franchise Fees	13,630	—	—	725	—	—	—	—	14,355
Other Taxes	5,775	—	—	—	—	—	—	—	5,775
Charges for Service	15,144	—	—	—	—	105,877	—	—	121,021
Other Revenue	1,513	—	—	4,202	—	4,821	34,900	50	45,486
Intergovernmental	8,251	—	—	8,164	—	—	—	577	16,992
From All Other Sources	2,823	—	—	—	966	—	—	—	3,789
Subtotal Revenues	\$ 215,295	\$ 22,764	\$ —	\$ 13,091	\$ 966	\$ 110,698	\$ 34,900	\$ 3,511	\$ 401,225
Transfer from other funds*	4,419	—	—	433	6,820	4,799	11,167	—	27,638
Total Revenues	\$ 219,714	\$ 22,764	\$ —	\$ 13,524	\$ 7,786	\$ 115,497	\$ 46,067	\$ 3,511	\$ 428,862
Expenditures									
Salary									
Regular	114,680	4,131	—	2,601	—	20,927	8,385	296	151,021
Overtime	6,833	135	—	—	—	664	225	—	7,857
Vacancy Savings	(9,597)	(353)	—	(72)	—	(2,440)	(504)	(45)	(13,010)
Benefits									
Fringe Benefits	25,212	876	—	463	—	5,002	1,627	52	33,231
Retiree Medical	3,167	96	—	26	—	246	87	2	3,624
PERS	51,036	1,336	—	674	—	5,498	2,222	78	60,845
Chrgs (to)/fr other prog	(7,317)	—	—	25	—	(275)	—	(89)	(7,655)
Net Staffing Expense	\$ 184,015	\$ 6,222	\$ —	\$ 3,717	\$ —	\$ 29,622	\$ 12,041	\$ 295	\$ 235,912
Maintenance & Utilities	1,715	64	—	25	—	5,187	6,747	8	13,746
Supplies & Services	11,953	1,027	—	4,893	45	10,109	7,866	110	36,003
Internal Service Fee	22,094	525	—	158	—	3,565	859	20	27,219
Capital	—	—	—	282	—	—	—	—	282
Debt Service	—	—	—	—	7,446	4,020	148	3,229	14,843
All Other Uses	—	—	—	—	—	43,000	21,944	—	64,944
Subtotal Expenditures	\$ 35,761	\$ 1,616	\$ —	\$ 5,356	\$ 7,491	\$ 65,881	\$ 37,564	\$ 3,367	\$ 157,036
Transfers to other funds*	12,289	9,965	—	435	473	27,972	576	821	52,530
Total Expenditures	\$ 232,065	\$ 17,802	\$ —	\$ 9,508	\$ 7,964	\$ 123,475	\$ 50,181	\$ 4,483	\$ 445,479
(Use)/Add to fund bal	(12,351)	4,962	—	4,015	(178)	(7,978)	(4,114)	(972)	(16,617)

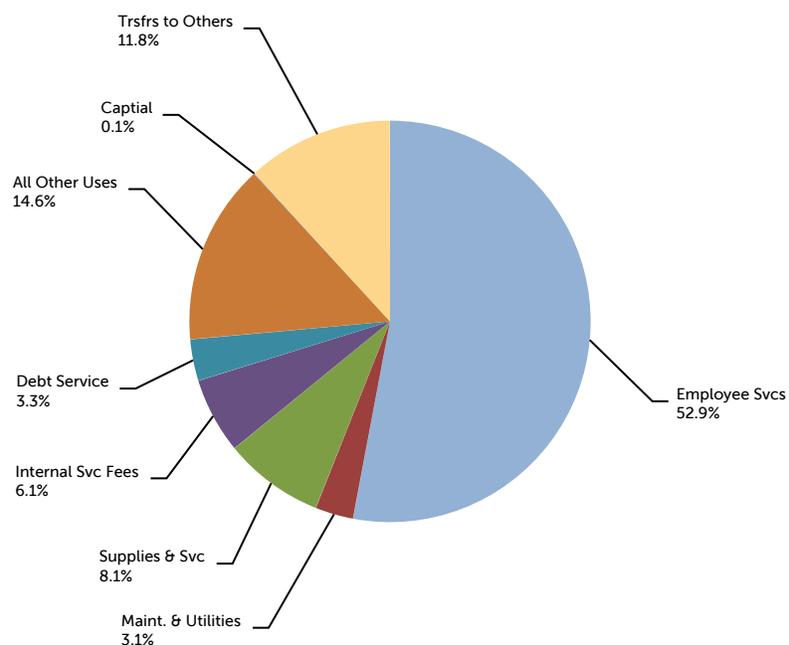
Note: General Fund column represents fund 100 only.

Summary of Revenues and Expenditures - All Operating Funds

FY 2025-26 All Operating Funds Revenues - By Type \$428.6 Million



FY 2025-26 All Operating Funds Expenditures - By Category \$445 Million



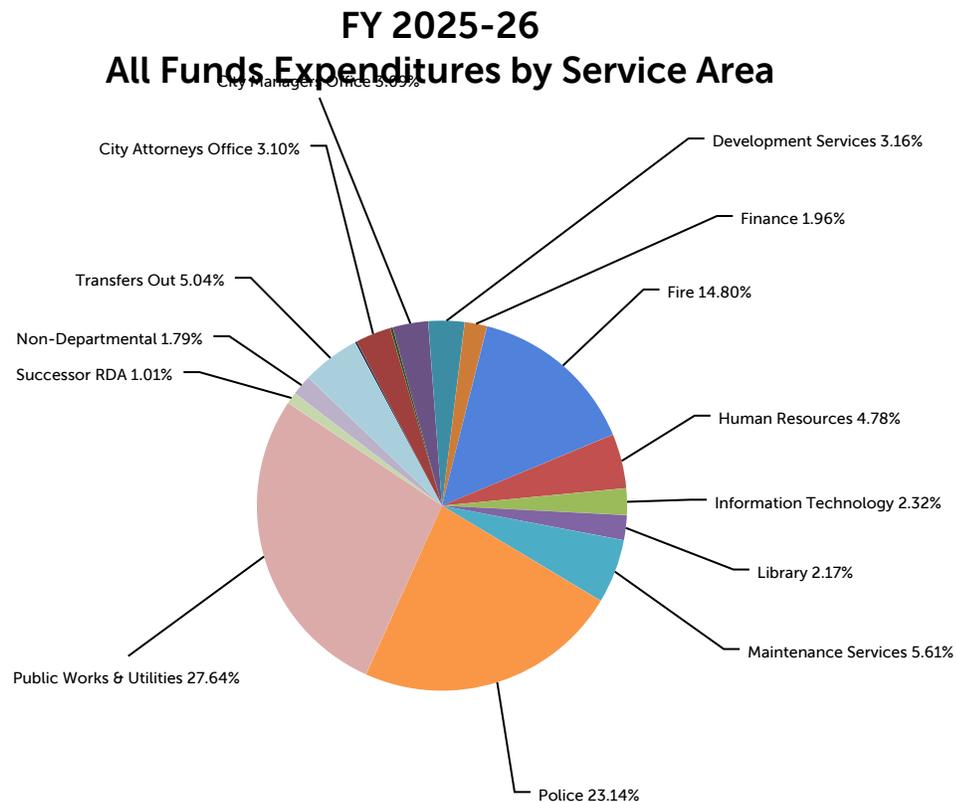
ALL OPERATING FUNDS - DEPARTMENT SUMMARY

	General	Measure C	ARPA	Special Revenue	Debt Service	Enterprise	Internal Service	Successor RDA	TOTAL
Revenues									
Mayor/City Council	—	—	—	—	—	—	—	—	—
City Attorney	—	—	—	—	—	—	8,711	—	8,711
City Clerk	60	—	—	—	—	—	—	—	60
City Manager	—	—	—	2,512	—	—	—	50	2,562
Development Services	8,707	—	—	6,939	—	—	—	—	15,645
Finance	1,283	—	—	—	—	—	—	—	1,283
Fire	9,291	—	—	—	—	—	—	—	9,291
Human Resources	31	—	—	—	—	—	13,491	—	13,522
Information Technology	—	—	—	—	—	—	10,647	—	10,647
Library	—	—	—	421	—	—	—	—	421
Maintenance Services	2,090	—	—	—	—	—	11,153	—	13,243
Police	3,691	—	—	—	—	—	—	—	3,691
Public Works & Utilities	350	—	—	1,636	—	106,530	—	—	108,516
Non-dept/Transfers In	194,211	22,764	—	83	7,786	8,967	2,066	—	235,877
Total Revenues	\$ 219,714	\$ 22,764	\$ —	\$ 11,591	\$ 7,786	\$ 115,497	\$ 46,067	\$ 50	\$ 423,469
Expenditures									
Mayor/City Council	699	—	—	—	—	—	—	—	699
City Attorney	2,023	—	—	—	—	—	11,815	—	13,838
City Clerk	1,042	—	—	—	—	—	—	—	1,042
City Manager	8,694	—	—	4,475	—	—	528	4,483	18,180
Development Services	11,951	—	—	2,140	—	—	—	—	14,091
Finance	6,309	—	—	—	—	2,358	—	—	8,667
Fire	65,927	—	—	—	—	—	—	—	65,927
Human Resources	4,189	—	—	—	—	(852)	16,898	—	20,234
Information Technology	—	—	—	—	—	—	10,354	—	10,354
Library	8,879	—	—	825	—	—	—	—	9,704
Maintenance Services	7,947	2,762	—	—	—	3,467	10,805	—	24,980
Police	98,134	4,603	—	—	—	—	—	—	102,738
Public Works & Utilities	3,813	—	—	749	—	94,427	—	—	98,988
Non-dept/Transfers Out	12,458	10,437	—	286	7,964	23,972	(218)	90	54,988
Total Expenditures	\$ 232,066	\$ 17,802	\$ —	\$ 8,475	\$ 7,964	\$ 123,371	\$ 50,181	\$ 4,573	\$ 444,431
(Use)/Add to fund bal	(12,352)	4,962	—	3,116	(178)	(7,874)	(4,114)	(4,523)	(20,962)

Note: General Fund column represents fund 100 only.

SUMMARY OF EXPENDITURES BY DEPARTMENT-ALL FUNDS

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Mayor & City Council	470,186	568,347	669,507	699,046
City Attorney	11,111,021	10,039,353	11,202,988	13,838,426
City Clerk	1,114,022	1,059,401	1,019,540	1,042,408
City Manager	17,875,127	14,044,331	11,550,238	13,784,192
Development Services	10,187,877	10,673,176	13,805,195	14,091,262
Finance	7,107,657	7,911,047	7,933,812	8,719,428
Fire	58,547,053	67,262,854	60,332,363	65,927,436
Human Resources	23,194,799	21,805,143	18,524,075	21,291,900
Information Technology	9,248,694	9,435,843	10,597,116	10,353,805
Library	7,334,071	7,715,065	8,943,643	9,685,351
Maintenance Services	22,396,493	23,768,849	22,457,164	24,979,880
Police	88,635,612	86,077,296	97,868,346	103,090,230
Public Works & Utilities	98,263,531	102,316,512	112,458,494	123,144,829
Successor RDA	4,079,880	4,164,610	4,511,459	4,482,790
Non-Dept./Debt Service	9,182,900	57,560,428	7,975,825	7,995,625
Transfers Out	49,820,617	35,377,855	27,376,828	22,441,947
	\$ 418,569,540	\$ 459,780,110	\$ 417,226,593	\$ 445,568,555



GENERAL FUND SUMMARY & CASH BALANCE

<i>\$ in 1,000s</i>	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2025 Projected	FY 2026 Adopted
Beginning Cash Fund Balance	\$ 36,130	\$ 34,366	\$ 33,432	\$ 33,432	\$ 31,691
Revenues					
Property Tax	68,458	73,406	72,938	74,188	77,459
Sales Tax	44,051	53,034	47,619	49,415	45,600
Utility Users Tax	25,945	24,454	24,000	27,000	27,000
Franchise Fees	11,907	12,558	12,928	14,084	13,630
Real Property Transfer Tax	12,357	12,541	17,600	15,600	13,500
Transit Occupancy Tax	2,359	2,359	3,125	3,125	3,500
Cannabis Tax	804	804	1,100	1,100	1,100
Other Taxes	5,427	5,427	5,228	5,528	5,775
Charges for Services	14,192	12,434	15,049	15,049	15,144
Inter-Governmental	6,135	6,448	8,251	8,251	8,251
Fines & Forfeitures	2,505	2,485	2,723	2,723	2,823
Other Revenues	1,327	1,117	467	1,037	863
Interest & Rents	427	818	650	975	650
Transfers In	17,123	8,716	4,681	8,669	4,419
Total Operating Revenues:	\$ 213,017	\$ 216,601	\$ 216,360	\$ 226,744	\$ 219,714
Expenditures					
Salaries & Benefits	158,709	166,555	171,630	167,112	184,015
Maintenance & Utilities	1,092	1,775	1,679	1,819	1,715
Supplies & Services	12,426	14,720	11,612	16,675	11,953
Internal Service Fees	16,813	19,999	18,729	19,951	22,094
Capital	516	16	—	—	—
Transfers Out	16,796	14,895	14,518	21,120	12,289
Total Operating Expenditures:	\$ 206,351	\$ 217,961	\$ 218,168	\$ 226,677	\$ 232,065
Annual Surplus/(Shortfall)	\$ 6,665	\$ (1,359)	\$ (1,808)	\$ 67	\$ (12,351)
Adjustments to Fund Balance	\$ (612)	\$ (425)	\$ —	\$ —	\$ —
Ending Fund Cash Balance (ACFR)	\$ 34,366	\$ 33,432	\$ 31,624	\$ 31,691	\$ 19,340
Cash Fund Balance Designations					
Unassigned	34,366	33,432	31,624	31,691	19,340
Contingencies	-	-	—	—	—
Economic Uncertainty	-	-	—	—	—
Liquidity	-	-	—	—	—
Emergencies	-	-	—	—	—
Total Designated Fund Balance	\$ 34,366	\$ 33,432	\$ 31,624	\$ 31,691	\$ 19,340

GENERAL FUND - FUND TRANSFER SUMMARY

Fund Transfers (FY 2023-26)

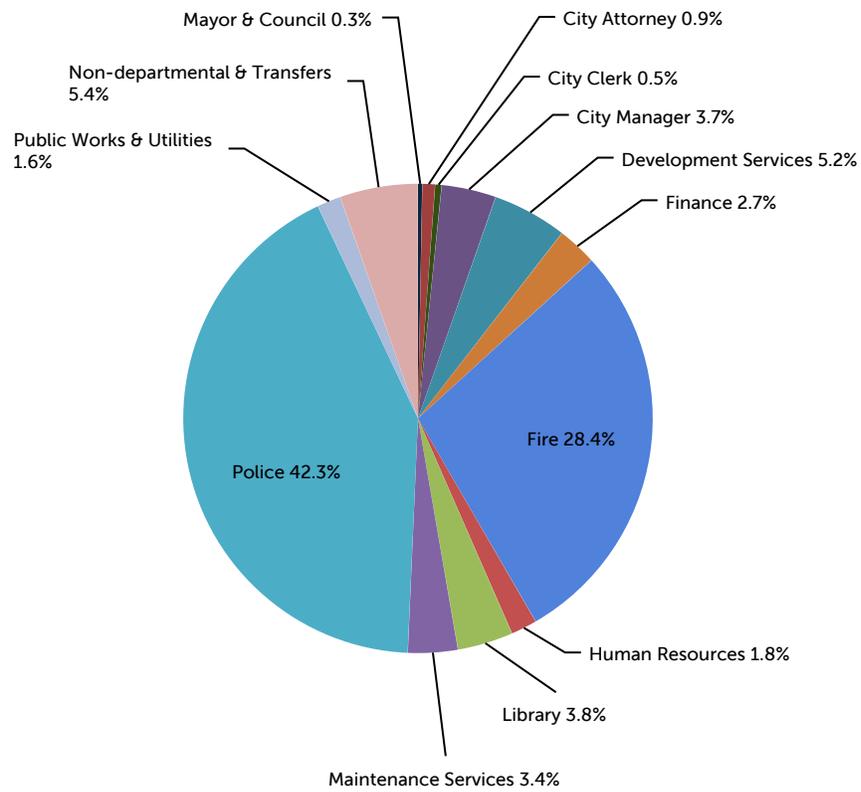
	FY 2023 Adopted	FY 2024 Adopted	FY 2025 Adopted	FY 2026 Adopted
<i>'\$s in 1,000's</i>				
Transfers into the General Fund				
Transfer for Cost Allocation	2,458	2,458	2,458	2,900
Transfer from Successor RDA Loan Repayment	800	800	800	800
Transfer from So. Hwd B.A.R.T. JPA	—	—	—	—
Transfer from Special Gas Tax	238	240	242	246
Transfer from Byrnes Justice Assist Grant	—	—	—	—
Transfer from CFD #2 for Police Services	290	290	290	290
Transfer from CFD #1 Fund	8	8	8	8
Transfer from CFD #3 for Police & Fire Services	175	175	175	175
Transfer from ARPA Federal Stimulus Funding	7,250	7,250		
Transfers into the General Fund	\$ 11,219	\$ 11,221	\$ 4,192	\$ 4,419
Transfers out of the General Fund				
Transfer to Debt Service	2,851	2,850	2,708	2,576
Transfer for Risk Management Premium	4,282	4,888	5,452	6,409
Transfer to Economic Development Fund	350	350	350	350
Transfer to Trans Sys Improvement Fund	650	500	500	—
Transfer to Cannabis Community Fund	—	64	64	—
Transfer to Information Technology Operating Fund	—	—	—	—
Transfer to Capital Projects	3,354	3,410	2,060	1,445
Transfer to Water Fund	—	—	—	—
Transfer to Retiree Medical Fund	3,160	2,625	2,607	1,510
Transfers out of the General Fund	\$ 14,647	\$ 14,687	\$ 13,740	\$ 12,289

Summary of Expenditures by Department - General Fund

Summary of Expenditures by Department - General Fund

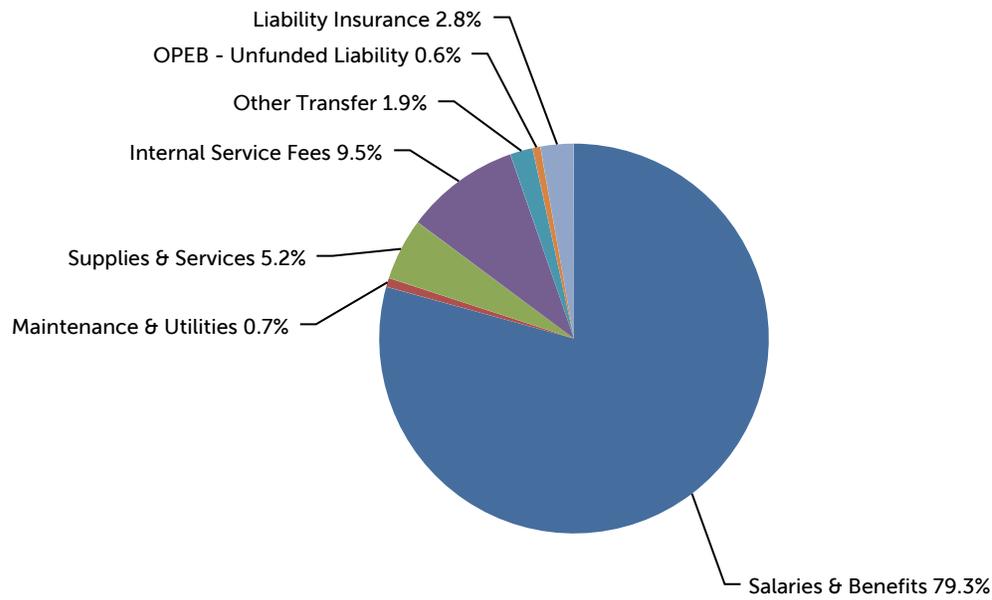
	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Mayor & Council	470,186	568,347	669,507	699,046
City Attorney	1,548,781	1,809,182	1,846,092	2,023,220
City Clerk	1,114,022	1,059,401	1,019,540	1,042,408
City Manager	6,496,250	8,734,721	7,246,846	8,694,116
Development Services	10,175,877	10,639,769	11,339,995	11,951,299
Finance	5,423,398	5,952,248	5,827,663	6,309,055
Fire	58,547,053	67,262,854	60,332,363	65,927,436
Human Resources	2,176,970	2,678,664	3,879,376	4,188,572
Library	7,160,139	7,714,064	8,104,171	8,878,948
Maintenance Services	6,578,480	7,148,389	6,985,645	7,947,011
Police	85,190,195	82,712,036	93,183,629	98,134,201
Public Works & Utilities	3,277,606	5,461,779	3,001,391	3,812,696
Non-departmental & Transfers	17,157,666	15,084,920	14,685,761	12,457,633
	\$ 205,316,623	\$ 216,826,374	\$ 218,121,979	\$ 232,065,641

FY 2025-26 \$ 232.3 Million

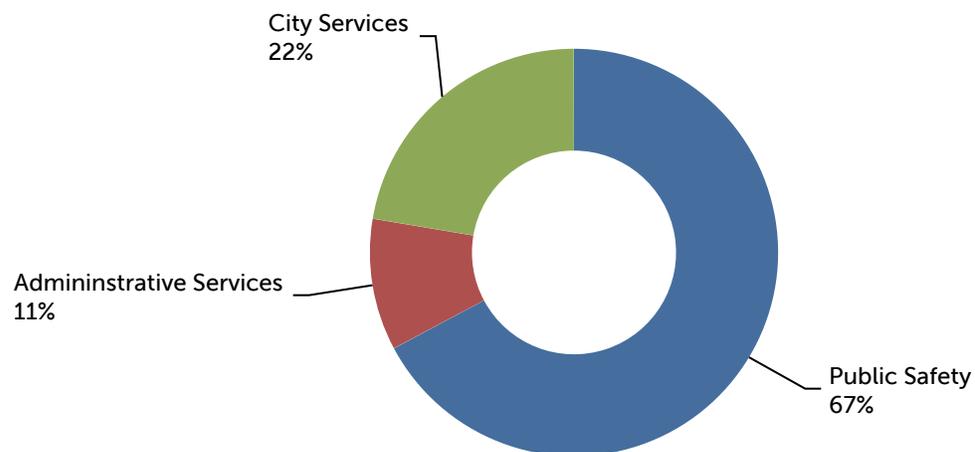


GENERAL FUND EXPENDITURES & STAFFING

FY 2025-26 General Fund Expenditures by Category



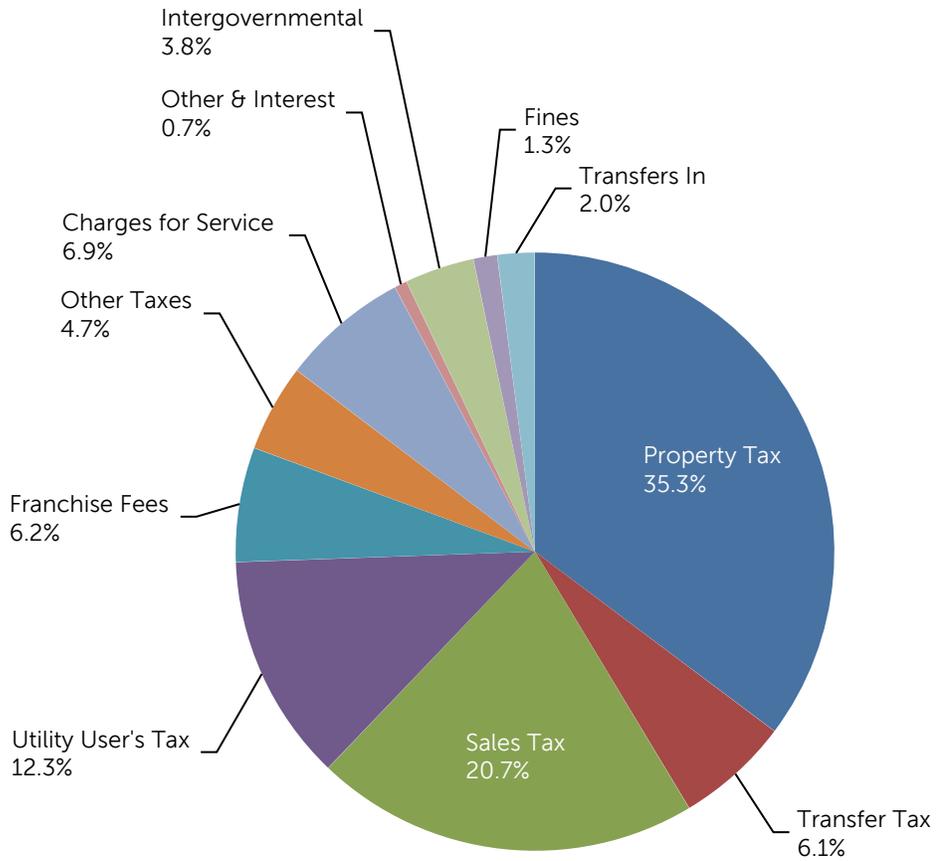
FY 2025-26 General Fund Staffing by Service Area



GENERAL FUND REVENUES BY SOURCE

FY 2025-26 General Fund Proposed Revenues / Resources

\$ 219.7 Million



GENERAL FUND REVENUES

<i>Revenues by Category in 1,000's</i>	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Property Taxes				
Property Tax Secured	41,983	44,772	44,481	49,001
Property Tax Unsecured	2,099	2,458	2,308	2,308
RPTTF (Redistribution & Pass-Thru)	5,083	5,502	4,500	4,500
Property Tax - VLF Swap	19,293	20,674	21,650	21,650
Total Property Taxes	\$ 68,458	\$ 73,406	\$ 72,938	\$ 77,459
Sales & Use Tax				
Sales and Use Taxes	42,837	51,797	46,277	44,258
Sales Tax/Public Safety	1,214	1,238	1,342	1,342
Total Sales & Use Tax	\$ 44,051	\$ 53,034	\$ 47,619	\$ 45,600
Utility Users Tax	\$ 25,945	\$ 24,454	\$ 24,000	\$ 27,000
Franchise Fee Tax				
Franchise - Refuse	8,396	8,396	9,068	9,700
Franchise - Water	—	—	—	—
Franchise - Sewer	—	—	—	—
Franchise - Gas & Electric	2,322	2,974	2,230	2,300
Franchise - Cable TV	1,189	1,189	1,630	1,630
Total Franchise Fee Tax	\$ 11,907	\$ 12,558	\$ 12,928	\$ 13,630
Real Property Transfer Tax	\$ 12,357	\$ 12,541	\$ 17,600	\$ 13,500
Other Taxes				
Business License Tax	3,253	3,253	3,017	3,563
Cannibas Tax	804	804	1100	1100
Emergency Facilities Tax	2,045	2,045	2,075	2,075
Business Tax State Fee	129	129	137	137
Transient Occupancy Tax	2,359	2,359	3,125	3,500
Total Other Taxes	\$ 8,590	\$ 8,590	\$ 9,453	\$ 10,375
<i>Charges for Services (comprised of Licenses & Permits, Fees & Service Charges, Construction Related Fees)</i>				
Licenses and Permits				
Fire Licenses & Permits	1,059	1,059	2,045	2,045
Police Licenses & Permits	1	1	436	449
Other Licenses & Permits	183	183	199	199
Total Licenses and Permits	\$ 1,596	\$ 1,596	\$ 2,694	\$ 2,694
Fees and Service Charges				
Fire Fees & Svc Charges	1,524	1,524	1,701	1,701
Police Fees & Svc Charges	839	839	1,070	998
Residential Rental Inspections	1,541	1,547	1,800	1,800
Vehicle Maintenance & Operations	0	0	0	0
Other Fees & Svc Charges	2,753	2,587	2,835	3,002
Total Fees and Service Charges	\$ 6,678	\$ 6,497	\$ 7,407	\$ 7,502

GENERAL FUND REVENUES

<i>Revenues by Category in 1,000's</i>	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Construction Related Fees				
Construction Permits	765	765	824	824
Plan Checking & New Constr. Insp.	3,323	3,323	3,025	3,025
Supplemental Improvement Tax	1829	253	1,100	1,100
Total Construction Related Fees	\$ 5,918	\$ 4,341	\$ 4,949	\$ 4,949
Total Charges for Services	\$ 14,192	\$ 12,434	\$ 15,049	\$ 15,144
Inter-Governmental				
Grants / Reimbursement	1,982	2,114	2,151	2,151
Federal Reimbursement (COVID-19) - FEMA		—	—	—
Local Reimbursement	—	1,544	—	—
Fairview Fire Protection District	3,462	3,600	3,745	3,745
Vehicle License Fee (VLF)	168	203	150	150
Fire Federal Grant Reimbursement	—	—	—	—
Fire Mutual Aid Reimb	432	432	1,800	1,800
Miscellaneous	92	99	406	406
Total From Other Agencies	\$ 6,135	\$ 6,448	\$ 8,251	\$ 8,251
Fines and Forfeitures				
Vehicle Fines	451	437	340	340
Parking Citations - In House	1,954	1,954	2,310	2,410
Photo Red Light	87	80	73	73
Criminal Fines	5	5	—	—
Administrative Citations	—	—	—	—
Library Fines	8	8	—	—
Total Fines and Forfeitures	\$ 2,505	\$ 2,485	\$ 2,723	\$ 2,823
Other Revenues				
Other	1,327	1,117	467	863
Total Other Revenues	\$ 1,327	\$ 1,117	\$ 467	\$ 863
Interest & Rents				
Interest Earned	427	817	300	300
Miscellaneous Interest Income	—	—	—	—
Building & Parking Rental	—	—	350	350
Total Interest & Rents	\$ 427	\$ 818	\$ 650	\$ 650
Total General Fund Revenues	\$ 195,894	\$ 207,885	\$ 211,678	\$ 215,295
Transfers In	17,123	8,716	4,681	4,419
Total Revenues Including Transfers	\$ 213,018	\$ 216,601	\$ 216,360	\$ 219,714

KEY GENERAL FUND REVENUES

PROPERTY TAXES

Property Tax revenues are the City’s largest General Fund revenue source, comprising approximately one-third of adopted FY 2025-26 General Fund revenues. The City’s Property Tax is collected by Alameda County, and the City currently receives approximately 16 percent of the 1 percent countywide real property tax levied. Most of the revenue is received in December and April.

Allocation of County-wide Property Tax



Real Property Taxes

Under the State Constitution, Real Property Taxes (Property Taxes) are applied to all taxable real and personal property (i.e., possessory interest, and other personal property considered to be permanently attached to the property) and are set at 1 percent of the assessed value. This is an ad valorem tax, meaning it is based on the value of the property rather than a fixed amount. The Alameda County Assessor maintains property tax assessment rolls that account for all property. Property Taxes are adjusted per the following:

- Pursuant to provisions of Proposition 13, the assessed value of real property that has not changed ownership increases by the change in the California Consumer Price Index up to a maximum of 2 percent per year.
- Property that changes ownership; is substantially altered; is newly constructed; “state-assessed” rather than “local-assessed” property; and personal property (i.e., possessory interest, and other personal property considered to be permanently attached to the property), is assessed at the full market value in the first year, and subject to the 2 percent cap, thereafter.

Proposition 13 & ERAF

In 1979, in order to mitigate the loss of Property Tax revenues after approval of Proposition 13, the State legislature approved AB 8. This action was approved to provide a permanent method for allocating the proceeds from the 1 percent property tax rate, by allocating revenues back to local governments based on their historic shares of property tax revenues. As part of the State’s FY 1993-94 budget, the AB 8 formula was altered requiring another ongoing shift in City Property Tax revenue to K-12 schools and community colleges (Education Revenue Augmentation Fund or ERAF).

KEY GENERAL FUND REVENUES

PROPERTY TAXES, continued

Proposition 8

Proposition 8 (1979) requires county assessors to temporarily lower the assessed value of a property if the market value falls below its factored base year value. Reductions in value under Proposition 8 are temporary and are reviewed annually. Subsequent years may see a reassessment of value based on current market conditions - and in this case, a property value may increase more than 2 percent in a single year.

Proposition 1A

Proposition 1A, enacted in November 2004 and Proposition 22, enacted in November 2010, provides protection for local property taxes, sales taxes, and Vehicle In-lieu Tax/License Fees (VLF) revenues by prohibiting the State Legislature from taking any action that would:

- Reduce the local Bradley-Burns Uniform sales and Use Tax rate or alter its allocation.
- Decrease VLF revenue from the 0.65 percent rate without providing replacement funding.
- Shift property taxes from cities, counties or special districts.

Supplemental Property Taxes

Supplemental Taxes are the result of the reassessment of property as of the 1st day of the month following either an ownership change or completion of new construction. In most cases, reassessment results in one or more supplemental tax bills being sent to the property owner during the year, in addition to the annual property tax bill.

Vehicle In-lieu Tax/License Fees (VLF)

Motor Vehicle In-Lieu Tax (VLF) is a tax imposed by the State on the ownership of a registered vehicle. VLF is collected by the State Department of Motor Vehicles (DMV) and more than 95 percent of these fees are divided equally between counties and cities; aggregate shares are distributed in proportion to the respective populations of the cities and counties. The State withholds less than 5 percent of these fees for the support of the Department of Motor Vehicles.

Until FY 1998-99, the annual license fee was 2 percent of the market value of the vehicle as determined by the DMV. In 1998-99, the State reduced the license fees by 25 percent, but agreed to backfill local jurisdictions for this loss in revenue.

In 2004, the Governor lowered the annual VLF to 0.65 percent, from 2.0 percent. In the budget agreement between the Governor and cities and counties, the Governor agreed to backfill the 1.35 percent difference in VLF with property taxes from the Education Revenue Augmentation Fund (ERAF). Beginning in FY 2005-06, this property tax in lieu of VLF grows at the same rate as the change in gross assessed valuation of taxable property in the City from the prior year.

Personal Property Taxes

Personal Property Tax is assessed at the rate of 1 percent of the market value on a business' personal property, such as office furniture, machinery and other equipment. The tax is billed by Alameda County in a single installment due August 31st, and the majority of these payments are remitted to the City in September.

KEY GENERAL FUND REVENUES

PROPERTY TAXES, continued

Analysis

Factors that affect revenue generated by property taxes include:

- Changes in assessed values, caused by inflation adjustments up to 2 percent of construction activity, sales of properties and Proposition 8 reassessments.
- Economic growth in the Bay Area.
- Supplemental Taxes are affected by sales of real property and/or new construction in the City that occurs after the assessment lien date (of January 1st) until the end of the fiscal year (June 30th).
- VLF revenue is impacted by the sale of new vehicles in California, DMV administrative costs, and the proportion of Hayward’s population to the total for the State and County. Beginning in FY 2005-06, the rate of growth in the assessed values of properties also impacted VLF revenues, as the amount of the VLF backfill paid increased by the change in gross assessed values of taxable properties.
- Personal property taxes are affected by business capital expenditures growth, and the collection rate. The growth in annual personal property tax revenues should generally be close to the growth in annual assessed values, except for significant changes in collection rates.

Redevelopment Agency Dissolution and distributions from the Redevelopment Property Tax Trust Fund (RPTTF) have altered gross property tax revenues (but not VLF revenues). In FY 2012-13, FY 2013-14 and FY 2014-15, the City received significant one-time revenues related to the dissolution process that are not included in future year projections.

Forecast

Projections for Real Property Tax revenue are primarily based on the annual County Assessor’s Office estimate of assessed values, with projections for the adopted budget based on information provided by the Assessor in April. In addition, the City uses a property tax consultant to review and confirm estimates.

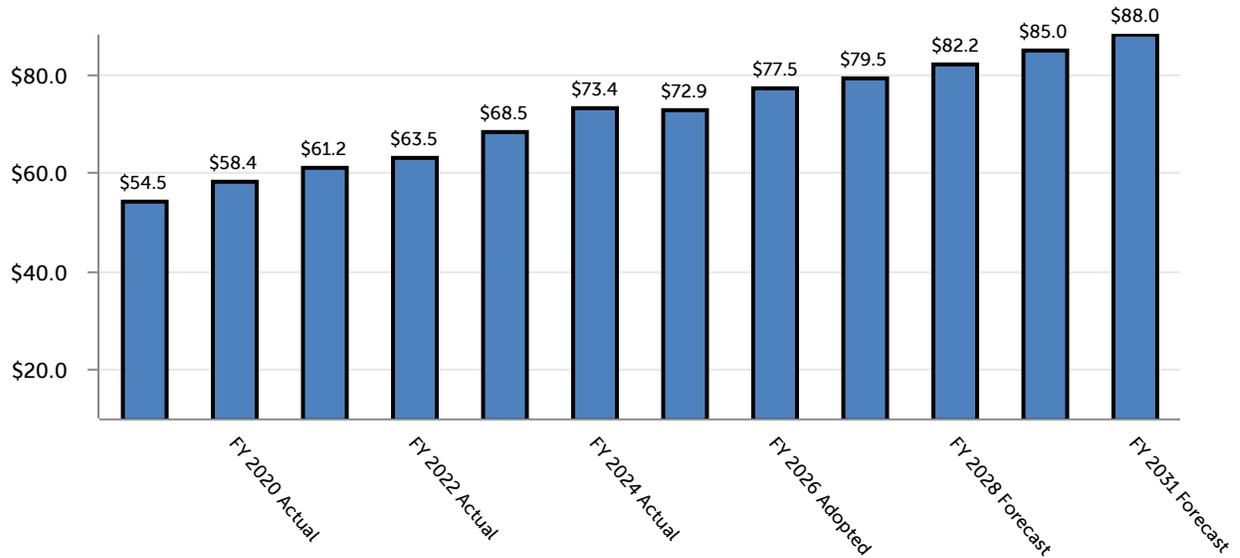
Real Property Tax revenue is comprised of three distinct categories: Secured & Unsecured Property Tax, Vehicle License Fees (VLF), and the Redevelopment Property Tax Trust Fund (RPTTF). The chart below summarizes the net projections for all three sources.

PROPERTY TAXES (All)	Actual			Adopted	Adopted	Projected Revenue			
	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030
Total Collections	\$ 58,432	\$ 68,458	\$ 73,406	\$ 72,938	\$ 77,459	\$ 79,475	\$ 82,199	\$ 85,032	\$ 87,980
\$ Change	\$ 3,964	\$ 10,026	\$ 4,948	\$ (468)	\$ 4,520	\$ 2,016	\$ 2,724	\$ 2,833	\$ 2,948
% Change	7.28%	17.16%	7.23%	(0.64)%	6.20%	2.60%	3.43%	3.45%	3.47%

KEY GENERAL FUND REVENUES

PROPERTY TAXES, continued

Overall Property Tax revenues are projected to increase by a total of 6.2 percent in FY 2025-26 over FY 2024-25 Adopted. The FY 2024-25 property tax revenue projections were updated during the mid-year process, which reflected a change of 1.7 percent over where the year is projected to end. In out years, Property Tax revenues are projected to continue to steadily increase on average by 3.2 percent each year through FY 2029-30.



All real property not affected by Proposition 8 re-assessments will be subject to the California Consumer Price Index (CCPI) growth factor and cannot exceed 2 percent, as prescribed by Proposition 13. In FY 2021-22, in response to the COVID-19 crisis, the California State Board of Equalization directed that 2022 assessment roll shall use an inflation factor of 1.02 percent. Beginning in FY 2022-23, the California State Board of Equalization reinstated the practice of setting the CCPI growth factor at a not to exceed 2 percent.

KEY GENERAL FUND REVENUES

SALES AND USE TAXES

Sales and Use Tax is the General Fund’s second largest source of revenue and represents 21 percent of total FY 2025-26 projected General Fund revenue. Sales Tax is an excise tax imposed on retailers for the privilege of selling or leasing tangible personal property. The Use Tax is an excise tax imposed for the storage, use, or other consumption of tangible personal property purchased from any retailer. The proceeds of sales and use taxes imposed within the boundaries of Hayward are collected and distributed by the State to various agencies, with the City of Hayward receiving the equivalent of 1 percent of the amount collected.

The State modified the structure of city sales tax revenues, effective July 1, 2004, when they enacted legislation from a voter-approved deficit financing bond measure. This measure included a temporary reduction of the local Bradley-Burns sales tax share from 1 percent to 0.75 percent, routing the 0.25 percent to other State funding needs. The 0.25 percent was fully replaced with property tax revenues (sales tax back-fill) to make cities whole. This shuffle of revenues is commonly referred to as the “Triple Flip.” The Triple Flip ended in FY 2015-16 and all revenues are now captured as base sales and use tax. The total sales tax rate for Hayward is currently 10.75 percent and distributed per the chart below.

DISTRIBUTION OF SALES TAX COLLECTIONS WITHIN ALAMEDA COUNTY

Agency	%
State of California	6.00 %
City of Hayward	1.00 %
City of Hayward District Transactions & Use Tax (10/1/14)	0.50 %
Alameda County	0.25 %
Alameda County Special District	3.00 %
Total Sales Tax in Hayward	10.75 %

Measure C - District 0.5% Transaction and Use Tax

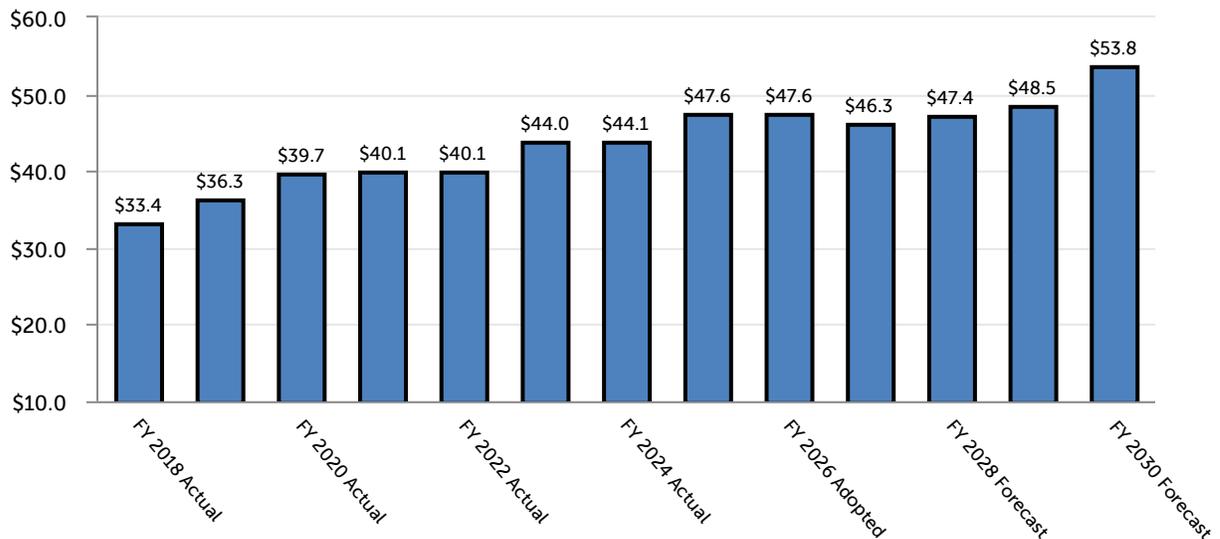
During the June 3, 2014 municipal election, the voters of the City of Hayward passed a ballot measure (Measure C) to increase the City’s Transaction and Use (Sales) Tax by half a percent for twenty years. This half cent increase became effective October 1, 2014, bringing Hayward’s Sales and Use Tax rate to 10.75 percent (with the passage of Alameda County’s Measure BB 0.5 percent Sales Tax increase). This is a general tax and is considered discretionary in nature. However, City Council has adopted specific expenditures intended to be funded with this revenue that includes debt service for capital expenses associated with the 21st Century Library and Learning Center, a new fire training center, improvements to fire stations, streets and roads improvements and increases in police and maintenance services. Staff estimates that the District Sales Tax is projected to generate between \$13.5 - \$21 million annually in locally controlled revenue that can be allocated by City Council and will remain in place until 2034.

Measure C revenues are captured in a separate fund to assist with tracking and are not reflected in this Sales Tax analysis.

KEY GENERAL FUND REVENUES

SALES AND USE TAXES, continued

Forecast



Forecasting Sales Tax involves a review of the base sales tax and a variety of economic factors. During the COVID-19 pandemic many businesses and entire industry segments were forced to close operations and sales tax was materially impacted in FY 2019-20 and FY 2020-21. In FY 2019-20 the City ended with higher sales tax revenue than anticipated. The significant increase was related to the South Dakota v. Wayfair decision, which mandates that businesses without a physical presence in a state with more than 200 transaction or \$100,000 in-state sales collection must remit sales taxes on transaction in the state. This decision has continued to positively impact the City's Sales Tax revenue projections.

FY 2025-26 adopted budget remains virtually unchanged from the FY 2024-25 Adopted budget, as the City continues to be conservative in its effort to project sales tax in an economy that has experienced residual effects COVID-19 crisis, and high inflationary rates over the last year.

TOTAL SALES & USE TAX (in 1,000s)	Actual			Adopted	Adopted	Projected Revenue			
	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030
Total Collections	\$ 40,074	\$ 44,027	\$ 44,051	\$ 47,619	\$ 47,618	\$ 46,251	\$ 47,427	\$ 48,548	\$ 49,576
\$ Change	\$ 395	\$ 3,953	\$ 24	\$ 3,568	\$ (1)	\$ (1,367)	\$ 1,176	\$ 1,121	\$ 1,028
% Change	1.00%	9.86%	0.05%	8.10%	—%	-2.87%	2.54%	2.36%	2.12%

KEY GENERAL FUND REVENUES

UTILITY USERS TAX

Utility Users Tax (UUT) has generally been a steady and reliable source of General Fund revenue for most governmental entities, and is the third largest source of General Fund revenue for Hayward. Effective March 1, 2009, the City began imposing a 5.5 percent UUT on electric, gas, cable services, and telecommunications services. The tax is not applicable to State, County, or City agencies, or to insurance companies and banks.

Analysis

Some factors that affect the revenue generated by UUT are:

- Consumption/use of gas, electricity, telecommunication services, cable, and cellular;
- Regulatory actions, including deregulation and re-regulation;
- PUC rate changes;
- Market forces;
- Evolution of technology; and
- Legislative actions at State and Federal levels

Forecast

UUT is forecasted with limited net growth. Gas and electricity rates are likely to rise in future years, but trends indicate that reduced consumption offsets much of these cost increases (and resulting UUT revenues).

UTILITY USERS TAX	Actual			Adopted	Adopted	Projected Revenue			
	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030
Total Collections	\$17,308	\$25,945	\$23,338	\$24,000	\$27,000	\$27,810	\$28,644	\$29,504	\$30,389
\$ Change	\$ 1,242	\$ 8,637	\$ (2,607)	\$ 662	\$ 3,000	\$ 810	\$ 834	\$ 859	\$ 885
% Change	7.73 %	49.90 %	(10.05)%	2.84 %	12.50 %	3.00 %	3.00 %	3.00 %	3.00 %

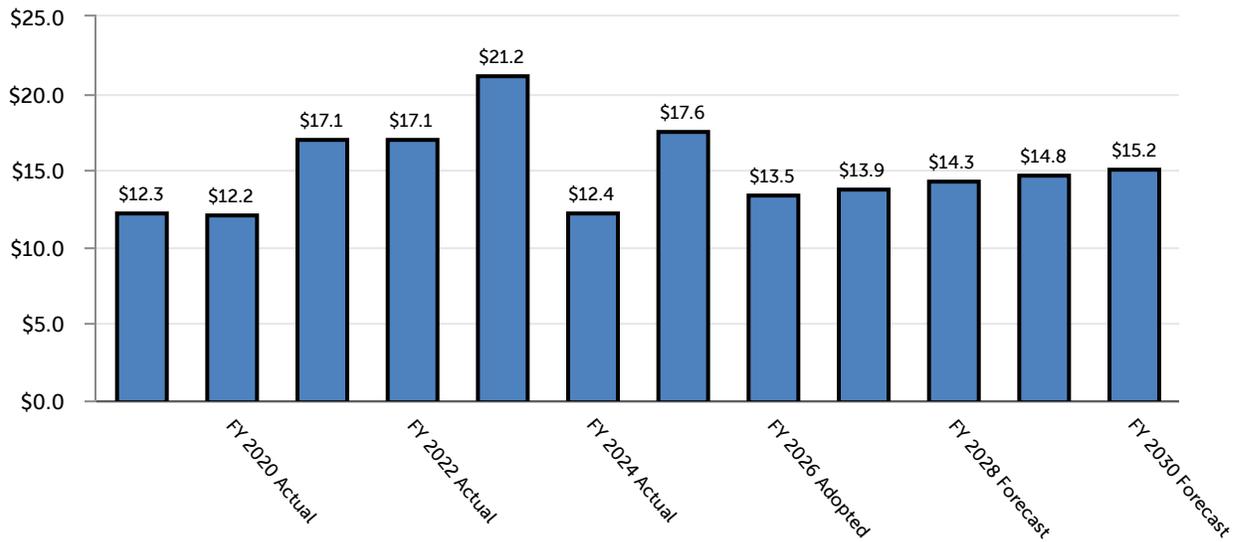
Passage of AB1717 is intended to address the loss of revenues the City has experienced from wireless services. While slow to materialize from the Board of Equalization, the City has observed growth in revenue for pre-paid wireless UUT.

Beginning in FY 2022-23, UUT revenue significantly increased to \$25 million, an increase of almost 50 percent over the prior year. This is primarily attributed to a significant change in operations of a utility service provider. This revenue source is expected to remain stable at a similar rate in future years with annual growth of 2 percent.

KEY GENERAL FUND REVENUES

REAL PROPERTY TRANSFER TAXES

In November 2018, Hayward voters passed Measure T, an increase to the City's Real Property Transfer Tax (Transfer Tax) from \$4.50 to \$8.50 per \$1,000 valuation of the value of consideration paid for the documented sale of real property or any transfer of interest in real property. The tax is due when documents of transfer are recorded with the County. Title companies collect the tax as part of the sale closing process and remit the funds to Alameda County when sales or transfers are finalized. Penalties are imposed on delinquent payments, and interest is charged from the date of delinquency until paid. Alameda County remits the amounts due monthly, and the amounts are credited to the General Fund.



Analysis

Because Real Property Transfer Tax is tied directly to all real property sales, it is a very volatile revenue source, and is difficult to predict for more than one year at a time. Factors that affect the revenue generated by Transfer Taxes are the sales price of property and the frequency with which property is sold.

Forecast

PROPERTY TRANSFER TAX	Actual			Adopted	Adopted	Projected Revenue			
	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030
Total Collections	\$ 21,226	\$ 12,357	\$ 17,600	\$ 17,600	\$ 13,500	\$ 13,905	\$ 14,322	\$ 14,752	\$ 15,194
\$ Change	\$ 9,076	\$ (8,869)	\$ 5,243	\$ —	\$ (4,100)	\$ 405	\$ 417	\$ 430	\$ 443
% Change	74.70%	-41.78%	42.43 %	—%	-23.30%	3.00%	3.00 %	3.00 %	3.00%

KEY GENERAL FUND REVENUES

REAL PROPERTY TRANSFER TAXES, *continued*

Revenues received in FY 2020-21 totaled \$17.1 million, a 40.9 percent increase over FY 2019-20. The significant change in FY 2020-21 is primarily attributed to the passage of Measure T, an increase in Real Property Transfer Tax (RPTT) from \$4.50 to \$8.50 per \$1,000 valuation. FY 2021-22 ended significantly higher than projected at \$21.2 million as the City observed significant positive growth in this revenue source when pandemic restrictions were lifted. While the City ended FY 2021-22 significantly higher, the City saw a significant decrease in FY 2022-23 due to the impacts of the high interest rate environment resulting in the cooling of the housing market.

The FY 2025-26 adopted budget projects \$13.5 million, which projects a decrease based on actual revenues received over the last few fiscal years. As federal interest rates remained high over the last year, property sales have slowed. Federal interest rates are expected to remain elevated with minimal projected reduction in rates in FY 2025-26.

BUSINESS LICENSE TAX

A tax receipt (colloquially called a “business license”) is issued each year upon payment of a Business License Tax (BLT), which is either a fixed amount or based on a varying percentage of the prior year’s gross receipts, depending on the type of business. The Business License must be renewed on January 1st each year, and the required tax is delinquent if paid after February 28th.

Analysis

Factors that affect the BLT revenue are:

- Number of business renewals;
- Commercial and industrial growth rates;
- Attraction/loss of businesses;
- Economic growth in the Bay Area; and
- Results of Finance BLT collection activity; and the City Auditor’s and Finance Department audit programs.

The City of Hayward’s Business License Ordinance is extremely outdated and requires a comprehensive revision. Given the outdated business categories and rates, it is assumed that such a revision will result in at least a 10 percent increase in overall BLT revenues. This is a large project that ultimately will need to be approved by a vote of Hayward residents.

Forecast

FY 2025-26 forecasts an increase of 8.79 % over FY 2024-25 based on revenues continuing to return to normal pre-pandemic growth rates. A mid-year review of this revenue source will be completed to ensure assumptions are trending accurately.

BUSINESS LICENSE TAX	Actual			Adopted	Adopted	Projected Revenue			
	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030
Collections	\$ 2,677	\$ 3,171	\$ 3,287	\$ 2,811	\$ 3,058	\$ 3,119	\$ 3,182	\$ 3,245	\$ 3,310
\$ Change	\$ 86	\$ 494	\$ 116	\$ (476)	\$ 247	\$ 61	\$ 62	\$ 64	\$ 65
% Change	6.21%	18.45%	3.66%	(14.48)%	8.79%	2.00%	2.00%	2.00%	2.00%

MEASURE C - DISTRICT SALES TAX

On June 3, 2014, the voters of the City of Hayward passed ballot Measure C to increase the City's Transactions and Use Tax, also known as a District Sales Tax, by half a percent for twenty years. This half-cent increase became effective October 1, 2014, ultimately bringing Hayward's Sales and Use Tax to 10.0 percent at the time. Staff estimates that the District Sales Tax will initially generate approximately \$13.5 million annually (with some annual growth) in locally controlled revenue that can be allocated by the City Council and will remain in place until October 1, 2034.

While Measure C is included in Hayward's Sales and Use Tax rate of 10.75 percent, the half cent District Sales tax portion is collected and segregated from the remaining 10.25 percent. This distinction is important because the application of the District Sales Tax differs from the other portion: the District Sales Tax is applied to goods and services whose "destination" resides within the City. In other words, where the Bradley Burns Sales Tax is generally allocated to the jurisdiction where the sale is negotiated, the Measure C District Sales Tax is allocated directly to the City when goods are delivered and placed into use in Hayward.

This is a general tax and is considered discretionary in nature; however these funds, are intended to fund debt service for construction of Hayward's 21st Century Library and Community Learning Center, fire station retrofits and improvements, rehabilitation and expansion of the existing Regional Fire Training Center, as well as for extensive street improvements. In June 2023, a grand opening ceremony was held for the regional fire training center at Fire Station 6.

Annual revenues projected at \$22.8 million in FY 2025-26 will be used to fund debt service of approximately \$4.5 million annually. Funds remaining are to be allocated as determined by Council for police services, maintenance services, and street repairs.

Analysis

Because the Measure C District Sales Tax is included as part of Hayward's 10.75 percent sales tax rate, the economic factors that affect State Sales and Use Tax are mostly the same as those that will influence this revenue:

- Growth rate of specific dominant commercial/industrial sectors in Hayward, particularly retail and business-to-business sales
- Hayward's business attraction/retention efforts
- The rapid rise of Internet sales
- Overall economic growth in the Bay Area and competition from neighboring cities

Given that collections of the District Sales Tax rely on economic activity specifically within the City of Hayward, revenue performance will be more closely tied to the retail and economic performance of the City itself. Future increases to revenues will be directly linked to Hayward's economic development efforts and growth in the City's sales tax base.

Forecast

Forecasting the District Sales Tax, like Sales Tax, involves a review of the tax base and refining assumptions of a variety of economic factors. The City continues to experience growth in Sales Tax revenues since FY 2009-10. In a continued effort to be conservative with revenue projections in an environment where inflationary rates are still high, the City is projecting a minimal increase of 1% over the FY 2024-25 year-end estimated.

MEASURE C - DISTRICT SALES TAX

	FY 2024 Actual	FY 2025 Estimated	FY 2026 Adopted	FY 2027 Projected	FY 2028 Projected
Revenues					
Measure C District Sales Tax	22,308	22,336	22,764	23,500	23,900
Other Revenues (Interest)	—	—	—	—	—
Other Partnering Contributors	146	—	—	—	—
Total Revenues	\$ 22,454	\$ 22,336	\$ 22,764	\$ 23,500	\$ 23,900
Expenditures					
Capital					
Library / Learning Center	687	401	—	—	—
Fire Facilities Design	208	208	—	—	—
Fire Station 1	—	—	—	—	—
Fire Station 2	—	—	—	—	—
Fire Station 3	—	—	—	—	—
Fire Station 4	—	—	—	—	—
Fire Station 5	—	—	—	—	—
Fire Station 6	4,091	2,824	—	—	—
Fire Training Academy	1,800	1,448	—	—	—
Street Rehabilitation	2,000	2,000	—	—	—
EBRCS Radios	571	1,153	—	606	618
HPD Locker Rooms	6,100	—	32	—	—
Harder Corridor Median Improvement	—	—	—	300	300
Communication Center Expansion - Design	400	—	—	—	—
Median Landscaping Improvement	—	—	—	—	—
Hazard Mitigation Equipment/Vehicle	—	—	—	—	—
Jackson & Tennyson Corridor Median	329	300	—	—	—
La Vista	—	—	5,200	—	—
Debt Service	4,515	4,447	4,382	4,500	4,500
Operating					
Police Services	4,418	4,685	5,309	5,165	5,423
Maintenance Services	1,902	2,360	2,762	2,602	2,732
Other Department Services	214	756	823	834	875
Total Expenditures	\$ 27,236	\$ 20,582	\$ 18,508	\$ 14,007	\$ 14,449
Annual Surplus/Shortfall	(4,782)	1,754	4,256	9,493	9,451

**projected ending working capital on budget basis.*

Operating expenditures are primarily comprised of Police and Maintenance Services personnel and non-personnel expenses, and the forecast assumes a 15% annual increase due to rising employee costs. All other expenses related to Measure C are capital related expenses and are described in the Debt Service section or the City's Ten-Year CIP plan.

ENTERPRISE FUNDS - OVERVIEW & FORECASTS

WATER MAINTENANCE & OPERATIONS FUND (Water Fund)

The Water Fund provides funding for the operation and maintenance of the Water Distribution System. The System is comprised of over 350 miles of pipeline, 16 water storage reservoirs, and 10 pump stations, all of which are used to convey a current average of 13 million gallons of water per day to Hayward water customers. The Fund also supports the procurement of potable water from the San Francisco Public Utilities Commission (SFPUC) and pays the costs of meter maintenance, billing, and utility-related customer service functions.

Analysis

The high cost of purchasing wholesale water is the most significant issue impacting the Water Fund. SFPUC’s wholesale water rates have increased by 9.7% in FY 2023-24 and 8.8% in FY 2024-25 and are adopted to increase up to 5.6% in FY 2025-26. Given that the cost of purchases from SFPUC cost of water supply is about two-thirds of the entire water enterprise budget, a substantial amount of the Fund’s working capital reserve is anticipated to be spent down in FY 2024-25 and the use of reserve will continue in FY 2025-26, in order to lessen the impacts of SFPUC’s rate increases on City residents and businesses, and to not pass the increases on to ratepayers in the form of steep rate adjustments.

Even with the rate increase which went into effect last October, a substantial amount of working capital reserves is being used to meet the needs. This trend is projected to continue in the next five years before the Fund begins to recover. Projected consumption for the planning period in its entirety assumes modest increases to reflect population and job growth.

Forecast

Water Maintenance & Operations Fund 605

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted	FY 2027 Projected	FY 2028 Projected	FY 2029 Projected	FY 2030 Projected
Beginning Working Capital*	\$49,203,338	\$44,445,003	\$46,077,152	\$39,428,568	\$37,204,686	\$34,675,957	\$33,842,428	\$34,094,899
Program Revenues								
Water Sales	41,146,884	47,174,092	48,400,000	55,605,000	56,600,000	60,000,000	63,600,000	67,400,000
Service Charges	10,810,326	12,027,675	11,800,000	13,300,000	14,100,000	14,900,000	15,800,000	16,750,000
Installation Fees	725,173	389,183	300,000	300,000	300,000	300,000	300,000	300,000
Other Revenues	701,798	826,039	200,000	350,000	350,000	350,000	350,000	350,000
Interest	497,685	1,464,628	218,000	218,000	210,000	198,000	193,500	194,800
Transfers In	1,092,162	467,852	137,741	137,741	137,741	137,741	137,741	137,741
Total Revenues	\$54,974,028	\$62,349,469	\$61,055,741	\$69,910,741	\$71,697,741	\$75,885,741	\$80,381,241	\$85,132,541
Expenditures								
Personnel	8,942,336	8,709,732	10,911,827	11,419,905	12,333,400	12,703,600	13,084,600	13,477,100
Non-Personnel	8,037,200	6,247,529	7,383,939	8,216,189	8,195,770	8,359,570	8,526,870	8,698,170
Water Purchases	32,325,012	36,105,538	39,725,000	43,000,000	43,900,000	44,800,000	47,600,000	51,900,000
Transfers Out	10,427,815	9,654,521	9,683,559	9,498,529	9,797,300	10,856,100	10,917,300	10,980,000
Total Expenditures	\$59,732,363	\$60,717,320	\$67,704,325	\$72,134,623	\$74,226,470	\$76,719,270	\$80,128,770	\$85,055,270
Annual Surplus/(Shortfall)	(4,758,335)	1,632,149	(6,648,584)	(2,223,882)	(2,528,729)	(833,529)	252,471	77,271
Ending Working Capital*	\$44,445,003	\$46,077,152	\$39,428,568	\$37,204,686	\$34,675,957	\$33,842,428	\$34,094,899	\$34,172,170

*projected ending working capital on budget basis.

ENTERPRISE FUNDS - OVERVIEW & FORECASTS

Forecast Assumptions

- The Water Sales revenue for FY 2025-26 incorporates a 6% water rate increase, to be effective October 1, 2025, in response to SFPUC's up to 5.6% wholesale rate increase and the use of approximately \$5.2 million in reserve in FY 2025-26. Going forward, the projected Water Sales revenue assumes a 6% increase from FY 2026-27 to FY 2029-30, to account for increased costs of providing service, including wholesale water rate increases, and consumer demand increases due to population and job growth.
- Water purchase costs are in accordance with the recent trend of water consumption and recent projections from SFPUC, up to 5.6% increase effective July 2025. Approximately \$2 million in Fund's working capital reserve is anticipated to be used in FY 2024-25 and a substantial amount of the reserves are projected to be spent down in future years to lessen the impacts of SFPUC's rate increases on City residents and businesses.
- The budget assumes a \$7 million transfer to the Water System Capital Replacement Fund in FY 2025-26 and FY 2026-27, and \$8 million transfer in FY 2027-28 to FY 2029-30 to allow the City to replace its aging infrastructure and keep up with inflation. It also assumes a \$600,000 transfer to the Recycled Water Fund in FY 2025-26, and \$600,000 per year in the out years.

ENTERPRISE FUNDS - OVERVIEW & FORECASTS

RECYCLED WATER MAINTENANCE & OPERATIONS FUND (Recycled Water Fund)

The Recycled Water Fund was established in FY 2019-20 and provides funding for the operation and maintenance of the City’s new recycled water system. The system is comprised of a treatment facility, storage tank, pump station, and approximately 8.5 miles of “purple” distribution pipeline, used to deliver tertiary-treated recycled water to certain sites along the pipeline for landscape irrigation.

Analysis

The high cost of constructing the initial phase of a new recycled water system and the associated costs of delivery are the most significant issues impacting the Recycled Water Fund. Recycled water sales and service charges will offset some of these costs.

The City initiated recycled water deliveries to Phase 1 Recycled Water customers in March 2022. FY 2024-25 Recycled Water Sale revenue assumes a full year of recycled water delivery.

The five-year forecast accounts for a \$1.2 million interfund transfer between the Recycled Water Fund to the Wastewater Fund, for the prepayment of a \$14 million loan from the State Water Resources Control Board refunded by the Wastewater Fund in FY 2024-25.

Forecast

Recycled Water Maintenance & Operations Fund
630

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Projected	FY 2027 Projected	FY 2028 Projected	FY 2029 Projected	FY 2030 Projected
Beginning Working Capital*	\$ (72,826)	\$ 54,015	\$ 200,371	\$ 631,429	\$ (236,930)	\$ (343,077)	\$ (354,538)	\$ (276,443)
Program Revenues								
Recycled Water Sales	385,602	446,770	887,040	887,040	940,262	1,006,081	1,076,506	1,151,862
Service Charges	64,248	56,497	70,665	70,665	74,905	80,148	85,759	91,762
Installation Fees	—	—	—	—	—	—	—	—
Other Revenues	—	—	—	—	—	—	—	—
Interest	73	1,869	—	—	—	—	—	—
Transfers In	610,000	600,000	600,000	600,000	600,000	600,000	600,000	600,000
Total Revenues	\$ 1,059,923	\$ 1,105,136	\$ 1,557,705	\$ 1,557,705	\$ 1,615,167	\$ 1,686,229	\$ 1,762,265	\$ 1,843,624
Expenditures								
Personnel	122,966	127,108	159,397	147,955	93,100	95,500	97,900	100,400
Non-Personnel	12,191	17,926	786,472	786,372	178,500	182,000	185,600	189,200
Water Purchases	—	—	—	—	—	—	—	—
Transfers Out	797,925	813,746	1,443,636	1,491,737	1,449,714	1,420,190	1,400,670	1,371,153
Total Expenditures	\$ 933,082	\$ 958,780	\$ 2,389,505	\$ 2,426,064	\$ 1,721,314	\$ 1,697,690	\$ 1,684,170	\$ 1,660,753
Annual Surplus/(Shortfall)	126,841	146,356	(831,800)	(868,359)	(106,147)	(11,461)	78,095	182,871
Ending Working Capital*	\$ 54,015	\$ 200,371	\$ (631,429)	\$ (236,930)	\$ (343,077)	\$ (354,538)	\$ (276,443)	\$ (93,572)

*projected ending working capital on budget basis.

ENTERPRISE FUNDS - OVERVIEW & FORECASTS

Forecast Assumptions

- The interfund loan obligation of the Recycled Water Fund is approximately \$1.2 million in FY 2025-26, and for the duration of the planning period, to the Wastewater Operating Fund.

ENTERPRISE FUNDS - OVERVIEW & FORECASTS

WASTEWATER MAINTENANCE & OPERATIONS FUND (Sewer Fund)

The Wastewater Maintenance & Operations Enterprise Fund provides funding for the collection, treatment, and disposal of wastewater from residential and non-residential sources. This includes operation and maintenance of approximately 325 miles of sanitary sewer pipelines, nine wastewater lift stations, and the Water Resource Recovery Facility (WRRF), formerly known as the Water Pollution Control Facility (WPCF).

The Fund also supports costs associated with the Industrial Pretreatment Program, which performs permitting, inspection and monitoring of industrial wastewater to ensure compliance with all Federal, State, and local discharge regulations for protection of the WRRF and the public waters.

Analysis

The major issue impacting the Wastewater Fund is the cost of capital improvements to ensure that Hayward continues to meet all Federal and State wastewater discharge standards. To ensure compliance, the City continues to pay back the low-interest \$54 million loan from the State Water Resources Control Board Revolving Fund used for Phase I of the WRRF Improvement Project. A portion of this debt service is paid by the Wastewater Capital Improvement Fund.

In response to the adoption of the 3rd Nutrient Watershed Permit Order No. R2-2024-0013, on July 10, 2024, by the San Francisco Bay Regional Water Quality Control Board (Regional Water Board), and its mandate of nutrients reduction, the City must substantially expand the wastewater treatment plant to meet these requirements, currently estimated to cost approximately \$490 million. In FY 2024-25, as part of the financing strategy, the City issued a \$125 million wastewater revenue bond and a \$244 million loan through the federal Water Infrastructure Finance and Innovation Act (WIFIA) program, which is administered by the U.S. Environmental Protection Agency. Another approximately \$90 million bond is planned for FY 2026-27. In anticipation of building reserves for the future debt services, the Fund includes the adopted annual increases in sewer service charges of 12% in FY 2025-26 through FY 2029-30.

In order to improve the Wastewater Fund's creditworthiness prior to securing additional financing for the Phase II project, the Wastewater Fund prepaid a \$14 million loan from the State Water Resources Control Board in FY 2024-25. As a result, an interfund loan was established between the Wastewater Fund and the Recycled Water Fund to finance the prepayment over a twenty-year period.

Due to global supply chain issues and inflation, costs of supplies and services have escalated, including a 100% cost escalation for the wastewater treatment chemicals in FY 2023-24 and FY 2024-25. Staff anticipate the costs for chemicals to further increase by another 20% in FY 2025-26.

ENTERPRISE FUNDS - OVERVIEW & FORECASTS

Forecast

Wastewater Operating Fund 610

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted	FY 2027 Projected	FY 2028 Projected	FY 2029 Projected	FY 2030 Projected
Beginning Working Capital*	\$48,698,263	\$50,722,204	\$55,583,007	\$55,367,948	\$51,855,964	\$50,411,247	\$49,357,006	\$52,452,378
Program Revenues								
Sewer Service Charges	26,940,109	29,194,893	29,596,000	32,033,869	35,877,934	40,183,286	45,005,280	50,405,913
Sewer Connection Fees	—	—	—	—	—	—	—	—
EBDA Maintenance	128,737	198,484	100,000	150,000	100,000	100,000	100,000	100,000
Other Revenues	444,361	518,682	246,000	246,000	96,000	96,000	96,000	96,000
Interest	491,708	1,636,601	255,000	255,000	197,000	190,000	186,000	202,000
Transfers In	2,358,921	2,358,921	2,970,531	2,795,385	2,765,758	2,737,184	2,707,557	1,147,373
Fixed Assets Gains & Loss	326,526	—	—	—	—	—	—	—
Total Revenues	\$30,690,362	\$33,907,581	\$33,167,531	\$35,480,254	\$39,036,692	\$43,306,470	\$48,094,837	\$51,951,286
Expenditures								
Personnel	10,868,712	10,864,037	12,436,766	13,402,203	13,660,300	14,074,700	14,501,300	14,940,800
Non-Personnel	9,539,303	9,882,505	11,173,317	11,551,297	11,311,712	11,461,229	11,609,039	8,700,835
Transfers Out	8,258,406	8,300,236	9,772,507	14,038,738	15,509,397	18,824,782	18,889,126	22,494,820
Total Expenditures	\$28,666,421	\$29,046,778	\$33,382,590	\$38,992,238	\$40,481,409	\$44,360,711	\$44,999,465	\$46,136,455
Annual Surplus/(Shortfall)	2,023,941	4,860,803	(215,059)	(3,511,984)	(1,444,717)	(1,054,241)	3,095,372	5,814,831
Ending Working Capital	\$50,722,204	\$55,583,007	\$55,367,948	\$51,855,964	\$50,411,247	\$49,357,006	\$52,452,378	\$58,267,209

*projected ending working capital on budget basis.

Assumptions

- For sewer service charges, a total rate revenue annual increases of 12% in FY 2025-26 through FY 2029-30 is included.
- The debt service obligation of the Sewer Fund is about \$17 million for FY 2024-25, including the \$14 million loan prepayment from the State Water Resources Control Board, and the remaining is paid from Capital Improvement and Replacement Funds and Recycled Water Operating Fund.
- Transfers out assumes \$8.5 million to the Water System Capital Replacement Fund in FY 2025-26 and FY 2026-27, \$10 million in FY 2027-28 and FY 2028-29, and \$12 million in FY 2029-30. This is due to the higher cost of the Capital Improvement Program work required to meet the priorities set in the Strategic Roadmap for sewer main replacements. This allows the City to replace its aging infrastructure and keep up with inflation.
- Transfers out assumes \$2.1 million in FY 2025-26 and \$4.3 in FY 2026-27 for debt services payment due to the issuance of \$125 million wastewater bond in FY 2024-25 for the WRRF Phase II Project.
- \$50,000 in East Bay Discharger Authority (EBDA) Maintenance revenue is assumed in FY 2025-26 for anticipated partial reimbursement for the purchase of sodium hypochlorite.

ENTERPRISE FUNDS - OVERVIEW & FORECASTS

STORMWATER MAINTENANCE & OPERATIONS FUND

The Stormwater Maintenance & Operations Enterprise Fund provides funding for street cleaning activities, as well as the cleaning and upkeep of the City’s stormwater conveyance system to comply with State and Federal mandates to reduce pollutants in stormwater runoff. The Stormwater Fund supports street sweeping to remove debris, storm drain cleaning and maintenance, and inspection and abatement activities related to illicit discharges to the storm drain system.

Analysis

The major issue impacting the Stormwater Fund is that Stormwater Fees, which are the Fund’s major revenue source, characterized as taxes and, as such, cannot be changed without explicit voter approval, regardless of expense levels. A second source of revenue, Street Cleaning Fees, are assessed to recover costs associated with debris clean-up related to Waste Management activities in the City and are paid through garbage billings. City anticipates to receive \$700,000 in FY 2024-25 after a 3.1% garage rate increase imposed by Waste Management in FY 2024-25.

Forecast

Stormwater Maintenance & Operations Funds 615

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted	FY 2027 Projected	FY 2028 Projected	FY 2029 Projected	FY 2030 Projected
Beginning Working Capital*	\$ 6,613,565	\$ 6,051,287	\$ 5,798,312	\$ 5,244,666	\$ 4,468,663	\$ 3,655,280	\$ 2,804,639	\$ 4,347,796
Program Revenues								
Stormwater Fees	2,170,798	2,170,522	2,289,000	2,335,000	2,370,000	2,406,000	2,430,000	2,454,000
Street Cleaning Fees	631,334	687,562	674,050	721,700	744,073	767,139	797,825	829,737
Inspection Fees	14,614	23,528	17,000	17,000	—	—	—	—
Other Revenues	—	—	—	—	17,000	17,000	17,000	17,000
Interest	74,417	215,762	41,000	41,000	41,000	41,000	41,000	41,000
Transfers In	—	—	49,067	—	—	—	—	—
Total Revenues	\$ 2,891,163	\$ 3,097,374	\$ 3,070,117	\$ 3,114,700	\$ 3,172,073	\$ 3,231,139	\$ 3,285,825	\$ 3,341,737
Expenditures								
Personnel	2,151,513	2,141,468	2,261,288	2,337,617	2,553,600	2,630,200	270,920	2,790,400
Non-Personnel	861,283	923,751	1,033,757	1,216,981	1,085,660	1,096,320	1,107,080	1,117,840
Transfers Out	440,645	285,130	328,718	336,105	346,196	355,260	364,668	374,321
Total Expenditures	\$ 3,453,441	\$ 3,350,349	\$ 3,623,763	\$ 3,890,703	\$ 3,985,456	\$ 4,081,780	\$ 1,742,668	\$ 4,282,561
Annual Surplus/(Shortfall)	(562,278)	(252,975)	(553,646)	(776,003)	(813,383)	(850,641)	1,543,157	(940,824)
Ending Working Capital*	\$ 6,051,287	\$ 5,798,312	\$ 5,244,666	\$ 4,468,663	\$ 3,655,280	\$ 2,804,639	\$ 4,347,796	\$ 3,406,972

*projected ending working capital on budget basis.

Assumptions

- Street Cleaning Fee revenue is projected to be \$721,700, which is 1% of the estimated \$72M Waste Management Franchise revenue after a 3.1% increase effective March 1, 2025, per the Franchise Agreement with Waste Management of Alameda County approved in December 2022.
- Stormwater Fee revenue is anticipated to be increased by \$46,000, reflecting a 2% increase over FY 2024-25, an average of 1% increase for the duration of the planning period due to additional development.

ENTERPRISE FUNDS - OVERVIEW & FORECASTS

AIRPORT ENTERPRISE FUND

The Airport Enterprise Fund is used for operation and maintenance of the Airport, including hangar maintenance, pavement rehabilitation, renovation of runway and airfield lighting and markings, a noise abatement program, and the security and safety of the Airport. Hayward Executive Airport is a 521-acre public facility managed by the City's Department of Public Works & Utilities. The Airport relieves general aviation traffic at Oakland, San Francisco and San Jose International airports and there are 206 City-owned hangars and 139 outdoor tiedown spaces. In CY 2024, there were 456 based aircraft and 111,020 annual aircraft operations. It is expected that the number of operations will remain about the same for FY2024-25.

Located in the heart of the San Francisco Bay Area, the airport welcomes arriving business and recreational travelers, provides vital community services, and has a significant positive economic impact for the City. Some 30 companies at the airport, including Home Depot and Smart & Final, create hundreds of jobs and annually contribute millions of dollars in property and sales taxes.

Forecast

Revenues are expected to remain the same in the next 12 months due to a projected similar level of activity at the airport when compared to the current year. In addition, a new hotel opened for business in 2022 is in successful operation, and construction is scheduled to begin on a second hotel in August of 2025, with a tentative completion date of October 2026. When both are operational, annual revenue to the airport will total \$420,000, plus additional property and occupancy taxes to the General Fund.

Airport Operating Fund - Fund 620								
	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted	FY 2027 Projected	FY 2028 Projected	FY 2029 Projected	FY 2030 Projected
Beginning Working Capital*	\$ 7,521,357	\$ 6,308,583	\$ 5,045,664	\$ 3,456,015	\$ 1,723,383	\$ 1,684,418	\$ 1,514,171	\$ 1,372,700
Program Revenues								
Interest & Tower Rent	205,246	328,765	168,864	168,864	128,203	132,049	137,331	142,824
Land Rent	2,151,431	2,201,982	2,177,728	2,243,060	2,426,804	2,451,072	2,475,583	2,500,339
Hangar Rent	1,317,738	1,425,289	1,452,625	1,452,625	1,510,730	1,510,730	1,571,159	1,634,006
Fees & Service Charges	1,045	709	1,000	3,000	63,200	69,800	76,400	83,000
Other Revenues	300,531	303,391	353,265	299,971	357,968	361,547	365,163	372,466
Total Revenues	\$ 3,975,991	\$ 4,260,136	\$ 4,153,482	\$ 4,167,520	\$ 4,486,905	\$ 4,525,198	\$ 4,625,636	\$ 4,732,635
Expenditures								
Personnel	2,082,303	2,077,952	2,165,019	2,289,301	2,319,169	2,388,744	2,460,406	2,534,218
Non-Personnel	1,157,719	785,123	856,353	1,025,191	1,006,701	1,006,701	1,006,701	1,006,701
Transfers Out	1,948,743	2,659,980	2,721,759	2,585,660	1,200,000	1,300,000	1,300,000	1,700,000
Total Expenditures	\$ 5,188,765	\$ 5,523,055	\$ 5,743,131	\$ 5,900,152	\$ 4,525,870	\$ 4,695,445	\$ 4,767,107	\$ 5,240,919
Annual Surplus/(Shortfall)	(1,212,774)	(1,262,919)	(1,589,649)	(1,732,632)	(38,965)	(170,247)	(141,471)	(508,284)
Ending Working Capital*	\$ 6,308,583	\$ 5,045,664	\$ 3,456,015	\$ 1,723,383	\$ 1,684,418	\$ 1,514,171	\$ 1,372,700	\$ 864,416

*projected ending working capital on budget basis.

ENTERPRISE FUNDS - OVERVIEW & FORECASTS

Assumptions

- Annual rate adjustments for Airport-owned hangars were implemented for FY 2022-23 and FY 2023-24, with future increases to be determined.
- Commercial land lease rents are adjusted every five years, with the latest adjustment in January 2023. The increases are alternately based on the Consumer Price Index (CPI) and Fair Market Value (FMV) (e.g. Market Analysis: January in the years 2028, 2038, 2048 and CPI Adjustment: January in the years 2033, 2043, 2053).
- Other revenue includes commissions, which are collected from each gallon of fuel sold in the amount of \$0.05 per gallon or 3% of gross receipts, whichever amount is greater.
- One of two hotels opened and received its Certificate of Occupancy in January 2025, increasing rent by \$60,000 annually.
- The 5-Year forecast assumes full development of the former California Air National Guard (CANG) site by the end of FY 2026-27, with an executed ground lease anticipated in FY 2024-25.
- In addition, City staff drafted a development plan for the previous Skywest Golf Course property that outlines potential uses. Three workshops were held to receive input from the public, and many suggestions for development were incorporated into the draft site plan. The City Council and Federal Aviation Administration (FAA) must each approve new development on the airport in advance. The revenue generated by this 126-acre site will be significant both to the Airport and to the General Fund after the completion of CANG site.

SPECIAL REVENUE FUND - OVERVIEW & FORECAST

RECYCLING FUND

The Recycling Funds support activities related to the City's waste reduction and recycling programs. The sources of funds comprise of Measure D and Measure D Augmentation funds, as well as CalRecycle grants. The City is in contract with Waste Management of Alameda County and Tri-CED Recycling to minimize the amount of trash that goes to the landfill.

Analysis

The major issue impacting the Recycling Funds is that the primary revenue source is Measure D, which is based on the amount of waste that is landfilled and thus decreases with more recycling diversion activities and increases when economic activities pick up. Measure D funds are directly tied to the amount of solid waste deposited in landfills; to the extent that the City's waste diversion and recycling programs are successfully diverting solid waste from landfills, a correlating amount of Measure D revenue decreases.

To mitigate future drops in Measure D revenues, Council approved an Integrated Waste Management Fee (identified below as "Measure D Augmentation") to supplement Recycling Fund activities as part of the executed solid waste and recycling services franchise agreement in June 2022. The FY 2024-25 total waste management franchise revenue is estimated to be \$72 million, and 1% of this revenue, or \$721,700, will contribute to Measure D Augmentation in FY 2024-25. An approximately 3% annual increase is reflected in the out years.

SPECIAL REVENUE FUND - OVERVIEW & FORECAST

Forecast

Recycling Funds 230/231/232

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted	FY 2027 Projected	FY 2028 Projected	FY 2029 Projected	FY 2030 Projected
Beginning Working Capital*	\$ 4,610,337	\$ 5,057,304	\$ 5,196,735	\$ 5,134,306	\$ 5,921,758	\$ 5,944,520	\$ 5,981,786	\$ 5,961,484
Program Revenues								
Measure D Funds	359,612	465,967	425,000	425,000	400,000	400,000	350,000	350,000
CalRecycle	376,618	119,418	40,000	450,450	40,000	40,000	40,000	40,000
Used Oil Grant	24,385	21,860	31,137	31,137	31,137	35,185	35,185	35,185
Interest	55,215	358,607	4,000	4,000	4,020	4,040	4,060	4,081
Donations (student contest)	—	—	—	—	—	—	—	—
Measure D Augmentation	621,942	679,190	674,050	715,000	743,351	787,952	811,591	835,938
WMAC Special Assessment Delinq	13,391	13,949	10,000	10,000	10,000	10,000	10,000	10,000
Street Impact Fee	—	—	—	—	—	—	—	—
Total Revenues	\$ 1,451,163	\$ 1,658,991	\$ 1,184,187	\$ 1,635,587	\$ 1,228,508	\$ 1,277,177	\$ 1,250,836	\$ 1,275,204
Expenditures								
Personnel	582,346	762,614	833,370	606,923	765,000	791,000	818,000	846,000
Non-Personnel	305,777	236,844	335,634	145,851	358,865	364,812	366,712	368,612
Transfers Out	116,073	520,102	77,612	95,361	81,881	84,099	86,426	88,863
Total Expenditures	\$ 1,004,196	\$ 1,519,560	\$ 1,246,616	\$ 848,135	\$ 1,205,746	\$ 1,239,911	\$ 1,271,138	\$ 1,303,475
Annual Surplus/(Shortfall)	446,967	139,431	(62,429)	787,452	22,762	37,266	(20,302)	(28,271)
Ending Working Capital*	\$ 5,057,304	\$ 5,196,735	\$ 5,134,306	\$ 5,921,758	\$ 5,944,520	\$ 5,981,786	\$ 5,961,484	\$ 5,933,213

*projected ending working capital on budget basis.

Assumptions

- Integrated Waste Management (Measure D Augmentation) revenue assumed to be approximately \$721,700 in FY 2024-25, which is 1% of the estimated \$72M Waste Management Franchise Fee revenue after a 3.1% increase effective March 1, 2025, per the Franchise Agreement with Waste Management of Alameda County approved in December 2022. An annual 3% increase is assumed in the out years.

INTERNAL SERVICE FUNDS - OVERVIEW & FORECAST

FACILITY MANAGEMENT OPERATION FUND

The Maintenance Services Department's Facilities Division is responsible for the operation, maintenance, and repair of the City's 46 buildings and facilities totaling approximately 750,000 square feet of maintenance responsibility. Facility services include utilities, janitorial, contracted security services, providing a combination of preventative, proactive and reactive maintenance and repair for all building components and infrastructure, including HVAC, electrical, painting, plumbing, carpentry work, locksmith services, managing underground storage tanks and proactively implementing energy conservation opportunities to align with the City's Strategic Roadmap Priorities. Facilities operations are funded via service fees charged to other City department customers based on historical operation, maintenance, repair, and administrative costs. The replacement of facility infrastructure and building components are funded in the City's 10-year Capital Improvement Plan Budget.

Analysis

Similar to FY 2024-25, the cost of services and supplies continue to escalate. The rate increase in FY 2025-26 will help restore financial stability, ensuring that deferred maintenance does not accumulate to unsustainable levels in the future.

After a substantial draw down on the account balance in the previous four years to support economic uncertainty brought on by the pandemic and post-pandemic environment that resulted in a negative working capital position at year end, Facilities rates will be increased in FY 2025-26 to support a return to traditional operations and maintenance schedules. Financial best practices require maintaining a prudent Facilities Operating Fund balance. For the facilities operating fund, the fund balance is maintained as a risk management tool to account for unanticipated component failures caused by recent deferrals in the timely replacement of capital assets.

INTERNAL SERVICE FUNDS - OVERVIEW & FORECAST

Forecast

Facilities Management Operating Fund - Fund 725

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted	FY 2027 Projected	FY 2028 Projected	FY 2029 Projected	FY 2030 Projected
Beginning Working Capital*	\$ 217,649	\$ (351,243)	\$ (226,080)	\$ 467,380	\$ 817,008	\$ 647,634	\$ 785,168	\$ 824,034
Revenue								
Operational Service Rate*	4,477,633	5,287,259	5,806,296	5,806,296	6,218,543	6,342,914	6,469,772	6,599,168
Rental Fees	40,050	40,963	36,104	36,104	20,600	21,218	21,855	22,510
Other Revenue	173,266	179,651	179,438	179,438	191,207	196,943	202,852	208,937
GF Transfer In	223,961	196,243	—	389,614	—	—	—	—
Total Revenues	\$4,914,910	\$5,704,116	\$6,021,838	\$6,411,452	\$6,430,350	\$6,561,075	\$6,694,479	\$6,830,615
Expenditures								
Staffing	2,093,006	2,206,596	2,254,702	2,572,712	2,616,663	2,721,329	2,830,183	2,943,390
Maintenance	213,464	263,166	212,745	234,019	641,040	248,271	255,719	263,390
Utilities	1,244,300	1,063,469	932,256	1,250,000	1,300,000	1,352,000	1,406,080	1,462,323
Janitorial, Security, and Alarm Services	681,268	760,683	730,680	730,680	1,181,080	1,216,513	1,253,008	1,290,598
Supplies and Services	1,022,029	1,042,649	923,921	974,517	575,273	592,531	610,307	628,616
ISF: Fleet and Tech Services	118,483	138,095	142,900	170,641	151,603	156,151	160,835	165,660
Debt Service	—	—	—	—	—	—	—	—
Capital Expenditures	—	—	—	—	—	—	—	—
Transfer to Facilities CIP	—	—	—	—	—	—	—	—
Transfers Out	111,252	104,295	131,174	129,255	134,065	136,746	139,481	142,271
Total Expenditures	\$5,483,802	\$5,578,953	\$5,328,378	\$6,061,824	\$6,599,724	\$6,423,541	\$6,655,613	\$6,896,248
Annual Surplus/(Shortfall)	(568,892)	125,163	693,460	349,628	(169,374)	137,534	38,866	(65,633)
Ending Working Capital*	\$ (351,243)	\$ (226,080)	\$ 467,380	\$ 817,008	\$ 647,634	\$ 785,168	\$ 824,034	\$ 758,401

*projected ending working capital on budget basis.

Assumptions

Revenue growth rate

- Service Rates – This fund’s account balance was drawn down in FY 2020-21 which continued through FY 2024-25 to fund operations effectively depleting the existing reserve balance, leaving the fund in a negative working capital position at years’ end. In order to resume traditional maintenance operations and preventative maintenance schedules to the pre-pandemic level and end the fiscal year with a positive working capital balance, an 5% percent growth rate is applied to the FY 2025-26 operational service rate – the rate charged to other City departments is based on costs for operation, maintenance, repair and component replacement of City facilities. Rate increases of 2% are projected for FY 2026-27 through FY 2028-29. Future year’s charge will need to be increased to maintain a recommended reserve fund balance of 10% of total expenses as a risk management tool to hedge against large unanticipated building repairs, urgent maintenance issues or other unanticipated expenses.

Expense growth rate

- Staffing - A 4% annual growth rate is applied to forecasted budgets for staffing
- General Expenses – A 3% average growth rate is applied to forecasted budgets for maintenance, supplies, services and self-insurance charges.
- Utilities – A 4% average growth rate due to increase in rates and usage.

INTERNAL SERVICE FUNDS - OVERVIEW & FORECAST

Fund Balance

- Staff continue to budget conservatively; the Facilities operating fund regularly operates while maintaining a minimum fund balance. To remain consistent with the City's accounting practices, Facilities Management's long-term financial forecast includes creating a minimum of 10% fund balance vs. annual operating expense to allow for ample reserve balance for unexpected repairs and replacements and mitigate current and future risks.

INTERNAL SERVICE FUNDS - OVERVIEW & FORECAST

FLEET MANAGEMENT OPERATIONS FUND

The Maintenance Services Department manages the City's fleet, and provides for the operation, maintenance, repair, acquisition, and disposal of the City's estimated 500 vehicles and related equipment. Services include vehicle repairs, preventative maintenance services, and completion of state mandated inspections. Fleet operations are funded by service fees charged to City departments, based on historical operation, maintenance, repair, and overall administrative costs.

Vehicle and equipment replacements and purchases are funded in the City's 10-year Capital Improvement Plan Budget. The useful life of these fleet units is maximized and managed through use of the Ten-Year Fleet Capital Replacement Plan. The plan identifies replacement timelines based on age, mileage, maintenance, and safety. When a vehicle reaches thresholds for the end of its useful life and is disposed of, carbon emissions are a key consideration in the selection of its replacement. Management is working to invest in green hybrid and EV units where possible, within current replacement cycles, budget parameters, and department operational needs. In future years, Fleet replacement resources will need a modest annual increase to support the transition to EV when compared to budget estimates for traditional gasoline vehicles. This is in alignment with The City's Strategic Roadmap "Confront Climate Crisis & Champion Environmental Justice"

After a successful Hybrid Patrol Pilot Program in FY 2020-21, Fleet Management and the Hayward Police Department standardized the specifications for patrol cars for HPD as hybrid powered. In subsequent years, manufacturers have been unable to produce the hybrid model in a timely manner sufficient to supply the overall global police market. As we move into FY2025-26, Fleet Management will continue to prioritize both hybrid and EV models where and when available in the public safety market.

Analysis

Similar to FY 2024-25, limited production, timely delivery, and escalated acquisition costs of new fleet vehicles continue to plague the marketplace nationwide. While there are lengthy delays for all types of vehicle production, larger and more complex vehicles have been the most severely impacted. Front-line fire apparatus that were deliverable within 1-year prior to the pandemic are now estimated to be completed approximately 4-5-years from purchase date. Similarly, production delays and vehicle unavailability in the hybrid and electric vehicle market is impacting the City's EV transition goals. Furthermore, new vehicle acquisition costs have escalated substantially over the past 24-36 months. In addition, the new federal administration, changing state regulations and compliance requirements are causing instability within the EV vehicle and energy market, which is affecting the cost, production and availability of vehicles and equipment. Considering the delays in the delivery of new vehicles, staff is especially focused and will continue to work diligently to complete preventative maintenance on existing fleet vehicles to extend their useful life and minimize costly repairs.

Compared with FY 2023-24, FY 2024-25 saw 3-5% increase in utility costs, 10-20% increase in parts/ material costs, and overall inflation rates of roughly 5-10%. These escalating costs have been especially impactful when coupled with changes in our insurance coverage which

INTERNAL SERVICE FUNDS - OVERVIEW & FORECAST

has resulted in the fund absorbing a number of sizable repairs caused by vehicle accidents that would have otherwise been covered within our insurance deductible.

After a substantial draw down on the fund balance in the previous three fiscal years to support economic uncertainty brought on by the pandemic and post-pandemic environment, which resulted in a negative working capital position at year end, Fleet rates will be increased in FY 2025-26 to support a return to traditional operations and preventative maintenance schedules. Financial best practices require maintaining a prudent Fleet Operating Fund balance. For the Fleet Operating Fund, the fund balance is maintained as a risk management tool to account for unanticipated fluctuations in fuel and commodities. Additionally, the ongoing supply chain and production issues continue to impact costs associated with vehicles, equipment, parts, and maintenance.

Forecast

Fleet Management Operating Fund - Fund 735

	FY 2023 Actual	FY 2024 Actual	FY 2025 Estimated	FY 2026 Adopted	FY 2027 Projected	FY 2028 Projected	FY 2029 Projected	FY 2030 Projected
Beginning Working Capital*	\$ 728,462	\$ (66,759)	\$ (444,479)	\$ (133,121)	\$ (134,947)	\$ 996,504	\$ 907,912	\$ 889,473
Program Revenue								
Operational Service Rate	4,025,000	4,553,965	4,736,056	4,736,056	4,975,700	5,124,971	5,329,970	5,543,169
Other Revenues	19,208	2,188	330,000	5,000	5,000	5,000	5,000	5,000
Transfers In	—	—	—	—	—	—	—	—
Gain and Loss	—	—	—	—	—	—	—	—
Total Revenue/Resources	4,044,208	4,556,153	5,066,056	4,741,056	4,980,700	5,129,971	5,334,970	5,548,169
Expenditures								
Staffing/Temp Staffing	1,929,678	1,992,154	2,172,962	2,210,211	2,350,276	2,644,287	2,750,058	2,860,061
Fuel	1,335,085	1,242,666	1,120,000	1,025,000	116,200	1,174,428	1,186,172	1,198,034
Maintenance, Repair, and Other Op Costs	888,903	561,994	760,808	721,974	816,000	824,160	832,402	840,726
Debt Service (GF Vehicle Loan Purchase)	242,211	242,163	147,594	147,593	—	—	—	—
Accidents	137,799	113,922	156,534	161,230	164,455	167,744	171,099	174,521
ISF Facilities & Tech Svcs	227,203	254,922	262,570	357,796	267,821	273,177	278,641	284,214
Capital Expenditures	15,434	387,527	—	—	—	—	—	—
Trsfr: GF Cost Allocation, Self-Insur; Other Funds	104,217	108,224	134,230	119,078	134,498	134,767	135,037	135,307
Total Expenditures	\$ 4,839,429	\$ 4,933,873	\$ 4,754,698	\$ 4,742,882	\$ 3,849,249	\$ 5,218,563	\$ 5,353,409	\$ 5,492,863
Annual Surplus/(Shortfall)	(795,221)	(377,720)	311,358	(1,826)	1,131,451	(88,592)	(18,439)	55,306
Ending Working Capital*	\$ (66,759)	\$ (444,479)	\$ (133,121)	\$ (134,947)	\$ 996,504	\$ 907,912	\$ 889,473	\$ 944,779

*projected ending working capital on budget basis.

Future Year Assumptions

Revenue growth rate

Service Rates - This fund's account balance began being drawn down in FY 2020-21 which continued through FY 2023-24 to fund operations; this cost-savings strategy effectively depleted the existing reserve balance, leaving the fund in a negative working capital position at the end of FY2023-24. In order to resume traditional maintenance operations and preventative maintenance schedules, pre-pandemic baseline charge rates were restored and were applied to the FY 2024-25 operational service rate - the rate charged to other City departments is based on the costs for operation, maintenance, repair, and replacement of

INTERNAL SERVICE FUNDS - OVERVIEW & FORECAST

City fleet vehicles and equipment. To provide budget stability to both this fund and other City departments, a 2-3% increase is built in for FY 2026-2029. Future year's charge rates will need to be increased to maintain a recommended reserve fund balance of 10% of total expenses as a risk management tool to hedge against unanticipated fuel price increases or other unanticipated expenses.

Expense growth rate

- Staffing - A 4% annual growth rate is applied to forecasted budgets for FY 2027-2030 for staffing.
- General Expenses - A 2% average growth rate is applied to forecasted budgets for FY 2027-2030 for maintenance, supplies, services, and self-insurance charges.
- Fuel Increase- A 2% average growth rate is applied to forecasted budgets FY 2027-2030, assuming global market security in the energy sector and giving consideration to more vehicles being transitioned to electric.
- Accidents- A change in the City's risk liability insurance deductible.

Fund Balance

Staff continue to budget conservatively; the fleet operating fund regularly operates while maintaining a minimum fund balance. To remain consistent with the City's accounting practices, Fleet's long-term financial forecast gradually creates a minimum of 10% fund balance to hedge against unanticipated expenses and mitigate current and future risks.

INTERNAL SERVICE FUNDS - OVERVIEW & FORECAST

INFORMATION TECHNOLOGY FUND

The Information Technology Internal Service Fund supports the operations of the Information Technology Department - and the technology needs of the City. The Department implements technology initiatives consistent with the City's strategic goals and resources. This includes managing and maintaining the citywide network and server infrastructure, the citywide VoIP telephone system, the Downtown Outdoor Wi-Fi, and administering Public- Educational-Government cable television broadcast technology. The Fund also provides for the support and maintenance of over 100 applications, the citywide Enterprise Resource Planning (ERP) system, Microsoft Applications, as well as the City's Public Safety Computer Aided Dispatch/Records Management System (CAD/RMS) and related mobile computing environment.

Analysis

The Information Technology operating fund continues to operate effectively funding preventative maintenance services and support to the city network infrastructure, business applications and client support. Due to the FY 2020-21 and FY 2021-22 budget uncertainty associated with the COVID-19 pandemic, funding to support long-term capital asset replacement were reduced and could not be completed. The capital assets have past the end of useful life and can no longer be deferred.

For FY 2025-26, information technology maintenance and operations charges to departments were nominally increased.

Information Technology Fund 730

	FY 2023 Actual	FY 2024 Actual	FY 2025 Estimated	FY 2026 Adopted	FY 2027 Projected	FY 2028 Projected	FY 2029 Projected	FY 2030 Projected
Beginning Working Capital*	\$ 3,230,368	\$ 2,123,756	\$ 2,063,899	\$ 864,276	\$ 629,390	\$ 98,741	\$ (716,466)	\$ (547,572)
Program Revenues								
Information Technology Fee	7,410,839	8,769,607	8,771,798	9,578,591	9,306,000	9,585,181	9,872,736	10,168,918
Technology Capital Fee	855,000	809,779	810,000	810,420	600,000	600,000	600,000	600,000
PEG Revenue	238,297	204,983	200,000	220,000	200,000	200,000	200,000	200,000
Other Revenue	23,805	43,829	18,225	32,000	180,000	18,000	18,000	18,000
Fund Interest	51,153	51,648	54,956	6,000	6,000	6,000	6,000	6,000
Transfers In	52,231	—	—	—	—	—	—	—
Total Revenues	\$ 8,631,325	\$ 9,879,846	\$ 9,854,979	\$10,647,011	\$10,292,000	\$10,409,181	\$10,696,736	\$10,992,918
Expenditures								
Personnel	4,310,631	4,713,879	4,935,118	5,317,755	4,497,989	4,587,949	4,679,708	4,773,302
Non-Personnel	4,046,790	4,187,526	4,999,676	5,304,049	5,249,660	5,561,439	4,723,134	5,512,143
Transfers Out	1,380,516	1,038,298	1,119,808	260,093	1,075,000	1,075,000	1,125,000	1,075,000
Total Expenditures	\$ 9,737,937	\$ 9,939,703	\$11,054,602	\$10,881,897	\$10,822,649	\$11,224,388	\$10,527,842	\$11,360,445
Annual Surplus/(Shortfall)	(1,106,612)	(59,857)	(1,199,623)	(234,886)	(530,649)	(815,207)	168,894	(367,527)
Ending Working Capital*	\$ 2,123,756	\$ 2,063,899	\$ 864,276	\$ 629,390	\$ 98,741	\$ (716,466)	\$ (547,572)	\$ (915,099)

*projected ending working capital on budget basis.

INTERNAL SERVICE FUNDS - OVERVIEW & FORECAST

Assumptions

Maintenance and Subscriptions increase at an average of 5-10% percent annually. The rate charged to other City departments is based on the costs for operations, maintenance, and support for City technology. A rate increases of 2.5% is used for FY2025-26 to minimize impact.

A 2% annual growth rate is applied to forecasted budgets for staffing.

A 5% annual growth rate is applied to forecasted budgets for software maintenance and subscriptions for FY 2026-27 through FY 2029-30.

The information technology operating fund continues to operate while maintaining a minimum fund balance. Information Technology long-term financial forecast includes creating a minimum of 20% fund balance vs annual operating expense to allow for ample reserve balance for unexpected repairs and replacements.

Information Technology Fee

The Information Technology Internal Service Fund charges an internal service fee to each City department. This fee supports each department's use of technology, appropriately sharing the true cost of their respective operations. In FY 2025-26 the projected total charges are \$11,267,508 and represent Information Technology Fee revenue to the fund. To offset the General Fund impact, \$262,014 is transferred from the Tech Fund balance.

What is included?

The fee covers the cost of Information Technology operations, including 22 (3 of which are included in the City Manager's Office org chart for the Public Information Office) full time employees, server and network infrastructure maintenance agreements, software licenses, subscriptions, and maintenance fees, as well as citywide telephone and data line charges. Additionally, the internal service fees charged to each department provides support for:

- a. Payroll system for all City employees
- b. Procurement and payment system for goods and services for departments
- c. Billing system for services provided by departments to residents, businesses and customers.
- d. Email and office productivity applications for City staff
- e. Network infrastructure that connects staff to servers, printers and the internet
- f. Network server file storage, backup and security of data and documents
- g. Maps and geographic data for department staff and the public (GIS)
- h. Direct IT support for City staff
- i. Mobile computing (mounted in-vehicle, laptop, tablet, smartphone, chromebook)
- j. City website and departmental web pages
- k. Telephones
- l. All other citywide applications such as Munis ERP, New World CAD/RMS, Laserfiche, Granicus, GovOA, and Energov
- m. Audio visual equipment in council chamber and city conference rooms

INTERNAL SERVICE FUNDS - OVERVIEW & FORECAST

What is NOT included?

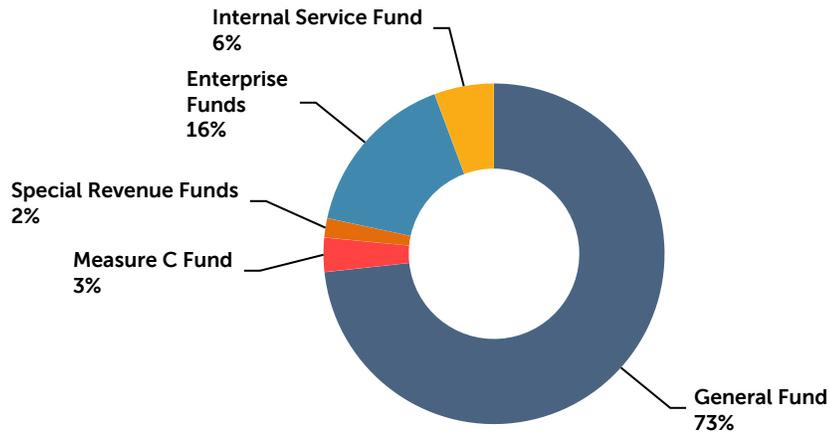
Currently, the internal service fees do not cover replacement costs of all technology related equipment, including network infrastructure replacement and the cost of replacement PC's. A nominal transfer representing \$810,000 for capital expenditure is transferred from the General Fund. New software and additional laptops and computers not a part of the 5-year computer replace program are not covered.

How is the rate determined?

The cost of providing these services to each department is based on the number of employees in each department. Due to the specialized software requirements of the City's Public Safety Departments, ISF charges to the Police and Fire Departments have been further broken out from the core ISF charge. This allows the IT Department to audit and assess public safety software needs on an annual basis to ensure the ISF charges to those Departments accurately reflect cost as these products when added together often carry the highest annual maintenance costs.

CITYWIDE STAFFING CHANGES SUMMARY

The adopted FY 2025-26 budget includes a total of 956.3 full time equivalent (FTE) positions. The majority of City staffing (73% or 700.87 FTE) is funded in the General Fund, with the remaining 27% spread out in the Measure C Fund, Special Revenues Funds, Enterprise Fund, and Internal Service Funds.



Compared to adopted FY 2025-26 budget, total staff has increased by 18.5 budgeted FTE positions over the adopted FY 2024-25 Operating Budget. The increase is the result of positions added in the General Fund, Enterprise Funds, and changes in the Internal Service Funds. Additional details on adopted position changes are detailed in this section, and reflect the change in business needs within the organization.

Total FTE by Funding Type

Fund Type	FY 2025 Adopted	FY 2026 Adopted	change
General Fund	700.9	700.9	0.0
Measure C Fund	31.0	31.0	0.0
Special Revenue Funds	17.47	17.5	0.0
Enterprise Funds	152.8	152.8	0.0
Internal Service Funds	54.2	54.2	0.0
Citywide Total	956.3	956.3	0.0

CITYWIDE STAFFING SUMMARY BY DEPARTMENT - GENERAL FUND

	FY 2023 Adopted	FY 2024 Adopted	FY 2025 Adopted	FY 2026 Adopted
Mayor & City Council Department	7.00	7.00	7.00	7.00
City Attorney Department	6.00	6.00	6.00	6.00
City Clerk Department	4.50	4.50	5.00	5.00
City Manager Department	17.38	17.46	18.28	18.28
Development Services Department	50.00	51.00	50.00	50.00
Finance Department	24.20	24.20	24.20	24.20
Fire Department	146.50	146.50	157.50	157.50
Human Resources Department	11.80	11.80	12.80	12.80
Library Department	38.30	38.30	38.30	38.30
Maintenance Services Department	24.39	26.19	26.69	26.69
Police Department	312.50	313.50	313.50	313.50
Public Works & Utilities	35.60	39.60	41.60	41.60
	678.17	686.05	700.87	700.87

CITYWIDE STAFFING SUMMARY - BY FUND

	FY 2023 Adopted	FY 2024 Adopted	FY 2025 Adopted	FY 2026 Adopted
General Fund				
100 General Fund ¹	678.17	686.05	700.87	700.87
101 Measure C Fund	23.00	31.00	31.00	31.00
Special Revenue Funds				
214 Measure BB - Paratransit ²	0.00	0.00	1.15	1.15
217 Measure B - Paratransit Fund ³	1.85	2.05	0.05	0.05
220 Federal Grant Fund ⁴	0.25	2.50	2.85	2.85
225 Community Dev Block Grant Fund ⁵	2.22	2.22	1.65	1.65
230 Recycling Fund ⁶	0.00	0.45	0.70	0.70
232 Measure D Fund ⁷	2.15	2.15	3.65	3.65
245 Housing Authority Fund ⁸	0.45	0.45	0.65	0.65
246 Affordable Housing Fund	0.55	0.20	0.20	0.20
266- 281 LLD #1 - #13 and Maint Dist #1 and #2	0.00	0.00	0.00	0.00
285 Inclusionary Housing Fund ⁹	1.70	1.70	1.40	1.40
286 Rental Housing Program Fund ¹⁰	2.78	3.50	3.60	3.60
288 Local Housing Trust Program	0.00	0.15	0.15	0.15
295 South Hayward BART JPA Fund	0.00	0.00	0.00	0.00
815 Redevelopment Successor Agency	1.42	1.42	1.42	1.42
	13.37	16.79	17.47	17.47
Enterprise Funds				
605 Water Operating Fund ¹¹	57.61	59.91	62.16	62.16
610 Wastewater Operating Fund ¹²	65.65	66.35	66.60	66.60
615 Stormwater Operating Fund ¹³	12.79	11.99	11.49	11.49
620 Airport Operating Fund	11.70	11.70	11.70	11.70
630 Recycled Water Fund	0.00	0.00	0.80	0.80
	148.60	150.80	152.80	152.80
Internal Service Funds				
705 Workers' Compensation Fund	5.20	5.20	5.20	5.20
710 General Liability Insurance Fund	4.00	4.00	4.00	4.00
725 Facilities Management Fund ¹⁴	10.43	10.43	11.43	11.43
730 Information Technology Fund	23.00	23.00	23.00	23.00
735 Fleet Management	10.53	10.53	10.53	10.53
	53.16	53.16	54.16	54.16
	916.30	937.80	956.30	956.30

CITYWIDE STAFFING SUMMARY - BY FUND

Staffing Changes:

1. None

CITYWIDE STAFFING SUMMARY - BY DEPARTMENT - ALL FUNDS

	FY 2023 Adopted	FY 2024 Adopted	FY 2025 Adopted	FY 2026 Adopted
Mayor & City Council	7.00	7.00	7.00	7.00
City Attorney's Office	10.00	10.00	10.00	10.00
City Clerk's Office ¹	4.50	4.50	5.00	5.00
City Manager's Office	32.00	27.00	27.00	27.00
Development Services Department ²	50.00	57.00	56.00	56.00
Finance Department	34.50	34.50	34.50	34.50
Fire Department ³	146.50	146.50	157.50	157.50
Human Resources Department ⁴	17.00	17.00	19.00	19.00
Information Technology Department	20.00	20.00	20.00	20.00
Library Department	38.30	40.80	40.80	40.80
Maintenance Services Department ⁵	69.00	72.00	73.00	73.00
Police Department	326.50	333.50	333.50	333.50
Public Works & Utilities Department ⁶	161.00	168.00	173.00	173.00
	916.30	937.80	956.30	956.30
Change from previous fiscal year	36.00	21.50	18.50	0.00

Staffing Changes From FY 2024-25 to 2025-26:

1. None

	FY 2023 Adopted	FY 2024 Adopted	FY 2025 Adopted	FY 2026 Adopted
MAYOR & CITY COUNCIL				
City Councilmembers	6	6	6	6
Mayor	1	1	1	1
	7	7	7	7
CITY ATTORNEY'S OFFICE				
Asst City Attorney/Deputy City Attorney I/II	5	5	5	5
City Attorney	1	1	1	1
Legal Secretary I/II	0	0	0	1
Paralegal	1	1	1	1
Senior Assistant City Attorney	1	1	1	1
Senior Paralegal	2	2	2	1
	10	10	10	10
CITY CLERK'S OFFICE				
Administrative Clerk I/II	0.5	0.5	1	1
City Clerk	1	1	1	1
Deputy City Clerk	1	1	1	1
Senior Secretary	2	2	2	2
	4.5	4.5	5	5

	FY 2023 Adopted	FY 2024 Adopted	FY 2025 Adopted	FY 2026 Adopted
CITY MANAGER'S OFFICE				
Administrative Clerk I/II	0	0	0	0
Administrative Secretary	1	1	1	1
Assistant City Manager	2	2	2	2
Assistant to the City Manager	0	1	1	1
Audio Video Specialist	2	2	2	2
Chief Economic Development Officer	0	1	1	1
City Manager	1	1	1	1
Community & Media Relations Officer	1	1	1	1
Community Programs Specialist	3	3	3	3
Community Services Manager	1	1	1	1
Deputy City Manager	0	0	0	0
Digital Applications Designer	1	1	1	1
Economic Development Manager	1	0	0	0
Economic Development Specialist	2	2	2	2
Equity & Inclusion Officer	0	1	1	1
Executive Assistant	2	2	2	2
Graphics & Media Relations Technician	1	1	1	1
Housing Development Specialist	1	0	0	0
Housing Manager	1	0	0	0
Management Analyst I/II	7	4	4	4
Management Fellow	1	1	1	1
Real Property Asset Manager	1	1	1	1
Secretary	0	0	0	0
Senior Secretary	3	1	1	1
Video Assistant	0	0	0	0
	32	27	27	27

	FY 2023 Adopted	FY 2024 Adopted	FY 2025 Adopted	FY 2026 Adopted
DEVELOPMENT SERVICES DEPARTMENT				
Administrative Clerk I/II	3	3	2	2
Administrative Secretary	1	1	1	1
Assistant Civil Engineer	1	1	1	1
Assistant Planner	2	2	2	2
Associate Planner	2	2	2	2
Building Inspector	3	4	4	4
City Building Official	1	1	1	1
Code Enforcement Inspector I/II	7	7	6	6
Code Enforcement Manager	1	1	1	1
Community Programs Specialist	0	1	1	1
Deputy Director of Development Services	1	1	1	1
Development Review Engineer	0	0	0	0
Development Review Specialist	0	0	0	0
Director of Development Services	0	1	1	1
Housing Development Specialist	0	1	1	1
Landscape Architect	1	2	2	2
Management Analyst I/II	2	3	3	3
Management Fellow	0	0	0	0
Permit Technician	3	3	4	4
Plan Checker	1	1	1	1
Plan Checking Engineer	1	1	1	1
Planning Manager	1	1	1	1
Principal Planner	1	1	1	1
Secretary	3	3	3	3
Senior Building Inspector/Electrical	1	1	1	1
Senior Building Inspector/Plumb-Mechanical	1	1	1	1
Senior Building Inspector/Structural	1	1	1	1
Senior Civil Engineer	1	1	1	1
Senior Code Enforcement Inspector	2	2	2	2
Senior Permit Technician	1	1	1	1
Senior Plan Checker	1	1	1	1
Senior Planner	2	2	2	2
Senior Secretary	2	3	3	3
Supervising Building Inspector	1	1	1	1
Supervising Plan Checker & Expediter	1	1	1	1
Supervising Permit Technician	1	1	1	1
	50	57	56	56

	FY 2023 Adopted	FY 2024 Adopted	FY 2025 Adopted	FY 2026 Adopted
FINANCE DEPARTMENT				
Account Clerk	0.5	0.5	0.5	0.5
Accountant	3	3	3	3
Accounting Manager	1	1	1	1
Administrative Secretary	1	1	1	1
Budget Officer	1	1	1	1
Customer Account Clerk	6	6	6	6
Data Systems Operator	0	0	0	0
Deputy Director of Finance	1	1	1	1
Director of Finance	1	1	1	1
Finance Analyst	0	0	0	0
Finance Supervisor	1	1	1	1
Finance Technician	3	3	3	3
Mail & Purchasing Clerk	1	1	1	1
Mail & Revenue Clerk	1	1	1	1
Management Analyst II	1	1	1	1
Purchasing & Services Manager	1	1	1	1
Purchasing Technician	1	1	1	1
Revenue Manager	1	1	1	1
Senior Account Clerk	4	4	4	4
Senior Accountant	1	1	1	1
Senior Customer Account Clerk	5	5	5	5
Supervising Customer Account Clerk	0	0	0	0
	34.5	34.5	34.5	34.5

	FY 2023 Adopted	FY 2024 Adopted	FY 2025 Adopted	FY 2026 Adopted
FIRE DEPARTMENT				
Administrative Analyst III	0	0	0	0
Administrative Clerk I/II	1	1	1	1
Apparatus Operator (56 Hr)	33	33	36	36
Battalion Chief (56 Hr)	6	6	6	6
Deputy Fire Chief (40 Hr)	2	2	2	2
Emergency Medical Services Coordinator	1	1	1	1
Environmental Specialist	1	1	1	1
Fire Captain (56 Hr)	33	33	36	36
Fire Chief	1	1	1	1
Fire Marshal (40 Hr)	1	1	1	1
Fire Prevention Inspector	2	2	2	2
Fire Prevention Plan Examiner	0	0	1	1
Fire Protection Engineer	1	1	0	0
Fire Services Supervisor	1	1	1	1
Fire Services Technician I/II	1	1	1	1
Fire Training Officer	1	1	1	1
Firefighter (56 Hr)	49	49	52	52
Hazardous Materials Investigator	3	3	3	3
Hazardous Materials Program Coordinator	1	1	1	1
Hazardous Materials Sustainability Technician	0	0	1	1
Mail Clerk	0.5	0.5	0.5	0.5
Management Analyst I/II	1	1	1	1
Secretary	1	1	1	1
Senior Fire Protection Engineer	0	0	1	1
Senior Permit Technician	1	1	1	1
Senior Secretary	1	1	1	1
Staff Fire Captain	4	4	4	4
	146.5	146.5	157.5	157.5

	FY 2023 Adopted	FY 2024 Adopted	FY 2025 Adopted	FY 2026 Adopted
HUMAN RESOURCES DEPARTMENT				
Administrative Intern	1	1	0	0
Deputy Director of Human Resources	1	1	1	1
Director of Human Resources	1	1	1	1
Human Resources Administrative Assistant	1	1	1	1
Human Resources Analyst I/II	5	5	7	7
Human Resources Manager	2	4	4	4
Human Resources Technician	4	4	5	5
Senior Human Resources Analyst	2	0	0	0
	17	17	19	19
INFORMATION TECHNOLOGY DEPARTMENT				
Administrative Secretary	1	0	0	0
Deputy Director of Information Technology	1	1	1	1
Director of Information Technology	1	1	1	1
Geographic Info Systems Coordinator	1	1	1	1
GIS Technician I/II	1	1	0	0
Information Systems Support Tech	1	1	1	1
Information Technology Manager	3	3	3	3
IT Analyst I/II	2	2	0	0
IT Technician I/II	4	4	4	4
Management Analyst I/II	0	1	1	1
Systems Analyst I/II	0	0	0	8
Programmer Analyst	4	4	0	0
Technology Solutions Analyst I/II	1	1	0	0
	20	20	20	20

	FY 2023 Adopted	FY 2024 Adopted	FY 2025 Adopted	FY 2026 Adopted
LIBRARY DEPARTMENT				
Administrative Secretary	1	1	1	1
Director of Library	1	1	1	1
Deputy Director of Library	0	1	1	1
Educational Services Manager	1	1	1	1
Lead Library Assistant	4	4.5	4.5	4.5
Lead Program Assistant	1	1	1	1
Librarian I	7.5	7.5	7.5	7.5
Librarian II	1	2	2	2
Library Assistant	8.5	8.5	8.5	8.5
Library Operations Manager	1	1	1	1
Library Page	3.9	3.9	3.9	3.9
Literacy Program Coordinator	1	1	1	1
Management Analyst I/II	1	1	1	1
Senior Library Assistant	0	0	0	0
Senior Library Page	2.4	2.4	2.4	2.4
Supervising Librarian I Program Assistant	3 1	2 2	2 2	2 2
	38.3	40.8	40.8	40.8

	FY 2023 Adopted	FY 2024 Adopted	FY 2025 Adopted	FY 2026 Adopted
MAINTENANCE SERVICES DEPARTMENT				
Administrative Supervisor	1	1	1	1
Deputy Director of Maintenance Services	0	1	1	1
Director of Maintenance Services	1	1	1	1
Electrician I/II	1	1	1	1
Equipment Mechanic I/II	5	5	4	4
Equipment Parts Storekeeper	1	1	1	1
Equipment Service Attendant	1	1	1	1
Facilities & Building Manager	1	1	1	1
Facilities Carpenter I	0	0	0	0
Facilities Carpenter II	1	1	1	1
Facilities Painter I	0	0	0	0
Facilities Painter II	1	1	1	1
Facilities Service Worker II	2	2	2	2
Facilities Leadworker	1	1	1	1
Facilities Supervisor	0	0	1	1
Fleet Maintenance Manager	1	1	1	1
Fleet Management Supervisor	0	0	1	1
Groundskeeper I/Laborer	15	16	16	16
Groundskeeper II	3	3	3	3
Groundskeeper III	0	0	0	0
HVAC Mechanic	1	1	1	1
Landscape Maintenance Manager	1	1	1	1
Landscape Maintenance Supervisor	1	1	1	1
Maintenance Leader	3	3	3	3
Maintenance Worker/Laborer	8	8	8	8
Management Analyst I/II	2	2	2	2
Secretary	0	0	0	0
Senior Equipment Mechanic	1	1	1	1
Lead Street Equipment Operator	2	2	2	2
Senior Maintenance Leader	1	1	1	1
Senior Secretary	3	3	3	3
Streets Maintenance Manager	1	1	1	1
Streets Maintenance Supervisor	1	1	1	1
Sweeper Equipment Operator	6	6	6	6
Tree Trimmer	3	4	4	4
	69	72	73	73

	FY 2023 Adopted	FY 2024 Adopted	FY 2025 Adopted	FY 2026 Adopted
POLICE DEPARTMENT				
Administrative Secretary	3	3	3	3
Administrative Supervisor	1	1	1	1
Animal Care Attendant	5	5	5	5
Animal Control Officer	3	3	3	3
Animal Services Administrator	1	1	1	1
Call Taker	8	8	8	8
Chief of Police	1	1	1	1
Communications Administrator	1	1	1	1
Communications Operator	19	25	25	25
Communications Supervisor	5	5	5	5
Community Service Officer	20	20	20	20
Counseling Supervisor	2	2	2	2
Crime & Intelligence Analyst	1	1	1	1
Crime Analyst Supervisor	0	0	0	0
Crime Prevention Specialist	2	2	2	2
Crime Scene Specialist	1	1	1	1
Crime Scene Technician	3	3	3	3
Deputy Police Chief	1	1	0	0
Family Counselor I	9	9	9	9
Jail Administrator	1	1	1	1
Jail Supervisor	4	4	4	4
Latent Fingerprint Examiner	1	1	1	1
Lead Program Assistant	2	2	2	2
Management Analyst I/II	2	2	2	2
Operations Support Services Manager	1	0	0	0
Personnel Operations Specialist	1	1	1	1
Police Captain	2	3	4	4
Police Lieutenant	12	12	12	12
Police Officer	155	155	155	155
Police Programs Analyst I/II	1	1	1	1
Police Records Clerk II	15	15	15	15
Police Sergeant	27	27	27	27
Property & Evidence Supervisor	0	1	1	1
Property Technician	4	4	4	4
Property/Evidence Administrator	1	0	0	0
Records & Property Administrator	0	1	1	1
Records Administrator	1	0	0	0
Records Supervisor	3	3	3	3
Reserve Officer Coordinator	0.5	0.5	0.5	0.5
Secretary	1	1	1	1
Senior Management Analyst	1	1	1	1
Senior Crime & Intelligence Analyst	1	1	1	1

	FY 2023 Adopted	FY 2024 Adopted	FY 2025 Adopted	FY 2026 Adopted
Shelter Operations Supervisor	2	2	2	2
Shelter Volunteer Coordinator	1	1	1	1
Youth & Family Services Administrator	1	1	1	1
Wellness Specialist	0	1	1	1
	326.5	333.5	333.5	333.5
PUBLIC WORKS - UTILITIES DEPARTMENT				
Administrative Intern	0.5	0.5	0.5	0.5
Administrative Secretary	1	1	1	1
Administrative Supervisor	1	1	1	1
Airport Business Supervisor	1	1	1	1
Airport Maintenance Worker	4	4	4	4
Airport Manager	1	1	1	1
Airport Operations Specialist	1	1	1	1
Airport Operations Supervisor	1	1	1	1
Assistant Director of Public Works - Utilities	1	1	1	1
Assoc Civil Engineer/Assist Civil Engineer	3	4	4	4
Assoc Transportation Planner	1	1	1	1
Assoc/Assist Civil Engineer	8	8	8	8
Assoc/Assist Transportation Engineer	1	1	2	2
Backflow/Cross Connection Tester	1	1	1	1
Chemist	1	1	1	1
Construction Inspector	5	5	5	5
Cross Connection Control Specialist	1	1	1	1
Customer Field Technician	2	2	2	2
Deputy Director of Public Works & Utilities	2	2	2	2
Development Review Specialist	1	1	1	1
Director of Public Works & Utilities	1	1	1	1
Electrician I/II	6	6	6	6
Engineering Technician	4	4	4	4
Environmental Services Manager	1	1	1	1
Equipment Operator	3	3	3	3
Lab Supervisor	1	1	1	1
Laboratory Technician	2	2	2	2
Maintenance Worker/Laborer	1	1	1	1
Management Analyst I/II	3	3	3	3
Operator in Training	3	3	3	3
Principal Civil Engineer	0	0	1	1
Principal Transportation Engineer	0	1	1	1
Principal Utilities Engineer	0	1	1	1
Secretary	3	3	3	3
Senior Airport Maintenance Worker	1	1	1	1
Senior Civil Engineer	2	3	3	3

	FY 2023 Adopted	FY 2024 Adopted	FY 2025 Adopted	FY 2026 Adopted
Senior Construction Inspector	2	2	2	2
Senior Development Review Specialist	0	1	1	1
Senior Management Analyst	2	2	2	2
Senior Secretary	6	6	6	6
Senior Sustainability Specialist	0	0	2	2
Senior Transportation Engineer	2	2	2	2
Senior Transportation Planner	0	1	1	1
Senior Utilities Engineer	3	3	3	3
Senior Utility Customer Service Leader	1	1	1	1
Senior Utility Leader	1	1	1	1
Senior Utility Leader - Sewer	1	1	1	1
Senior Utility Field Services Leader	1	1	1	1
Senior Water Pollution Source Control Inspector	1	1	1	1
Senior Water Resources Engineer	1	1	1	1
Senior Utilities O&M Leader	0	0	1	1
Solid Waste Program Manager	1	1	1	1
Storekeeper - Expediter	1	1	1	1
Supervising Construction Inspector	1	1	1	1
Survey Engineer	1	1	1	1
Surveyor	1	1	1	1
Senior/Sustainability Specialist	1	1	0	0
Technical Intern	0.5	0.5	0.5	0.5
Traffic Signal Technician	1	2	2	2
Transportation Manager	0	0	0	0
Utilities Customer Service Supervisor	0	0	1	1
Utilities Engineering Manager	1	1	1	1
Utilities Field Services Supervisor	1	1	1	1
Utilities Maintenance Mechanic	10	10	10	10
Utilities Operations & Maintenance Manager	1	1	1	1
Utilities Operations & Maintenance Supervisor	1	1	1	1
Utilities Service Worker	2	2	2	2
Utility Leader	3	3	3	3
Utility Leader - Sewer	3	3	3	3
Utility Worker - Sewer/Laborer	5	5	5	5
Utility Worker/Laborer	13	13	13	13
Wastewater Collections Systems Supervisor	1	1	1	1
Water Meter Mechanic	3	3	3	3
Water Meter Reader	0	0	0	0
Water Pollution Control Administrator (WPSC)	1	1	1	1
Water Pollution Control Facility (WPCF) Manager	1	1	1	1
Water Pollution Source Control Inspector	3	3	3	3
Water Resource Manager	1	1	1	1

	FY 2023 Adopted	FY 2024 Adopted	FY 2025 Adopted	FY 2026 Adopted
Water Resource Planner	0	1	1	1
WPCF Lead Operator	6	6	6	6
WPCF Maintenance Supervisor	1	1	1	1
WPCF Operations & Maintenance Manager	1	0	0	0
WPCF Operations Supervisor	1	1	1	1
WPCF Operator	5	5	5	5
	161	168	173	173

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**FY 2025-26
STAFFING
7.0 FTE**

Mayor & City Council Department

Council Member At Large	Council Member At Large	Council Member At Large	Mayor	Council Member At Large	Council Member At Large	Council Member At Large
Angela Andrews	Ray Bonilla Jr.	Dan Goldstein	Mark Salinas	Julie Roche	George Syrop	Francisco Zermeño
Term Expires 2028	Term Expires 2028	Term Expires 2028	Term Expires 2026	Term Expires 2026	Term Expires 2026	Term Expires 2028

MAYOR & CITY COUNCIL DEPARTMENT

The mission of the Mayor and City Council is to represent the priorities and concerns of Hayward residents by providing relevant and timely policy direction to its appointed officers for the development of programs and services that address the needs of the residents, businesses, and visitors of Hayward, while exercising transparent and ethical governance of the community.

DEPARTMENT OVERVIEW

The Mayor and City Council provide overall policy leadership and guidance to appointed staff members who in turn implement this direction. The Mayor and Council appoint the City Manager, City Attorney, and City Clerk and adopt an overall City budget that provides the framework and resources within which the municipal corporation operates. Each year, the City Council adopts priorities that guide the work of City staff consistent with the above mission statement.

FY 2025-26 KEY ACTIVITIES AND ACCOMPLISHMENTS

1. Oversaw the swearing in of four incumbent Council Members in December of 2024.
2. Selected and appointed a new City Manager in December of 2024.
3. Adopted an ordinance establishing City Council to district-based elections effective 2026.
4. Successfully passed Measure K1 through majority voter support, extending the local sales tax by an additional 20 years beyond 2034 to support essential City services.
5. Provided legislative and policy direction for the City Manager in support of the community's priorities and the City's Strategic Roadmap.
6. Approved new multi-year Memorandums of Understanding and Resolutions for all City employee groups.
7. Transitioned the Homelessness Housing Task Force into the Housing Policy and Resource Committee.
8. Adopted a resolution approving the Hayward Public Library's Five-Year Strategic Plan, guiding future programming and services.
9. Oversaw the successful completion of renovations at Weekes Branch Library.
10. Celebrated the grand opening of Phase I of the Stack Youth & Family Center, marking a major investment in youth and family programming in South Hayward.
11. Hosted the annual Hearts of Hayward Volunteer Awards and Recognition Event.
12. Introduced a new Special Events Funding and Permitting Process to improve accessibility and support for community events.
13. Supported the economic revitalization of the K-Mart Plaza by welcoming new businesses including Sprouts, Raising Cane's, In-N-Out, HomeGoods, and Ross, as well as many other businesses citywide.
14. Celebrated the recognition of Hayward-based company Enditx at the 2025 East Bay Innovation Awards for its PillBot™ technology.
15. Approved annual Pavement Improvement Project authorizing over \$13 million in critical street repairs across the city, which contributed to maintaining an average Pavement Condition Index (PCI) of 70.
16. Awarded construction contracts for key public projects such as the Main Street Complete Streets construction and Mission Blvd. Corridor Improvement Phase 3 construction.
17. Awarded professional services agreements for the needs assessments and design services for the Public Safety Center and Corporation Yard projects.

MAYOR & CITY COUNCIL DEPARTMENT

18. Adopted a resolution allocating \$417,215 in HOME Investment Partnership Program Funds & renewed the Housing Grant Subsidy Agreement with Abode Services for Project Independence.
19. Celebrated the Hayward Police Department earning its 5th CALEA Reaccreditation.
20. Appropriated funding to support the successful transition of St. Rose Hospital to Alameda Health System (AHS) and celebrated a community ribbon cutting.
21. Oversaw and participated in major community events including Light Up the Season, Juneteenth, Hayward Restaurant Month, the State of the City, and several Hayward People's Budget events.
22. Approved an Economic Development Loan Agreement with the Hayward Economic Development Corporation to Repay \$8.6 million loan.
23. Provided feedback on updates to the Hayward Tree Preservation Ordinance.
24. Adopted the Fiscal Year 2026 Master Fee Schedule to align City service fees with current operational costs.
25. Completed annual performance evaluations for Council-appointed officers.
26. Actively represented the City on various regional committees and agencies.

Performance Objective
Receive updates and provide feedback and policy direction on the projects in the FY2024-25 adopted Strategic Roadmap at Council meetings and Council Subcommittee meetings.

SIGNIFICANT RESOURCE CHANGES PLANNED FOR FY 2025-26

*To be determined during the Fall FY 2025-26 Budget Revision

Mayor & City Council Department

General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
None	—	—	—	—
Total Revenues	\$ —	\$ —	\$ —	\$ —
EXPENDITURES				
Salary				
Regular	200,063	263,553	335,700	339,651
Overtime	—	—	—	—
Benefits				
Fringe Benefits	61,179	72,128	78,560	86,422
Retiree Medical	11,081	11,214	11,212	11,212
PERS	56,097	58,859	67,909	74,132
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 328,420	\$ 405,754	\$ 493,381	\$ 511,417
Supplies & Services	61,980	68,867	79,117	79,117
Internal Service Fees	79,786	93,726	97,009	108,512
<i>Net Operating Expenses</i>	\$ 141,766	\$ 162,593	\$ 176,126	\$ 187,629
Total Expenditures	\$ 470,186	\$ 568,347	\$ 669,507	\$ 699,046
General Fund Subsidy	470,186	568,347	669,507	699,046

**FY 2025-26
STAFFING
10.0 FTE**

Office of the City Attorney

Legal Services

Advisory Services
Claims & Risk Management
Litigation



*Legal Secretary (1) underfilling Senior Paralegal (1)

CITY ATTORNEY DEPARTMENT

MISSION STATEMENT

The City Attorney's Department strives to provide the highest quality legal services, advice and support to the City Council and the City Administration.

DEPARTMENT OVERVIEW

The City Attorney's Department serves as corporate counsel and legal adviser to the City Council, City Manager, and staff in their official capacities, and advisory bodies such as the Planning Commission and Personnel Commission. The advice and representation are provided within a highly ethical and principled environment.

PROGRAM SUMMARY

Legal Services Program

The Legal Services Program is responsible for: 1) Timely and accurate legal advice on transactional matters; 2) Attendance at policy-making meetings, including City Council, Planning Commission and Personnel Commission; 3) Prompt and courteous customer service for community residents; 4) Aggressive representation in court and administrative forums; 5) Reduction or elimination of risks and hazards associated with City activities and projects; 6) Management of the City's liability insurance program and procurement of the City's general liability, property, auto, and fiduciary insurance coverages; and 7) Review and determination regarding government claims.

FY 2024-25 ACCOMPLISHMENTS

1. Monitored and apprised Council and City staff of changes in State law regarding public meetings and conflicts interest
2. Assisted development of Rent Review legislative strategies and options
3. Closed all claims that do not convert to litigation within 36 months from fiscal year filing
4. Resolved all litigation including claims for federal jurisdiction within 36 months from fiscal year filing
5. Maintain annual ratio of 1:4 for claims paid, compared to claims filed
6. Continued using CAO staff attorneys for all litigation cases except where specialized outside counsel is warranted
7. Converted to Council districts in 2026, 2028
8. Resolved Alameda County assessment center dispute
9. Settled UPRR lawsuit generating \$350,000 to City
10. Advised on update to Commission handbook and Clean and Green Commission
11. Negotiated Southland Mall substation lease for HPD
12. Brought closure to cyber-attack affecting 40,000 persons
13. Dismissed fatal OIS lawsuit (off 580 in Castro Valley) without paying any money
14. Advanced the Russell City legacy project
15. Settled multiple personal injury lawsuits at mediation or judicial conferences
16. Successfully confiscated weapons in domestic violence criminal cases

CITY ATTORNEY DEPARTMENT

17. Defended against legal attacks on flavored tobacco regulations

FY 2025-26 PERFORMANCE GOALS AND METRICS

1. Close all claims that do not convert to litigation within 36 months from fiscal year filing
2. Resolve all litigation including claims for federal jurisdiction, within 36 months of fiscal year filing
3. Assist and support multi-departmental work group in addressing vacant storefronts on B Street in the Downtown Corridor
4. Work with City Clerk in planning City Council districts elections for November 2026
5. Monitor and apprise the City Council and City staff on key legislative and legal developments from Washington, DC, and Sacramento
6. Initiate dialogue with the City Council and City staff to better understand insurance coverages and rising costs

SIGNIFICANT RESOURCE CHANGES PLANNED FOR FY 2025-26

1. \$2,300,000 budget increase in the City's excess risk and insurance premium

City Attorney Department

All Funds Summary - By Category

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue and Transfers in from Other Funds				
General Fund Revenue	—	—	—	—
Risk Management Fund	7,524,533	7,725,432	9,293,904	8,710,632
Risk Management Fund Balance	2,037,707	504,739	62,992	3,104,574
	\$9,562,240	\$ 8,230,171	\$9,356,896	\$11,815,206
Fund Subsidy				
General Fund Subsidy	1,548,781	1,809,182	1,846,092	2,023,220
Total Revenues \$11,111,021 \$10,039,353 \$11,202,988 \$13,838,426				
EXPENDITURES				
Expenditures				
Salary				
Regular	1,623,472	1,837,017	1,901,050	2,189,469
Overtime	—	—	—	—
Targeted Savings	—	—	—	—
Benefits				
Fringe Benefits	245,413	245,647	252,581	273,014
Retiree Medical	15,830	16,020	16,018	16,018
PERS	477,142	602,188	526,666	557,514
Furlough / COLA Deferral	—	—	—	—
Chrgs (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 2,361,857	\$2,700,872	\$ 2,696,315	\$ 3,036,015
Maintenance & Utilities	—	—	1,000	1,000
Supplies & Services	4,072,576	1,847,203	1,471,769	1,457,244
Internal Service Fees	124,028	145,549	150,713	167,636
Insurance Premium	4,536,947	5,330,170	6,867,847	9,167,847
<i>Net Operating Expense</i>	\$ 8,733,551	\$ 7,322,922	\$ 8,491,329	\$10,793,727
Transfers out to other funds	15,613	15,559	15,344	8,684
Total Expenditures \$11,111,021 \$10,039,353 \$11,202,988 \$13,838,426				

City Attorney Department

All Funds Summary - By Program

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue and Transfers in from Other Funds				
General Fund Revenue	—	—	—	—
Risk Management Fund	7,524,533	7,725,432	9,293,904	8,710,632
Risk Management Fund Balance	2,037,707	504,739	62,992	3,104,574
	\$9,562,240	\$ 8,230,171	\$9,356,896	\$11,815,206
Fund Subsidy				
General Fund Subsidy	1,548,781	1,809,182	1,846,092	2,023,220
Total Revenues	\$11,111,021	\$10,039,353	\$11,202,988	\$13,838,426
EXPENDITURES				
Expenditures and Transfer Out to Other Funds By Program				
General Fund	1,548,781	1,809,182	1,846,092	2,023,220
Risk Management Fund	9,562,240	8,230,171	9,356,896	11,815,206
Total Expenditures	\$11,111,021	\$10,039,353	\$11,202,988	\$13,838,426
Net Change	—	—	—	—

City Attorney Department

General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Other Revenue	—	—	—	—
Rental Review Fees	—	—	—	—
Total Revenues	\$ —	\$ —	\$ —	\$ —
EXPENDITURES				
Salary				
Regular	988,684	1,138,490	1,192,482	1,348,557
Overtime	—	—	—	—
Targeted Savings	—	—	—	—
Benefits				
Fringe Benefits	183,153	190,768	200,435	211,707
Retiree Medical	9,498	9,612	9,611	9,611
PERS	286,486	378,128	331,415	345,430
Furlough / COLA Deferral	—	—	—	—
Chrgs (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 1,467,821	\$ 1,716,998	\$ 1,733,943	\$ 1,915,305
Maintenance & Utilities	—	—	200	200
Supplies & Services	3,731	1,591	18,125	3,600
Internal Service Fees	77,229	90,593	93,824	104,115
Capital Outlay	—	—	—	—
<i>Net Operating Expense</i>	\$ 80,960	\$ 92,184	\$ 112,149	\$ 107,915
Total Expenditures	\$ 1,548,781	\$ 1,809,182	\$ 1,846,092	\$ 2,023,220
General Fund Subsidy	1,548,781	1,809,182	1,846,092	2,023,220

City Attorney Department

Risk Management - Internal Service Fund

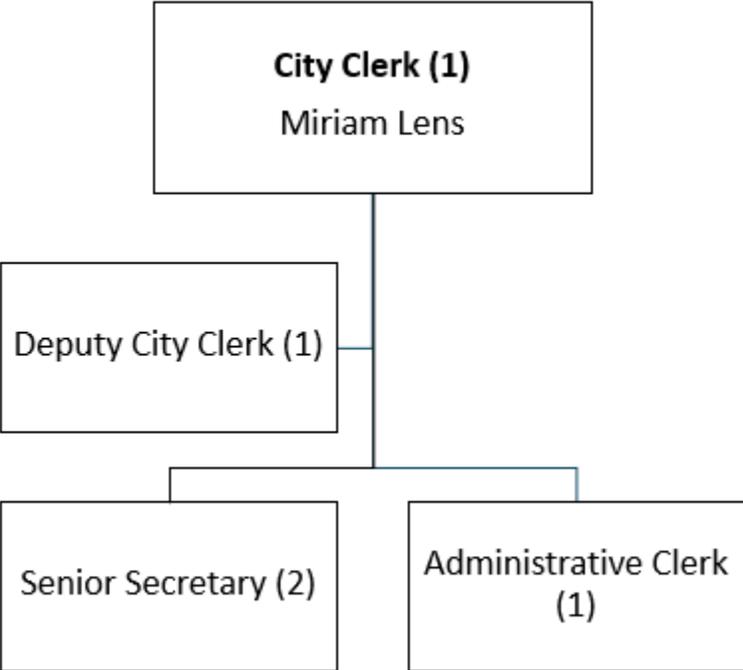
	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Beginning Fund Balance	\$ 2,684,241	\$ 646,534	\$ 141,795	\$ 78,803
REVENUES				
Revenue				
Interest	35,234	17,633	—	—
Other Revenue	69,669	—	—	—
	\$ 104,903	\$ 17,633	\$ —	\$ —
Transfer In				
Liability Insurance Premium	6,573,122	7,309,165	9,293,904	8,710,632
From General Fund	846,508	398,634	—	—
	\$ 7,419,630	\$ 7,707,799	\$ 9,293,904	\$ 8,710,632
Total Revenues	\$ 7,524,533	\$ 7,725,432	\$ 9,293,904	\$ 8,710,632
EXPENDITURES				
Expenditures				
Salary				
Regular	634,788	698,527	708,568	840,912
Overtime	—	—	—	—
Benefits				
Fringe Benefits	62,260	54,879	52,146	61,307
Retiree Medical	6,332	6,408	6,407	6,407
PERS	190,656	224,060	195,251	212,084
Furlough / COLA Deferral	—	—	—	—
Chrgs (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 894,036	\$ 983,874	\$ 962,372	\$ 1,120,710
Maintenance & Utilities	—	—	800	800
Supplies & Services	4,068,845	1,845,612	1,453,644	1,453,644
Internal Service Fees	46,799	54,956	56,889	63,521
Insurance	4,536,947	5,330,170	6,867,847	9,167,847
<i>Net Operating Expense</i>	\$ 8,652,591	\$ 7,230,738	\$ 8,379,180	\$ 10,685,812
Transfers out to other funds				
Transfer Out to Other	15,613	15,559	15,344	8,684
Transfer to General Fund - Cost Allocation	—	—	—	—
<i>Total Transfers Out</i>	\$ 15,613	\$ 15,559	\$ 15,344	\$ 8,684
Total Expenditures	\$ 9,562,240	\$ 8,230,171	\$ 9,356,896	\$ 11,815,206
Net Change	(2,037,707)	(504,739)	(62,992)	(3,104,574)
Ending Fund Balance	646,534	141,795	78,803	(3,025,771)

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**FY 2025-26
STAFFING
5.0 FTE**

Office of the City Clerk



CITY CLERK'S OFFICE

MISSION STATEMENT

The City Clerk's Office is committed to serving Hayward as an accessible and responsive representative of transparent and open government; and to supporting and facilitating the business operations of the City Council as they conduct their business through all levels of meetings and other communications.

DEPARTMENT OVERVIEW

The City Clerk's Office ensures the security and accessibility of all official City records; serves as the information and records manager of all legislative proceedings; conducts all aspects of municipal elections; and serves as a support office to the City Council, City staff, City Council's appointed bodies, and residents of Hayward.

DIVISION/PROGRAM SUMMARIES

Records Management

The City Clerk's Office is responsible for: 1) Maintaining permanent records; 2) Administering the paperless imaging system for permanent records; 3) Certifying City documents; 4) Performing required legal noticing for City Council meetings, including public hearings; 5) Maintaining and updating the Municipal Code and Council Handbook and other official documents on a continuing basis; 6) Supporting the business operations of the City Council; and 7) Assuring timely and complete filing of Statements of Economic Interest and Campaign Disclosure Statements according to regulations set forth by the California Fair Political Practices Commission.

Council, Commissions, and Committees

The City Clerk's Office is responsible for: 1) Supporting City Council and Planning Commission proceedings; 2) Conducting the recruitment and facilitating the appointment for Council's appointed bodies; and 3) Supporting the administrative needs of the City Council's appointed bodies.

Elections

The City Clerk's Office is responsible for: 1) Conducting all aspects of municipal elections; 2) Performing duties as required under the Political Reform Act and regulations of the Fair Political Practices Commission; and 3) Reporting final results of certified elections and administering oaths and conducting swearings-in of newly elected officials.

Open Government/Transparency

The City Clerk's Office is responsible for: 1) Managing the filings of Statements of Economic Interests (Form 700), campaign forms during an election cycle, Agency Report of Public Official Appointments (Form 806); 2) Making them available to the public on the City's website; and 3) Conducting recruitments for all the City Council's appointed bodies.

Public Service

The City Clerk's Office is responsible for: 1) Managing and administering the US Passport Acceptance Agency, authorized by the US Department of the State; 2) Providing California

CITY CLERK'S OFFICE

Notary Public service; 3) Recording, preserving, researching, and providing access to public records in compliance with the California Public Records Act; and 4) Issuing Proof of Residency letters to foreign nationals living in Hayward.

PERFORMANCE GOALS AND METRICS

Performance Indicators	FY 2024-25 Target	FY 2024-25 Actual
% of California Public Records Act Requests closed within timeline of 10 days	90%	On target
% of positions filled on Council's appointed commissions of 28 anticipated vacancies	100%	100%
% of Council's appointed bodies in compliance with completing required Ethics and Harassment Prevention trainings	100%	98%
# of records added to City's online Document Center consisting of permanent records	Increase by 25%	On target
% of Contracts and Agreements processed with electronic signatures	Increase by 95%	On target
Performance Objective	FY 2024-25 Target	FY 2024-25 Actual
Manage the November 2024 Municipal Election from pre-planning to certification of election results, including processing campaign disclosure documents and nomination forms.	November/December	Complete
Coordinate transition from at-large to district-based elections.	June 2025	Complete
Promote equity with recruitment for City's commissions and task forces by analyzing demographics data from applications, participating in diverse community events for recruitment opportunities, making language access available at public meetings and ensuring representation from every middle and high school for service on the Hayward Youth Commission.	Spring	Ongoing
Implement Phase II of the City's Public Records platform implementation.	June 2025	Ongoing
Implemented AB1234 Ethics Training module and Boards and Commissions automated system to streamline processes.	June 2025	5%

CITY CLERK'S OFFICE

Performance Indicators	FY 2025-26 Target
% of California Public Records Act Requests closed within timeline of 10 days	90%
% of positions filled on Council's appointed bodies of 32 commissions anticipated vacancies	100%
% of Council's appointed bodies in compliance with completing required Ethics and Harassment Prevention trainings	100%
# of records added to City's online Document Center consisting of permanent records	Increase by 25%
% of Contracts and Agreements processed with electronic signatures	Increase by 95%
Performance Objectives	FY 2025-26 Target
Improve technology efficiency by utilizing modules of existing systems to streamline processes within the department and to assist with the collection of data.	Ongoing
Promote equity in recruitment for the City's commissions and task forces by analyzing demographic data from applications, engaging in diverse community events to expand outreach, and ensuring language access at public meetings. In collaboration with the City Manager's Office (CMO) on the Racial Equity Program, implement strategies to broaden participation among underrepresented groups and foster inclusive engagement. Prioritize diverse representation on the Hayward Youth Commission, ensuring every middle and high school has a voice in civic service.	Spring
Promote equity with recruitment for City's commissions and task forces by analyzing demographics data from applications, participating in diverse community events for recruitment opportunities, making language access available at public meetings and ensuring representation from every middle and high school for service on the Hayward Youth Commission.	Ongoing
Increase accessibility to City government by continuing to provide hybrid meeting opportunities to community members to foster civic engagement	Ongoing
Continue to promote transparency by adding more publicly disclosable and permanent records to City website through the City's Online Document Center	Ongoing
Create a user-friendly webpage providing comprehensive information on district-based elections, including an interactive tool for residents to determine their district based on their address. This initiative will be completed in preparation for the 2026 elections to enhance public awareness and accessibility to districting information.	November 2026
Continue to partner with the Informational Technology (IT) department and Community and Media Relations to assess additional meeting locations with hybrid capacity for City Council and Commission meetings.	June 2026
Expand DocuSign policy to allow for filings of Fair Political Practices Commission statements and forms via the City's email address conforming to the definition of a "digital signature" as set forth in Section 16.5.	June 2026

CITY CLERK'S OFFICE

SIGNIFICANT RESOURCE CHANGES PLANNED FOR FY 2025-26

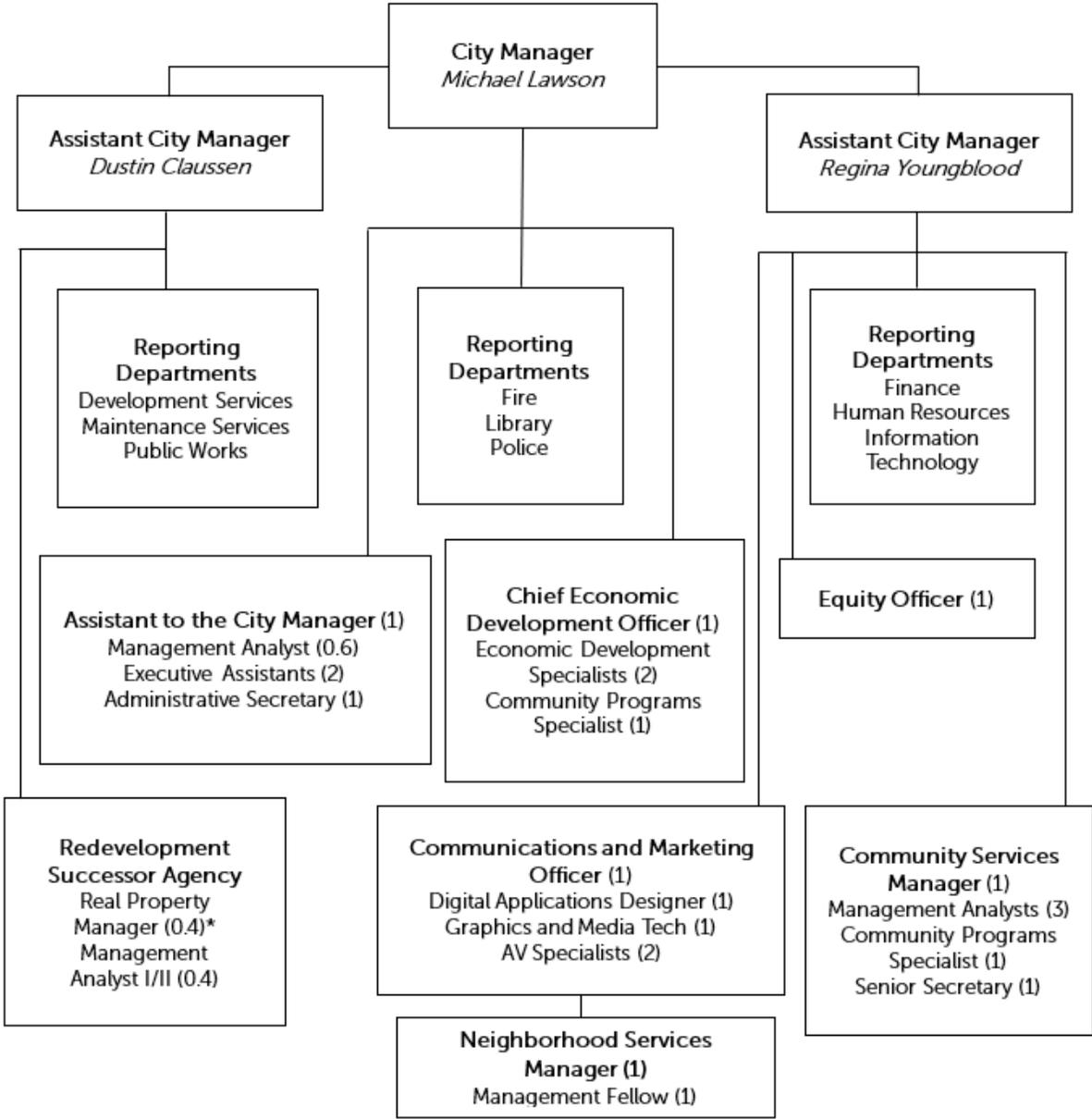
1. Reduction of 1.4% of total General Fund expenses

City Clerk Department

General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Sale of Documents - Passports	—	22,434	60,000	60,000
Other Revenue	25	—	—	—
Sale of Documents - General	—	275	—	—
Total Revenues	\$ 25	\$ 22,709	\$ 60,000	\$ 60,000
EXPENDITURES				
Expenditures				
Salary				
Regular	446,012	574,375	567,890	607,454
Overtime	627	1,465	—	—
Targeted Savings	—	—	(46,400)	(56,482)
Benefits				
Fringe Benefits	92,186	114,113	127,272	119,035
Retiree Medical	7,124	7,209	7,208	8,009
PERS	122,776	175,287	157,074	157,264
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 668,725	\$ 872,449	\$ 813,044	\$ 835,280
Maintenance & Utilities	—	—	—	—
Supplies & Services	87,551	86,373	102,166	87,976
Election Expense	267,603	—	—	—
Internal Service Fees	90,143	100,579	104,330	119,152
<i>Net Operating Expense</i>	\$ 445,297	\$ 186,952	\$ 206,496	\$ 207,128
Total Expenditures	\$ 1,114,022	\$ 1,059,401	\$ 1,019,540	\$ 1,042,408
General Fund Subsidy	1,113,997	1,036,692	959,540	982,408

Office of the City Manager



*Real Property Manager (1.0 FTE) – Allocated between City Manager’s Office and Public Works

CITY MANAGER'S OFFICE

MISSION STATEMENT

The mission of the City Manager's Office is to assist the City Council in developing policies that are responsive to the needs of the community, to ensure effective implementation of adopted policies, and to provide ethical and competent direction and leadership to the organization. The City Manager is the Chief Executive Officer of the City and assures accountability of all departments except the City Attorney and the City Clerk.

DEPARTMENT OVERVIEW

In addition to being the Office of the City's Chief Executive Officer, the City Manager's Office oversees the Economic Development, Community Services, Community and Media Relations, and Equity Divisions as well as the Successor Agency to the Hayward Redevelopment Agency.

DIVISION/PROGRAM SUMMARIES

Administration

The Administration Division supports the City Manager and two Assistant City Managers to coordinate with City Departments to implement City Council priorities and manage constituent relations.

Community & Media Relations

The Community and Media Relations Division manages and supports delivery of public information and public engagement with residents and businesses, internal organizational communications, news media relations, public opinion research, creative media development, and streaming and broadcast of government meetings. In addition, the Division is responsible for neighborhood partnership programs and staging and producing community meetings and special events.

Community Services

The Community Services Division administers the Community Agency Funding Program to support community organizations that serve the Hayward community, oversees the Hayward Housing Navigation Center and coordinates homelessness, and coordinates the Paratransit program to provide transportation for residents who are seniors and/ or have disabilities.

Economic Development

The Economic Development Division is responsible for creating and supporting a positive climate for businesses in the Hayward community. The Division proactively works the business and development community for retention, expansion, and attraction of businesses to the community. In addition, the Division works to improve the image of Hayward through a variety of business community focused activities and promotions.

CITY MANAGER'S OFFICE

Racial Equity Division

The Racial Equity Division in the City Manager’s Office administers the City’s equity, justice, diversity, and belonging programs, which includes the racial equity work with the Racial Equity Action Plan, Government Alliance for Race and Equity (GARE), and Language Equity Access Program. The Division oversees citywide equity training, application of the racial equity toolkit, strategic planning for equity priorities, equity analytics, and special projects.

Redevelopment Successor Agency

The Hayward Redevelopment Successor Agency is responsible for the dissolution of the Hayward Redevelopment Agency and the wrapping up of the Agency’s affairs, including the disposition of former Agency-held properties.

PERFORMANCE GOALS AND METRICS

Performance Indicators	FY 2024-25 Target	FY 2024-25 Actual
Number of successful business concept plans and business openings for identified priority sites	2 concept plans, 2 openings	Completed three CEDC concept plan reviews, one development project entitled
Number of people experiencing homelessness who are placed in permanent housing through Navigation Center or Homekey Project Reclamation	40	68%
Number of staff engaged in equity trainings or projects	0.2	Paused due to Equity & Inclusion Officer vacancy
Increase number of registered HOP users	10% increase	33% increase
Increase in number of one-way TNC rides provided	5% increase	61% increase
Performance Objective	FY 2024-25 Target	FY 2024-25 Actual
Continue working with partners to design programming for the future Stack Center Community Event Plaza	Complete by Winter 2024	Completed groundbreaking; ongoing programming partnerships
Support development of St. Regis Behavioral Health Campus to provide health and housing services to people experiencing homelessness and mental health crises	Council update Fall 2024	Update Completed
Complete remaining “Restaurant Relaunch” and façade program projects	Complete by Winter 2024	Completed in December 2024
Design and implement the ARPA Tuition Assistance program with Cal State East Bay, Chabot College, and Eden Area Regional Occupational Program	Report on program impact Winter 2024	Completed. Job fairs associated with these programs are scheduled for 2025 and 2026
Implement recommended program improvements for Hayward Operated Paratransit (HOP) program to support seniors and adults with disabilities	Complete by Spring 2025	75% complete. Pilot launch in April 2025. Full launch to be completed in FY 2025-2026.

CITY MANAGER'S OFFICE

Performance Indicators	FY 2025-26 Target
% of Council requests addressed within a target response time	95% within 72 hours
Number of successful business concept plans and business openings for identified priority sites	2 concept plans, 2 openings
Number of people experiencing homelessness who are placed in permanent housing through Navigation Center or Homekey Project Reclamation	40
Number of staff engaged in equity trainings or projects	0.2
Increase number of registered HOP users	40% increase
Increase in number of one-way TNC rides provided	60% increase
Performance Objective	FY 2025-26 Target
Continue working with partners to design programming for the future Community Event Plaza	Complete by Spring 2026
Fully implement Homeless Outreach Referral System	Complete by Summer 2025
Launch and complete "Hashtag Hayward" Small Business Social Media Technical Assistance Program	Complete by end of 2025
Design and implement the ARPA Tuition Assistance program with Cal State East Bay, Chabot College, and Eden Area Regional Occupational Program	Report on numbers by Winter 2025
Continue to implement Hayward People's Budget projects	Complete projects by Dec 2025
Work cooperatively with Hayward's educational institutions to streamline and amplify partner communications and achievements	Ongoing
Conduct a language access assessment	Ongoing
Use the Racial Equity Toolkit to implement pilots in several departments	Ongoing
Successful execution of Hayward Operated Paratransit (HOP) program relaunch, including rollout of new accessible services, partnerships with local nonprofits, and revision of communication/marketing materials	Launch in July 2025
Continue to explore safe parking options along with encampment management	Ongoing

SIGNIFICANT RESOURCE CHANGES PLANNED FOR FY 2025-26

1. \$150,000 reallocation of personnel services
2. \$41,000 increase to replenish reserve for utilities billing and maintenance expenses
3. \$850,894 increase funding allocation to support ongoing operations at the Hayward Navigation Center (HNC)
4. \$395,113 increase from Special Revenue Fund to support Hayward Operated Paratransit (HOP) Program relaunch

CITY MANAGER'S OFFICE

5. \$410,450 increase for ongoing HEART program operations which is being offset by State Grant funding

All Funds Summary - By Category

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue and Transfers In From Other Funds				
General Fund Revenue	—	—	—	—
Economic Development Fund	15,090	50,584	—	—
Downtown Business Improve Prog	—	—	—	—
South Hayward B.A.R.T. JPA	1,175,809	13,304	421,280	421,280
Successor Agency RDA	41,775	2,634	50,000	50,000
Community Development Block Grant	94,441	410,381	—	—
Housing Authority Fund	51,839	112,004	—	—
Affordable Housing Monitoring Fund	144,409	535,202	—	—
HOME Investment Prtnrshp Block Grant Prog	23,471	142,898	—	—
Paratransit Program Measure B	11,028	943	—	—
Paratransit Program Measure BB	2,058,895	2,118,986	2,152,083	2,090,827
Inclusionary Housing Fund	299,508	498,564	—	—
Rent Review Program Fund	594,445	800,127	—	—
	\$ 4,510,710	\$ 4,685,627	\$ 2,623,363	\$ 2,562,107
(Contribution to)/ Use of Fund Balance				
Economic Development Fund	15,090	149,416	350,000	350,000
Downtown Business Improve Prog	—	—	—	—
South Hayward B.A.R.T. JPA	174,569	813,560	144,940	144,940
Successor Agency RDA	4,038,105	4,161,976	4,461,459	4,432,790
Community Development Block Grant	1,212,936	1,478,024	212,616	501,927
Housing Authority Fund	155,625	19,820	—	—
Affordable Housing Monitoring Fund	1,984	460,023	—	—
HOME Investment Prtnrshp Block Grant Prog	571,417	29,868	—	—
Paratransit Program Measure B	998,910	22,377	41,654	38,888
Paratransit Program Measure BB	1,308,895	568,640	1,078,595	615,671
Inclusionary Housing Fund	5,751,693	63,162	47,049	—
Rent Review Program Fund	102,009	121,831	—	—
	\$ 14,331,233	\$ 7,888,697	\$ 6,336,313	\$ 6,084,216
Fund Subsidy				
General Fund Subsidy	6,496,250	8,734,721	7,246,846	8,694,116
Information Tech Fund Subsidy	489,243	503,860	488,664	528,092
	\$ 6,985,493	\$ 9,238,581	\$ 7,735,510	\$ 9,222,208
Total Revenues	\$ 25,827,436	\$ 21,812,905	\$ 16,695,186	\$ 17,868,531

City Manager Department

All Funds Summary - By Category

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
EXPENDITURES				
Expenditures				
Salary				
Regular	4,066,045	4,398,815	3,767,341	4,370,473
Overtime	49,387	53,696	—	—
Targeted Savings	—	—	(34,323)	(44,872)
Benefits				
Fringe Benefits	717,862	610,327	593,756	517,766
Retiree Medical	47,089	83,091	71,052	64,653
PERS	1,188,059	1,304,543	1,065,736	1,149,049
Program Reduction Savings	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	(88,555)	(88,555)
<i>Net Staffing Expense</i>	\$ 6,068,442	\$ 6,450,472	\$ 5,375,007	\$ 5,968,514
Supplies & Services	8,487,616	3,387,935	2,963,680	3,355,769
Grants & Loans	2,403,389	2,529,699	2,900,865	4,011,425
Community Promotions	23,477	21,629	(10,000)	40,000
Hayward Clean and Green	—	—	—	—
Maintenance & Utilities	2,476	7,494	33,557	64,257
Principal Retirement	2,070,000	2,180,000	2,290,000	2,290,000
Loan Interest	936,054	829,481	939,375	939,375
Project Expenditures				
Capital	—	748,380	281,500	281,500
Internal Service Fees	325,819	401,155	350,551	379,250
<i>Net Operating Expense</i>	\$ 14,248,831	\$ 10,105,773	\$ 9,749,528	\$ 11,361,576
Other Department Operating Costs (Maintenance Services Department)	(2,698)	—	—	—
Transfers to Other Funds	1,637,734	1,652,696	971,612	849,736
Total Expenditures	\$ 21,955,007	\$ 18,208,941	\$ 16,096,147	\$ 18,179,826
Net Change	—	—	(599,039)	311,295

City Manager Department

All Funds Summary - By Program

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue and Transfers In From Other Funds				
General Fund Revenue	—	—	—	—
Economic Development Fund	15,090	50,584	—	—
Downtown Business Improvement	—	—	—	—
South Hayward B.A.R.T. JPA	1,175,809	13,304	421,280	421,280
Successor Agency RDA	41,775	2,634	50,000	50,000
Community Development Block Grant	94,441	410,381	—	—
Housing Authority Fund	51,839	112,004	—	—
Affordable Housing Monitoring Fund	144,409	535,202	—	—
HOME Investment Prtnrshp Block Grant Prog	23,471	142,898	—	—
Paratransit Program Measure B	11,028	943	—	—
Paratransit Program Measure BB	2,058,895	2,118,986	2,152,083	2,090,827
Inclusionary Housing Fund	299,508	498,564	—	—
Rent Review Program Fund	594,445	800,127	—	—
	\$ 4,510,710	\$ 4,685,627	\$ 2,623,363	\$ 2,562,107
(Contribution)/ Use of Fund Balance				
Economic Development Fund	15,090	149,416	350,000	350,000
Downtown Business Improvement	—	—	—	—
South Hayward B.A.R.T. JPA	174,569	813,560	144,940	144,940
Successor Agency RDA	4,038,105	4,161,976	4,461,459	4,432,790
Community Development Block Grant	1,212,936	1,478,024	212,616	501,927
Housing Authority Fund	155,625	19,820	—	—
Affordable Housing Monitoring Fund	1,984	460,023	—	—
HOME Investment Prtnrshp Block Grant Prog	571,417	29,868	—	—
Paratransit Program Measure B	998,910	22,377	41,654	38,888
Paratransit Program Measure BB	1,308,895	568,640	1,078,595	615,671
Inclusionary Housing Fund	5,751,693	63,162	47,049	—
Rent Review Program Fund	102,009	121,831	—	—
	\$ 14,331,233	\$ 7,888,697	\$ 6,336,313	\$ 6,084,216
Fund Subsidy				
General Fund Subsidy	6,496,250	8,734,721	7,246,846	8,694,116
Information Technology Fund Subsidy	489,243	503,860	488,664	528,092
	\$ 6,985,493	\$ 9,238,581	\$ 7,735,510	\$ 9,222,208
Total Revenues	\$ 25,827,436	\$ 21,812,905	\$ 16,695,186	\$ 17,868,531

City Manager Department

All Funds Summary - By Program

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
EXPENDITURES				
Expenditures and Transfer Out to Other Funds				
Office of the City Manager	6,496,250	8,734,721	7,246,846	8,694,116
Information Technology	489,243	503,860	488,664	528,092
Economic Development Fund	—	200,000	350,000	350,000
Downtown Business Improvement	—	—	—	—
South Hayward B.A.R.T. JPA	1,001,240	826,864	566,220	566,220
Successor Agency RDA	4,079,880	4,164,610	4,511,459	4,482,790
Community Development Block Grant	432,056	552,482	1,736,317	2,044,564
Housing Authority Fund	207,464	131,824	—	—
Affordable Housing Monitoring Fund	146,393	75,179	—	—
HOME Investment Prtnrshp Block Grant Prog	594,888	172,766	—	—
Paratransit Program Measure B	1,009,938	23,320	41,654	38,888
Paratransit Program Measure BB	750,000	1,550,346	1,073,488	1,475,156
Inclusionary Housing Fund	6,051,201	561,726	47,049	—
Rent Review Program Fund	696,454	678,296	—	—
	\$ 21,955,007	\$ 18,175,994	\$ 16,061,697	\$ 18,179,826
Other Department Operating Costs	(2,698)	—	—	—
Total Expenditures	\$ 21,955,007	\$ 18,175,994	\$ 16,061,697	\$ 18,179,826
Net Change	—	—	—	—

City Manager Department

General Fund Summary

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Grants	—	—	—	—
Code Enforcement Fees	—	—	—	—
Rental Inspection Fees	—	—	—	—
Miscellaneous Fees	—	—	—	—
Fines and Forfeitures	—	—	—	—
Other Revenue	—	—	—	—
Total Revenues	\$ —	\$ —	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	2,529,695	2,922,012	2,856,740	3,297,975
Overtime	17,746	11,807	—	—
Targeted Savings	—	—	(34,323)	—
Benefits				
Fringe Benefits	434,595	346,517	418,310	369,022
Retiree Medical	25,455	27,363	25,884	28,800
PERS	714,125	839,416	800,294	862,515
Program Reduction Savings	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 3,721,616	\$ 4,147,115	\$ 4,066,905	\$ 4,558,312
Maintenance & Utilities	1,250	6,294	1,357	32,057
Supplies & Services	887,526	2,040,326	1,198,842	1,196,991
Community Promotions	23,477	21,629	(10,000)	40,000
Hayward Clean and Green	—	—	—	—
Internal Service Fees	229,306	307,564	275,531	317,056
Grants	1,633,075	2,211,793	1,714,211	2,549,700
Capital	—	—	—	—
<i>Net Operating Expense</i>	\$ 2,774,634	\$ 4,587,606	\$ 3,179,941	\$ 4,135,804
Total Expenditures	\$ 6,496,250	\$ 8,734,721	\$ 7,246,846	\$ 8,694,116
General Fund Subsidy	6,496,250	8,734,721	7,246,846	8,694,116

City Manager Department

Administration-General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Miscellaneous Revenue	—	—	—	—
Total Revenues	\$ —	\$ —	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	1,502,626	1,841,535	1,653,245	1,930,699
Overtime	16,205	9,859	—	—
Benefits				
Fringe Benefits	239,313	212,468	243,420	217,453
Retiree Medical	13,107	14,867	14,865	14,865
PERS	421,008	487,646	457,080	499,153
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 2,192,259	\$ 2,566,375	\$ 2,334,287	\$ 2,662,170
Maintenance & Utilities	—	—	1,357	6,057
Supplies & Services	601,231	739,135	488,177	626,976
Internal Service Fees	114,340	150,213	172,389	171,962
Capital	—	—	—	—
<i>Net Operating Expense</i>	\$ 715,571	\$ 889,348	\$ 661,923	\$ 804,995
Total Expenditures	\$ 2,907,830	\$ 3,455,723	\$ 2,996,210	\$ 3,467,165
General Fund Subsidy	2,907,830	3,455,723	2,996,210	3,467,165

City Manager Department

Communications & Media Relations - General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Other	—	—	—	—
Total Revenues	\$ —	\$ —	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	334,229	351,393	362,685	411,005
Overtime	752	1,948	—	—
Targeted Savings	—	—	—	—
Benefits				
Fringe Benefit	59,384	47,543	39,550	45,084
Retiree Medical	3,958	4,005	4,004	4,004
PERS	98,101	112,123	102,023	107,614
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 496,424	\$ 517,012	\$ 508,262	\$ 567,707
Maintenance & Utilities	—	—	—	—
Supplies & Services	164,834	174,134	213,075	205,075
Internal Service Fees	34,523	40,466	41,924	46,326
Capital	—	—	—	—
<i>Net Operating Expense</i>	\$ 199,357	\$ 214,600	\$ 254,999	\$ 251,401
Total Expenditures	\$ 695,781	\$ 731,612	\$ 763,261	\$ 819,108
General Fund Subsidy	695,781	731,612	763,261	819,108

City Manager Department

Economic Development - General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Other Revenue	—	—	—	—
Total Revenues	\$ —	\$ —	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	469,540	504,987	561,696	639,874
Overtime	789	—	—	—
Targeted Savings	—	—	—	—
Benefits				
Fringe Benefits	107,787	48,403	80,228	62,777
Retiree Medical	6,332	6,408	4,805	6,407
PERS	132,012	161,432	159,145	168,648
Program Reduction	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 716,460	\$ 721,230	\$ 805,874	\$ 877,706
Maintenance & Utilities	—	—	—	—
Supplies & Services	78,715	456,443	291,265	231,265
Community Promotions	23,477	21,629	(10,000)	40,000
Internal Service Fees	40,632	47,801	49,444	74,121
<i>Net Operating Expense</i>	\$ 142,824	\$ 525,873	\$ 330,709	\$ 345,386
Total Expenditures	\$ 859,284	\$ 1,247,103	\$ 1,136,583	\$ 1,223,092
General Fund Subsidy	859,284	1,247,103	1,136,583	1,223,092

City Manager Department

Community Services - General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Other Revenue	\$ —	\$ —	\$ —	\$ —
Total Revenues	\$ —	\$ —	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	223,300	224,097	279,114	316,397
Overtime	—	—	—	—
Benefits				
Fringe Benefits	28,111	38,103	55,112	43,708
Retiree Medical	2,058	2,083	2,210	3,524
PERS	63,004	78,215	82,046	87,100
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 316,473	\$ 342,498	\$ 418,482	\$ 450,729
Maintenance & Utilities	1,250	6,294	—	26,000
Supplies & Services	42,746	670,614	206,325	133,675
Internal Service Fees	39,811	69,084	11,774	24,647
Capital Expenses	—	—	—	—
Grants	1,633,075	2,211,793	1,714,211	2,549,700
<i>Net Operating Expense</i>	\$ 1,716,882	\$ 2,957,785	\$ 1,932,310	\$ 2,734,022
Total Expenditures	\$ 2,033,355	\$ 3,300,283	\$ 2,350,792	\$ 3,184,751
General Fund Subsidy	2,033,355	3,300,283	2,350,792	3,184,751

City Manager Department

Community Development Block Grant - By Category - Special Revenue Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Beginning Working Capital Balance	\$ 5,346,222	\$ 5,008,607	\$ 4,866,506	\$ 3,130,189
REVENUES				
Revenue				
Grants	—	—	—	—
Delayed Loan Payments	94,441	345,031	—	—
Principal Payments	—	—	—	—
Interest Earned	—	65,350	—	—
Other Revenue	—	—	—	—
	\$ 94,441	\$ 410,381	\$ —	\$ —
Transfers In From Other Funds				
From Com Econ Dev Blk Grant to Sm Bus Loans	0	0	—	—
From Revlvg Loan to Com Econ Dev Blk Grant	0	—	—	—
From HRLP Loan to HRLP Admin	0	—	—	—
From Sm Bus Loan to Sm Bus Loan Delivery	0	—	—	—
	\$ —	\$ —	\$ —	\$ —
Total Revenues	\$ 94,441	\$ 410,381	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	180,639	203,165	215,363	250,802
Overtime	—	—	—	—
Benefits				
Fringe Benefits	30,950	38,539	39,875	37,474
Retiree Medical	1,466	3,556	3,556	2,643
PERS	51,845	62,339	62,803	68,568
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 264,900	\$ 307,599	\$ 321,597	\$ 359,487
Maintenance & Utilities	—	—	—	—
Supplies & Services	44,392	47,253	184,950	185,777
Internal Service Fees	—	—	27,444	18,916
Grants	110,866	175,630	1,186,654	1,461,725
Capital Expenses	—	—	—	—
<i>Net Operating Expense</i>	\$ 155,258	\$ 222,883	\$ 1,399,048	\$ 1,666,418

City Manager Department

Community Development Block Grant - By Category - Special Revenue Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Fund Transfers Out to				
Cost Allocation to General Fund	—	—	—	—
Transfer Out to Other	6,167	16,057	8,516	3,582
Liability Insurance Premium	5,731	5,943	7,156	15,077
<i>Total Transfers Out</i>	\$ 11,898	\$ 22,000	\$ 15,672	\$ 18,659
Total Expenditures	\$ 432,056	\$ 552,482	\$ 1,736,317	\$ 2,044,564
Net Difference Gain (Use) of Fund Bal	(337,615)	(142,101)	(1,736,317)	(2,044,564)
Ending Working Capital Balance	5,008,607	4,866,506	3,130,189	1,085,625

City Manager Department

Community Development Block Grant - By Program - Special Revenue Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Beginning Working Capital Balance	\$4,826,260	\$ 6,039,196	\$ 7,517,220	\$ 7,304,604
REVENUES				
Revenue				
Community Development Block Grant	1,644,992	2,030,506	1,523,701	1,542,637
Revolving Loan Program			—	—
Small Business Revolving Loan		30	—	—
Total Revenues	\$ 1,644,992	\$ 2,030,506	\$ 1,523,701	\$ 1,542,637
EXPENDITURES				
Expenditures				
Community Development Block Grant	432,056	552,482	1,736,317	2,044,564
Revolving Loan Program	—	—	—	—
Small Business Revolving Loan	—	—	—	—
Total Expenditures	\$ 432,056	\$ 552,482	\$ 1,736,317	\$ 2,044,564
Net Difference Gain (Use) of Fund Bal	1,212,936	1,478,024	(212,616)	(501,927)
Ending Working Capital Balance	6,039,196	7,517,220	7,304,604	6,802,677

City Manager Department

Measure B - Paratransit Program - Special Revenue Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Beginning Working Capital Balance	\$ 118,764	\$ (880,146)	\$ (902,523)	\$ (944,177)
REVENUES				
Revenue				
Interest	11,028	943	—	—
Measure B	—	—	—	—
Measure BB	—	—	—	—
Other Revenue	—	—	—	—
Total Revenues	\$ 11,028	\$ 943	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	238,129	31,695	13,498	17,536
Overtime	—	—	—	—
Benefits				
Fringe Benefits	42,572	(199)	1,478	711
Retiree Medical	4,132	—	80	80
PERS	70,719	(506)	3,727	4,526
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 355,552	\$ 30,990	\$ 18,783	\$ 22,853
Maintenance & Utilities	—	—	—	—
Supplies & Services	633,685	(7,670)	—	—
Internal Service Fees	20,701	—	22,871	16,035
Capital	—	—	—	—
<i>Net Operating Expense</i>	\$ 654,386	\$ (7,670)	\$ 22,871	\$ 16,035
Fund Transfers Out				
Cost Allocation to General Fund	—	—	—	—
Transfer Out to Other	—	—	—	—
Liability Insurance Premium	—	—	—	—
<i>Total Transfers Out</i>	\$ —	\$ —	\$ —	\$ —
Total Expenditures	\$1,009,938	\$ 23,320	\$ 41,654	\$ 38,888
Net Difference Gain (Use) of Fund Balance	(998,910)	(22,377)	(41,654)	(38,888)
Ending Working Capital Balance	(880,146)	(902,523)	(944,177)	(983,065)

City Manager Department

Measure BB - Paratransit Program - Special Revenue Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Beginning Working Capital Balance	\$ 1,964,110	\$ 3,273,005	\$ 3,841,645	\$ 4,920,240
REVENUES				
Revenue				
Interest	—	—	—	—
Measure BB	2,035,835	1,981,973	2,152,083	2,090,827
Other Revenue	23,060	137,013	—	—
Total Revenues	\$ 2,058,895	\$ 2,118,986	\$ 2,152,083	\$ 2,090,827
EXPENDITURES				
Expenditures				
Salary				
Regular	—	112,500	125,060	145,286
Overtime	—	—	—	—
Benefits				
Fringe Benefits	—	35,911	34,450	26,049
Retiree Medical	—	2,964	—	1,842
PERS	—	56,927	36,336	39,158
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ —	\$ 208,302	\$ 195,846	\$ 212,335
Maintenance & Utilities	—	—	—	—
Supplies & Services	—	592,044	859,200	1,252,313
Internal Service Fees	—	—	—	—
Capital	—	—	—	—
<i>Net Operating Expense</i>	\$ —	\$ 592,044	\$ 859,200	\$ 1,252,313
Fund Transfers Out				
Cost Allocation to General Fund	—	—	18,442	—
Liability Insurance Premium	—	—	—	10,508
Capital Improvement Fund	750,000	750,000	—	—
<i>Total Transfers Out</i>	\$ 750,000	\$ 750,000	\$ 18,442	\$ 10,508
Total Expenditures	\$ 750,000	\$ 1,550,346	\$ 1,073,488	\$ 1,475,156
Net Difference Gain (Use) of Fund Balance	1,308,895	568,640	1,078,595	615,671
Ending Working Capital Balance	3,273,005	3,841,645	4,920,240	5,535,911

City Manager Department

Housing Authority Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Beg Working Capital Balance	\$18,094,541	\$17,938,916	\$17,919,096	\$17,919,096
REVENUES				
Revenue				
Contribution In	—	—		
Fund Interest	—	—		
Interest Income	21,363	20,063		
Principal Income	30,258	91,401		
Other Revenue	218	540	—	—
	\$ 51,839	\$ 112,004	\$ —	\$ —
Total Revenues	\$ 51,839	\$ 112,004	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	59,950	66,947		—
Overtime	—	—		—
Benefits				
Fringe Benefits	8,026	8,057		—
Retiree Medical	712	721		—
PERS	17,936	20,589		—
Furlough / COLA Deferral	—	—		—
Charges (to)/from other programs	—	—		—
<i>Net Staffing Expense</i>	\$ 86,624	\$ 96,314	\$ —	\$ —
Supplies & Services	28,654	25,951		—
Grants & Loans	80,128	—		—
Internal Service Fees	4,571	6,559		—
<i>Net Operating Expense</i>	\$ 113,353	\$ 32,510	\$ —	\$ —
Fund Transfers Out				
General Fund-Cost Allocation	—	—		
Liability Insurance Premium	5,731	866		
Transfer Out to Other	1,756	2,134		
<i>Total Transfers Out</i>	\$ 7,487	\$ 3,000	\$ —	\$ —
Total Expenditures	\$ 207,464	\$ 131,824	\$ —	\$ —
Net Difference Gain (Use) of Fund Bal	(155,625)	(19,820)	—	—
Ending Working Capital Balance*	17,938,916	17,919,096	17,919,096	17,919,096

*Includes future funding commitments authorized by Council

City Manager Department

Affordable Housing Monitoring Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Beg Working Capital Balance	\$ 416,236	\$ 414,252		
REVENUES				
Revenue				
Interest Income	3,124	13,297	—	
Mortgage Bonds Admin Fee	141,285	521,905	—	—
Total Revenues	\$ 144,409	\$ 535,202	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	76,224	24,713	—	—
Overtime	—	—	—	—
Benefits				
Fringe Benefits	15,530	2,750	—	—
Retiree Medical	871	881	—	—
PERS	22,984	7,318	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 115,609	\$ 35,662	\$ —	\$ —
Supplies & Services	25,197	34,048	—	—
Internal Service Fees	5,587	5,469	—	—
<i>Net Operating Expense</i>	\$ 30,784	\$ 39,517	\$ —	\$ —
Fund Transfers Out				
General Fund-Cost Allocation	—	—		
Liability Insurance Premium	—	—		
Transfer Out to Other	—	—		
<i>Total Transfers Out</i>	\$ —	\$ —	\$ —	\$ —
Total Expenditures	\$ 146,393	\$ 75,179	\$ —	\$ —
Net Difference Gain (Use) of Fund Bal	(1,984)	460,023	—	—
Ending Working Capital Balance*	414,252	874,275	—	—

*Includes future funding commitments authorized by Council

City Manager Department

HOME Investment Partnerships Block Grant Program

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Grants	23,322	142,578	—	—
Program Income	149	320	—	—
Interest Income	—	—	—	—
Total Fund Revenue	\$ 23,471	\$ 142,898	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	10,470	20,312	—	—
Overtime	48	—	—	—
Benefits				
Fringe Benefits	1,493	1,943	—	—
Retiree Medical	396	401	—	—
PERS	3,161	7,215	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 15,568	\$ 29,871	\$ —	\$ —
Supplies & Services	—	46	—	—
Internal Service Fees	—	573	—	—
Grants & Loans	579,320	142,276	—	—
Transfer Out	—	—	—	—
<i>Net Operating Expense</i>	\$ 579,320	\$ 142,895	\$ —	\$ —
Total Expenditures	\$ 594,888	\$ 172,766	\$ —	\$ —
Net Change	(571,417)	(29,868)	—	—

City Manager Department

Inclusionary Housing - Special Revenue Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Beginning Working Capital Balance	\$12,997,103	\$ 7,245,410		
REVENUES				
Revenue				
Interest Income	100,001	161,861	—	—
Other Income	199,507	336,703	—	—
Total Revenues	\$ 299,508	\$ 498,564	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	252,179	247,514	—	—
Overtime	766	1,700	—	—
Benefits				
Fringe Benefits	39,381	36,174	—	—
Retiree Medical	2,691	2,723	—	—
PERS	78,206	64,277	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 373,223	\$ 352,388	\$ —	\$ —
Maintenance & Utilities	—	—	—	—
Supplies & Services	5,654,075	178,953	—	—
Internal Service Fees	17,268	23,967	—	—
Capital	—	—	—	—
<i>Net Operating Expense</i>	\$ 5,671,343	\$ 202,920	\$ —	\$ —
Fund Transfers Out				
Cost Allocation to General Fund	—	—	47,049	—
Transfer Out to Other	6,635	—	—	—
Liability Insurance Premium	—	6,418	—	—
<i>Total Transfers Out</i>	\$ 6,635	\$ 6,418	\$ 47,049	\$ —
Total Expenditures	\$ 6,051,201	\$ 561,726	\$ 47,049	\$ —
Net Difference Gain (Use) of Fund Balance	(5,751,693)	(63,162)	(47,049)	—
Ending Working Capital Balance*	7,245,410	7,182,248	(47,049)	—

*Includes future funding commitments authorized by Council

City Manager Department

Rental Review Program - Special Revenue Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Beginning Working Capital Balance	\$ 572,325	\$ 470,316		
REVENUES				
Revenue				
Interest Income	594,445	799,833		—
Other Income	—	—	—	—
Administrative Fee	—	294	—	—
Total Revenues	\$ 594,445	\$ 800,127	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	301,234	287,305	—	—
Overtime	405	14,574	—	—
Benefits				
Fringe Benefits	57,826	59,172	—	—
Retiree Medical	4,401	4,454	—	—
PERS	92,181	84,622	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 456,047	\$ 450,127	\$ —	\$ —
Maintenance & Utilities	—	—	—	—
Supplies & Services	195,586	169,951	—	—
Internal Service Fees	28,239	33,223	—	—
Capital	—	—	—	—
<i>Net Operating Expense</i>	\$ 223,825	\$ 203,174	\$ —	\$ —
Fund Transfers Out				
Cost Allocation to General Fund	—	—		—
Transfer Out to Other	10,851	13,109		—
Liability Insurance Premium	5,731	11,886		—
<i>Total Transfers Out</i>	\$ 16,582	\$ 24,995	\$ —	\$ —
Total Expenditures	\$ 696,454	\$ 678,296	\$ —	\$ —
Net Difference Gain (Use) of Fund Balance	(102,009)	121,831	—	—
Ending Working Capital Balance	470,316	592,147	—	—

City Manager Department

South Hayward B.A.R.T. JPA-Special Revenue Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Beg Working Capital Balance	\$ 1,906,213	\$ 2,080,782	\$ 1,267,222	\$ 1,122,282
REVENUES				
Revenue				
In-House Parking Collection	—	—	—	—
Interest Income	—	—	—	—
Other Revenue	1,175,809	13,304	421,280	421,280
Total Revenues	\$ 1,175,809	\$ 13,304	\$ 421,280	\$ 421,280
EXPENDITURES				
Expenditures				
Salary				
Regular	—	—	—	—
Overtime	—	—	—	—
Benefits				
Fringe Benefits	—	—	—	—
Retiree Medical	—	—	—	—
PERS	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ —	\$ —	\$ —	\$ —
Maintenance & Utilities	—	—	24,000	24,000
Supplies & Services	1,001,240	78,484	260,720	260,720
Capital Outlay	—	748,380	281,500	281,500
<i>Net Operating Expense</i>	\$ 1,001,240	\$ 826,864	\$ 566,220	\$ 566,220
Fund Transfers Out to				
General Fund	—	—	—	—
Total Expenditures	\$ 1,001,240	\$ 826,864	\$ 566,220	\$ 566,220
Other Department Operating Costs (Maintenance Services Department)	(2,698)	—	—	—
Net City Manager Dept Expenditures	\$ 998,542	\$ 826,864	\$ 566,220	\$ 566,220
Net Change	174,569	(813,560)	(144,940)	(144,940)
Ending Working Capital Balance	2,080,782	1,267,222	1,122,282	977,342

City Manager Department

Information Technology - Internal Service Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Other Revenue	\$ —	\$ —	\$ —	\$ —
Total Revenues	\$ —	\$ —	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	298,848	311,059	326,803	361,235
Overtime	30,422	25,615	—	—
Benefits				
Fringe Benefits	57,996	51,516	54,925	58,324
Retiree Medical	4,749	4,806	4,806	4,806
PERS	91,305	103,992	94,979	96,287
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 483,320	\$ 496,988	\$ 481,513	\$ 520,652
Maintenance & Utilities	—	—	—	—
Supplies & Services	—	—	—	—
Internal Service Fees	5,923	6,872	7,151	7,440
Capital	—	—	—	—
<i>Net Operating Expense</i>	\$ 5,923	\$ 6,872	\$ 7,151	\$ 7,440
Total Expenditures	\$ 489,243	\$ 503,860	\$ 488,664	\$ 528,092
Information Tech Fund Subsidy	489,243	503,860	488,664	528,092

City Manager Department

Successor Agency RDA Operating Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Beg Working Capital Balance	\$2,728,640	\$(1,309,465)	\$ (5,471,441)	\$ (9,932,900)
REVENUES				
Fund Revenue				
Property Tax (80% Tax Increment)	—	—	—	—
Interest on Fund Balance	—	—	—	—
Principal	—	—	—	—
Success Agency Admin Allowance	—	—	—	—
School Impact Fee Reimb	—	—	—	—
Lease Pmt - Cinema Place	37,500	—	50,000	50,000
Other Revenue	4,275	2,634	—	—
	\$ 41,775	\$ 2,634	\$ 50,000	\$ 50,000
Fund Transfers In from				
Transf to Successor Agency RDA	—	—	—	—
Capital Transfer From General Fund	—	—	—	—
	\$ —	\$ —	\$ —	\$ —
Total Revenues	\$ 41,775	\$ 2,634	\$ 50,000	\$ 50,000
Fund Expenditures				
Salary				
Regular	118,677	171,593	229,877	297,639
Overtime	—	—	—	—
Benefits				
Fringe Benefits	29,493	29,947	44,718	50,393
Retiree Medical	2,216	2,275	2,276	2,275
PERS	45,597	58,354	67,597	77,995
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	(88,555)	(88,555)
<i>Net Staffing Expense</i>	\$ 195,983	\$ 262,169	\$ 255,913	\$ 294,875
Supplies & Services	17,261	28,549	109,968	109,968
Maintenance & Utilities	1,226	1,200	8,200	8,200
Loan Interest	936,054	829,481	939,375	939,375
Principal Retirement	2,070,000	2,180,000	2,290,000	2,290,000
Bond Issuance and Refunding Cost	—	—	—	—
Internal Service Fees	14,224	16,928	17,554	19,803
<i>Net Operating Expense</i>	\$ 3,038,765	\$ 3,056,158	\$ 3,365,097	\$ 3,367,346

City Manager Department

Successor Agency RDA Operating Fund

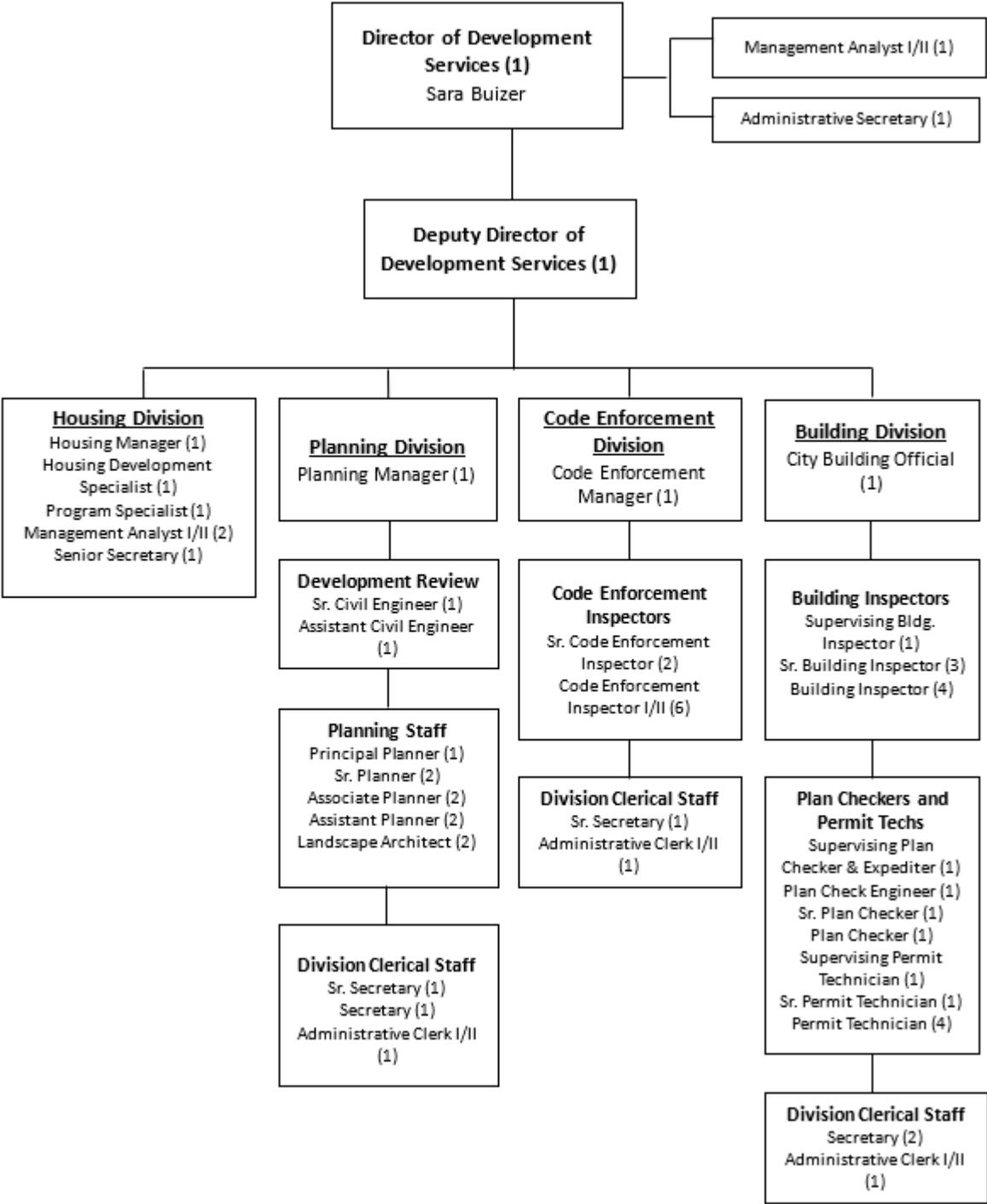
	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Fund Transfers Out to				
Liability Insurance Premium	39,668	41,226	55,278	17,486
Cost Allocation to General Fund	—	—	29,724	—
Transfer per Cooperative Agreement	805,464	805,057	805,447	803,083
	\$ 845,132	\$ 846,283	\$ 890,449	\$ 820,569
Total Expenditures	\$4,079,880	\$4,164,610	\$ 4,511,459	\$ 4,482,790
Net Change	(4,038,105)	(4,161,976)	(4,461,459)	(4,432,790)
Ending Working Capital Balance	(1,309,465)	(5,471,441)	(9,932,900)	(14,365,690)

City Manager Department

Economic Development-Economic Development Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Beginning Working Capital Balance	\$ 1,686,539	\$ 1,701,629	\$ 1,552,213	\$ 1,202,213
REVENUES				
Revenue				
Transfers In	—	—	—	—
Interest Income	15,090	50,584	—	—
Total Revenues	\$ 15,090	\$ 50,584	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	—	—	—	—
Overtime	—	—	—	—
Benefits				
Fringe Benefits	—	—	—	—
Retiree Medical	—	—	—	—
PERS	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ —	\$ —	\$ —	\$ —
Maintenance & Utilities	—	—	—	—
Supplies & Services	—	200,000	350,000	350,000
Internal Service Fees	—	—	—	—
Capital Outlay	—	—	—	—
<i>Net Operating Expense</i>	\$ —	\$ 200,000	\$ 350,000	\$ 350,000
Transfers Out	—	—	—	—
Total Expenditures	\$ —	\$ 200,000	\$ 350,000	\$ 350,000
Net Change	15,090	(149,416)	(350,000)	(350,000)
Ending Working Capital Balance	1,701,629	1,552,213	1,202,213	852,213

Development Services



DEVELOPMENT SERVICES DEPARTMENT

MISSION STATEMENT

We strive to empower our diverse community through knowledge, building code standards, community preservation and thoughtful neighborhood planning. We are committed to forming a forward-thinking City.

Your City, Your Community, Your Hayward.

DEPARTMENT OVERVIEW

The Development Services Department is comprised of the Administration, Building, Code Enforcement, Housing, and Planning Divisions that work collaboratively to protect the economic, structural and environmental health and safety of the Hayward community. Department staff are dedicated to attaining quality development, ensuring structural integrity, and maintaining a visual aesthetic that will add value to the City of Hayward through building inspection, and enforcement of local, state, and federal standards. The Development Services Department establishes a culture that promotes Collaboration, Communication, Respect, Flexibility, and Resourcefulness in order to establish an environment that is focused on customer service and fostering a high quality of life for the Hayward community.

DIVISION/PROGRAM SUMMARIES

Administration Division

The Administration Division supports the department's staff and customers by establishing department-wide policies and best practices that ensure that the department standards of Collaboration, Communication, Respect, Flexibility, and Resourcefulness, align with the City's organizational values of Caring, Openness, and Integrity. The Administration Division is also responsible for development and oversight of the department budget, contract administration, and department-wide projects that include: The Development Services Department Employee Engagement & Development Program, and implementation of the new EnerGov permitting software.

Building Division

The Building Division reviews plans, and construction drawings, approves and issues permits, and provides inspections for construction projects in conformance with Title 24 of the California Code of Regulations, including the California Building Code, Mechanical Code, Electrical Code, Plumbing Code and Green Building Standards Code, as adopted and amended by the City of Hayward City Council. The Building Division facilitates plan review and provides expedited review and next day inspections upon request. Building staff is committed to providing excellent customer service to developers, residents, and businesses to ensure a safe structural environment and vibrant economy in Hayward.

Code Enforcement

The Code Enforcement Division provides regulatory compliance services on behalf of Hayward Residents and City Departments. These services include interpretation and enforcement of local, state, and federal regulations and standards established for community preservation and structural habitability. The Division collaborates with multiple departments

DEVELOPMENT SERVICES DEPARTMENT

and external agencies, such as Fire, Police, Building, Housing, Planning, City Attorney, and Alameda County Environmental Health, to ensure professional services and thorough compliance throughout Hayward to sustain healthy and safe neighborhood conditions. The Division assures due process and transparency in the enforcement of laws associated with private property. The Division maintains a variety of general inspection programs in support of the appropriate sale and use of cannabis and tobacco products and provides on-going inspection and investigation services for the City's rental housing and hotel stock.

Housing

The Housing Division administers the development, acquisition and preservation of quality affordable housing; maintains and monitors the City's portfolio of existing deed-restricted affordable housing units; develops and implements anti-displacement strategies and services consistent with Hayward's overall housing goals; and administers the City's Rent Review and HOME Programs.

Planning Division

The Planning Division is responsible for creating, updating and implementing City land use policies that achieve the physical development of the City as envisioned by the General Plan, and in support of Council priorities. The Planning Division also provides support to the Planning Commission, which serves as a decision-making body for various development proposals and as an advisory body to the City Council for legislative actions.

The Current Planning section of the Planning Division reviews development applications associated with a wide variety of residential, commercial, retail and industrial projects to ensure consistency and compliance with the City's General Plan, the Zoning Ordinance and Subdivision Ordinance, and all state and federal regulations, including the California Environmental Quality Act.

The Long Range Planning section is responsible for development of and amendments to; the City's General Plan, Zoning Code, Specific Plans, Form-based Codes, and other policies such as the Cannabis ordinance.

The Engineering Services section supports staff and serves as a direct liaison between developers and all divisions reviewing development applications, including Public Works Engineering, Fire, Planning, Building, Transportation and Utilities. This division processes subdivision maps, property boundary adjustments, and encroachment permits, administers the Dig Once policy, and provides basic engineering analysis for planning applications.

The Landscape section reviews, plans, and conducts inspections to ensure compliance with local and state guidelines on site design, irrigation, paint materials, and water usage. It also verifies that outdoor and common spaces are sustainable, functional, and visually appealing. The section tracks and implements water-efficient irrigation, such as permeable pavements, to manage stormwater runoff.

Additionally, the section serves as a liaison between Public Works, Maintenance Services, and Development Services on Capital Improvement Projects (CIP) and corridor beautification efforts. It also handles customer inquiries, supports the Code Enforcement Division, and manages the City's Tree Preservation Ordinance, overseeing tree planting, pruning, removal, and replacement.

DEVELOPMENT SERVICES DEPARTMENT

PERFORMANCE GOALS AND METRICS

Performance Indicators	FY 2024-25 Target	FY 2024-25 Actual
% of building inspections that are completed next day	87%	100%
% of Planning (and Engineering) projects that are being invoiced quarterly	95%	100%
% of Planning (and Engineering) projects that are operating with adequate positive deposit balance	80%	87%
% of code enforcement complaints that are inspected within a target response time	80%	80%
% of rent review petitions processed within timeline identified in the RRSO	80%	93%
Number of affordable housing units constructed through various approaches	125 units	146 units
Performance Objective	FY 2024-25 Target	FY 2024-25 Actual
Adopt ADU Streamlining	Fall 2024	100%
Prepare an ordinance to create smoke-free multifamily housing	Spring 2025	Ongoing
Adopt Universal Design Guidelines	Late Fall/Winter 2024	Ongoing
Amend the Municipal Code to address Housing Element Actions related to housing for a variety of income levels and housing types	Spring 2025	80%
Implement Downpayment Assistance Program	Fall 2024	100%

Performance Indicators	FY 2025-26 Target
% of building inspections that are completed next day	90%
% of Planning (and Engineering) projects that are being invoiced quarterly	100%
% of Planning (and Engineering) projects that are operating with adequate positive deposit balance	90%
% of code enforcement complaints that are inspected within a target response time	85%
% of rent review petitions processed within timeline identified in the RRSO	80%
Number of affordable housing units constructed through various approaches	174 units

DEVELOPMENT SERVICES DEPARTMENT

Performance Objective	FY 2025-26 Target
Adopt Business Friendly Ordinance Updates	Spring 2026
Amend the Municipal Code to address Housing Element Actions	Spring 2026
Prepare an ordinance to create smoke-free multifamily housing	Fall 2026
Enhance Residential Rental Inspection Efficiency	Summer 2026

SIGNIFICANT RESOURCE CHANGES PLANNED FOR FY 2025-26

1. \$259,766 increase in expense due to transfer of Housing Division personnel cost to General Fund to comply with administrative cost limitations imposed by the Affordable Housing Ordinance; the Inclusionary Housing Fund net staffing expense will be reduced to zero due to the increase in the General Fund and Other Funds to absorb staffing allocated to this fund.
2. \$270,506 decrease in expense to support the reallocation of the Housing staff salaries to the General Fund
3. Increase revenue in rent stabilization fee
4. Increase \$19,800 for annual dues to Hayward Area Shoreline JPA

Development Services Department

All Funds Summary - By Category

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
General Fund Revenue	8,434,135	7,570,835	8,706,609	8,706,609
Park Districts	1,263,208	1,194,786	2,235,906	2,235,906
Hayward Shoreline JPA	12,739	—	208,000	208,000
	\$ 9,710,082	\$ 8,765,622	\$ 15,830,218	\$ 15,645,395
(Contribution)/Use of Fund Balance				
Hayward Shoreline JPA	739	12,000	196,000	176,200
Housing Special Rev Funds	—	21,183	2,453,200	3,165,895
Park District Funds	1,263,208	1,194,786	2,235,906	2,235,906
	\$ 1,263,947	\$ 1,227,969	\$ 4,885,106	\$ 5,578,001
Fund Subsidy				
General Fund Subsidy	1,741,742	3,068,934	2,633,386	3,244,690
Total Revenues	\$ 12,715,771	\$ 13,062,525	\$ 23,348,710	\$ 24,468,086
EXPENDITURES				
Expenditures				
Salary				
Regular	5,255,402	5,391,664	7,049,467	7,977,986
Overtime	23,921	33,899	2,700	2,700
Target Savings	—	—	(252,392)	(189,994)
Benefits				
Fringe Benefits	1,088,922	1,067,268	1,518,596	1,295,542
Retiree Medical	78,755	79,700	91,300	89,698
PERS	1,580,570	1,786,438	2,025,992	2,154,181
Program Reduction Savings	—	—	—	—
Furlough/COLA Deferral	—	—	—	—
Charges (to)/from other programs	(662,968)	(375,006)	(454,862)	(475,000)
<i>Net Staffing Expense</i>	\$ 7,364,602	\$ 7,983,963	\$ 9,980,801	\$ 10,855,113
Maintenance & Utilities	29,806	48,617	50,800	56,900
Supplies & Services	1,889,956	1,592,693	1,803,238	1,446,532
Internal Service Fees	903,513	1,047,903	1,347,860	1,467,127
Grants & Loans	—	—	456,427	200,000
Projects	—	—	—	—
<i>Net Operating Expense</i>	\$ 2,823,275	\$ 2,689,213	\$ 3,658,325	\$ 3,170,559
<i>Transfers Out to Other Funds</i>	—	—	166,069	65,590
Total Expenditures	\$ 10,187,877	\$ 10,673,176	\$ 13,805,195	\$ 14,091,262

Development Services Department

All Funds Summary - By Program

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Administration	100	—	—	—
Building	5,603,939	4,381,211	5,408,564	5,408,564
Planning	1,241,774	826,806	1,046,000	1,046,000
Code Enforcement	1,588,322	2,362,818	1,902,045	1,902,045
Hayward Shoreline JPA	12,739	—	208,000	208,000
Park Districts	1,263,208	1,194,786	2,235,906	2,235,906
Housing Authority Fund	—	1	25,000	50,000
Affordable Housing Fund	—	—	136,500	136,500
HOME Inv Pship Block Grant	—	—	425,000	210,000
Rental Review Program Fund	—	—	1,034,823	1,040,000
Inclusionary Housing Fund	—	—	274,000	274,000
Local Housing Trust Program Fund	—	—	2,784,380	2,784,380
	\$ 9,710,082	\$ 8,765,622	\$ 15,830,218	\$ 15,645,395
(Contribution)/Use of Fund Balance				
Housing Authority Fund	—	1	171,898	167,591
Affordable Housing Fund	—	224	14,063	30,085
HOME Inv Pship Block Grant	—	—	179,393	15,300
Rental Review Program Fund	—	—	18,179	77,401
Inclusionary Housing Fund	—	—	135,986	129,297
Local Housing Trust Program Fund	—	21,407	2,746,022	2,746,221
Hayward Shoreline JPA	739	12,000	196,000	176,200
Park District Funds	1,263,208	1,194,786	2,235,906	2,235,906
	\$ 1,263,947	\$ 1,228,418	\$ 5,697,447	\$ 5,578,001
Fund Subsidy				
General Fund Subsidy	1,741,742	3,068,934	2,633,386	3,244,690
Total Revenues	\$ 12,715,771	\$ 13,062,974	\$ 24,161,051	\$24,468,086
EXPENDITURES				
Expenditures				
Administration	733,481	752,872	762,971	842,929
Building	5,060,463	5,199,006	5,242,909	5,362,183
Planning	2,366,797	2,574,364	3,014,436	3,209,585
Code Enforcement	2,015,136	2,113,527	2,319,679	2,536,602
Hayward Shoreline JPA	12,000	12,000	12,000	31,800
Park Districts	—	—	—	—
Housing Authority Fund	—	—	196,898	217,591

Development Services Department

Affordable Housing Fund	—	(224)	150,563	106,415
HOME Inv Pship Block Grant	—	—	604,393	225,300
Rental Review Program Fund	—	—	1,053,002	1,117,401
Inclusionary Housing Fund	—	—	409,986	403,297
Local Housing Trust Program Fund	—	21,407	38,358	38,159
Total Expenditures			\$ 10,187,877 \$ 10,672,952 \$ 13,805,195	\$ 14,091,262

Development Services Department

General Fund Summary

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Licenses & Permits	799,245	694,685	854,677	854,677
Fees & Service Charges	6,087,668	4,555,720	5,701,932	5,701,932
Code Enforcement Fees	701,682	322,399	600,000	600,000
Rental Inspection Fees	845,440	1,998,031	1,200,000	1,200,000
Other Revenue	100	—	350,000	350,000
Total Revenues	\$ 8,434,135	\$ 7,570,835	\$ 8,706,609	\$ 8,706,609
EXPENDITURES				
Expenditures				
Salary				
Regular	5,255,402	5,377,405	6,255,748	7,089,863
Overtime	23,921	33,899	2,700	2,700
Target Savings	—	—	(252,392)	(189,994)
Benefits				
Fringe Benefits	1,088,922	1,065,089	1,369,765	1,134,061
Retiree Medical	78,755	79,700	81,289	80,089
PERS	1,580,570	1,781,469	1,797,737	1,916,525
Program Reduction Savings	—	—	—	—
Furlough/COLA Deferral	—	—	—	—
Charges (to)/from other programs	(662,968)	(375,006)	(500,000)	(500,000)
<i>Net Staffing Expense</i>	\$ 7,364,602	\$ 7,962,556	\$ 8,754,847	\$ 9,533,244
Maintenance & Utilities	29,806	48,617	50,800	56,900
Supplies & Services	1,877,956	1,580,693	1,279,198	977,692
Internal Service Fees	903,513	1,047,903	1,255,150	1,383,463
Capital	—	—	—	—
Transfer Out	—	—	—	—
<i>Net Operating Expense</i>	\$ 2,811,275	\$ 2,677,213	\$ 2,585,148	\$ 2,418,055
Total Expenditures	\$10,175,877	\$10,639,769	\$11,339,995	\$11,951,299
General Fund Subsidy	1,741,742	3,068,934	2,633,386	3,244,690

Development Services Department

Administration - General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Other Revenue	100	—	—	—
Total Revenues	\$ 100	\$ —	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	415,856	452,655	450,682	540,541
Overtime	427	—	—	—
Benefits				
Fringe Benefits	81,381	73,004	75,557	78,807
Retiree Medical	6,332	6,408	4,805	4,805
PERS	120,057	145,479	126,529	142,467
Furlough/COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 624,053	\$ 677,546	\$ 657,573	\$ 766,620
Maintenance & Utilities	—	—	—	—
Supplies & Services	57,193	14,062	51,922	17,422
Internal Service Fees	52,235	61,264	53,476	58,887
Capital	—	—	—	—
<i>Net Operating Expense</i>	\$ 109,428	\$ 75,326	\$ 105,398	\$ 76,309
Total Expenditures	\$ 733,481	\$ 752,872	\$ 762,971	\$ 842,929
General Fund Subsidy	733,381	752,872	762,971	842,929

Development Services Department

Building - General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Licenses & Permits	799,245	694,685	854,677	854,677
Fees & Service Charges	4,804,694	3,686,526	4,553,887	4,553,887
Other Revenue	—	—	—	—
Total Revenues	\$ 5,603,939	\$ 4,381,211	\$ 5,408,564	\$ 5,408,564
EXPENDITURES				
Expenditures				
Salary				
Regular	2,060,446	2,141,090	2,604,778	2,900,762
Overtime	17,129	5,250	2,200	2,200
Target Savings	—	—	(124,928)	(189,994)
Benefits				
Fringe Benefits	492,443	483,452	639,549	512,184
Retiree Medical	30,869	31,239	32,836	33,637
PERS	610,464	708,581	737,505	783,372
Program Reduction Savings				—
Furlough/COLA Deferral	—	—	—	—
Charges (to)/from other programs	(9,509)	(8,545)	—	—
<i>Net Staffing Expense</i>	\$ 3,201,842	\$ 3,361,067	\$ 3,891,940	\$ 4,042,161
Maintenance & Utilities	2,945	9,440	6,000	6,000
Supplies & Services	1,493,137	1,404,541	814,161	725,875
Internal Service Fees	362,539	423,958	530,808	588,147
Capital	—	—	—	—
<i>Net Operating Expense</i>	\$ 1,858,621	\$ 1,837,939	\$ 1,350,969	\$ 1,320,022
Total Expenditures	\$ 5,060,463	\$ 5,199,006	\$ 5,242,909	\$ 5,362,183
General Fund Subsidy	(543,476)	817,795	(165,655)	(46,381)

Development Services Department

Planning - General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Fees & Service Charges	1,241,774	826,806	1,046,000	1,046,000
Other Revenue	—	—	—	—
Total Revenues	\$ 1,241,774	\$ 826,806	\$ 1,046,000	\$ 1,046,000
EXPENDITURES				
Expenditures				
Salary				
Regular	1,704,033	1,696,577	1,992,556	2,242,526
Overtime	—	624	500	500
Target Savings	—	—	(89,064)	—
Benefits				
Fringe Benefits	309,464	276,457	359,367	301,580
Retiree Medical	22,558	22,829	24,427	24,027
PERS	524,193	553,981	581,999	610,780
Program Reduction Savings	—	—	—	—
Furlough/COLA Deferral	—	—	—	—
Charges (to)/from other programs	(653,459)	(366,461)	(500,000)	(500,000)
<i>Net Staffing Expense</i>	\$ 1,906,789	\$ 2,184,007	\$ 2,369,785	\$ 2,679,413
Maintenance & Utilities	730	3,641	600	3,700
Supplies & Services	210,264	95,726	271,970	119,075
Internal Service Fees	249,014	290,990	372,081	407,397
Capital	—	—	—	—
Transfer Out	—	—	—	—
<i>Net Operating Expense</i>	\$ 460,008	\$ 390,357	\$ 644,651	\$ 530,172
Total Expenditures	\$ 2,366,797	\$ 2,574,364	\$ 3,014,436	\$ 3,209,585
General Fund Subsidy	1,125,023	1,747,558	1,968,436	2,163,585

Development Services Department

Park Districts - Special Revenue Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Beginning Working Capital Balance	\$ 7,351,168	\$ 8,614,376	\$ 9,809,162	\$12,045,068
REVENUES				
Revenue				
Interest and Rents	1,634	1,189	—	—
Other Revenue	1,261,574	1,193,597	2,235,906	2,235,906
Total Revenues	\$ 1,263,208	\$ 1,194,786	\$ 2,235,906	\$ 2,235,906
EXPENDITURES				
Expenditures				
Salary				
Regular	—	—	—	—
Overtime	—	—	—	—
Benefits				
Fringe Benefits	—	—	—	—
Retiree Medical	—	—	—	—
PERS	—	—	—	—
Furlough/COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ —	\$ —	\$ —	\$ —
Supplies & Services	—	—	—	—
<i>Net Operating Expense</i>	\$ —	\$ —	\$ —	\$ —
Fund Transfers Out to Other Funds	—	—	—	—
Total Expenditures	\$ —	\$ —	\$ —	\$ —
Net Change	1,263,208	1,194,786	2,235,906	2,235,906
Ending Fund Balance	8,614,376	9,809,162	12,045,068	14,280,974

Development Services Department

Code Enforcement - General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Code Enforcement Fees	701,682	322,399	600,000	600,000
Miscellaneous Fees	41,200	42,388	102,045	102,045
Rental Inspection Fees	845,440	1,998,031	1,200,000	1,200,000
Total Revenues	\$ 1,588,322	\$ 2,362,818	\$ 1,902,045	\$ 1,902,045
EXPENDITURES				
Expenditures				
Salary				
Regular	1,075,067	1,087,083	1,207,732	1,406,034
Overtime	6,365	28,025	—	—
Target Savings	—	—	(38,400)	—
Benefits				
Fringe Benefits	205,634	232,176	295,292	241,490
Retiree Medical	18,996	19,224	19,221	17,620
PERS	325,856	373,428	351,704	379,906
Program Reduction Savings	—	—	—	—
Furlough/COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 1,631,918	\$ 1,739,936	\$ 1,835,549	\$ 2,045,050
Maintenance & Utilities	26,131	35,536	44,200	47,200
Supplies & Services	117,362	66,364	141,145	115,320
Internal Service Fees	239,725	271,691	298,785	329,032
Capital	—	—	—	—
<i>Net Operating Expense</i>	\$ 383,218	\$ 373,591	\$ 484,130	\$ 491,552
Total Expenditures	\$ 2,015,136	\$ 2,113,527	\$ 2,319,679	\$ 2,536,602
General Fund Subsidy	426,814	(249,291)	417,634	634,557

Development Services Department

Hayward Shoreline JPA - Special Revenue Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Beginning Working Capital Balance	12,987	13,726	1,726	197,726
REVENUES				
Revenue				
Interest and Rents	—	—	—	—
Other Revenue	12,699	—	208,000	208,000
Total Revenues	\$ 12,739	\$ —	\$ 208,000	\$ 208,000
EXPENDITURES				
Expenditures				
Salary				
Regular	—	—	—	—
Overtime	—	—	—	—
Benefits				
Fringe Benefits	—	—	—	—
Retiree Medical	—	—	—	—
PERS	—	—	—	—
Furlough/COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	—	—	—	—
Supplies & Services	12,000	12,000	12,000	31,800
<i>Net Operating Expense</i>	12,000	12,000	12,000	31,800
Total Expenditures	\$ 12,000	\$ 12,000	\$ 12,000	\$ 31,800
Net Change	739	(12,000)	196,000	176,200
Ending Fund Balance	13,726	1,726	197,726	373,926

Development Services Department

Housing Authority Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Beg Working Capital Balance		\$ —	\$ —	\$17,919,096
REVENUES				
Revenue				
Contribution In	—	1	—	—
Fund Interest	—		—	—
Interest Income	—	—	—	25,000
Principal Income			25,000	25,000
Other Revenue			—	—
	\$ —	\$ 1	\$ 25,000	\$ 50,000
Total Revenues	\$ —	\$ 1	\$ 25,000	\$ 50,000
EXPENDITURES				
Expenditures				
Salary				
Regular			95,481	110,067
Overtime			—	—
Benefits				
Fringe Benefits			13,088	14,715
Retiree Medical			721	1,041
PERS			27,862	30,054
Furlough / COLA Deferral			—	—
Charges (to)/from other programs			—	—
<i>Net Staffing Expense</i>			\$ 137,152	\$ 155,877
Supplies & Services			45,300	45,300
Grants & Loans				—
Internal Service Fees			5,564	9,063
<i>Net Operating Expense</i>	\$ —	\$ —	\$ 50,864	\$ 54,363
Fund Transfers Out				
General Fund-Cost Allocation			—	—
Liability Insurance Premium			7,156	5,940
Transfer Out to Other			1,726	1,411
<i>Total Transfers Out</i>	\$ —	\$ —	\$ 8,882	\$ 7,351
Total Expenditures	\$ —	\$ —	\$ 196,898	\$ 217,591
Net Difference Gain (Use) of Fund Bal	—	1	(171,898)	(167,591)
Ending Working Capital Balance*				17,751,505

*Includes future funding commitments authorized by Council

Development Services Department

Affordable Housing Monitoring Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Proposed
Beg Working Capital Balance		\$ —	\$ —	\$ —
REVENUES				
Revenue				
Interest Income			5,500	5,500
Mortgage Bonds Admin Fee			131,000	131,000
Total Revenues	\$ —	\$ —	\$ 136,500	\$ 136,500
EXPENDITURES				
Expenditures				
Salary				
Regular			28,179	32,556
Overtime			—	—
Benefits				
Fringe Benefits			3,448	3,897
Retiree Medical			320	320
PERS			8,343	9,053
Furlough / COLA Deferral			—	—
Charges (to)/from other programs		(224)	—	—
<i>Net Staffing Expense</i>	\$ —	\$ (224)	\$ 40,290	\$ 45,826
Supplies & Services			107,800	57,800
Internal Service Fees			2,473	2,789
<i>Net Operating Expense</i>	\$ —	\$ —	\$ 110,273	\$ 60,589
Fund Transfers Out				
General Fund-Cost Allocation			—	—
Liability Insurance Premium			—	—
Transfer Out to Other			—	—
<i>Total Transfers Out</i>	\$ —	\$ —	\$ —	\$ —
Total Expenditures	\$ —	\$ (224)	\$ 150,563	\$ 106,415
Net Difference Gain (Use) of Fund Bal	—	224	(14,063)	30,085
Ending Working Capital Balance*				30,085

*Includes future funding commitments authorized by Council

Development Services Department

HOME Investment Partnerships Block Grant Program

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Grants				
Program Income			425,000	210,000
Interest Income				—
Total Fund Revenue	\$ —	\$ —	\$ 425,000	\$ 210,000
EXPENDITURES				
Expenditures				
Salary				
Regular			32,800	—
Overtime			—	—
Benefits				0
Fringe Benefits			3,939	—
Retiree Medical			401	—
PERS			9,484	—
Furlough / COLA Deferral			—	—
Charges (to)/from other programs			45,138	25,000
<i>Net Staffing Expense</i>	\$ —	\$ —	\$ 91,762	\$ 25,000
Supplies & Services			25,300	300
Internal Service Fees			30,904	—
Grants & Loans			456,427	200,000
Transfer Out				—
<i>Net Operating Expense</i>	\$ —	\$ —	\$ 512,631	\$ 200,300
Total Expenditures	\$ —	\$ —	\$ 604,393	\$ 225,300
Net Change	—	—	(179,393)	(15,300)

Development Services Department

Inclusionary Housing - Special Revenue Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Beginning Working Capital Balance				\$ —
REVENUES				
Revenue				
Interest Income			24,000	24,000
Other Income			250,000	250,000
Total Revenues	\$ —	\$ —	\$ 274,000	\$ 274,000
EXPENDITURES				
Expenditures				
Salary				
Regular			204,545	231,415
Overtime			—	—
Benefits				
Fringe Benefits			28,797	32,100
Retiree Medical			2,723	2,242
PERS			59,337	62,187
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ —	\$ —	\$ 295,402	\$ 327,944
Maintenance & Utilities	—	—	—	—
Supplies & Services			40,000	40,000
Internal Service Fees			21,014	19,522
Capital			—	—
<i>Net Operating Expense</i>	\$ —	\$ —	\$ 61,014	\$ 59,522
Fund Transfers Out				
Cost Allocation to General Fund			47,049	—
Transfer Out to Other			6,521	3,039
Liability Insurance Premium			—	12,792
<i>Total Transfers Out</i>	\$ —	\$ —	\$ 53,570	\$ 15,831
Total Expenditures	\$ —	\$ —	\$ 409,986	\$ 403,297
Net Difference Gain (Use) of Fund Balance	—	—	(135,986)	(129,297)
Ending Working Capital Balance*				(129,297)

*Includes future funding commitments authorized by Council

Development Services Department

Rental Review Program - Special Revenue Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Beginning Working Capital Balance	\$ —	\$ 313,496	\$ (961,850)	\$ (1,053,922)
REVENUES				
Revenue				
Interest Income			1,034,823	1,040,000
Other Income				—
Administrative Fee	—	—	—	—
Total Revenues	\$ —	\$ —	\$ 1,034,823	\$ 1,040,000
EXPENDITURES				
Expenditures				
Salary				
Regular			411,579	489,668
Overtime			—	—
Benefits				
Fringe Benefits			96,974	107,846
Retiree Medical			5,606	5,766
PERS			116,972	129,572
Furlough / COLA Deferral			—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ —	\$ —	\$ 631,131	\$ 732,852
Maintenance & Utilities			—	—
Supplies & Services			293,640	293,640
Internal Service Fees			30,904	50,198
Capital	—	—	—	—
<i>Net Operating Expense</i>	\$ —	\$ —	\$ 324,544	\$ 343,838
Fund Transfers Out				
Cost Allocation to General Fund			69,588	—
Transfer Out to Other			13,426	7,816
Liability Insurance Premium			14,313	32,895
<i>Total Transfers Out</i>	\$ —	\$ —	\$ 97,327	\$ 40,711
Total Expenditures	\$ —	\$ —	\$ 1,053,002	\$ 1,117,401
Net Difference Gain (Use) of Fund Balance	—	—	(18,179)	(77,401)
Ending Working Capital Balance			573,968	496,567

Development Services Department

Local Housing Trust Fund - Special Revenue Fund

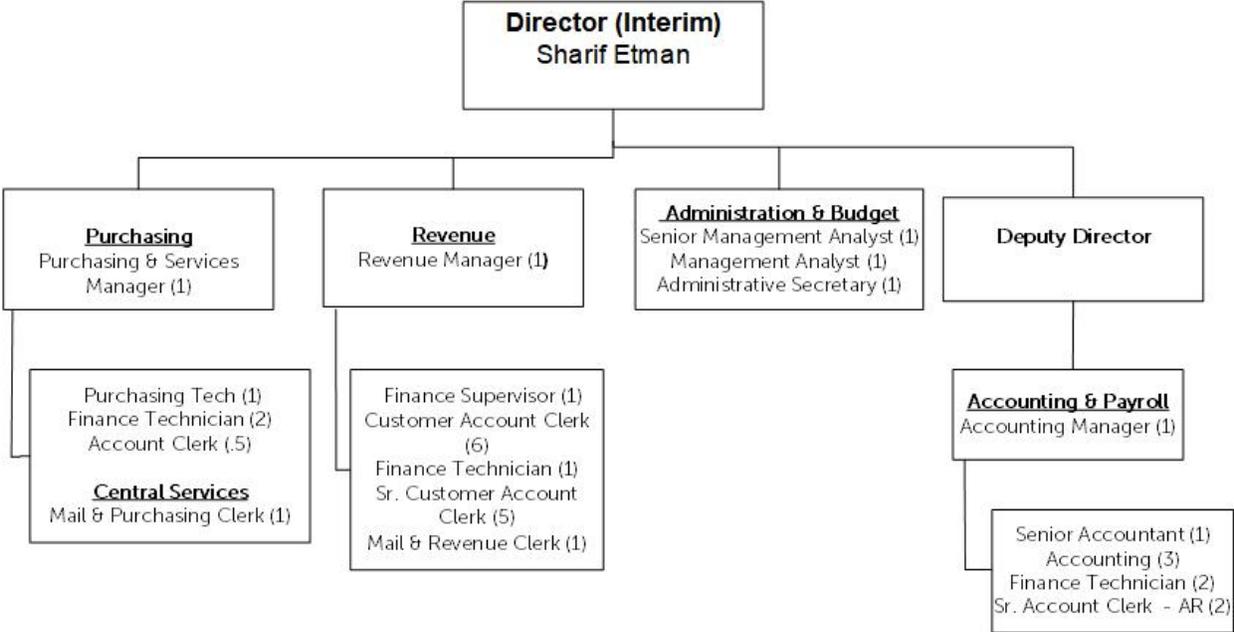
	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Beginning Working Capital Balance	—	—	(21,407)	2,724,615
REVENUES				
Revenue				
State Grant			2,784,380	2,784,380
Interest Income	—	—	—	—
Other Income	—	—	—	—
Total Revenues	\$ —	\$ —	\$ 2,784,380	\$ 2,784,380
EXPENDITURES				
Expenditures				
Salary				
Regular	—	14,259	21,135	24,417
Overtime	—	—	—	—
Benefits				
Fringe Benefits	—	2,179	2,585	2,923
Retiree Medical	—	—	240	240
PERS	—	4,969	6,257	6,790
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ —	\$ 21,407	\$ 30,217	\$ 34,370
Maintenance & Utilities	—	—	—	—
Supplies & Services	—	—	—	—
Internal Service Fees	—	—	1,851	2,092
Capital	—	—	—	—
<i>Net Operating Expense</i>	\$ —	\$ —	\$ 1,851	\$ 2,092
Fund Transfers Out				
Cost Allocation to General Fund	—	—	5,715	—
Transfer Out to Other	—	—	575	326
Liability Insurance Premium	—	—	—	1,371
<i>Total Transfers Out</i>	\$ —	\$ —	\$ 6,290	\$ 1,697
Total Expenditures	\$ —	\$ 21,407	\$ 38,358	\$ 38,159
Net Difference Gain (Use) of Fund Balance	—	(21,407)	2,746,022	2,746,221
Ending Working Capital Balance	—	(21,407)	2,724,615	5,470,836

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**FY 2025-26
STAFFING
34.5 FTE**

Finance



FINANCE DEPARTMENT

MISSION STATEMENT

With core values of excellence, integrity, and dedication, the Finance Department is committed to providing accurate, transparent, complete and timely financial information to support City operations and the members of the community at large - while working to ensure Hayward's long-term fiscal stability.

DEPARTMENT OVERVIEW

The Finance Department provides fiscal oversight and management for the City and its various related organizations. The Department's primary functions and responsibilities are:

- Financial Reporting and oversight of various external audits
- Maintenance of the City's financial system of record
- Budgeting for City operations
- Compliance with applicable regulatory statutes and City policies
- Capital financing (debt) & portfolio management
- Administering the City's cash investment program
- Billing and collection for City-owned utilities
- Administration of the City's various tax programs
- Payroll administration
- Purchasing and procurement management and accounts payable processing

DIVISION/PROGRAM SUMMARIES

Administration & Budget Division

The Finance Department is the Chief Financial Officer of the municipal corporation. The Administration & Budget Division provides leadership, guidance on and creation of policy, and administrative support to all divisions within the department; as well as, fiscal support to all City departments. Program area responsibilities include managing the City-wide Operating Budget and Ten-Year Financial Plans; administration of the City's investment program; managing the City's capital financing portfolio; administration of the City's Utility Users Tax. The division provides support to the City Council Budget & Finance Committee, as well as the City's Deferred Compensation and Investment Advisory Committees; and critical support to the City's labor negotiations team. Another key program responsibility is managing and implementing the City's financial management system and related workflow processes.

Accounting & Payroll Division

Accounting oversees the City's general accounting functions, maintains the general ledger, and prepares internal and external financial reports and statements. The division also manages city-wide payroll, accounts receivable, banking, day to day cash management, records maintenance for the City's fixed assets, and administers the City's special assessment districts. Accounting staff records all financial transactions in compliance with Generally Accepted Accounting Principles (GAAP) and are responsible for overseeing the City's financial and compliance audits performed by external auditors, as well as preparing the City's Annual Comprehensive Financial Report (ACFR).

FINANCE DEPARTMENT

Revenue Billing & Collections Division

The Revenue Division serves as the City’s main switchboard and customer service center. Operational activities in the division include cashiering services, billing and revenue collection of various City taxes (Business License, Excise, Transient Occupancy, and Real Property Transfer) and City owned public utilities, issuance of various permits, administration of parking and administrative citations, and collection of City account receivables, and returned checks.

Purchasing and General Services Division

Purchasing oversees and supports procurement for all City materials, supplies, equipment, and professional & maintenance services. The City’s Accounts Payable unit processes payments for vendors, employee reimbursements and retiree medical benefits. The division administers, prepares and makes payment on the City’s contracts & purchase orders, and maintains vendor insurance, bonding, and all other procurement related documents. Accounts Payable staff processes all payments in compliance with Generally Accepted Accounting Principles (GAAP). Additionally, the division provides internal mail for most City facilities including the processing of over one million pieces of mail annually; manages contract-printing services for all City departments, provides shipping and receiving services, and assists to update and redesign City forms.

PERFORMANCE GOALS AND METRICS

Performance Indicators	FY 2024-25 Target	FY 2024-25 Actual
% of federal, state and local financial reporting deadlines met	100%	100%
% of electronic invoice payments processed	55%	48%
% of vendor payment processed within 30 days of invoice date	65%	54%
Number of paychecks issued	23,700	24,500
% of paychecks prepared accurately	99%	98%
Performance Objective	FY 2024-25 Target	FY 2024-25 Actual
Expand financial transparency and data sharing through platforms like OpenGov	Spring 2025	Ongoing
Establish and report on the budget for the Hayward Economic Development Corporation	Winter 2024	Ongoing
Continue to explore the potential early extension of the ½ cent local district sales tax	Winter 2024	Completed. Early extension of Measure C/K-1 approved during the 2024 Presidential Election

FINANCE DEPARTMENT

Performance Indicators	FY 2025-26 Target
% of federal, state and local financial reporting deadlines met	100%
% of electronic invoice payments processed	55%
% of vendor payment processed within 30 days of invoice date	65%
Number of paychecks issued	24,500
% of paychecks prepared accurately	99%
Performance Objective	FY 2025-26 Target
Implement a fall revision for budget review with City Council	Fall 2025
Review existing financial software and identify areas for increased efficiency.	Spring 2026
Identify new revenue enhancement strategies	Ongoing

SIGNIFICANT RESOURCE CHANGES PLANNED FOR FY 2025-26

1. Reduction of 2% of total General Fund expenses

Finance Department

All Funds Summary - By Category

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue and Transfers In From Other Funds				
General Fund Revenue	\$ 761,016	\$ 968,705	\$ 1,283,404	\$ 1,283,404
	\$ 761,016	\$ 968,705	\$ 1,283,404	\$ 1,283,404
Fund Subsidy				
General Fund Subsidy	4,662,382	4,983,543	4,544,259	5,025,651
Water Fund Subsidy	\$ 1,684,259	\$ 1,958,799	\$ 2,106,149	\$ 2,358,105
	\$ 6,346,641	\$ 6,942,342	\$ 6,650,408	\$ 7,383,756
Total Revenues	\$ 7,107,657	\$ 7,911,047	\$ 7,933,812	\$ 8,667,160
EXPENDITURES				
Expenditures By Category				
Salary				
Regular	3,261,834	3,454,520	3,708,387	4,398,378
Overtime	49,790	49,158	(6,000)	(6,000)
Targeted Savings	—	—	—	(68,458)
Benefits				
Fringe Benefits	571,281	598,186	764,418	728,977
Retiree Medical	52,714	55,109	54,621	54,621
PERS	958,343	1,098,202	1,041,159	1,154,468
Program Reduction Savings	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	(3,583)	(4,031)	—	—
<i>Net Staffing Expense</i>	\$ 4,890,379	\$ 5,251,144	\$ 5,562,585	\$ 6,261,986
Maintenance & Utilities	5,896	5,591	4,308	2,808
Supplies & Services	1,698,374	2,049,727	1,740,325	1,765,775
Internal Service Fees	513,008	604,585	626,594	688,859
Capital	—	—	—	—
<i>Net Operating Expense</i>	\$ 2,217,278	\$ 2,659,903	\$ 2,371,227	\$ 2,457,442
Total Expenditures	\$ 7,107,657	\$ 7,911,047	\$ 7,933,812	\$ 8,719,428
Net Change	—	—	—	52,268

Finance Department

All Funds Summary - By Program

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
General Fund	761,016	968,705	1,283,404	1,283,404
	\$ 761,016	\$ 968,705	\$ 1,283,404	\$ 1,283,404
Fund Subsidy				
General Fund Subsidy	4,662,382	4,983,543	4,544,259	5,025,651
Water Fund Subsidy	1,684,259	1,958,799	2,106,149	2,358,105
	\$ 6,346,641	\$ 6,942,342	\$ 6,650,408	\$ 7,383,756
Total Revenues	\$ 7,107,657	\$ 7,911,047	\$ 7,933,812	\$ 8,667,160
EXPENDITURES				
Expenditures By Program				
Administration	1,797,325	2,122,718	1,835,358	1,972,308
Accounting	1,812,967	1,839,265	1,934,344	2,071,308
Purchasing	955,308	1,028,401	1,037,393	1,186,811
Revenue	857,798	961,864	1,020,568	1,078,628
Utility Billing	1,684,259	1,958,799	2,106,149	2,358,105
Total Expenditures	\$ 7,107,657	\$ 7,911,047	\$ 7,933,812	\$ 8,667,160
Net Change	—	—	—	—

Finance Department

Finance - General Fund Summary

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Fees & Charges for Service	1,221	87,548	170,096	170,096
Intergovernmental	259,693	453,551	525,000	525,000
Bus Tax Technology Fee	94,577	103,472	95,000	95,000
Fines & Forfeitures	144,613	116,001	320,000	320,000
Licenses & Permits	145,131	117,294	138,308	138,308
Other Revenue	115,781	90,839	35,000	35,000
Total Revenues	\$ 761,016	\$ 968,705	\$1,283,404	\$1,283,404
EXPENDITURES				
Expenditures				
Salary				
Regular	2,543,827	2,686,582	2,847,078	3,395,361
Overtime	49,694	49,158	(12,000)	(12,000)
Targeted Savings	—	—	—	(68,458)
Benefits				
Fringe Benefits	402,846	398,045	516,412	495,053
Retiree Medical	36,726	38,769	38,764	38,764
PERS	747,814	850,293	802,486	894,938
Program Reduction	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$3,780,907	\$4,022,847	\$4,192,740	\$4,743,658
Maintenance & Utilities	4,080	4,925	2,250	750
Supplies & Services	1,228,291	1,439,910	1,130,232	1,015,682
Internal Service Fees	410,120	484,566	502,441	548,965
Capital	—	—	—	—
<i>Net Operating Expense</i>	\$1,642,491	\$1,929,401	\$1,634,923	\$1,565,397
Total Expenditures	\$5,423,398	\$5,952,248	\$5,827,663	\$6,309,055
General Fund Subsidy	4,662,382	4,983,543	4,544,259	5,025,651

Finance Department

Administration - General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Fees & Charges for Service	—	86,408	150,000	150,000
Intergovernmental	168,068	202,532	150,000	150,000
Licenses & Permits	141,345	113,093	127,308	127,308
Other Revenue	40,412	22,223	3,000	3,000
Total Revenues	\$ 349,825	\$ 424,256	\$ 430,308	\$ 430,308
EXPENDITURES				
Expenditures				
Salary				
Regular	609,061	723,920	753,032	921,368
Overtime	7,724	306	—	—
Targets Savings	—	—	—	—
Benefits				
Fringe Benefits	63,564	74,925	73,180	85,245
Retiree Medical	7,598	7,690	7,689	7,689
PERS	171,917	233,165	211,244	238,893
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 859,864	\$ 1,040,006	\$ 1,045,145	\$ 1,253,195
Maintenance & Utilities	1,056	1,443	500	500
Supplies & Services	881,437	1,016,702	722,882	643,882
Internal Service Fees	54,968	64,567	66,831	74,731
Capital	—	—	—	—
<i>Net Operating Expense</i>	\$ 937,461	\$ 1,082,712	\$ 790,213	\$ 719,113
Total Expenditures	\$ 1,797,325	\$ 2,122,718	\$ 1,835,358	\$ 1,972,308
General Fund Subsidy	1,447,500	1,698,462	1,405,050	1,542,000

Finance Department

Accounting - General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Other Revenue	3,428	565	2,000	2,000
Total Revenues	\$ 3,428	\$ 565	\$ 2,000	\$ 2,000
EXPENDITURES				
Expenditures				
Salary				
Regular	979,001	914,627	1,047,019	1,191,320
Overtime	39,813	42,087	2,000	2,000
Benefits				
Fringe Benefits	201,833	179,898	252,201	278,357
Retiree Medical	12,664	14,418	14,416	14,416
PERS	297,022	283,617	300,373	322,656
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 1,530,333	\$ 1,434,647	\$ 1,616,009	\$ 1,740,291
Maintenance & Utilities	385	—	500	—
Supplies & Services	157,278	248,646	156,200	153,100
Internal Service Fees	124,971	155,972	161,635	177,917
<i>Net Operating Expense</i>	\$ 282,634	\$ 404,618	\$ 318,335	\$ 331,017
Total Expenditures	\$ 1,812,967	\$ 1,839,265	\$ 1,934,344	\$ 2,071,308
General Fund Subsidy	1,809,539	1,838,700	1,932,344	2,069,308

Finance Department

Purchasing and Central Services - General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Other Revenue	—	—	—	—
Total Revenues	\$ —	\$ —	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	536,406	563,706	553,231	710,447
Overtime	888	4,823	—	—
Targeted Savings	—	—	—	—
Benefits				
Fringe Benefits	58,250	56,202	99,878	56,455
Retiree Medical	8,707	8,811	8,810	8,810
PERS	155,537	179,032	152,756	183,139
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 759,788	\$ 812,574	\$ 814,675	\$ 958,851
Maintenance & Utilities	2,639	3,482	1,250	250
Supplies & Services	24,639	20,990	22,750	15,000
Internal Service Fees	168,242	191,355	198,718	212,710
<i>Net Operating Expense</i>	\$ 195,520	\$ 215,827	\$ 222,718	\$ 227,960
Total Expenditures	\$ 955,308	\$ 1,028,401	\$ 1,037,393	\$ 1,186,811
General Fund Subsidy	955,308	1,028,401	1,037,393	1,186,811

Finance Department

Revenue - General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Licenses & Permits	3,786	4,201	11,000	11,000
Fees & Charges for Service	1,221	1,140	20,096	20,096
Intergovernmental	91,625	251,019	375,000	375,000
Bus Tax Technology Fee	—	103,472	95,000	95,000
Fines & Forfeiture	144,613	116,001	320,000	320,000
Other Revenue	71,941	68,051	30,000	30,000
Total Revenues	\$ 407,763	\$ 543,884	\$ 851,096	\$ 851,096
EXPENDITURES				
Expenditures				
Salary				
Regular	419,359	484,329	493,796	572,226
Overtime	1,269	1,942	(14,000)	(14,000)
Targeted Savings	—	—	—	—
Benefits				
Fringe Benefits	79,199	87,020	91,153	74,996
Retiree Medical	7,757	7,850	7,849	7,849
PERS	123,338	154,479	138,113	150,250
Program Reduction Savings	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 630,922	\$ 735,620	\$ 716,911	\$ 791,321
Maintenance & Utilities	—	—	—	—
Supplies & Services	164,937	153,572	228,400	203,700
Internal Service Fees	61,939	72,672	75,257	83,607
Capital	—	—	—	—
<i>Net Operating Expense</i>	\$ 226,876	\$ 226,244	\$ 303,657	\$ 287,307
Total Expenditures	\$ 857,798	\$ 961,864	\$1,020,568	\$1,078,628
General Fund Subsidy	450,035	417,980	169,472	227,532

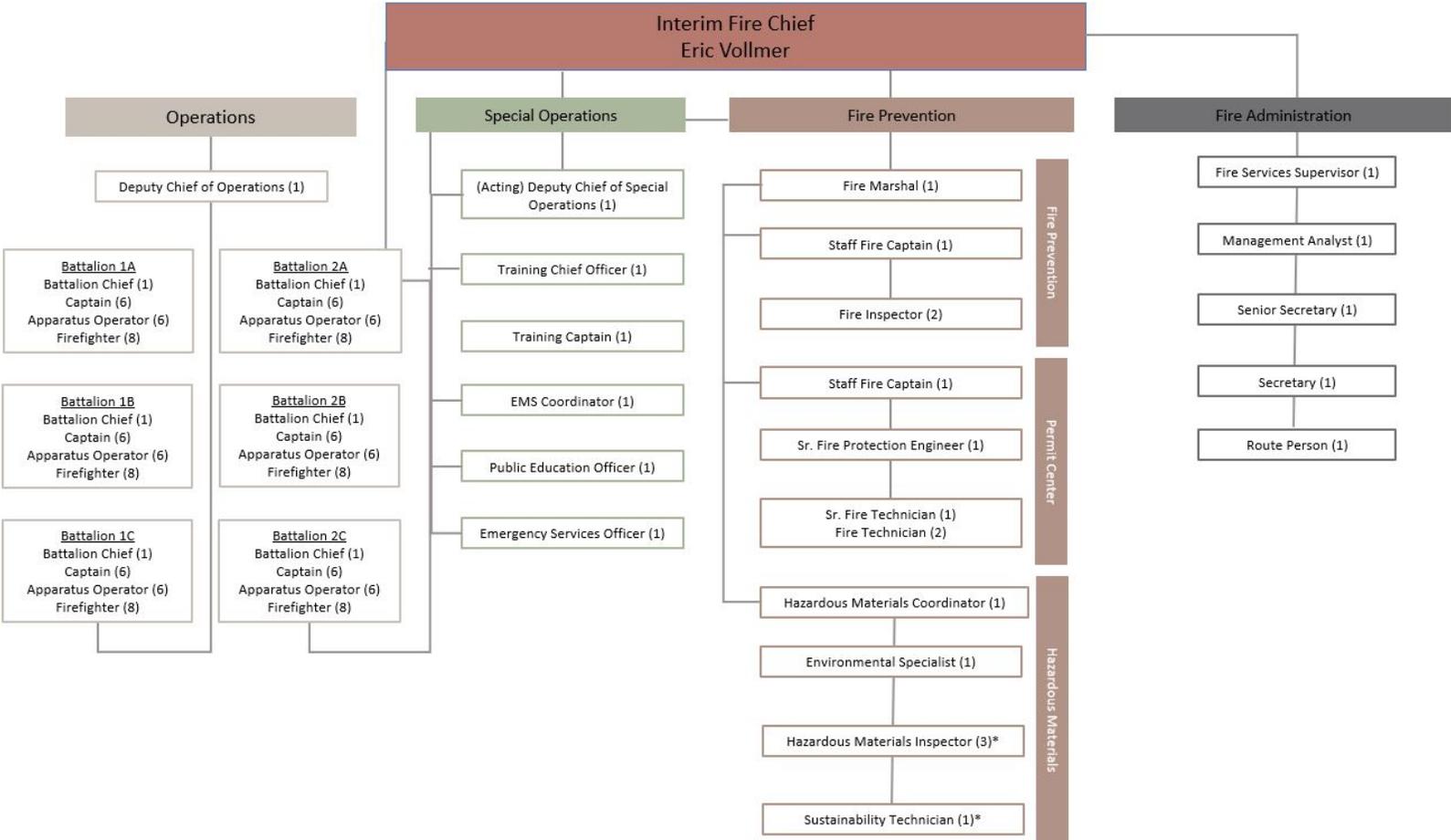
Finance Department

Utility Billing - Enterprise Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Deposits and Other Revenue	—	—	—	—
Total Revenues	\$ —	\$ —	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	718,007	767,938	861,309	1,003,017
Overtime	96	—	6,000	6,000
Benefits				
Fringe Benefits	168,435	200,141	248,006	233,924
Retiree Medical	15,988	16,340	15,857	15,857
PERS	210,529	247,909	238,673	259,530
Program Reduction Savings	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	(3,583)	(4,031)	—	—
<i>Net Staffing Expense</i>	\$ 1,109,472	\$ 1,228,297	\$ 1,369,845	\$ 1,466,060
Maintenance & Utilities	1,816	666	2,058	2,058
Supplies & Services	470,083	609,817	610,093	750,093
Internal Service Fees	102,888	120,019	124,153	139,894
<i>Net Operating Expense</i>	\$ 574,787	\$ 730,502	\$ 736,304	\$ 892,045
Total Expenditures	\$ 1,684,259	\$ 1,958,799	\$ 2,106,149	\$ 2,358,105
Water Fund Subsidy	1,684,259	1,958,799	2,106,149	2,358,105

**FY 2025-26
STAFFING
157.5 FTE**

Hayward Fire Department



*Sustainability Technician (1) and Hazardous Material Inspector (1) unfunded

HAYWARD FIRE DEPARTMENT

MISSION STATEMENT

The mission of the Hayward Fire Department is to protect lives and property by providing superior fire suppression and emergency medical services (EMS), supported by prevention through responsible and innovative regulatory and educational programs.

DEPARTMENT OVERVIEW

The Department is comprised of three divisions - Fire Administration, Operations, and Special Operations - further described below.

DIVISION/PROGRAM SUMMARIES

Fire Administration Division

The Fire Administration Division provides direction, leadership, financial oversight, and administrative support services. Administration coordinates programs and service delivery with other City departments and jurisdictions and analyzes and plans for the Department's long-range needs. The Division has technical responsibility for implementing disaster response and management training throughout the municipal organization. The Fire Chief serves as the chair of the Hayward Disaster Council.

This Division also administers the Fairview Fire Protection District (FFPD) agreement, with the Hayward Fire Chief serving as the FFPD Chief.

Operations Division

The Operations Division encompasses all suppression/EMS personnel. It provides the community with exceptional all-risk emergency services to protect life and property from fire, explosion, hazardous materials, accidents, emergency medical incidents, and disasters. This Division is housed in nine fire stations throughout the community, the Fairview Fire District, and a Training Center located adjacent to Fire Station 6.

These services include structural and wildland firefighting, vehicle extrication, high and low angle rescue, hazardous materials response, and First Responder Advanced Life Support (FRALS) with Firefighter-Paramedics. In addition, Operations Division staff conducts numerous public education visits, both in the Fire Stations and in the schools.

The Operations Division is divided geographically into 2 units known as Battalions. Each Battalion houses multiple fire stations, each housing fire companies that respond to calls for service. Battalions are further divided into eleven firefighting teams called Fire Companies. A Fire Company assigned to a pumping engine is referred to as an Engine Company, while a Fire Company assigned to a ladder truck is referred to as a Truck Company.

HAYWARD FIRE DEPARTMENT

Special Operations Division

The Special Operations Division includes the Emergency Services Office, the Fire Prevention and Hazardous Materials programs, the Emergency Medical Services Program, and the Training program. These programs are designed to protect life and property through prevention, preparedness, and inspection activities.

Emergency Services Officer: The Emergency Services Officer manages the update and maintenance of the City's Comprehensive Emergency Management Plan, emergency training and drills, and partner coordination.

Public Information Officer: The Public Information Officer creates a Hayward-specific curriculum and teaches the City's Community and Neighborhood Emergency Response Teams (CERT, NERT), Personal Emergency Preparedness classes, and a K-12 classroom education program with a focus on third grade age groups.

Fire Prevention Program: Fire Prevention is located within City Hall and coordinates closely with Development Services divisions in plan check and development application processing. Fire Prevention enforces the uniform fire code and applicable state and federal codes and standards for preventing fires. Fire Prevention also investigates the cause, origin, and circumstances of fires.

Hazardous Materials Program: Hazardous Materials inspects and regulates the storage and use of hazardous materials in above-ground facilities and underground storage tanks. Staff also develops, coordinates, and delivers hazardous materials-related training and enforces the City's Hazardous Waste Minimization Ordinance to reduce the proliferation of hazardous waste generated by Hayward's industrial and commercial establishments. Staff works with industrial facilities to develop risk management prevention programs for their acutely hazardous materials processes and storage.

Emergency Medical Services Program: The EMS Program, located within the Training Center, oversees the timely and efficient delivery of Fire Department-provided emergency medical services to patients throughout Hayward.

Training Program: Training ensures that all fire staff has met mandated training requirements. Training also assists with the entry-level firefighter testing process and promotional examinations.

Other Special Operations programs include tactical medics, water rescue, and urban search & rescue (USAR).

HAYWARD FIRE DEPARTMENT

PERFORMANCE GOALS AND METRICS

Performance Indicators	FY 2024-25 Target	FY 2024-25 Actual
% of emergency responses that arrive within a targeted response time	100% of emergency responses under 5:50	93%
% of fire prevention and hazardous material inspections that are completed within a target response time	100%	100%
% of employees up to date in emergency management and incident command trainings	100%	75%
Performance Objective	FY 2024-25 Target	FY 2024-25 Actual
Implement updated comprehensive Emergency Management Plan	Q3 2024	In progress for approval
Establish the Fire Training Center rental program and adopt pricing schedule	Q1 FY25	Complete
Continue Fire career pathway program with ROP and Chabot	Ongoing	Ongoing

Performance Indicators	FY 2025-26 Target
% of emergency responses that arrive within a targeted response time	90% of emergency responses under 7:30
% of fire prevention and hazardous material inspections that are completed within a target response time	100%
% of employees up to date in emergency management and incident command trainings	100%
Performance Objective	FY 2025-26 Target
Implement EMT to Paramedic Program	January 2026
Expand Emergency Management division to bolster public safety planning	July 2025

SIGNIFICANT RESOURCE CHANGES PLANNED FOR FY 2025-26

1. \$3,500,000 increase to appropriately budget for overtime required for staffing levels necessary to fulfill MOU requirements related to staffing minimums
2. \$50,000 increase for partnership with Living Systems goat rental company pertaining to fire prevention in the Prominence neighborhood
3. \$60,000 increase for new Computer Aided Dispatch (CAD) software to continue information sharing between Hayward Fire Department and local/county organizations

HAYWARD FIRE DEPARTMENT

4. \$60,000 increase for annual maintenance and repairs for Fire Station Training Center live burn activities burn components
5. \$1,489,567 decrease in expense due to suspension of the Mobile Integrated Health Unit (MIHU) program

Fire Department

Fire - General Fund Summary

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Licenses & Permits	1,059,493	1,033,878	2,045,211	2,045,211
Fees & Service Charges	1,524,131	1,266,412	1,701,401	1,701,401
Fairview FPD Reimbursement	3,462,012	3,600,493	3,744,515	3,744,515
EMS Reimbursement	—	—	—	—
Mutual Aid Reimbursement	431,867	295,349	1,800,000	1,800,000
Mt Eden Fire Services	—	—	—	—
Other Revenue	13,585	14,293	—	—
Total Revenues	\$ 6,491,088	\$ 6,210,425	\$ 9,291,127	\$ 9,291,127
EXPENDITURES				
Expenditures				
Salary				
Regular	25,262,661	30,126,464	31,292,119	32,741,249
Overtime	7,286,286	7,615,083	96,075	3,589,429
Targeted Savings	—	—	—	(1,560,475)
Benefits				
Other Benefits	6,230,431	5,302,212	5,827,160	5,944,021
Retiree Medical	864,718	1,488,366	1,679,869	872,327
PERS	12,932,702	15,133,147	14,800,205	16,068,294
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	(46,776)	(52,674)	—	—
<i>Net Staffing Expense</i>	\$ 52,530,022	\$ 59,612,598	\$ 53,695,428	\$ 57,654,845
Maintenance & Utilities	92,167	99,259	92,400	97,400
Supplies & Services	1,103,228	1,315,492	1,393,168	1,563,168
Internal Service Fees	4,765,106	6,235,505	5,151,367	6,612,023
Capital	56,530	—	—	—
<i>Net Operating Expense</i>	\$ 6,017,031	\$ 7,650,256	\$ 6,636,935	\$ 8,272,591
Total Expenditures	\$ 58,547,053	\$ 67,262,854	\$ 60,332,363	\$ 65,927,436
General Fund Subsidy	52,055,965	61,052,429	51,041,236	56,636,309

Fire Department

General Fund - Summary By Program

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Administration	—	957	—	—
Special Operations	2,583,789	2,300,581	3,746,612	3,746,612
Operations	3,907,299	3,908,887	5,544,515	5,544,515
Total Revenues	\$ 6,491,088	\$ 6,210,425	\$ 9,291,127	\$ 9,291,127
EXPENDITURES				
Expenditures				
Administration	1,252,912	1,427,420	1,447,735	1,593,537
Special Operations	5,729,145	6,353,055	6,302,784	5,904,168
Operations	51,564,996	59,482,379	52,581,844	58,429,731
Total Expenditures	\$58,547,053	\$67,262,854	\$60,332,363	\$65,927,436
General Fund Subsidy	52,055,965	61,052,429	51,041,236	56,636,309

Fire Department

Administration - General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Other Revenue	—	957	—	—
Total Revenues	\$ —	\$ 957	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	716,700	850,665	831,572	965,750
Overtime	1,817	955	—	—
Targeted Savings	—	—	—	(52,268)
Benefits				
Other Benefits	119,813	105,739	144,803	166,325
Retiree Medical	12,709	12,739	12,738	6,407
PERS	278,187	319,146	321,496	360,333
Furlough / COLA Deferral	—	—	—	—
<i>Net Staffing Expense</i>	\$ 1,129,226	\$ 1,289,244	\$ 1,310,609	\$ 1,446,547
Maintenance & Utilities	—	—	—	—
Supplies & Services	43,617	47,370	44,500	44,500
Internal Service Fees	80,069	90,806	92,626	102,490
Capital	—	—	—	—
<i>Net Operating Expense</i>	\$ 123,686	\$ 138,176	\$ 137,126	\$ 146,990
Total Expenditures	\$ 1,252,912	\$ 1,427,420	\$ 1,447,735	\$ 1,593,537
General Fund Subsidy	1,252,912	1,426,463	1,447,735	1,593,537

Fire Department

Special Operations General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Licenses & Permits	1,059,493	1,033,878	2,045,211	2,045,211
Fees & Service Charges	1,524,131	1,266,412	1,701,401	1,701,401
Other Revenue	165	291	—	—
Total Revenues	\$ 2,583,789	\$ 2,300,581	\$ 3,746,612	\$ 3,746,612
EXPENDITURES				
Expenditures				
Salary				
Regular	2,850,765	3,312,560	3,465,480	3,288,832
Overtime	316,195	225,602	35,000	35,000
Targeted Savings	—	—	—	(370,643)
Benefits				
Other Benefits	671,585	582,530	691,347	717,914
Retiree Medical	65,659	87,854	108,162	60,320
PERS	1,323,157	1,551,842	1,375,116	1,480,354
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	(46,776)	(52,674)	—	—
<i>Net Staffing Expense</i>	\$ 5,180,585	\$ 5,707,714	\$ 5,675,105	\$ 5,211,777
Maintenance & Utilities	—	5,714	—	—
Supplies & Services	276,486	338,502	282,296	282,296
Capital Expenses	6,082	—	—	—
Internal Service Fees	265,992	301,125	345,383	410,095
<i>Net Operating Expense</i>	\$ 548,560	\$ 645,341	\$ 627,679	\$ 692,391
Total Expenditures	\$ 5,729,145	\$ 6,353,055	\$ 6,302,784	\$ 5,904,168
General Fund Subsidy	3,145,356	4,052,474	2,556,172	2,157,556

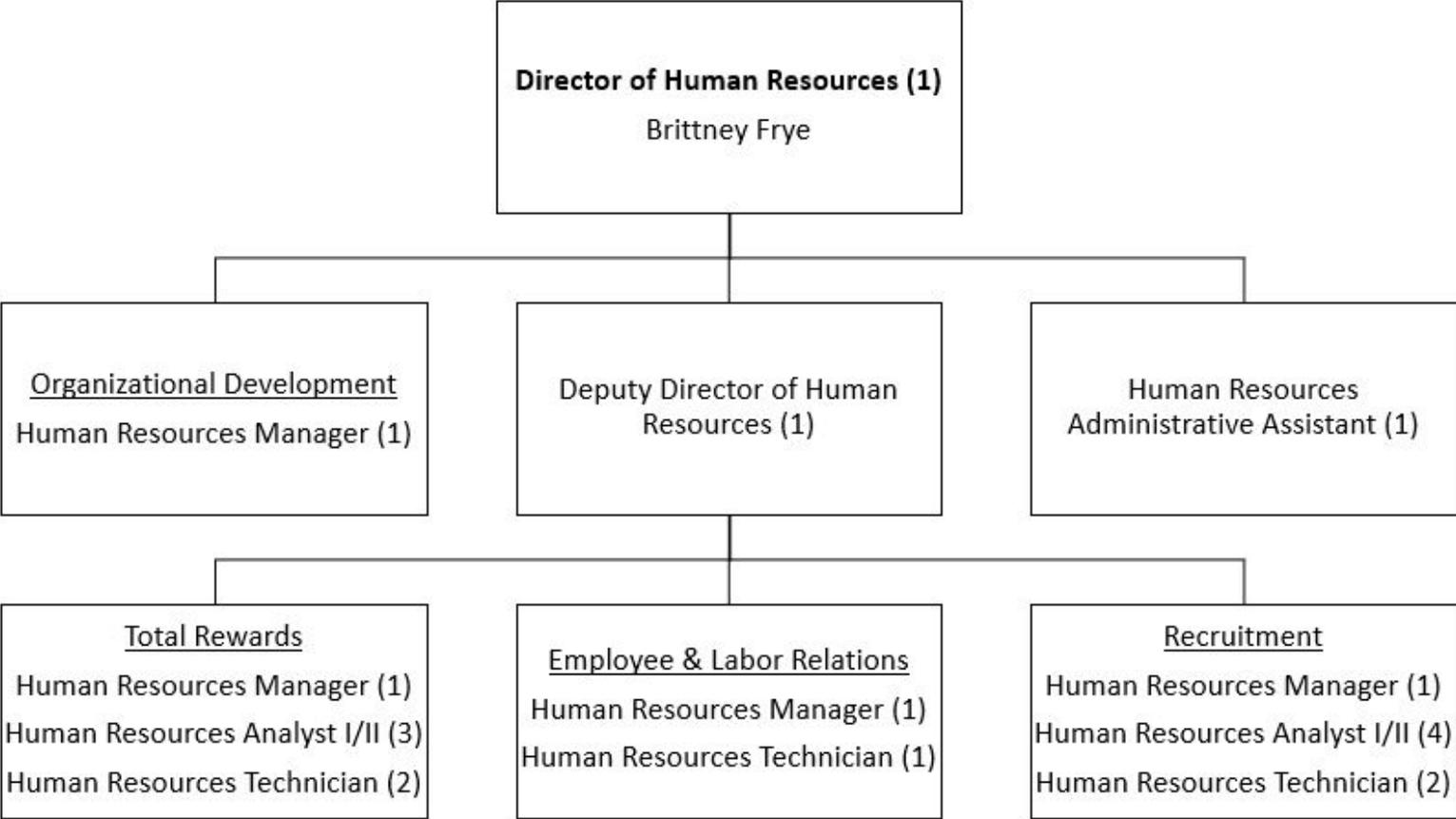
Fire Department

Operations - General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Local Agency Reimbursement	3,462,012	3,600,493	3,744,515	3,744,515
EMS Reimbursement	—	—	—	—
Mutual Aid Reimbursement	431,867	295,349	1,800,000	1,800,000
Other Revenue	13,420	13,045	—	—
Permits	—	—	—	—
Total Revenues	\$ 3,907,299	\$ 3,908,887	\$ 5,544,515	\$ 5,544,515
EXPENDITURES				
Expenditures				
Salary				
Regular	21,695,196	25,963,239	26,995,067	28,486,667
Overtime	6,968,274	7,388,526	61,075	3,554,429
Targeted Savings	—	—	—	(1,137,564)
Benefits				
Other Benefits	5,439,033	4,613,943	4,991,010	5,059,782
Retiree Medical	786,350	1,387,773	1,558,969	805,600
PERS	11,331,358	13,262,159	13,103,593	14,227,607
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 46,220,211	\$ 52,615,640	\$ 46,709,714	\$ 50,996,521
Maintenance & Utilities	92,167	93,545	92,400	97,400
Supplies & Services	783,125	929,620	1,066,372	1,236,372
Internal Service Fees	4,419,045	5,843,574	4,713,358	6,099,438
Capital	50,448	—	—	—
<i>Net Operating Expense</i>	\$ 5,344,785	\$ 6,866,739	\$ 5,872,130	\$ 7,433,210
Total Expenditures	\$ 51,564,996	\$ 59,482,379	\$ 52,581,844	\$ 58,429,731
General Fund Subsidy	47,657,697	55,573,492	47,037,329	52,885,216

**FY 2025-26
STAFFING
19.0 FTE**

Human Resources



HUMAN RESOURCES DEPARTMENT

MISSION STATEMENT

Exceptional HR: Creating the space where employees thrive! Through innovation and creative service delivery, our team provides high-quality customer-centric HR solutions designed to promote organizational health and employee well-being.

DEPARTMENT OVERVIEW

The Human Resources Department serves as a strategic business partner to its internal and external customers and provides leadership, expertise, support, and guidance through the divisions of Total Rewards, Employee and Labor Relations, Recruitment and Selection, and Organizational Development. The Human Resources team serves the Hayward community by recruiting, retaining, and supporting a diverse, well qualified, innovative, and high performing workforce. We do so through the on-going development and implementation of strategies designed to maximize individual and organizational potential and promote a safe, healthy, engaging, and productive work environment.

DIVISION/PROGRAM SUMMARIES

Total Rewards

The Total Rewards Division administers benefits, wellness, safety, medical leaves, and injury and illness prevention. Administration and oversight of this program area includes benefit contract management, verification of employee and dependent eligibility, new hire set-up, management of open enrollment, sponsorship and facilitation of an annual open enrollment event, COBRA administration, legal compliance, and daily support for employees, retirees, and eligible dependents, and management of competitive insured and self-insured employee benefit plans.

Worker's Compensation, medical leaves, and the Injury and Illness Prevention and Protection Programs. The division supports and coordinates employee benefits, ensures compliance with State and Federal law, facilitates ergonomics and training, ensures timely and quality access to medical care for injured employees. This group supports and coordinates with the various City Departments to develop and implement workplace safety initiatives.

Employee and Labor Relations

The Employee and Labor Relations Division develops and maintains working relationships between the City's Executive Team, supervisors and managers, bargaining units, and employees. The Employee and Labor Relations team supports the City during contract negotiations, including development of contract language, analytical support, and process coordination. The division also provides performance management consultation, including for matters related to employee discipline and the grievance process, and oversees and maintains the City's Classification and Salary Plan.

Organizational Development

The Organizational Development Division develops and implements strategies to promote employee development and organizational health. This includes programs to support work/life balance, employee health and wellness, and ensures diversity and inclusion in

HUMAN RESOURCES DEPARTMENT

employment policies and practices. The division plays a critical role in various organizational efforts such as employee engagement activities, new employee onboarding, and candidate and employee experience. The division provides organizational support in developing training and employee development programs and opportunities, providing oversight and tracking of compliance training, coordinating and facilitating City-sponsored training events, and supporting succession planning efforts.

Recruitment and Selection

The Recruitment and Selection Division partners with Departments to attract a diverse and well-qualified workforce. This division administers the recruitment and merit-based testing program and promotes innovative recruitment methods and a variety of outreach efforts to reach a diverse candidate pool. The division also provides classification and compensation research and consultation, develops, and oversees selection procedures including the pre-employment background process, negotiation of job offers, and an on-boarding program to support newly hired employees.

PERFORMANCE GOALS AND METRICS

Performance Indicators	FY 2024-25 Target	FY 2024-25 Actual
New employee experience survey	90% Satisfaction	92% Satisfaction
% of new full-time employees completing probationary period	90%	93%
Employee Retention Rate	10% Improvement	8% increase
Performance Objective	FY 2024-25 Target	FY 2024-25 Actual
Develop, formalize, expand, and promote the onboarding program to improve new employee experience and understanding.	December 2024	Ongoing
Audit existing policies and HR processes for compliance including areas for revision and general enhancement	June 2025	Completed
Develop citywide compensation philosophy to create and define consistent internal benchmarks and alignment in comparator marketplace	June 2025	Ongoing

HUMAN RESOURCES DEPARTMENT

Performance Indicators	FY 2025-26 Target
New employee experience survey	90% Satisfaction
% of new full-time employees completing probationary period	90%
Employee Retention Rate	3% Improvement
Performance Objective	FY 2025-26 Target
Develop, formalize, expand, and promote the onboarding program to improve new employee experience.	September 2025
Develop citywide compensation philosophy to create and define consistent internal benchmarks and alignment in comparator marketplace	December 2025
Audit existing policies and HR processes for compliance including areas for revision and general enhancement	June 2026

SIGNIFICANT RESOURCE CHANGES PLANNED FOR FY 2025-26

1. Reduction of 4% of total General Fund expenses
2. \$38,582 increase due to contractual administrative fee increases for the City's third party worker's compensation administrator
3. \$195,000 increase in Health & Wellness program costs due to contract negotiations and employee usage in Workers Compensation Fund
4. \$3,950,985 increase in appropriation from Worker's Compensation Fund

Human Resources Department

All Funds Summary - By Category

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue and Transfers In from Other Funds				
General Fund Revenue	—	—	31,212	31,212
Worker's Compensation Fund	11,226,991	6,753,851	9,866,339	9,866,339
Employee Benefits Fund	7,244,292	7,494,139	7,497,601	5,690,626
	\$ 18,471,283	\$ 14,247,990	\$ 17,395,152	\$ 15,588,177
(Contributions)/Use of Fund Balance				
Worker's Compensation	2,838,453	5,248,578	2,920,350	1,340,680
Employee Benefits	291,907	370,089	—	—
	\$ 3,130,360	\$ 5,618,667	\$ 3,121,459	\$ 488,448
Fund Subsidy				
General Fund Subsidy	2,176,970	2,678,664	3,848,164	4,157,360
Total Revenues	\$ 23,778,613	\$ 22,545,321	\$ 24,364,775	\$ 20,233,985
EXPENDITURES				
Expenditures By Expense Category				
Salary				
Regular	1,574,639	1,746,763	2,731,908	3,052,904
Overtime	12,038	1,706	—	—
Vacancy Savings	—	—	(96,171)	—
Benefits				
Fringe Benefits	327,597	361,629	559,381	570,266
Retiree Medical	20,579	24,030	27,230	30,434
PERS	472,021	564,842	712,146	777,703
Program Reduction Savings	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 2,406,874	\$ 2,698,970	\$ 3,934,494	\$ 4,431,307
Worker's Compensation Expense	3,612,163	4,625,943	5,121,723	9,072,708
Retiree Medical Benefits	6,952,385	7,124,050	7,497,601	5,690,626
Maintenance & Utilities	988	836	1,000	1,000
Supplies & Services	2,943,100	1,627,257	1,654,448	1,738,030
Internal Service Fees	176,706	279,701	259,079	299,426
<i>Net Operating Expense</i>	\$ 13,685,342	\$ 13,657,787	\$ 14,533,851	\$ 16,801,790
Transfers Out To Other Funds	7,102,583	5,448,386	55,730	58,803
Total Expenditures	\$ 23,194,799	\$ 21,805,143	\$ 18,524,075	\$ 21,291,900
Net Change	583,814	740,178	5,840,700	(1,057,915)

Human Resources Department

All Funds Summary - By Program

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue and Transfers In from Other Funds				
General Fund	—	—	31,212	31,212
Worker's Compensation Fund	11,226,991	6,753,851	9,866,339	9,866,339
Enterprise (Water) Fund	—	—	—	—
Employee Benefits Fund	7,244,292	7,494,139	7,497,601	5,690,626
	\$ 18,471,283	\$ 14,247,990	\$ 17,395,152	\$ 15,588,177
(Contributions)/Use of Fund Balance				
Worker's Compensation	2,838,453	5,248,578	2,920,350	1,340,680
Enterprise (Water) Fund	—	—	201,109	(852,232)
Employee Benefits	(291,907)	370,089	—	—
	\$ 2,546,546	\$ 5,618,667	\$ 3,121,459	\$ 488,448
Fund Subsidy				
General Fund Subsidy	2,176,970	2,678,664	3,848,164	4,157,360
Total Revenues	\$ 23,194,799	\$ 22,545,321	\$ 24,364,775	\$ 20,233,985
EXPENDITURES				
Expenditures and Transfer Out to Other Funds By Program				
HR - General Fund	2,176,970	2,678,664	3,879,376	4,188,572
Enterprise (Water) Fund	—	—	201,109	(852,232)
Worker's Compensation	14,065,444	12,002,429	6,945,989	11,207,019
Employee Benefits	6,952,385	7,124,050	7,497,601	5,690,626
Total Expenditures	\$ 23,194,799	\$ 21,805,143	\$ 18,524,075	\$ 20,233,985
Net Change				

Human Resources Department

Human Resources - General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Medicare Part D Subsidy	—	—	31,212	31,212
Other Revenue	—	—	—	—
Total Revenues	\$ —	\$ —	\$ 31,212	\$ 31,212
EXPENDITURES				
Expenditures				
Salary				
Regular	994,629	1,106,427	1,922,482	2,181,558
Overtime	6,111	1,385	—	—
Vacancy Savings	—	—	(96,171)	—
Benefits				
Fringe Benefits	217,015	252,750	432,255	430,235
Retiree Medical	13,930	15,700	18,901	20,503
PERS	308,463	354,132	482,990	555,596
Program Reduction Savings	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 1,540,148	\$ 1,730,394	\$ 2,760,457	\$ 3,187,892
Maintenance & Utilities	988	836	1,000	1,000
Supplies & Services	511,079	738,360	931,948	781,948
Internal Service Fees	124,755	209,074	185,971	217,732
Capital Outlay	—	—	—	—
<i>Net Operating Expense</i>	\$ 636,822	\$ 948,270	\$ 1,118,919	\$1,000,680
Total Expenditures	\$ 2,176,970	\$ 2,678,664	\$ 3,879,376	\$ 4,188,572
General Fund Subsidy	2,176,970	2,678,664	3,848,164	4,157,360

Human Resources Department

Water - Enterprise Fund

	FY 2022 Actual	FY 2023 Actual	FY 2024 Adopted	FY 2025 Adopted
Revenue				
Other Revenue	—	—	—	—
Fund Transfers In from General Fund / Enterprise Funds	—	—	—	—
<i>Total Transfers In</i>	—	—	—	—
Total Revenues	\$ —	\$ —	\$ —	\$ —
EXPENDITURES				
Fund Expenditures				
Salary				
Regular	—	—	127,890	131,857
Overtime	—	—	—	—
Benefits				
Fringe Benefits	—	—	35,354	38,501
Retiree Medical	—	—	—	1,602
PERS	—	—	37,865	33,723
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ —	\$ —	\$ 201,109	\$ (852,232)
Maintenance & Utilities	—	—	—	—
Supplies & Services	—	—	—	—
Internal Service Fees	—	—	—	—
<i>Net Operating Expense</i>	\$ —	\$ —	\$ —	\$ —
Fund Transfers Out to				
General Fund - Cost Allocation	—	—	—	—
Transfer Out to Other	—	—	—	—
Liability Insurance Premium	—	—	—	—
<i>Total Transfers Out</i>	\$ —	\$ —	\$ —	\$ —
Total Expenditures	\$ —	\$ —	\$ 201,109	\$ (852,232)
Net Change	\$ —	\$ —	\$ (201,109)	\$ 852,232

Human Resources Department

Workers' Compensation - Internal Service Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Beginning Working Capital Balance	\$19,862,631	\$15,694,690	\$10,446,112	\$13,366,462
REVENUES				
Revenue				
Worker's Compensation Premium	10,907,397	5,752,655	9,866,339	9,866,339
Other Revenue	319,594	1,001,196	—	—
	\$11,226,991	\$ 6,753,851	\$ 9,866,339	\$ 9,866,339
Fund Transfers In from				
General Fund / Enterprise Funds	—	—	—	—
<i>Total Transfers In</i>	\$ —	\$ —	\$ —	\$ —
Total Revenues	\$11,226,991	\$ 6,753,851	\$ 9,866,339	\$ 9,866,339
EXPENDITURES				
Fund Expenditures				
Salary				
Regular	580,010	640,336	681,536	739,489
Overtime	5,927	321	—	—
Benefits				
Fringe Benefits	110,582	108,879	91,772	101,530
Retiree Medical	6,649	8,330	8,329	8,329
PERS	163,558	210,710	191,291	188,384
Program Reduction Savings	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 866,726	\$ 968,576	\$ 972,928	\$ 1,037,732
Worker's Compensation Expense	3,612,163	4,625,943	5,121,723	9,072,708
Maintenance & Utilities	—	—	—	—
Supplies & Services	2,432,021	888,897	722,500	956,082
Internal Service Fees	51,951	70,627	73,108	81,694
<i>Net Operating Expense</i>	\$ 6,096,135	\$ 5,585,467	\$ 5,917,331	\$10,110,484
Fund Transfers Out to				
General Fund - Cost Allocation	—	—	—	—
Transfer Out to Other	7,079,660	5,418,671	19,948	11,289
Liability Insurance Premium	22,923	29,715	35,782	47,514
<i>Total Transfers Out</i>	\$ 7,102,583	\$ 5,448,386	\$ 55,730	\$ 58,803
Total Expenditures	\$14,065,444	\$12,002,429	\$ 6,945,989	\$11,207,019
Net Change	(2,838,453)	(5,248,578)	2,920,350	(1,340,680)
Ending Working Capital Balance*	17,024,178	10,446,112	13,366,462	12,025,782

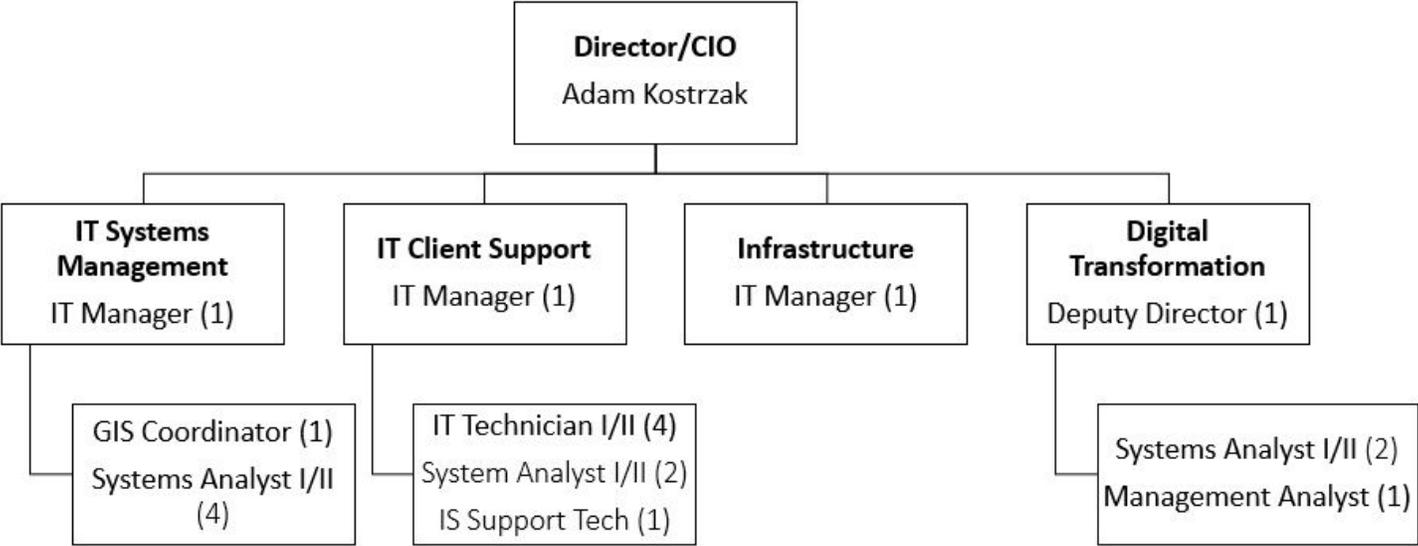
*Unfunded actuarial liability is included in balance

Human Resources Department

Employee Benefits - Internal Service Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Beginning Working Capital Balance				
REVENUES				
Revenue				
Interest	45,498	48,834	—	—
Other Revenue	—	—	—	—
Retiree Medical Premium	3,647,671	3,882,853	3,903,952	3,624,254
	\$ 3,693,169	\$ 3,931,687	\$ 3,903,952	\$ 3,624,254
Fund Transfers In				
Transfer from General Fund	3,551,123	3,562,452	3,593,649	2,066,372
Total Revenues	\$ 7,244,292	\$ 7,494,139	\$ 7,497,601	\$ 5,690,626
EXPENDITURES				
Expenditures				
Police	1,878,346	2,064,722	2,107,725	2,852,917
Fire	773,269	768,228	973,562	746,910
Misc	749,648	726,892	822,665	24,427
Unfunded Liability Expense	3,551,122	3,564,208	3,593,649	2,066,372
Retiree Medical Expense	\$ 6,952,385	\$ 7,124,050	\$ 7,497,601	\$ 5,690,626
Total Expenditures	\$ 6,952,385	\$ 7,124,050	\$ 7,497,601	\$ 5,690,626
Net Change	291,907	370,089	—	—
Ending Working Capital Balance				

Information Technology



INFORMATION TECHNOLOGY DEPARTMENT

MISSION STATEMENT

Continuing with the clear purpose and direction on our future, the Information Technology Department's vision is: *be a leading digital and connected city.*

The Department's mission is: *connecting government and its residents through the use of resilient and innovative technology.*

This new vision and mission can only be achieved by focusing on its core key values which are:

- Be Open
- Be Change
- Be Innovative
- Connect Community

DEPARTMENT OVERVIEW

To better meet the needs of the organization and improve services to our residents the Information Technology Department progresses along its strategy that focuses on six key areas:

- Modernize
- Digital Transformation
- Hybrid-World
- Data-Driven
- Cybersecurity
- High-Performance

Information Technology is a strategic civic enabler that works to maximize the efficiency of the City's IT Operations. We focus our resources on providing value to the organization and respond to today's ever-changing civic environment. IT aligns with departments to prioritize, coordinate and implement innovative and scalable technology solutions. Industry best practices are utilized to provide high-quality, secure and reliable digital services to our residents.

DIVISION/PROGRAM SUMMARIES

Infrastructure Division is the critical backbone to delivering both internal and external City services. It supports all hardware and software components that deliver City systems and IT-enabled processes. This includes the provisioning of all network, server, data, storage and telephony services.

IT Systems Management Division delivers mission critical enterprise level software application support to the City. This includes support of the City's Police and Fire Department's CAD (Computer Aided Dispatch) and Fire/Police report writing databases. In addition, this division supports software applications and services used daily by the City

INFORMATION TECHNOLOGY DEPARTMENT

including the financial system, and Geographic Information Systems (GIS) tools and databases.

Client Support Division provides high-quality, efficient, customer-focused technology support for City employees. This includes full support and maintenance of all City computers, tablets, smartphones, and peripherals and serves as a first point of contact for technology assistance.

Digital Transformation Division is focused on business process re-engineering, piloting new and emerging technologies, and identifying innovative solutions to improve civic capabilities.

PERFORMANCE GOALS AND METRICS

Performance Indicators	FY 2024-25 Target	FY 2024-25 Actual
# of digital transformation initiatives completed	5	Complete
# of technology projects completed	13	Complete
% of employees up to date on cybersecurity training	75%	72%
% of tech team tickets closed within 5 days	90%	80%
Performance Objective	FY 2024-25 Target	FY 2024-25 Actual
Implement IT Governance	Conduct 4 Review sessions	Ongoing
Expand the IT Department's internship program	Increase to 2 interns	Ongoing
Build Digital Transformation Roadmap	Identify 5 Digital Transformation Opportunities	Ongoing
Expand Security and Support Program	Implement 2 Findings	Ongoing

INFORMATION TECHNOLOGY DEPARTMENT

Performance Indicators	FY 2025-26 Target
# of digital transformation initiatives completed	5
# of technology projects completed	13
% of employees up to date on cybersecurity training	75%
% of tech team tickets closed within 5 days	90%
Performance Objective	FY 2025-26 Target
Implement IT Governance	Conduct 4 Review sessions
Expand the IT Department's internship program	Increase to 2 interns
Build Digital Transformation Roadmap	Identify 5 Digital Transformation Opportunities
Expand Security and Support Program	Implement 2 Findings

SIGNIFICANT RESOURCE CHANGES PLANNED FOR FY 2025-26

1. \$145,186 increase in software maintenance and subscriptions
2. \$96,211 increase in infrastructure maintenance and subscriptions
3. \$70,512 increase is software maintenance and subscriptions for public safety departments
4. Utilization of fund balance to support operational needs

Information Technology Department

Information Technology - Internal Service Fund

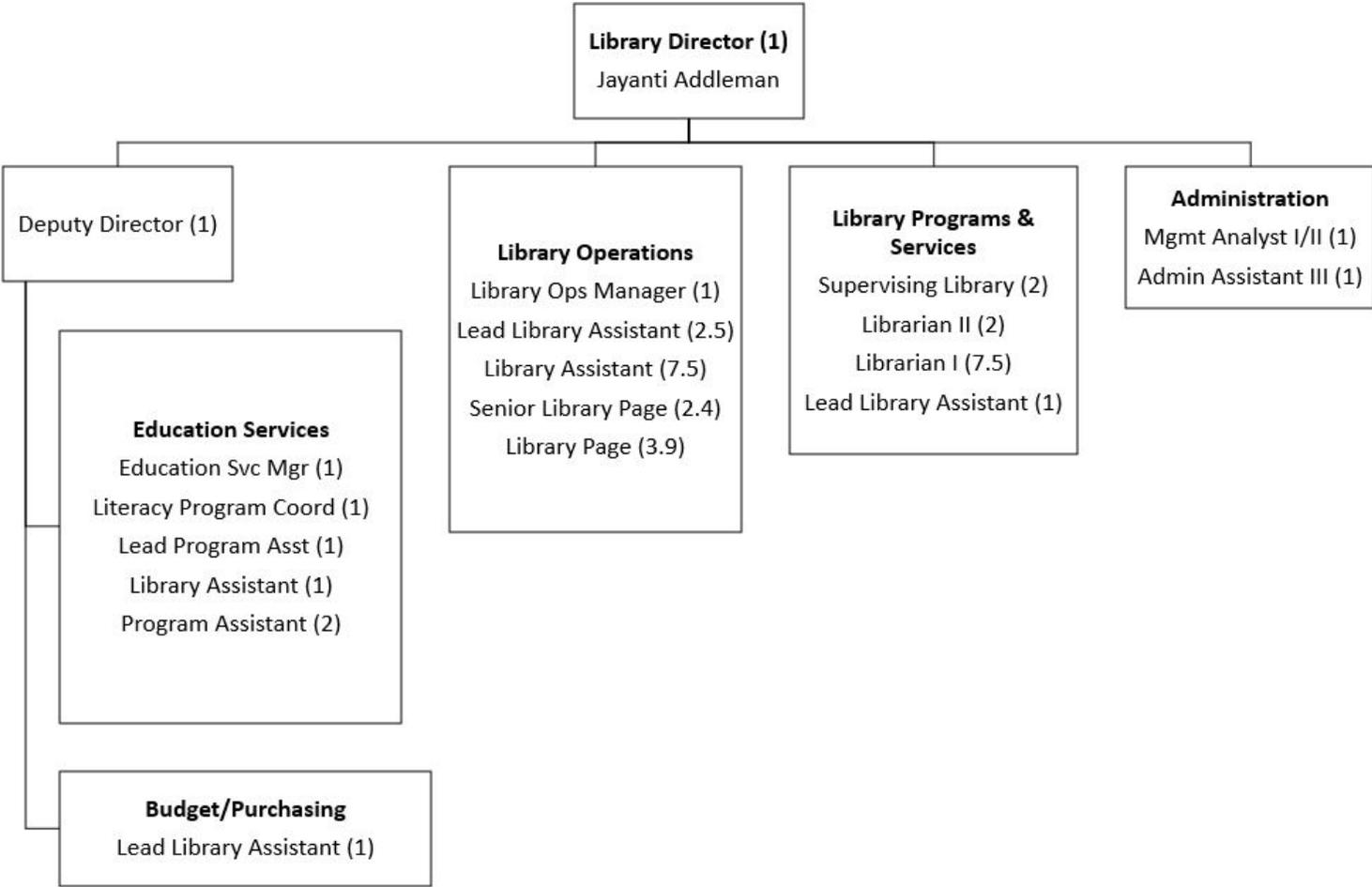
	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Information Technology Internal Srv Fee	8,265,839	9,579,386	10,389,011	10,389,011
Fund Interest	51,153	51,648	6,000	6,000
PEG Revenue	238,297	204,983	220,000	220,000
Other Revenue	23,805	43,829	32,000	32,000
<i>Total Revenue</i>	\$ 8,579,094	\$ 9,879,846	\$ 10,647,011	\$ 10,647,011
Fund Transfers In from				
General Fund	52,231	—	—	—
<i>Total Transfers In</i>	\$ 52,231	\$ —	\$ —	\$ —
Total Revenues	\$ 8,631,325	\$ 9,879,846	\$ 10,647,011	\$ 10,647,011
EXPENDITURES				
Expenditures				
Salary				
Regular	2,899,009	3,188,117	3,386,053	3,839,912
Overtime	49,617	52,117	90,000	90,000
Benefits				
Fringe Benefits	479,724	431,001	512,013	602,485
Retiree Medical	36,409	36,846	36,842	36,842
PERS	845,872	1,005,798	955,946	1,034,917
Program Reduction Savings	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Salary & Benefits</i>	\$ 4,310,631	\$ 4,713,879	\$ 4,980,854	\$ 5,317,755
Maintenance & Utilities	1,893,373	1,728,561	2,104,030	4,088,469
Supplies & Services	2,005,436	2,287,705	2,702,872	1,030,342
Internal Service Fees	147,981	171,260	178,216	185,238
Debt Service CAD/RMS/ERP/Cisco	—	—	—	—
Capital	—	—	—	—
<i>Net Operating Expense</i>	\$ 4,046,790	\$ 4,187,526	\$ 4,985,118	\$ 5,304,049
Transfers Out to				
Transfer Out to Other	89,773	87,520	88,230	49,933
Information Tech Capital Fund	1,155,000	810,000	850,000	—
Liability Insurance Premium	135,743	140,778	181,578	210,160
<i>Net Transfers Out</i>	\$ 1,380,516	\$ 1,038,298	\$ 1,119,808	\$ 260,093
Total Expenditures	\$ 9,737,937	\$ 9,939,703	\$ 11,085,780	\$ 10,881,897

Information Technology Department

Information Technology - Internal Service Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Net Change	(1,106,612)	(59,857)	(438,769)	(234,886)
Other Dept Operating Costs (City Manager's Department)	(489,243)	(503,860)	(488,664)	(528,092)
Net IT Department Expenditures	\$9,248,694	\$9,435,843	\$10,597,116	\$10,353,805

Library



LIBRARY DEPARTMENT

MISSION STATEMENT

Hayward Public Library provides diverse programming and resources, supports personal and educational growth, inspires creativity, and contributes to the health and success of a thriving Hayward.

HPL's Vision Statement: A vibrant community hub for lifelong learning, empowerment through information, and strong cultural connections.

DEPARTMENT OVERVIEW

The Library Department is responsible for:

- Public Library Operations including public access to books, media, and technology; marketing and outreach services, including the bookmobile and techmobile programs; community meeting and gathering spaces; and online resources;
- Library Programs and Services including innovative programs for all ages that respond to community needs and interests; information and referral services; recreational and cultural materials and programs; and lifelong learning and self-improvement opportunities for every Hayward resident;
- Education Services including adult literacy training; ESL programming; Citizenship Support programming; academic tutoring for Hayward students K-12; and early childhood education and parenting programs;
- Administration including leadership and management of department personnel, resources and operating budget; development of external resources including grants and volunteers to advance City goals and serve Hayward residents; and coordination of activities with other City departments and external agency partners.

DIVISION/PROGRAM SUMMARIES

Administration

Library Department Administration has the responsibility to:

- Deliver excellent customer service;
- Establish department vision, mission, goals, and performance measures;
- Develop and monitor department operating budget;
- Provide leadership and development of department personnel and programs;
- Execute, manage, and evaluate department programs and activities;
- Coordinate department activities with other City departments and external agency partners;
- Secure external resources including grants and volunteers to support City programs and services to achieve shared goals and better serve the Hayward community;

LIBRARY DEPARTMENT

- Provide staff support to the Library Commission, Council Ad Hoc Youth Recognition Committee, and Hayward Youth Commission;
- Implement and achieve the organizational performance outcomes set forth by the City Manager, consistent with the core values of the City organization and Council; and
- Serve as the primary City - Community liaison for the department.

Library Operations and Public Services

The Library Operations and Public Services Divisions have the responsibility to:

- Deliver excellent customer service;
- Manage two brick-and-mortar public library facilities and a bookmobile and techmobile;
- Manage the library's marketing and outreach through website, social media presence, and digital media resources;
- Organize and circulate the library's collection of books, media, and electronic resources;
- Provide lifelong learning and literacy programs to the Hayward community;
- Maintain the Integrated Library System patron and catalog records database; and
- Administer the billing and collection of library charges and fees.

Education Services

The Education Services Division has the responsibility to:

- Deliver excellent customer service;
- Support the efforts of local schools and institutions of higher learning to increase academic performance at all ages, especially among K-12 youth;
- Provide literacy tutoring to illiterate and low-literate Hayward adults;
- Provide ESL goal-oriented programming to adult learners;
- Conduct early childhood education and parenting programs to improve reading skills and kindergarten readiness among Hayward children ages 0-5; and
- Coordinate volunteer resources to effectively deliver the above outcomes.

LIBRARY DEPARTMENT

PERFORMANCE GOALS AND METRICS

Performance Indicators	FY 2024-25 Target	FY 2024-25 Actual
# Program Participants/Visits	Increase by 5%	Increased by 5%
# Physical Materials borrowed	Increase by 7%	Increased by 3%
# Electronic Materials/Resources/Programs used	Increase by 27%	Increased by 8%
# Tech Lending Devices borrowed	Increase by 13%	Increased by 3%
# Visits to Branches	Increase by 25%	Decreased by 10%
# Visits to Bookmobile	Increase by 27%	Increased by 24%
Performance Objective	FY 2024-25 Target	FY 2024-25 Actual
Provide cradle to career educational programs for all ages, including creating cross-agency pathways in partnership with the Hayward Promise Neighborhoods	5/month	Complete
Expand the internet connected devices and hotspots lending program	5 partnerships	Complete
Create a preliminary concept plan for the Weekes Library to be eligible for potential grants	Ongoing	Complete
Offer monthly displays and/or programs for various ages reflecting the diversity of Hayward's population	4/month	Complete
Launch TechMobile to help improve Digital Literacy and close the Digital Divide	Spring 2025	Delayed

Performance Indicators	FY 2025-26 Target
# Program Participants/Visits	Increase by 5%
# Physical Materials Borrowed	Increase by 3%
# Electronic Materials/Resources/Programs Used	Increase by 5%
# Tech Lending Devices Borrowed	Increase by 2%
# Visits to all Locations (Branches + Bookmobile)	Increase by 3%
Performance Objective	FY 2025-26 Target
Provide cradle to career educational programs for all ages with an emphasis on creating cross-agency pathways, in partnership with the Hayward Promise Neighborhoods	5/Month
Complete Weekes Branch renovation	Summer 2025
Offer monthly displays and/or programs reflecting the diversity of Hayward's population	Ongoing
Launch the Techmobile to help improve digital literacy and close the digital divide	Summer 2025

SIGNIFICANT RESOURCE CHANGES PLANNED FOR FY 2025-26

1. Reduction of 1% of total General Fund expenses

Library Department

All Funds Summary - By Category

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue and Transfers In From Other Funds				
General Fund Revenue	\$ 8,117	\$ 11,472	\$ —	\$ —
	\$ 8,117	\$ 11,472	\$ 421,491	\$ 421,491
	\$ —	\$ —	\$ —	\$ —
Fund Subsidy				
General Fund Subsidy	7,152,022	7,702,592	8,104,171	8,878,948
Total Revenues	\$7,328,340	\$7,714,064	\$8,943,643	\$9,703,793
EXPENDITURES				
Expenditures				
Salary				
Regular	3,495,325	3,410,003	4,086,573	4,604,563
Overtime	1,017	27	—	—
Targeted Savings	—	—	(258,873)	(132,788)
Benefits				
Fringe Benefits	533,515	505,958	841,836	753,814
Retiree Medical	59,838	61,357	65,351	65,351
PERS	961,086	1,004,427	1,122,928	1,189,899
Program Reduction Savings	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	(92,489)	(92,489)
<i>Net Staffing Expense</i>	\$5,050,781	\$4,981,772	\$5,765,326	\$6,388,350
Maintenance & Utilities	39,860	280,341	319,523	319,523
Supplies & Services	716,805	674,507	814,118	814,118
Grants	—	—	—	—
Internal Service Fees	1,520,894	1,778,445	2,044,676	2,181,802
Capital	—	—	—	—
<i>Net Operating Expense</i>	\$2,277,559	\$2,733,293	\$3,178,317	\$3,315,443
Transfers to Other Funds	5,731	—	—	(18,442)
Total Expenditures	\$7,334,071	\$7,715,065	\$8,943,643	\$9,685,351
Net Change	(5,731)	(1,001)	—	18,442

Library Department

All Funds Summary - By Program

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue and Transfers in from Other Funds				
General Fund Revenue	8,117	11,472	—	—
	\$ 8,117	\$ 11,472	\$ 421,491	\$ 421,491
(Contributions)/Use of Fund Balance				
Hayward Promise Neighborhood Grant	168,201	—	417,981	403,354
Fund Subsidy				
General Fund Subsidy	7,152,022	7,702,592	8,104,171	8,878,948
Total Revenues	\$7,328,340	\$7,714,064	\$8,943,643	\$9,703,793
EXPENDITURES				
Expenditures and Transfers Out to Other Funds				
Administration	1,074,941	1,112,843	1,319,292	1,442,721
Library Services	5,366,568	5,852,234	6,024,977	6,584,687
Community Services	—	—	—	—
Education Services	718,630	748,987	759,902	851,540
Total Expenditures	\$7,328,340	\$7,714,064	\$8,943,643	\$9,703,793
Net Change	—	—	—	—

Library Department

Library - General Fund Summary

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Library Fines	8,117	11,472	—	—
Grants	—	—	—	—
Other Revenue	—	—	—	—
Total Revenues	\$ 8,117	\$ 11,472	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	3,411,361	3,410,003	3,540,915	4,042,366
Overtime	1,017	27	—	—
Targeted Savings	—	—	(258,873)	(132,788)
Benefits				
Fringe Benefits	525,494	505,958	681,533	624,123
Retiree Medical	59,838	61,357	61,347	61,347
PERS	941,364	1,004,427	993,421	1,060,946
Program Reduction Savings	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	(92,489)	(92,489)
<i>Net Staffing Expense</i>	\$4,939,074	\$4,981,772	\$4,925,854	\$5,563,505
Maintenance & Utilities	39,860	280,341	319,523	319,523
Supplies & Services	660,311	673,506	814,118	814,118
Grants	—	—	—	—
Internal Service Fees	1,520,894	1,778,445	2,044,676	2,181,802
Capital				
<i>Net Operating Expense</i>	\$2,221,065	\$2,732,292	\$3,178,317	\$3,315,443
Total Expenditures	\$7,160,139	\$7,714,064	\$8,104,171	\$8,878,948
General Fund Subsidy	7,152,022	7,702,592	8,104,171	8,878,948

Library Department

Administration - General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Grants	—	—	—	—
Total Revenues	\$ —	\$ —	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	551,871	567,231	733,381	848,157
Overtime	—	—	—	—
Targeted Savings	—	—	(37,307)	(37,307)
Benefits				
Fringe Benefits	129,026	107,602	146,914	130,546
Retiree Medical	6,332	6,408	8,009	8,009
PERS	163,832	172,945	208,027	221,419
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	(92,489)	(92,489)
<i>Net Staffing Expense</i>	\$ 851,061	\$ 854,186	\$ 966,535	\$ 1,078,335
Maintenance & Utilities	1,500	—	1,500	1,500
Supplies & Services	136,948	158,879	197,533	197,533
Internal Service Fees	85,432	99,778	153,724	165,353
<i>Net Operating Expense</i>	\$ 223,880	\$ 258,657	\$ 352,757	\$ 364,386
Total Expenditures	\$ 1,074,941	\$ 1,112,843	\$ 1,319,292	\$ 1,442,721
General Fund Subsidy	1,074,941	1,112,843	1,319,292	1,442,721

Library Department

Library Services - General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Library Fines	8,117	11,472	—	—
Grants	—	—	—	—
Other Revenue	—	—	—	—
Total Revenues	\$ 8,117	\$ 11,472	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	2,444,012	2,431,078	2,377,608	2,721,393
Overtime	4,628	4,751	—	—
Targeted Savings	—	—	(160,499)	(95,481)
Benefits				
Fringe Benefits	318,177	314,253	407,839	391,949
Retiree Medical	45,590	46,939	45,330	45,330
PERS	660,664	704,125	662,715	714,829
Program Reduction Savings	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$3,469,457	\$3,496,417	\$ 3,332,993	\$3,778,020
Maintenance & Utilities	38,360	280,341	318,023	318,023
Supplies & Services	227,704	111,008	116,585	116,585
Books & Materials	288,069	393,927	500,000	500,000
Internal Service Fees	1,342,978	1,570,541	1,757,376	1,872,059
<i>Net Operating Expense</i>	\$ 1,897,111	\$ 2,355,817	\$ 2,691,984	\$2,806,667
Total Expenditures	\$5,366,568	\$5,852,234	\$ 6,024,977	\$6,584,687
General Fund Subsidy	5,358,451	5,840,762	6,024,977	6,584,687

Library Department

Education Services - General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
None	—	—	—	—
Total Revenues	\$ —	\$ —	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	415,478	411,694	429,926	472,816
Overtime	—	—	—	—
Targeted Savings	—	—	(61,067)	—
Benefits				
Fringe Benefits	78,291	84,103	126,780	101,628
Retiree Medical	7,916	8,010	8,008	8,008
PERS	116,868	127,357	122,679	124,698
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 618,556	\$ 631,169	\$ 626,326	\$ 707,150
Maintenance & Utilities				
Supplies & Services	7,590	9,692	—	—
Internal Service Fees	92,484	108,126	133,576	144,390
<i>Net Operating Expense</i>	\$ 100,074	\$ 117,818	\$ 133,576	\$ 144,390
Total Expenditures	\$ 718,630	\$ 748,987	\$ 759,902	\$ 851,540
General Fund Subsidy	718,630	748,987	759,902	851,540

Library Department

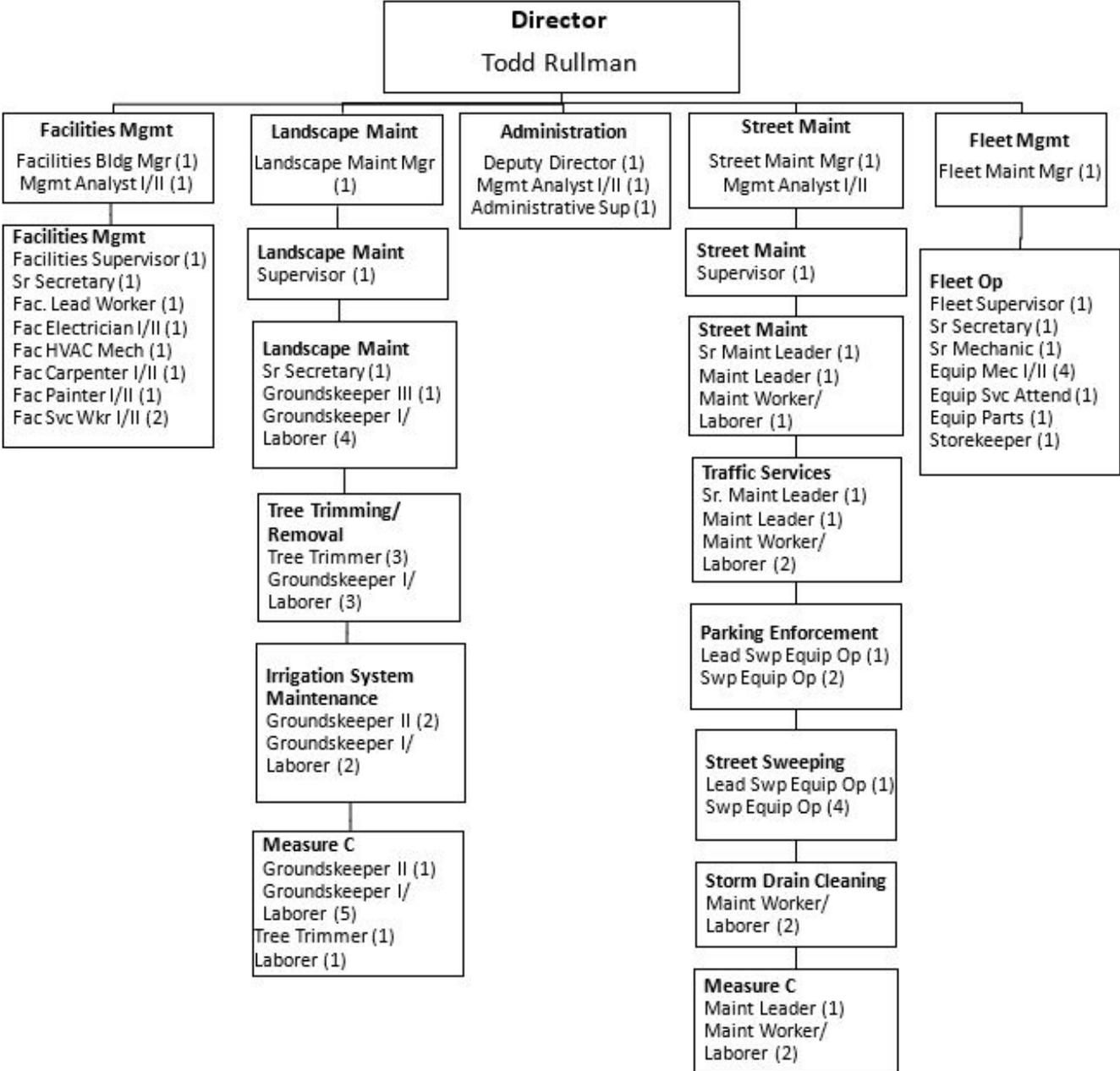
Hayward Promise Neighborhood Grant

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Grants			421,491	421,491
Total Revenues	\$ —	\$ —	\$ 421,491	\$ 421,491
EXPENDITURES				
Expenditures				
Salary				
Regular	83,964		545,658	562,197
Overtime	0		—	—
Benefits				
Fringe Benefits	8,021		160,303	129,691
Retiree Medical	—		4,004	4,004
PERS	19,722		129,507	128,953
<i>Net Staffing Expense</i>	\$ 111,707	\$ —	\$ 839,472	\$ 824,845
Maintenance & Utilities	—	—	—	—
Supplies & Services	56,494	—	—	—
Internal Service Fees	—	—	—	—
<i>Net Operating Expense</i>	\$ 56,494	\$ —	\$ —	\$ —
Total Expenditures	\$ 168,201	\$ —	\$ 839,472	\$ 824,845

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Maintenance Services



MAINTENANCE SERVICES DEPARTMENT

MISSION STATEMENT

The mission of the Maintenance Services Department is to enhance the quality of life for residents, businesses, visitors, and City employees by supporting the City Council's priorities for a safe, clean, and green community. The department is dedicated to maintaining City streets, public landscaping areas, and infrastructure, while managing the operations and capital replacement of the City's fleet and facilities.

DEPARTMENT OVERVIEW

The Maintenance Services Department plays a vital role in advancing the City's strategic plan and supporting the City Council's priorities. It is responsible for delivering a wide range of essential front-line services that support a safe, clean, and sustainable environment. These services include illegal dumping abatement, graffiti removal, street sweeping, storm drain cleaning, road maintenance, public landscaping, and emergency response. Additionally, the department manages the City's fleet and facilities, ensuring they are well-maintained and efficient. The department's programs align with the City's strategic goals, focusing on enhancing public safety, promoting environmental sustainability, supporting community well-being, and collaborating with other City departments to address capital project needs and long-term infrastructure improvements.

DIVISION/PROGRAM SUMMARIES

Maintenance Services Administration Division

Administration staff provide overall department management and administrative support. Administration priorities include: 1) Setting the overall direction of the department; 2) Overseeing the implementation of department programs and the completion of projects on time and within budget; 3) Developing and monitoring the departmental budget; 4) Providing support to other City departments and community groups; and 5) Managing various other special programs and initiatives.

Street Maintenance Division

The division's programs are designed to align with the City's strategic priorities by enhancing public safety, promoting community well-being, and ensuring a clean and sustainable environment. The division is dedicated to maintaining the city's cleanliness, safety, and infrastructure through proactive services that address community issues like illegal dumping, graffiti, unhoused encampments in the public right of way, road maintenance, street signage, and stormwater management. The division's key priorities include 1) protecting public health and safety, 2) improving the city's appearance, 3) supporting community groups, and 4) assisting with capital projects in collaboration with other City departments. The division oversees several programs, including the Measure C Team, Illegal Dumping and Graffiti Abatement Program, Streets Maintenance Program, Traffic Program, Street Sweeping Program, Parking Enforcement Program, and Stormwater Maintenance Program.

MAINTENANCE SERVICES DEPARTMENT

The Measure C Team, funded through the City's Measure C Tax Measure, takes a proactive role in addressing litter, illegal dumping, graffiti, and the removal of unhoused camps. Additionally, this team responds to public requests submitted through Access Hayward, ensuring a more comprehensive approach to maintaining cleanliness and safety in the community.

The Illegal Dumping and Graffiti Abatement ensures that illegally dumped trash is swiftly removed, and graffiti tags are painted over on public areas and right-of-way, typically within 48 hours. Staff perform litter abatement daily, to maintain cleanliness in the City's public right-of-way. Disposal Day community events are held throughout the year, providing residents with a safe, legal, and free way to dispose of household waste.

The Streets Maintenance Program is responsible for maintaining 266 miles of City streets and sidewalks. This includes tasks such as pothole patching, repairing damaged roadways, and conducting deep lift asphalt and utility cut repairs. The team also handles sidewalk repairs to prevent trip hazards, completes concrete work, and fixes barricades and guard rails. Additionally, staff provide 24-hour emergency services for hazardous material spills and urgent requests. They manage road closures and detours for city street parties and neighborhood events. Staff work closely with the Hayward Police Department and the City Manager's office to address issues related to the unhoused, coordinating efforts to offer support and solutions to these community challenges.

Keep Hayward Clean and Green support includes comprehensive support, including both administrative and field crew assistance to organize and conduct KHCG events. This support involves coordinating monthly task force meetings, scheduling and managing annual beautification events, overseeing the Beautiful Yard Contest, and managing the Adopt-a-Block Program. Additionally, field crew support is provided on event days to ensure smooth operations. These efforts contribute to fostering community engagement in environmental initiatives throughout the city.

The Street Sweeping Program serves both residential and commercial areas, with bi-weekly sweeping services covering over 1,600 streets and totaling 33,000 miles of curb line swept annually. The program not only helps keep neighborhoods looking good, but it also provides vital environmental benefits by removing debris from gutters that could otherwise cause localized flooding during heavy rains. Additionally, it helps eliminate harmful metal particles and other hazardous waste from vehicle traffic, protecting local wildlife and water quality in the Bay, creeks, and rivers.

The Street Sweeping Enforcement Program ensures compliance with parking regulations on streets posted with signage for street sweeping, with staff performing enforcement on designated sweeping days to ensure a smooth and effective process.

The Traffic Program involves staff both installing and maintaining lane markings, striping, signage, symbol painting, and road marker placements. In collaboration with the Public Works Engineering and Transportation Department, Traffic staff install and maintain traffic calming devices across the city and provide support for capital projects, as well as general traffic and pedestrian safety concerns.

The Stormwater Maintenance Program focuses on maintaining and cleaning over 3,000 storm drains and 80 storm drain trash capture devices. Maintenance tasks include cleaning

MAINTENANCE SERVICES DEPARTMENT

ditches and retention ponds, storm drain stenciling, and repairing or replacing damaged storm drain grates.

Landscape Maintenance Division

The division provides various landscaping services to City owned areas. Division priorities include 1) Protecting the Public's Health and Safety; 2) Maintaining and enhancing the City's urban forest (trees are an infrastructure element that appreciate each year); 3) Enhancing the cleanliness of the greater Hayward community; and 4) Enhancing the green aesthetic qualities of the entire City. Programs include the Landscape Maintenance Program, Tree Maintenance Program, Landscape Water Conservation Program, and management of the City's Landscape and Lighting Districts and Maintenance Districts.

The Tree Maintenance Program – Staff maintain over 40,000 public street trees in a healthy and safe condition. Tree trimming is done annually to minimize safety hazards, provide clearance for vehicles and pedestrians, and to improve the health of trees.

The Landscape Maintenance Program - Staff maintain landscape areas in street medians, along the side of streets, downtown, and around public buildings. Examples of areas maintained by Landscape Maintenance include the 21st Century Library and Learning Center campus; the Mission Boulevard Greenway; medians on Jackson, Foothill, Mission, Harder, Tennyson, Hesperian Boulevard, A and D Streets, and Winton Avenue; along with many other City-owned landscape areas.

The Landscape Water Conservation Program - Staff maintain low-water usage irrigation systems and backflow devices in City right-of-way, medians, and City owned areas. Work includes installation, maintenance, and upgrades to systems including water conservation devices and bay friendly, drought-resistant landscaping.

The Landscape and Lighting Districts (LLAD) and Maintenance Districts (MD) - Staff manages ongoing maintenance and capital replacement for 18 LLAD and 2 MD zones. Services and maintenance provided are financed by property tax special assessments charged to homeowners located in each of these areas.

Fleet Management Division

The division provides management of 500 fleet vehicles and pieces of equipment. Division priorities include 1) Providing safe, reliable, and environmentally friendly transportation to City staff; 2) Providing timely repair of vehicles and equipment, 3) Performing preventive maintenance services per manufacturer specifications, 4) Performing state mandated inspections, 5) Complying with all applicable hazardous materials regulations, 6) Managing vehicle and equipment replacement based on a ten-year vehicle replacement plan that maximizes vehicle use and allocates available resources to conserve vehicle value and equipment investment, and 7) Disposing of replaced vehicles and equipment.

Vehicle replacements and equipment purchases are funded in the City's 10-year Capital Improvement Plan Budget. The useful life of these fleet assets is maximized and managed via the Ten-Year Fleet Capital Replacement Plan. The Plan identifies replacement timelines based on age, mileage, maintenance, and safety. When a vehicle reaches thresholds for end

MAINTENANCE SERVICES DEPARTMENT

of useful life and is disposed of, carbon emissions are a key consideration in the selection of its replacement. Management is working to invest in green hybrid and EV units where possible and within current replacement cycles and budget parameters. This is in alignment with the City's Strategic Roadmap Priority of "Confront Climate Crisis and Champion Environmental Justice". Currently, 16% of the City's fleet are either electric or hybrid models.

Facilities Management Division

The division provides management of 46 City facilities totaling approximately 750,000 square feet of maintenance responsibility. Division priorities include 1) Keeping City buildings in a condition whereby building occupants are satisfied with the maintenance, appearance, and condition of the facility, 2) Completing preventative maintenance items on a schedule that meets industry standards, and 3) Completing scheduled capital projects on time and within budget. Services include management of contracted services (such as security and janitorial services); maintenance and replacement of flooring, electrical and lighting fixtures; painting; maintenance and repair of heating/ventilating/air conditioning/plumbing systems; locksmith services; appliance repair/installation; cabinet and countertop making; and roof repair/replacement. Other undertakings include minor remodeling of City facilities; and facilitating the use of City Council Chambers, Rotunda, and City Hall Plaza.

Collaboratively with our colleagues in Fleet who are working to invest in green hybrid and EV fleet vehicles, Facilities Management and Public Works Environmental Services are working on the development of an implementation plan to increase City EV charging infrastructure which is necessary to accommodate future growth of the City's EV Fleet. This EV infrastructure effort is in alignment with the City's Strategic Roadmap Priority of "Improve Infrastructure" Priority Project No. 9 to expand EV charging infrastructure for City fleet and employees.

Collaboratively with our colleagues in Fleet who are working to invest in green hybrid and EV fleet vehicles, Facilities Management and Public Works Environmental Services are working on the development of an implementation plan to increase City EV charging infrastructure which is necessary to accommodate future growth of the City's EV Fleet. This EV infrastructure effort is in alignment with the City's Strategic Roadmap Priority of "Improve Infrastructure" Priority Project No. 9 to expand EV charging infrastructure for City fleet and employees.

FY 2024-25 ADDITIONAL ACCOMPLISHMENTS

Providing exceptional service remains our top priority across the department. Our ability to work collaboratively in a dynamic environment has enabled us to maintain high service levels and quality while effectively supporting the Hayward community and internal City departments. The department plays a vital role as an essential partner in the City's Emergency Operations Center (E.O.C.) and emergency services planning, contributing to action and contingency plans for City facilities, fleet, and maintenance teams in the event of an emergency.

The department also plays a crucial role in addressing public safety by maintaining the City's stormwater and drainage systems. We proactively provide sandbags during rain events and respond quickly to a range of incidents, including removing fallen trees and managing localized flooding, all to safeguard the community's safety and well-being.

MAINTENANCE SERVICES DEPARTMENT

Streets Maintenance

Street Maintenance Program

- Initiated a Public Art Crosswalk Project designed to enhance urban beautification and promote pedestrian safety. The project included: 1) Installing a piano-themed crosswalk as part of the 100-Day City Council Downtown Action Plan to revitalize the downtown area, and 2) Installing a bookshelf motif on C Street next to the main library, infusing the community's streetscape with vibrant, creative flair.
- Addressed over 8,000 Access Hayward requests related to the removal of illegal dumping, graffiti, and encampments.
- Organized and executed six "Disposal Day" community events, enabling 1,800 Hayward residents to dispose of 6,000 cubic yards of waste, free of charge.
- Provided valuable support to other departments and community events by posting road closures and assisting with logistics for various activities, including downtown street parties, Earth Day Celebration, Keep Hayward Clean and Green Task Force (KHCGTF) beautification events, sandbag distributions, compost giveaways, and more, helping ensure the success of these community-driven initiatives.

Street Sweeping Program

- Provided bi-weekly street sweeping services to Hayward residents and businesses, covering 33,127 miles of streets, and collecting 9,101 cubic yards of debris.

Traffic Program

- Responded to 378 Access Hayward requests for street sign repairs, as well as curb and symbol painting.

Landscape Maintenance

- Responded to and resolved over 3,100 Access Hayward requests for tree trimming and general landscaping requests.
- Exceeded the 1,500 new street tree planting goal. A total of 1,689 new trees were planted.
- Completed construction of Jackson Corridor Median Improvement Project. Staff completed the third stretch of median from Santa Clara St to Soto St. Crews completed a scope that included the installation of (40) 36" box trees, (800) 5 -gallon shrubs, and smart weather clocks to conserve water.
- Issued and awarded an RFP to complete a citywide tree inventory, canopy assessment, and provide a tree management software through the use of the awarded USDA Urban & Community Forestry (UCF) Grant funds.
- Planted almost 200 trees in various disadvantaged neighborhoods through the USDA Urban & Community Forestry (UCF) Grant funds.
- Completed construction of new playgrounds at Twin Bridges Park and Gordon E. Oliver Sports Park.

Fleet Management

MAINTENANCE SERVICES DEPARTMENT

- Maintained City vehicles assigned to public safety and operational departments to ensure the minimum baseline of available vehicles was available and in-service at all times.
- Placed orders for (15) new fleet vehicles across all funds.
- Disposed of (9) vehicles to eliminate high mileage and maintenance intensive assets.
- Collaborated with the Hayward Police Department to procure (6) grant-funded vehicles and equipment.
- Conducted routine audits to adhere to state and federal regulations, including the new CARB Clean Truck Check that went into effect January 1, 2025.
- Procured a motorcycle lift and diagnostic software to expand the services and repairs for Hayward Police Department's motorcycles in-house.

Facilities Management

- City Hall - Completed remodel of City Hall's third floor men's and women's restrooms. The remodeling consists of new low water consumption urinals, hands free faucets and flushometers for the toilets and basins, new low-maintenance flooring, new wall tile, paint, ceiling tile, quartz counters, stainless steel partitions and mirrors.
- City Hall - Sensory Garden security gate improvements to minimize chronic vandalism and overnight camping, staff added panic bars and locking mechanism to existing gates.
- City Hall - Completed a replacement of recessed lights in Council Chambers.
- City Hall - Completed replacement of push button panels for all floors in both elevators
- City Hall Basement - Completed two separate electrical infrastructure upgrades to support multiple new EV Charging Stations.
- Old City Hall - Completed roofing repairs, installation of durable metal doors designed to resist vandalism and unauthorized entry and secured first floor windows mirroring the existing color and texture of the building to provide a seamless appearance that maintains the historic integrity of the structure.
- HPD West Winton HQ – Staff assisted in multiple repairs and tenant improvements to the building to support CALEA inspection.
- HPD North Substation - Completed a refresh of the North Substation Police Department. Scope included new carpet, painting, replacement of flooring in restrooms and a kitchen remodel.
- Corporation Yard - Completed two electrical infrastructure upgrades to support multiple new EV Charging Stations.
- Corporation Yard - Completed a remodel and technology upgrade of old staff lunchroom, transitioning it into a flexible workspace that supports department trainings, meetings and will serve as a complete corporation yard EOC center.
- Animal Shelter - (ARPA) Completed flooring replacement and wall coatings in multiple areas that have reached the end of their useful life which will provide a more accessible, serviceable, and healthy space for the public and Animal Services staff.
- Multiple Sites - Completed Access Control and Video Surveillance replacement for Phase #3. Areas of focus included City Hall, City Hall exterior, Enterprise Transfer Site, Utilities Center and Corporation Yard.
- Multiple Sites - Fuel polishing for multiple Fire Stations and emergency backup generators to ensure proper fuel quality. Made repairs on underground fuel storage tanks to meet compliance requirements for State of California.

MAINTENANCE SERVICES DEPARTMENT

PERFORMANCE GOALS AND METRICS

Performance Indicators	FY 2024-25 Target	FY 2024-25 Actual
% of Access Hayward illegal dumping, graffiti, and unhoused camp abatement requests that are responded to within 48 hours	95%	95%
Number of trees planted (target = average of 1,500 annually)	100%	100%
% of City fleet that is electric/hybrid	20%	16%
% of time Public Safety front-line vehicles are operable and in-service	95%	95%
Performance Objective	FY 2024-25 Target	FY 2024-25 Actual
Expand City efforts to combat Illegal Dumping by locating a mobile, high-resolution camera trailer in problematic areas	June 2025	100%
Complete Final Phase of Jackson Corridor Landscape Beautification Project	Santa Clara to Soto	100%
Present an EV charging plan (at City facilities for fleet vehicles and employees) to City Council	June 2025	Complete
Complete installation of new Gateway Sign at Jackson & Silva	June 2025	Complete

Performance Indicators	FY 2025-26 Target
% of Access Hayward illegal dumping, graffiti, and unhoused camp abatement requests that are responded to within 48 hours	95%
Number of trees planted (target = average of 1,500 annually)	100%
% of City fleet that is electric/hybrid	20%
% of time Public Safety front-line vehicles are operable and in-service	95%
Performance Objective	FY 2025-26 Target
Complete the citywide tree inventory and canopy assessment	June 2026
Implement the first stage of tree management software integration	June 2026
Complete replacement of Telepak (box car) HVAC units at City Hall	June 2026
Complete renovation of guard station/customer service counter and restoration of the Rotunda marble and door thresholds.	June 2026
Complete implementation of energy conservation project via OBF	June 2026

MAINTENANCE SERVICES DEPARTMENT

SIGNIFICANT RESOURCE CHANGES PLANNED FOR FY 2025-26

1. \$100,000 increase in citation revenue
2. \$117,000 increase for temporary staffing to continue work on Council priorities of blight reduction
3. \$317,744 increase to cover increase in gas, electric, and water utility cost

Maintenance Services Department

All Funds Summary - By Category

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
General Fund Revenue	1,809,879	2,057,311	1,990,000	2,090,000
Stormwater Revenue	—	—	—	—
Facilities Revenue	4,914,910	5,704,116	6,021,838	6,411,452
Fleet Revenue	4,044,208	4,556,153	4,741,056	4,741,056
S. Hayward B.A.R.T. JPA Rev	—	—	—	—
LLD/MD	1,591,182	1,800,090	—	—
	\$12,360,179	\$ 14,117,670	\$ 12,752,894	\$13,242,508
(Contribution)/Use of Fund Balance				
Facilities	568,892	125,163	698,265	349,628
Fleet Management	779,787	377,720	284,556	1,826
LLD/MD	498,949	603,534	—	—
	\$ 1,847,628	\$ 1,106,417	\$ 982,821	\$ 351,454
Fund Subsidy				
Gen Fund Subsidy - Maint Svc	4,768,601	5,091,078	4,995,645	5,857,011
Gen Fund Subsidy - Facilities				
Measure C Fund Subsidy	1,408,636	1,780,486	2,360,055	2,761,611
S. Hayward B.A.R.T. JPA Sub	2,698	—	—	—
Stormwater Fund Sub - Streets	1,896,736	1,857,246	2,016,981	2,065,673
Water Fund Sub - Landscape	1,109,914	1,273,346	1,314,410	1,400,879
	\$ 9,186,585	\$ 10,002,156	\$ 10,687,091	\$ 12,085,174
Transfers In From Other Funds				
Total Revenues	\$23,394,391	\$25,226,243	\$24,422,806	\$ 25,679,136
EXPENDITURES				
Expenditures				
Salary				
Regular	7,089,887	7,460,832	7,884,111	9,486,941
Overtime	743,022	965,958	649,778	623,778
Targeted Savings	—	—	(43,548)	(59,434)
Benefits				
Fringe Benefits	2,296,634	2,072,947	2,339,915	2,326,114
Retiree Medical	107,644	108,935	113,967	117,171
PERS	1,994,702	2,427,984	2,207,787	2,456,030
Program Reduction Savings	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	(364,720)	(466,082)	(269,090)	(269,090)
<i>Net Staffing Expense</i>	\$11,867,169	\$ 12,570,574	\$12,882,920	\$ 14,681,510

Maintenance Services Department

All Funds Summary - By Category

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Maintenance & Utilities	4,652,120	5,019,975	3,462,548	3,801,566
Supplies & Services	3,259,677	2,866,048	3,404,845	3,430,441
Internal Service Fees	2,185,514	2,439,742	2,250,125	2,670,437
Debt Service	242,211	242,163	147,593	147,593
Capital Outlay	15,434	387,527	—	—
<i>Net Operating Expense</i>	\$10,354,956	\$10,955,455	\$ 9,265,111	\$10,050,037
Transfers Out to Other Funds	174,368	242,820	309,133	248,333
Total Expenditures	\$22,396,493	\$23,768,849	\$ 22,457,164	\$24,979,880
Net Change	997,898	1,457,394	1,965,642	699,256

Maintenance Services Department

All Funds Summary - By Program

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Administration - General Fund	—	—	—	—
Landscape - General Fund	—	—	—	—
Streets - General Fund	1,809,879	2,057,311	1,990,000	2,090,000
Streets - Stormwater	—	—	—	—
Facilities - Internal Svc Fund	4,914,910	5,704,116	6,021,838	6,411,452
Fleet Management - Internal Svc Fund	4,044,208	4,556,153	4,741,056	4,741,056
S. Hayward B.A.R.T. JPA Fund	—	—	—	—
LLD/MD - Special Revenue Fund	1,591,182	1,800,090	—	—
	\$ 12,360,179	\$ 14,117,670	\$ 12,752,894	\$ 13,242,508
(Contribution)/Use of Fund Balance				
Facilities	568,892	(125,163)	(698,265)	(349,628)
Fleet Management	779,787	377,720	(284,556)	1,826
LLD/MD	(498,949)	(603,534)	—	—
	\$ 849,730	\$ (350,977)	\$ (982,821)	\$ (347,802)
Fund Subsidy				
Gen Fund Subsidy - Maint Svc	4,768,601	5,091,078	4,995,645	5,857,011
Gen Fund Subsidy - Facilities				
Measure C Fund Subsidy	1,408,636	1,780,486	2,360,055	2,761,611
S. Hayward B.A.R.T. JPA Sub	2,698	—	—	—
Transfers In - Fleet Management				
Water Fund Sub - Landscape	1,109,914	1,273,346	1,314,410	1,400,879
Stormwater Subsidy - Streets	1,896,736	1,857,246	2,016,981	2,065,673
	\$ 9,186,585	\$ 10,002,156	\$ 10,687,091	\$ 12,085,174
Total Revenues	\$22,396,493	\$23,768,849	\$ 22,457,164	\$24,979,880
EXPENDITURES				
Expenditures				
Administration - Gen Fund	118,462	207,369	426,696	523,523
Landscape - Gen Fund	3,387,300	3,796,771	3,449,501	3,828,352
Landscape - Water Fund	1,109,914	1,273,346	1,314,410	1,400,879
Streets - Gen Fund	3,072,718	3,144,249	3,109,448	3,595,136
Streets - Stormwater Fund	1,896,736	1,857,246	2,016,981	2,065,673
Measure C Programs	1,408,636	1,780,486	2,360,055	2,761,611
S. Hayward B.A.R.T. JPA Sub	2,698	—	—	—
Facilities	5,483,802	5,578,953	5,323,573	6,061,824
Fleet	4,823,995	4,933,873	4,456,500	4,742,882
LLD/MD	1,092,233	1,196,556	—	—
Total Expenditures	\$22,396,493	\$23,768,849	\$ 22,457,164	\$24,979,880
Net Change	—	—	—	—

Maintenance Services Department

Maintenance Services - General Fund Summary

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Interest & Rents	—	—	—	—
Fines & Forfeitures	1,809,479	2,056,761	1,990,000	2,090,000
Fees & Service Charges	—	—	—	—
Other Revenue	400	550	—	—
Total Revenues	\$ 1,809,879	\$ 2,057,311	\$ 1,990,000	\$ 2,090,000
EXPENDITURES				
Expenditures				
Salary				
Regular	2,678,376	2,757,381	2,974,357	3,620,767
Overtime	472,122	496,811	315,778	285,778
Targeted Savings	—	—	(43,548)	(59,434)
Benefits				
Fringe Benefits	855,844	762,687	795,307	805,456
Retiree Medical	38,609	39,072	41,951	42,752
PERS	764,823	948,082	835,701	949,832
Program Reduction Savings	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	(421,628)	(510,526)	(269,090)	(269,090)
<i>Net Staffing Expense</i>	\$ 4,388,146	\$ 4,493,507	\$ 4,650,456	\$ 5,376,061
Maintenance & Utilities	527,090	899,817	776,000	776,000
Supplies & Services	384,576	338,899	391,420	366,420
Internal Service Fees	1,278,668	1,416,166	1,167,769	1,428,530
Capital Outlay	—	—	—	—
<i>Net Operating Expense</i>	\$ 2,190,334	\$ 2,654,882	\$ 2,335,189	\$ 2,570,950
Total Expenditures	\$ 6,578,480	\$ 7,148,389	\$ 6,985,645	\$ 7,947,011
General Fund Subsidy	4,768,601	5,091,078	4,995,645	5,857,011

Maintenance Services Department

Administration - General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
None	—	—	—	—
Total Revenues	\$ —	\$ —	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	102,998	97,888	294,002	368,607
Overtime	—	—	—	—
Benefits				
Fringe Benefits	12,029	40,685	40,454	49,808
Retiree Medical	839	849	2,451	2,451
PERS	21,856	85,921	85,459	95,723
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	(33,534)	(38,635)	(27,045)	(27,045)
<i>Net Staffing Expense</i>	\$ 104,188	\$ 186,708	\$ 395,321	\$ 489,544
Maintenance & Utilities	—	—	—	—
Supplies & Services	3,162	7,681	7,929	7,929
Internal Service Fees	11,112	12,980	23,446	26,050
<i>Net Operating Expense</i>	\$ 14,274	\$ 20,661	\$ 31,375	\$ 33,979
Total Expenditures	\$ 118,462	\$ 207,369	\$ 426,696	\$ 523,523
General Fund Subsidy	118,462	207,369	426,696	523,523

Maintenance Services Department

Street Maintenance - General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Fines & Forfeitures	1,809,479	2,056,761	1,990,000	2,090,000
Fees & Service Charges	—	—	—	—
Other Revenue	400	550	—	—
Total Revenues	\$ 1,809,879	\$ 2,057,311	\$ 1,990,000	\$ 2,090,000
EXPENDITURES				
Expenditures				
Salary				
Regular	1,305,261	1,295,814	1,331,596	1,661,405
Overtime	318,108	331,576	254,778	224,778
Benefits				
Fringe Benefits	414,208	340,666	360,570	376,137
Retiree Medical	16,400	16,596	18,116	18,917
PERS	378,854	425,180	372,091	435,336
Program Reduction Savings	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	(218,545)	(172,092)	—	—
<i>Net Staffing Expense</i>	\$ 2,214,286	\$ 2,237,740	\$ 2,293,603	\$ 2,657,139
Maintenance & Utilities	14,971	13,740	22,000	22,000
Supplies & Services	260,073	241,183	269,800	254,800
Internal Service Fees	583,388	651,586	524,045	661,197
Capital Outlay	—	—	—	—
<i>Net Operating Expense</i>	\$ 858,432	\$ 906,509	\$ 815,845	\$ 937,997
Total Expenditures	\$ 3,072,718	\$ 3,144,249	\$ 3,109,448	\$ 3,595,136
General Fund Subsidy	1,262,839	1,086,938	1,119,448	1,505,136

Maintenance Services Department

Landscape Maintenance - General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Fees & Service Charges	—	—	—	—
Other Revenue	—	—	—	—
Total Revenues	\$ —	\$ —	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	1,270,117	1,363,679	1,348,759	1,590,755
Overtime	154,014	165,235	61,000	61,000
Targeted Savings	—	—	—	—
Benefits				
Fringe Benefits	429,607	381,336	394,283	379,511
Retiree Medical	21,370	21,627	21,384	21,384
PERS	364,113	436,981	378,151	418,773
Program Reduction Savings	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	(169,549)	(299,799)	(242,045)	(242,045)
<i>Net Staffing Expense</i>	\$ 2,069,672	\$ 2,069,059	\$ 1,961,532	\$ 2,229,378
Maintenance & Utilities	512,119	886,077	754,000	754,000
Supplies & Services	121,341	90,035	113,691	103,691
Internal Service Fees	684,168	751,600	620,278	741,283
Capital Outlay	—	—	—	—
<i>Net Operating Expense</i>	\$ 1,317,628	\$ 1,727,712	\$ 1,487,969	\$ 1,598,974
Total Expenditures	\$ 3,387,300	\$ 3,796,771	\$ 3,449,501	\$ 3,828,352
General Fund Subsidy	3,387,300	3,796,771	3,449,501	3,828,352

Maintenance Services Department

Landscape Maintenance (Water Fund) - Enterprise Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
None	—	—	—	—
Total Revenues	\$ —	\$ —	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	419,264	464,554	476,446	574,925
Overtime	10,835	40,697	21,000	25,000
Benefits				
Fringe Benefits	151,682	149,861	170,742	127,133
Retiree Medical	7,377	7,465	7,705	7,705
PERS	119,323	147,639	132,577	150,004
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 708,481	\$ 810,216	\$ 808,470	\$ 884,767
Maintenance & Utilities	279,273	325,549	354,100	354,100
Supplies & Services	15,683	10,726	20,200	20,200
Internal Service Fees	106,477	126,855	131,640	141,812
Capital Outlay	—	—	—	—
<i>Net Operating Expense</i>	\$ 401,433	\$ 463,130	\$ 505,940	\$ 516,112
Total Expenditures	\$ 1,109,914	\$ 1,273,346	\$ 1,314,410	\$ 1,400,879
Water Fund Subsidy	1,109,914	1,273,346	1,314,410	1,400,879

Maintenance Services Department

Street Maintenance (Stormwater Fund) - Enterprise Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Other Revenue	—	—	—	—
Interest and Rents	—	—	—	—
Total Revenues	\$ —	\$ —	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	843,254	834,930	901,506	1,008,437
Overtime	72,043	44,154	43,000	43,000
Benefits				
Fringe Benefits	257,436	214,247	284,903	210,819
Retiree Medical	14,231	14,402	13,118	13,919
PERS	238,437	264,159	251,450	264,219
Program Reduction Savings				—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 1,425,401	\$ 1,371,892	\$ 1,493,977	\$ 1,540,394
Maintenance & Utilities	11,237	7,030	11,867	11,867
Supplies & Services	122,340	111,764	126,000	126,000
Internal Service Fees	337,758	366,560	385,137	387,412
Capital Outlay	—	—	—	—
<i>Net Operating Expense</i>	\$ 471,335	\$ 485,354	\$ 523,004	\$ 525,279
Total Expenditures	\$ 1,896,736	\$ 1,857,246	\$ 2,016,981	\$ 2,065,673
Stormwater Fund Subsidy	1,896,736	1,857,246	2,016,981	2,065,673

Maintenance Services Department

Facilities Management - Internal Service Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Facilities Service Fee	4,477,633	5,287,259	5,806,296	5,806,296
Interest & Rents	40,050	40,963	36,104	36,104
Other Revenue	173,266	179,651	179,438	179,438
General Fund Subsidy	223,961	196,243	—	389,614
Total Revenues	\$ 4,914,910	\$ 5,704,116	\$ 6,021,838	\$ 6,411,452
EXPENDITURES				
Expenditures				
Salary				
Regular	1,297,106	1,346,445	1,392,656	1,634,710
Overtime	53,597	118,950	45,000	45,000
Benefits				
Fringe Benefits	378,475	324,632	406,391	441,263
Retiree Medical	16,511	16,709	16,707	18,309
PERS	347,317	412,184	393,948	433,430
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	(12,324)	—	—
<i>Net Staffing Expense</i>	\$ 2,093,006	\$ 2,206,596	\$ 2,254,702	\$ 2,572,712
Maintenance	213,464	263,166	212,745	234,019
Utilities	1,244,300	1,063,469	932,256	1,250,000
Supplies & Services	1,703,297	1,803,332	1,654,601	1,705,197
Internal Service Fees	118,483	138,095	138,095	170,641
Capital	—	—	—	—
Debt Service Payments	—	—	—	—
<i>Net Operating Expense</i>	\$ 3,279,544	\$ 3,268,062	\$ 2,937,697	\$ 3,359,857
Fund Transfers Out to				
General Fund - Cost Allocation	—	—	—	—
Liability Insurance Premium	70,542	73,177	91,164	104,440
Transfer Out to Other	40,710	31,118	40,010	24,815
Transfer to Capital	—	—	—	—
<i>Net Transfers Out</i>	\$ 111,252	\$ 104,295	\$ 131,174	\$ 129,255
Total Expenditures	\$ 5,483,802	\$ 5,578,953	\$ 5,323,573	\$ 6,061,824
Net Change	(568,892)	125,163	698,265	349,628

Maintenance Services Department

Fleet Management - Internal Service Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Vehicle Maint/Operating Rate	4,025,000	4,553,965	4,736,056	4,736,056
Interest	1,973	—	5,000	5,000
Other Revenue	17,235	2,188	—	—
Total Revenues	\$4,044,208	\$ 4,556,153	\$ 4,741,056	\$ 4,741,056
EXPENDITURES				
Expenditures				
Salary				
Regular	1,140,692	1,174,501	1,175,500	1,337,171
Overtime	81,038	91,985	90,000	90,000
Benefits				
Fringe Benefits	374,865	336,071	347,138	412,845
Retiree Medical	16,669	16,869	16,867	16,867
PERS	316,414	372,728	331,390	353,328
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 1,929,678	\$ 1,992,154	\$ 1,960,895	\$ 2,210,211
Maintenance & Utilities	145,445	191,205	149,080	149,080
Supplies & Services	142,090	(196,986)	159,124	159,124
Fuel	1,335,085	1,242,666	1,025,000	1,025,000
Auto Parts	723,733	681,697	575,000	575,000
Internal Service Fees	227,203	254,922	261,849	357,796
Debt Service Payments	242,211	242,163	147,593	147,593
Capital	15,434	387,527	—	—
<i>Net Operating Expense</i>	\$ 2,831,201	\$ 2,803,194	\$ 2,317,646	\$ 2,413,593
Fund Transfers Out to				
Liability Insurance Premium	104,217	108,224	137,565	96,217
Transfer Out to Other	(41,101)	30,301	40,394	22,861
General Fund - Cost Allocation	—	—	—	—
<i>Net Transfers Out</i>	\$ 63,116	\$ 138,525	\$ 177,959	\$ 119,078
Total Expenditures	\$ 4,823,995	\$ 4,933,873	\$ 4,456,500	\$ 4,742,882
Net Change	(779,787)	(377,720)	284,556	(1,826)

Maintenance Services Department

Landscape & Lighting and Maint. Districts Summary-Special Rev

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Beginning Working Capital Balance	\$ 3,104,656	\$ 3,603,605	\$ 4,207,139	\$ 4,207,139
Fund Revenue				
Special Assessments	1,547,811	1,654,366	—	—
Interest and Rents	43,371	145,724	—	—
Total Revenues	\$ 1,591,182	\$ 1,800,090	\$ —	\$ —
Fund Expenditures				
Salary				
Regular	—	—	—	—
Overtime	10,679	41,584	—	—
Benefits				
Fringe Benefits	3,371	8,630	—	—
Retiree Medical	—	—	—	—
PERS	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	56,908	56,768	—	—
<i>Net Staffing Expense</i>	\$ 70,958	\$ 106,982	\$ —	\$ —
Maintenance & Utilities	895,314	1,026,161	—	—
Supplies & Services	125,961	63,413	—	—
<i>Net Operating Expense</i>	\$ 1,021,275	\$ 1,089,574	\$ —	\$ —
Total Expenditures	\$ 1,092,233	\$ 1,196,556	\$ —	\$ —
Net Change	498,949	603,534	—	—
Ending Working Capital Balance	3,603,605	4,207,139	4,207,139	4,207,139

Maintenance Services Department

Measure C Programs - Measure C Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
None	—	—	—	—
Total Revenues	\$ —	\$ —	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	711,195	883,021	963,646	1,310,931
Overtime	40,226	131,777	135,000	135,000
Benefits				
Fringe Benefits	274,745	276,819	335,434	328,598
Retiree Medical	14,247	14,418	17,619	17,619
PERS	208,388	283,192	262,721	305,217
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 1,248,801	\$ 1,589,227	\$ 1,714,420	\$ 2,097,365
Maintenance & Utilities	912	912	1,500	1,500
Supplies & Services	41,997	53,203	478,500	478,500
Internal Service Fees	116,925	137,144	165,635	184,246
Capital Outlay	—	—	—	—
<i>Net Operating Expense</i>	\$ 159,834	\$ 191,259	\$ 645,635	\$ 664,246
Total Expenditures	\$ 1,408,636	\$ 1,780,486	\$ 2,360,055	\$ 2,761,611
Measure C Fund Subsidy	1,408,636	1,780,486	2,360,055	2,761,611

Maintenance Services Department

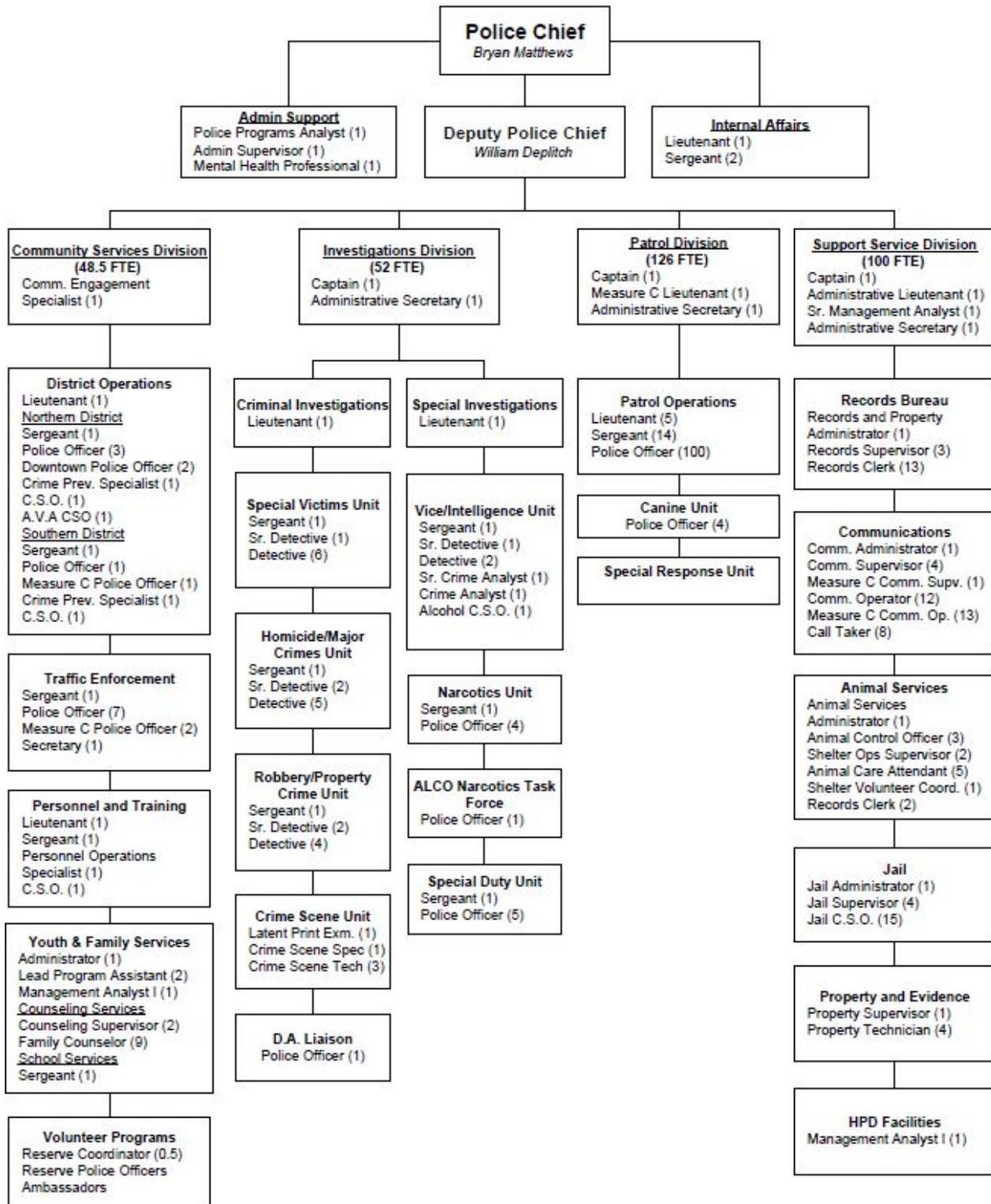
South Hayward B.A.R.T. JPA

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Fines and Forfeiture	—	—	—	—
Total Revenues	\$ —	\$ —	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	—	—	—	—
Overtime	2,482	—	—	—
Benefits				
Fringe Benefits	216	—	—	—
Retiree Medical	—	—	—	—
PERS	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 2,698	\$ —	\$ —	\$ —
Maintenance & Utilities	—	—	—	—
Supplies & Services	—	—	—	—
Internal Service Fees	—	—	—	—
Capital Outlay	—	—	—	—
<i>Net Operating Expense</i>	\$ —	\$ —	\$ —	\$ —
Total Expenditures	\$ 2,698	\$ —	\$ —	\$ —
S. Hwrd B.A.R.T. JPA Fund Subsidy	(2,698)	—	—	—

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Hayward Police Department



HAYWARD POLICE DEPARTMENT

MISSION STATEMENT

To enhance partnerships and trust with our community, reduce crime, and improve the quality of life for those we serve.

DEPARTMENT OVERVIEW

The Police Department is comprised of five divisions: Office of the Chief; Patrol; Investigations; Support Services; and the Community Services Division.

DIVISION/PROGRAM SUMMARIES

Office of the Chief

The Office of the Chief provides for the overall administration and management of the Department. The Deputy Chief reports directly to the Chief and the Division Commanders report directly to the Deputy Chief. In addition, Internal Affairs, Commission on Accreditation for Law Enforcement Agencies (CALEA) Administration/Research and Development, and the Police Mental Health Professional also report directly to the Chief.

Internal Affairs ensures impartial, thorough, and timely investigation of community complaints and other incidents of alleged misconduct discovered through internal processes; scrutinizes significant use of force incidents such as officer-involved shootings; and is the custodian of record for court-ordered examinations of police personnel records.

The Police Program Analyst is the Accreditation Manager for accreditation by CALEA. This position ensures compliance with over 480 nationally recognized standards to assure continued accreditation of the Department and is responsible for policy maintenance, research and development of departmental policies, procedures, methods and systems, and general administration and analysis.

The Police Mental Health Professional has primary responsibility for programs intended to support the emotional well-being of Police Department employees and their families, administering programs of counseling and therapy for police-related mental health issues and implementing department mental health policies and services.

Patrol Division

Members of the Patrol Division are the police officers that our city residents and visitors are most likely to interact with on a daily basis. All aspects of the Patrol Division's operations are guided and shaped by the Department's Community Policing and Problem-Solving Philosophy. The Patrol Division is comprised of three units – the Patrol Operations Unit, Special Response Unit, and Canine Unit.

- The Patrol Operations Unit is comprised of seven patrol teams that respond to emergency and non-emergency calls for service from the community 24 hours a day, 7 days a week. The Patrol Operations Unit is also responsible for developing and training entry level and lateral police officers in the Field Training Program to help

HAYWARD POLICE DEPARTMENT

transition police recruits from the academic environment of the basic police academy to the performance environment of a police officer in the field.

- The Special Response Unit (SRU) is comprised of both the SWAT and Crisis Negotiations Teams. SRU is a critical incident response team of highly trained Police Officers from throughout the Department. They are deployed whenever the resolution of a critical incident or situation requires additional resources, specialized equipment, or specialized training that is outside the capabilities of Patrol Officers.
- The Hayward Police Department's K-9 Unit has four Police Officer Handlers and four certified Police Service Dogs. Each K-9/handler team is assigned to uniformed Patrol. They provide support to Patrol Officers by searching confined spaces or large open areas, searching for objects (e.g., firearms, clothing, etc.), detecting the presence of illegal drugs, tracking the scent of a suspect or missing person, and providing individual Police Officer protection.

Investigation Division

The Investigations Division is comprised of two (2) major bureaus of operation - the Criminal Investigations Bureau and the Special Investigations Bureau.

The Criminal Investigations Bureau is comprised of four units – the Special Victims Unit, Homicide and Major Crimes Unit, Robbery and Property Crime Unit, and Crime Scene Unit.

- The Special Victims Unit thoroughly investigates incidents that are reported through a diverse range of sources, such as teachers, citizens, mental health professionals, and preliminary investigations by Patrol Officers. SVU investigators work collaboratively with CALICO (Child Abuse Listening, Interviewing and Coordination Center) interviewers, Children's Hospital's Center for the Protection of Children for forensic medical examinations and expertise, Shelters Against Violent Environments (SAVE) for domestic violence victim services, and the Alameda County SAFE (Sexual Assault Felony Enforcement) Task Force for investigation of sexually violent predators and sexually-based criminal enterprises.
- The Homicide and Major Crimes Unit investigates significant violent crimes that elude the department's prevention efforts, arrests and prosecutes suspects who commit them, locates missing adults, and investigates assaults, hate crimes, and arsons.
- The Robbery and Property Crimes Unit investigates, arrests, and prosecutes suspects who commit specific crimes in the City of Hayward, and provides investigative support to Officers engaged in community policing efforts. These crimes include but are not limited to, robbery, burglary, carjacking, fraud, and elder/dependent adult financial abuse.
- The Crime Scene Unit collects physical evidence at a crime scene and analyzes the evidence to identify possible suspects.

HAYWARD POLICE DEPARTMENT

The Special Investigations Bureau is comprised of three units – the Vice-Intelligence Unit, Narcotics Unit, and Special Duty Unit.

- The Vice-Intelligence Unit actively enforces and/or abates alcohol related violations, prostitution, tobacco ordinances, illegal gambling, and other closely related crimes within the City. Crime and Intelligence Analysts improve the ability of the department to monitor the criminal activity and behavior of people within the city through analysis of related information, to obtain knowledge about the activity of known criminals through intelligence analysis, to improve tactical planning, and to improve short- and long-term decision making. It also improves the ability of the department to manage, allocate, and deploy resources through practical analyses.
- The Narcotics Unit investigates mid to upper-level drug traffickers operating within the City of Hayward. The unit's primary mission is to identify, investigate, arrest, and prosecute mid to upper-level drug traffickers. Due to staffing shortages, the Narcotics Unit is currently not operating.
- The Special Duty Unit provides specialized police response to identified problem areas and to those areas most impacted by the activities of criminal street gangs. Their focus is on protecting lives and property, reducing violent crime (especially violent crimes committed by criminal street gang members), and reducing fear among the people we serve (especially those who live in neighborhoods where criminal street gang members actively engage in their illicit activities).

Support Services Division

The Support Services Division consists mainly of professional staff that provides support through the Communications Center, Jail, Records, Animal Services, and Property & Evidence.

- HPD Finance is responsible for fiscal oversight of the Police Department's budget and various grants. Provides administrative and statistical analytical support for the department's divisional programs.
- The Records Bureau is responsible for the care and maintenance of the Police Department's generated case reports. Records personnel assist the public in the processing and distribution of public record information. The Records Bureau receives and disseminates criminal warrants, subpoenas, and civil orders to meet State and Local mandates; and is also responsible for compiling crime statistics in support of the FBI's Uniform Crime Reporting System.
- The Communications Center provides 24-hour 911 and non-emergency answering services, and prioritizes and dispatches appropriate police and fire first responders.
- The Animal Services Shelter handles all animal control related calls for service. The Shelter investigates animal cruelty, animal bite reports, and public nuisance calls involving animals. The Shelter facilitates adoptions and provides assistance in resolving animal-related issues.

HAYWARD POLICE DEPARTMENT

- The Jail provides temporary detention of all persons arrested in the course of police actions. The facility is classified as a "Type 1" by the State of California Corrections Standards Authority. The Jail houses persons pending arraignment for up to ninety-six (96) hours.
- The Property and Evidence Unit is the custodian of evidence for the courtroom and responsible for the integrity of the evidence's chain of custody. The Property and Evidence Unit is also the repository for found property and is responsible for the purging of property/evidence.
- HPD Facilities coordinates projects related to the Police Department's facility and fleet needs.

Community Services Division

The Community Services Division is comprised of highly trained personnel and community focused units, all of which exist to respond to a variety of community issues and/or to provide specialized services for community members. This division was developed in response to community conversations and engagement, it aligns with the Department's community policing philosophy, and it provides for the oversight and management of these community focused, problem-solving units.

- The Community Engagement Specialist is responsible for providing direction regarding all aspects of external communication as well as the coordination of community engagement events. The Community Engagement Specialist works closely with other Departmental units and the community, providing a variety of public education and outreach programs as well as all public relations activities for the Department. The Community Engagement Specialist also serves as the lead media contact, spokesperson, and primary social media manager for the Department.
- The District Operations Unit works closely with members of the community and is responsible for identifying, reducing, eliminating, and preventing problems that adversely impact community safety and order. To further the Department's community policing efforts and to decentralize service to the community, the City was divided into North and South Districts and a substation for each district was established. The substations are managed by a Lieutenant and serve as the primary liaison with the community. They coordinate the efforts of the Department, other City Departments, and other public agencies with the community to address crime and quality of life issues in the District neighborhoods and manage the abandoned vehicle abatement program.
- The Traffic Bureau provides traffic safety services, investigates fatal and major injury accidents, and coordinates Countywide traffic enforcement through the Office of Traffic Safety STEP Grant.
- The Personnel and Training Bureau manages Departmental recruitment, screening, hiring, uniforms and equipment, Workers' Compensation issues, and employee

HAYWARD POLICE DEPARTMENT

training. Personnel and Training Bureau personnel also manage the Chaplain and Peer Support Programs, which exist to provide assistance to Department personnel following critical incidents.

- The Youth & Family Services Bureau, a valued unit that is extremely unique to police departments, provides a range of prevention, crisis intervention, counseling, juvenile diversion, case management, and information/referral services to youth and families residing in Hayward.
- The Reserve Bureau consists of a cadre of unpaid volunteers who are trained as police officers and provide support in a broad range of law enforcement roles. They support community-oriented events, they monitor registration compliance of convicted sex offenders residing in the City, and they assist with numerous other special projects.

PERFORMANCE GOALS AND METRICS

Performance Indicators	FY 2024-25 Target	FY 2024-25 Actual
% of Priority 1 responses that arrive within a targeted response time	90% w/in 10 minutes	95% w/in 10 minutes
% of Communications Center calls answered within a targeted timeframe	95% w/in 15 seconds	99.1% w/in 15 seconds
% of records requests responded to within a targeted timeline	W/in Statutory Requirements	Completed
Number of youth, families, and school staff served by the Youth and Family Services Bureau	5000	2,479
Performance Objective	FY 2024-25 Target	FY 2024-25 Actual
Achieve CALEA accreditation for Police Department	Achieve accreditation	Completed
Implement recommendations from Dispatch Assessment	Implementation	In Progress
Develop the Police Department's Wellness program for employees	Hire Wellness Position FTE	Completed

HAYWARD POLICE DEPARTMENT

Performance Indicators	FY 2025-26 Target
% of Priority 1 responses that arrive within a targeted response time	90% w/in 10 minutes
% of Communications Center calls answered within a targeted timeframe	95% w/in 15 seconds
% of records requests responded to within a targeted timeline	W/in Statutory Requirements
Number of youth, families, and school staff served by the Youth and Family Services Bureau	5,000
Performance Objective	FY 2025-26 Target
Achieve CALEA accreditation for Police Department	Achieve accreditation
Implement recommendations from Organizational Assessment	Implement 3 recommendations

SIGNIFICANT RESOURCE CHANGES PLANNED FOR FY 2025-26

1. None

Police Department

All Funds Summary - By Category

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue and Trans in from Other Funds				
General Fund Revenue	3,261,179	2,437,255	5,606,571	3,690,632
Narc Asset Seizure-Spec Rev Fund	175,858	18,269	—	—
	\$ 3,437,037	\$ 2,455,524	\$ 5,606,571	\$ 3,690,632
(Contribution)/Use of Fund Balance				
Narcotic Asset Seizure	(175,858)	(18,269)	—	—
	\$ (175,858)	\$ (18,269)	\$ —	\$ —
Fund Subsidy				
General Fund Subsidy	81,929,016	80,274,781	87,577,058	94,443,569
Measure C Fund Subsidy	3,445,417	3,365,260	4,684,717	4,603,453
	\$ 85,374,433	\$ 83,640,041	\$ 92,261,775	\$ 99,047,022
Total Revenues	\$ 88,635,612	\$ 86,077,296	\$ 97,868,346	\$ 102,737,654
EXPENDITURES				
Expenditures By Expense Category				
Salary				
Regular	38,537,751	38,877,478	48,480,139	52,065,738
Overtime	5,277,616	5,931,460	2,961,000	2,961,000
Vacancy Savings	—	—	(4,964,086)	(6,850,719)
Benefits				
Fringe Benefits	12,062,724	9,423,545	13,343,853	13,833,254
Retiree Medical	2,092,930	2,314,166	2,334,210	2,852,918
PERS	21,073,525	18,857,318	26,039,101	27,402,870
Program Reduction Savings	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 79,044,546	\$ 75,403,967	\$ 88,194,217	\$ 92,265,061
Maintenance & Utilities	373,954	401,337	482,188	482,188
Supplies & Services	2,349,813	2,597,440	1,983,175	1,983,175
Internal Service Fees	6,867,299	7,658,755	7,208,766	8,359,806
Capital	—	15,797	—	—
<i>Net Operating Expense</i>	\$ 9,591,066	\$ 10,673,329	\$ 9,674,129	\$ 10,825,169
Total Expenditures	\$ 88,635,612	\$ 86,077,296	\$ 97,868,346	\$ 103,090,230
Net Change	—	—	—	(352,576)

Police Department

All Funds Summary - By Program

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue and Transfers in from Other Funds				
Office of the Chief	—	—	—	—
Community Services / Special Operations	363,489	278,944	2,310,574	2,310,574
Patrol Division	21,666	16,127	141,400	141,400
Investigations	1,801,489	1,234,239	2,046,105	171,986
Support Services	795,661	632,997	821,672	821,672
Special Programs	278,874	274,948	286,820	245,000
Narcotic Asset Seizure	175,858	18,269	—	—
	\$ 3,437,037	\$ 2,455,524	\$ 5,606,571	\$ 3,690,632
(Contribution)/Use of Fund Balance				
Narcotic Asset Seizure	(175,858)	(18,269)	—	—
	\$ (175,858)	\$ (18,269)	\$ —	\$ —
Fund Subsidy				
General Fund Subsidy	81,929,016	80,274,781	87,577,058	94,443,569
Measure C Fund Subsidy	3,445,417	3,365,260	4,684,717	4,603,453
	\$85,374,433	\$83,640,041	\$92,261,775	\$99,047,022
Total Revenues	\$88,635,612	\$86,077,296	\$97,868,346	\$102,737,654
EXPENDITURES				
Expenditures and Transfer Out to Other Funds				
Office of the Chief - General Fund	2,088,654	2,341,272	2,801,207	2,505,601
Community Services / Special Operations	9,889,512	9,248,517	13,692,992	10,132,736
Patrol Division	38,153,336	36,531,763	40,219,350	42,113,120
Investigations	16,668,792	16,227,694	17,941,581	22,228,344
Support Services - General Services	15,208,546	15,947,142	15,463,544	17,477,084
Special Programs (Grants) - General Fund	3,181,355	2,415,648	3,064,955	3,677,316
Measure C Programs	3,445,417	3,365,260	4,684,717	4,603,453
Narc Asset Seizure-Spec Rev Fund	—	—	—	—
Total Expenditures	\$88,635,612	\$86,077,296	\$97,868,346	\$102,737,654
Net Change	—	—	—	—

Police Department

Police - General Fund Summary

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Licenses & Permits	363,509	385,547	449,017	449,017
Photo Red Light	86,840	80,484	72,828	72,828
Fines & Forfeitures	70,429	66,630	41,820	—
Intergovernmental	1,981,826	1,428,239	3,994,246	2,150,727
Fees & Service Charges	758,500	475,231	1,028,660	998,060
Other Revenue	75	1,124	20,000	20,000
Total Revenues	\$ 3,261,179	\$ 2,437,255	\$ 5,606,571	\$ 3,690,632
EXPENDITURES				
Expenditures				
Salary				
Regular	36,743,368	37,109,561	45,994,153	49,252,404
Overtime	5,130,300	5,749,815	2,961,000	2,961,000
Vacancy Savings	—	—	(4,964,086)	(6,850,719)
Benefits				
Fringe Benefits	11,635,489	9,030,526	12,617,396	13,279,036
Retiree Medical	2,038,936	2,255,562	2,266,001	2,774,250
PERS	20,294,390	18,140,972	25,077,021	26,371,802
Program Reduction Savings	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$75,842,483	\$72,286,436	\$83,951,485	\$ 87,787,773
Maintenance & Utilities	366,481	393,205	419,800	419,800
Supplies & Services	2,293,749	2,535,457	1,907,295	1,907,295
Internal Service Fees	6,687,482	7,481,141	6,905,049	8,019,333
Capital	—	15,797	—	—
<i>Net Operating Expense</i>	\$ 9,347,712	\$10,425,600	\$ 9,232,144	\$10,346,428
Total Expenditures	\$ 85,190,195	\$ 82,712,036	\$ 93,183,629	\$ 98,134,201
General Fund Subsidy	81,929,016	80,274,781	87,577,058	94,443,569

Police Department

Office of the Chief - General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Intergovernmental	—	—	—	—
Other Revenue	—	—	—	—
Total Revenues	\$ —	\$ —	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	962,880	1,214,648	1,586,073	1,336,774
Overtime	15,855	42,486	16,500	16,500
Vacancy Savings	—	—	(244,154)	(92,079)
Benefits				
Fringe Benefits	258,867	228,595	349,593	292,602
Retiree Medical	31,789	35,142	36,740	57,844
PERS	546,837	525,128	863,272	703,270
Program Reduction Savings	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 1,816,228	\$ 2,045,999	\$ 2,608,024	\$ 2,314,911
Maintenance & Utilities	11,387	12,070	11,000	11,000
Supplies & Services	166,318	174,543	42,500	42,500
Internal Service Fees	94,721	108,660	139,683	137,190
<i>Net Operating Expense</i>	\$ 272,426	\$ 295,273	\$ 193,183	\$ 190,690
Total Expenditures	\$ 2,088,654	\$ 2,341,272	\$ 2,801,207	\$ 2,505,601
General Fund Subsidy	2,088,654	2,341,272	2,801,207	2,505,601

Police Department

Community Services / Special Operations - General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Grants-Citizens' Option for Public Safety	—	—	1,243,519	1,243,519
Licenses and Permits	12,681	19,875	31,827	31,827
Photo Red Light	86,840	80,484	72,828	72,828
Intergovernmental	69,018	80,122	621,000	621,000
Fees & Service Charges	194,950	98,463	321,400	321,400
Other Revenue	—	—	20,000	20,000
Total Revenues	\$ 363,489	\$ 278,944	\$ 2,310,574	\$ 2,310,574
EXPENDITURES				
Expenditures				
Salary				
Regular	3,827,321	3,602,337	7,053,583	4,821,982
Overtime	807,333	779,478	243,500	243,500
Targeted Savings	—	—	(578,053)	(1,016,461)
Benefits				
Fringe Benefits	1,322,733	925,212	1,744,666	1,334,638
Retiree Medical	204,276	226,537	226,517	369,134
PERS	2,176,038	1,847,783	3,463,526	2,767,423
Program Reduction Savings	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 8,337,701	\$ 7,381,347	\$12,153,739	\$ 8,520,216
Maintenance & Utilities	27,309	33,859	84,300	84,300
Supplies & Services	911,305	1,131,230	749,400	749,400
Internal Service Fees	613,197	702,081	705,553	778,820
Capital	—	—	—	—
<i>Net Operating Expense</i>	\$ 1,551,811	\$ 1,867,170	\$ 1,539,253	\$ 1,612,520
Total Expenditures	\$ 9,889,512	\$ 9,248,517	\$13,692,992	\$10,132,736
General Fund Subsidy	9,526,023	8,969,573	11,382,418	7,822,162

Police Department

Patrol Division - General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Licenses and Permits	—	—	—	—
Intergovernmental	—	—	—	—
Fees & Service Charges	21,666	16,127	141,400	141,400
Other Revenue	—	—	—	—
Total Revenues	\$ 21,666	\$ 16,127	\$ 141,400	\$ 141,400
EXPENDITURES				
Expenditures				
Salary				
Regular	15,829,467	16,032,681	18,999,854	19,657,714
Overtime	1,998,845	2,638,393	1,215,000	1,215,000
Targeted Savings	—	—	(1,094,654)	(1,780,806)
Benefits				
Fringe Benefits	5,509,998	4,168,971	5,335,985	5,345,180
Retiree Medical	1,051,093	1,172,662	1,172,560	1,460,168
PERS	10,535,216	9,068,994	11,809,449	12,721,515
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$34,924,619	\$ 33,081,701	\$ 37,438,194	\$ 38,618,771
Maintenance & Utilities	6,000	109	—	—
Supplies & Services	84,687	33,788	68,500	68,500
Internal Service Fees	3,138,030	3,416,165	2,712,656	3,425,849
Capital	—	—	—	—
<i>Net Operating Expense</i>	\$ 3,228,717	\$ 3,450,062	\$ 2,781,156	\$ 3,494,349
Total Expenditures	\$38,153,336	\$ 36,531,763	\$ 40,219,350	\$ 42,113,120
General Fund Subsidy	38,131,670	36,515,636	40,077,950	41,971,720

Police Department

Investigations - General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Licenses & Permits	116,655	124,295	148,526	148,526
Intergovernmental	1,681,522	1,109,944	1,863,919	20,400
Fees & Service Charges	3,312	—	33,660	3,060
Other Revenue	—	—	—	—
Total Revenues	\$ 1,801,489	\$ 1,234,239	\$ 2,046,105	\$ 171,986
EXPENDITURES				
Expenditures				
Salary				
Regular	7,710,010	7,691,073	8,363,022	11,668,216
Overtime	411,354	607,197	1,100,000	1,100,000
Targeted Savings	—	—	(1,906,221)	(2,419,110)
Benefits				
Fringe Benefits	2,137,875	1,686,878	2,508,269	3,008,235
Retiree Medical	511,876	567,544	567,493	594,639
PERS	4,165,043	3,747,171	5,440,950	6,270,682
Program Reduction Savings	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$14,936,158	\$14,299,863	\$ 16,073,513	\$20,222,662
Maintenance & Utilities	67,276	54,717	35,000	35,000
Supplies & Services	445,830	486,451	407,000	407,000
Internal Service Fees	1,219,528	1,386,663	1,426,068	1,563,682
Capital	—	—	—	—
<i>Net Operating Expense</i>	\$ 1,732,634	\$ 1,927,831	\$ 1,868,068	\$ 2,005,682
Total Expenditures	\$16,668,792	\$16,227,694	\$ 17,941,581	\$22,228,344
General Fund Subsidy	14,867,303	14,993,455	15,895,476	22,056,358

Police Department

Support Services - General Services

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Licenses & Permits	234,173	241,377	268,664	268,664
Intergovernmental	22,916	30,027	20,808	20,808
Fees & Service Charges	538,572	360,641	532,200	532,200
Other Revenue	—	952	—	—
Total Revenues	\$ 795,661	\$ 632,997	\$ 821,672	\$ 821,672
EXPENDITURES				
Expenditures				
Salary				
Regular	7,086,115	7,462,731	8,220,567	9,962,773
Overtime	1,715,845	1,518,896	386,000	386,000
Targeted Savings	—	—	(489,273)	(1,288,148)
Benefits				
Fringe Benefits	1,927,628	1,728,062	2,134,646	2,690,396
Retiree Medical	134,951	136,571	145,595	146,608
PERS	1,986,758	2,395,245	2,397,545	2,737,172
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$12,851,297	\$13,241,505	\$12,795,080	\$14,634,801
Maintenance & Utilities	254,509	292,450	289,500	289,500
Supplies & Services	596,241	639,460	591,895	591,895
Internal Service Fees	1,506,499	1,757,930	1,787,069	1,960,888
Capital	—	15,797	—	—
<i>Net Operating Expense</i>	\$ 2,357,249	\$ 2,705,637	\$ 2,668,464	\$ 2,842,283
Total Expenditures	\$15,208,546	\$15,947,142	\$15,463,544	\$17,477,084
General Fund Subsidy	14,412,885	15,314,145	14,641,872	16,655,412

Police Department

Special Programs (Grants) - General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Fines and Forfeitures	70,429	66,630	41,820	—
Grant Revenue	208,370	208,146	245,000	245,000
Rental Income	75	172	—	—
Total Revenues	\$ 278,874	\$ 274,948	\$ 286,820	\$ 245,000
EXPENDITURES				
Expenditures				
Salary				
Regular	1,327,575	1,106,091	1,771,054	1,804,945
Overtime	181,068	163,365	—	—
Targeted Savings	—	—	(651,731)	(254,115)
Benefits				
Fringe Benefits	478,388	292,808	544,237	607,985
Retiree Medical	104,951	117,106	117,096	145,857
PERS	884,498	556,651	1,102,279	1,171,740
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 2,976,480	\$ 2,236,021	\$ 2,882,935	\$ 3,476,412
Maintenance & Utilities	—	—	—	—
Supplies & Services	89,368	69,985	48,000	48,000
Internal Service Fees	115,507	109,642	134,020	152,904
Capital	—	—	—	—
<i>Net Operating Expense</i>	\$ 204,875	\$ 179,627	\$ 182,020	\$ 200,904
Total Expenditures	\$ 3,181,355	\$ 2,415,648	\$ 3,064,955	\$ 3,677,316
General Fund Subsidy	2,902,481	2,140,700	2,778,135	3,432,316

Police Department

Narcotic Asset Seizure - Special Revenue Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Beginning Working Capital Balance	\$ 488,428	\$ 664,286	\$ 682,555	\$ 682,555
REVENUES				
Revenue				
Fines & Forfeitures	175,858	18,269	—	—
Interest			—	—
Total Revenues	\$ 175,858	\$ 18,269	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	—	—	—	—
Overtime	—	—	—	—
Benefits				
Fringe Benefits	—	—	—	—
Retiree Medical	—	—	—	—
PERS	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ —	\$ —	\$ —	\$ —
Maintenance & Utilities	—	—	—	—
Supplies & Services	—	—	—	—
Internal Service Fees	—	—	—	—
Capital	—	—	—	—
<i>Net Operating Expense</i>	\$ —	\$ —	\$ —	\$ —
Fund Transfers Out				
Trsfr to Police Capital Projects	—	—	—	—
	\$ —	\$ —	\$ —	\$ —
Total Expenditures	\$ —	\$ —	\$ —	\$ —
Net Diff Gain (Use) of Fund Balance	175,858	18,269	—	—
Ending Working Capital Balance	664,286	682,555	682,555	682,555

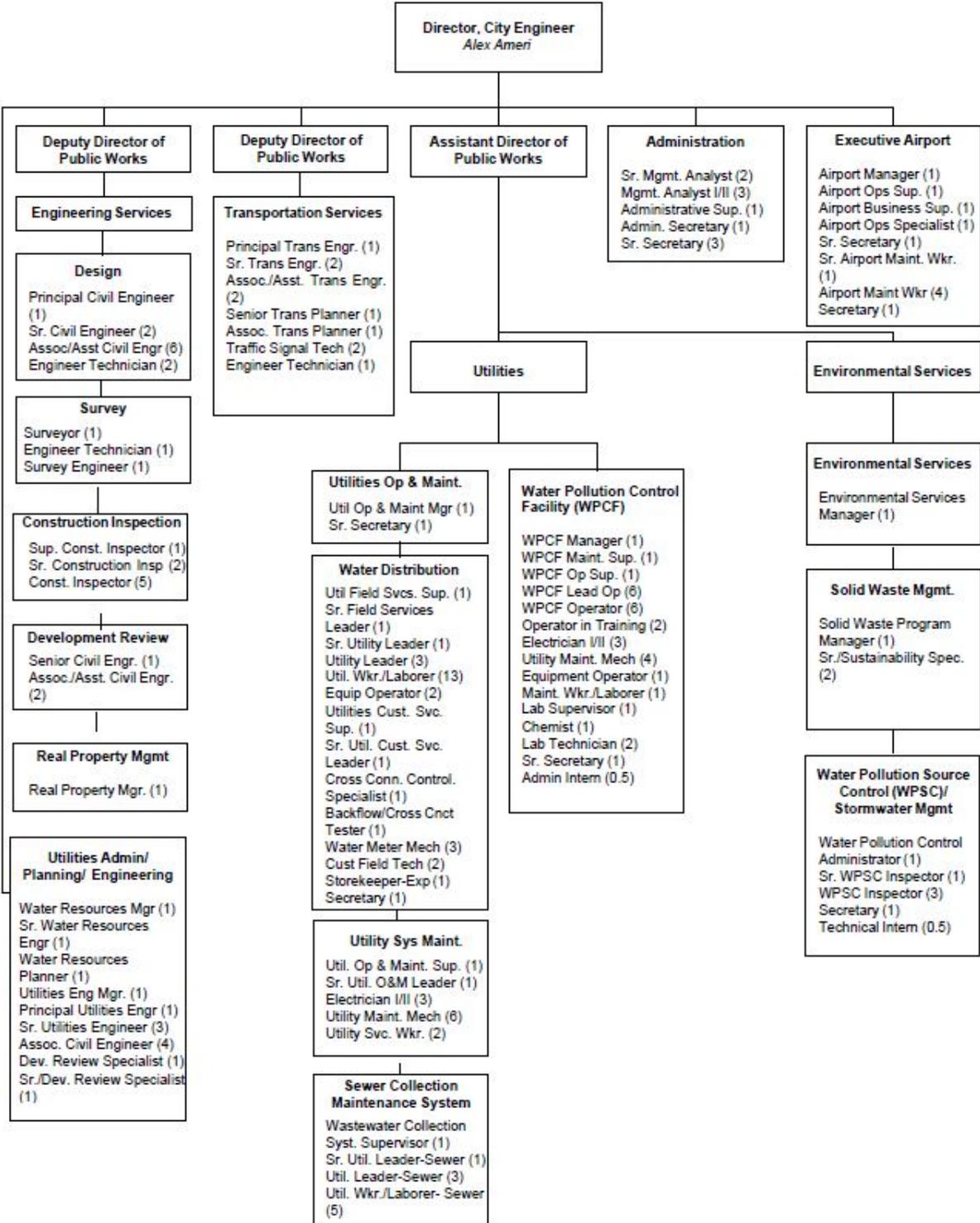
Police Department

Measure C Program - Measure C Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Other Revenue	—	—	—	—
Total Revenues	\$ —	\$ —	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	1,794,383	1,767,917	2,485,986	2,813,334
Overtime	147,316	181,645	—	—
Benefits				
Fringe Benefits	427,235	393,019	726,457	554,218
Retiree Medical	53,994	58,604	68,209	78,668
PERS	779,135	716,346	962,080	1,031,068
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 3,202,063	\$ 3,117,531	\$ 4,242,732	\$ 4,124,712
Maintenance & Utilities	7,473	8,132	62,388	62,388
Supplies & Services	56,064	61,983	75,880	75,880
Internal Service Fees	179,817	177,614	303,717	340,473
Capital	—	—	—	—
<i>Net Operating Expense</i>	\$ 243,354	\$ 247,729	\$ 441,985	\$ 478,741
Total Expenditures	\$ 3,445,417	\$ 3,365,260	\$ 4,684,717	\$ 4,603,453
Measure C Fund Subsidy	3,445,417	3,365,260	4,684,717	4,603,453

**FY 2025-26
STAFFING
173 FTE**

Public Works and Utilities Department



PUBLIC WORKS & UTILITIES DEPARTMENT

MISSION STATEMENT

To plan, design, construct, operate, and maintain the City's public infrastructure, facilities, environment, and related services, including the City's roads, airport, water service, wastewater service, recycled water service, stormwater management, solid waste and recycling in a safe, reliable, innovative, and efficient manner, in full compliance with all applicable local, state, and federal laws and regulations; to manage City-wide-ranging environmental sustainability activities and climate change issues, and to design and construct all new buildings and parks.

DEPARTMENT OVERVIEW

The Department is organized into six divisions: Administration, Engineering Services, Transportation Services, the Executive Airport, Utilities (Water, Wastewater, Recycled Water, and Groundwater Management), and Environmental Services. While each of the six divisions serves a different function within the Department, they operate collaboratively to keep Hayward's infrastructure and public spaces safe, clean, and green, and provide superior service to City residents, businesses, institutions, and other customers.

The Engineering Services Division is responsible for providing engineering services and support to City operating departments and divisions and for implementation of the City's Capital Improvement Program. The Transportation Services Division is responsible for supporting the multi-modal development and operation of the City's transportation system. The Executive Airport Division is responsible for the safe daily operation of the Airport, including interaction with federal and state aviation authorities, maintenance of Airport facilities, administering Airport rules and regulations, and providing a high level of customer service. The Utilities Division is responsible for management of the City's Water Distribution System, Wastewater Collection and Treatment Systems, and Recycled Water System, as well as management of the City's sustainable groundwater efforts. The Division ensures full compliance with all applicable local, state, and federal laws and regulatory requirements related to water, wastewater, and recycled water operations. The Environmental Services Division oversees the Solid Waste and Recycling Program, as well as the Stormwater Management Program. The Division is also responsible for developing, implementing, coordinating, and managing sustainability programs and activities in the City, including implementation of strategies and programs contained in the City's adopted Climate Action Plan.

PUBLIC WORKS & UTILITIES DEPARTMENT

DIVISION/PROGRAM SUMMARIES

Engineering Division

Design/Development Services

Design/Development Services consists of two major groups. Design Services is responsible for implementing and processing the majority of the projects identified in the Capital Improvement Program, as well as preparing and administering grant applications. In addition, Design accomplishes in-house project designs, consultant selection, and administration of design services contracts, the administration of the pavement management program, and serves as the primary construction liaison. Development Services is responsible for the reviewing of grading plans, subdivision maps, improvement plans, and soils and geological reports for private development projects.

Construction Inspection Services

Construction Services is responsible for the construction inspection of City public works projects and private subdivision development improvement projects.

Survey

Survey maintains a library of recorded maps, improvement plans, and monumentation data, which consists of known points used to determine the horizontal or vertical location of objects on, above, or below the ground. This section is also responsible for all mapping, surveying, and printing services.

Transportation Division

Transportation Division comprises both Traffic Operations and Transportation Planning. The primary function of the Traffic Operations section is to reduce traffic delays and enhance traffic safety to pedestrians, bicyclists, and motorists through the appropriate use and maintenance of traffic control devices such as traffic signals, speed lumps, signing, and striping. The Transportation Planning section is responsible for the development and coordination of multi-modal transportation planning activities, and review and analysis for all major City transportation studies and environmental impact reports. Responsibilities include circulation and parking studies as well as the transportation impacts of development, including street improvements.

Executive Airport Division

The Hayward Executive Airport is a self-supporting, general aviation reliever airport. The primary function of the Airport is to relieve air carrier airports of general aviation traffic in the San Francisco Bay Area. Airport staff members interact with the community and airport users through various forums, including the Council's Infrastructure and Airport Committee, the Noise Committee, the annual Open House event, Airport tours, and public speaking engagements. In addition, Airport staff work to promote aviation safety, provide courteous and efficient service to the flying public, attract businesses that provide a full range of aviation services, continue to improve airport infrastructure, and maintain an open and positive relationship with the surrounding community.

PUBLIC WORKS & UTILITIES DEPARTMENT

Utilities Division

Administration, Planning, and Engineering (AP&E)

Administration, Planning, and Engineering is responsible for the procurement of potable water supply, as well as long-range water resource planning and design of needed rehabilitation, replacement, and capital improvement projects to ensure sufficient, reliable, and safe water supplies to current and future customers. This entity oversees the financial management of Utilities and Environmental Services, including Water, Wastewater, Recycled Water, and Stormwater Enterprise Funds and Recycling Special Fund, water conservation programs, and the administration of new utility service connections. The program staff works closely with the City's wholesale water supplier, the San Francisco Public Utilities Commission. It also works in coordination with the Bay Area Water Supply and Conservation Agency, which represents certain interests of cities and agencies that purchase water on a wholesale basis from San Francisco Public Utilities Commission (SFPUC).

Water Distribution Operations and Maintenance (O&M)

Water Distribution and Utilities Operations and Maintenance is responsible for the transmission, storage, and distribution of potable water. It maintains and operates all water facilities and is responsible for collecting water meter reading data and meter maintenance, field customer service, maintenance and repair of the water distribution system mains, and installation of new utility services.

Wastewater Collection Operations and Maintenance (O&M)

Wastewater Collection Operations and Maintenance is responsible for maintaining the City's network of sewer collection pipelines and wastewater lift stations. It is also responsible for the inspection, cleaning, and maintenance of sewer pipelines.

Water Resource Recovery Facility (WRRF)

The Water Resource Recovery Facility (WRRF) formerly Water Pollution Control Facility (WPCF) is responsible for treatment and disposal, or beneficial reuse, of wastewater from residential, commercial, and industrial customers. In addition to normal operations and maintenance functions, the WRRF staff plans, designs, and constructs needed rehabilitation, replacement, and capital improvement projects. The Division develops and expands the use of clean and renewable energy sources, such as solar photovoltaic and cogeneration of electric power and heat using biogas, to eliminate or reduce the facility's reliance on purchased power and to export surplus power through PG&E transmission system for the use at other City municipal facilities.

Recycled Water

The Recycled Water Program is responsible for the treatment and distribution of recycled water to customers for irrigation and industrial uses. The initial phase of the project is currently in operation and includes a treatment facility, storage tank, pump station, distribution pipelines, and customer connections to the new recycled water system. Recycled water deliveries to customers started in March 2022. Staff are responsible for permitting new recycled water customers and operating and maintaining recycled water facilities. In addition, the Recycled Water Program develops and plans for future expansions of the recycled water system.

PUBLIC WORKS & UTILITIES DEPARTMENT

Environmental Services Division

This Division brings the City's energy efficiency, resource conservation, and pollution and waste reduction activities under one umbrella. Activities include energy efficiency and conservation, water pollution control at the point of discharge (source control), minimizing stormwater pollutant discharge into the San Francisco Bay, managing solid waste reduction and recycling programs, and implementing sustainability programs and initiatives contained in the City's Climate Action Plan. The Division is also responsible for coordinating the City's participation in, and providing staffing resources to, Ava Community Energy (Ava), formerly known as East Bay Community Energy. Ava is a community-governed power supplier, committed to providing electricity generated from a high percentage of renewable sources such as solar, wind and geothermal. The City is a founding member of Ava. Alameda County and eleven of its thirteen cities are also current members, as well as the City of Tracy. In 2025, Ava will extend service to the San Joaquin County cities of Stockton and Lathrop.

PERFORMANCE GOALS AND METRICS

Performance Indicators	FY 2024-25 Target	FY 2024-25 Actual
Miles of bike & ped improvements installed (target = average of 10 miles)	100%	100%
% of development permits reviewed with first review comments issued in 10 business days	90%	86%
% of traffic signal outages and malfunctions responded to within 8 hours	100%	100%
Number of miles of water/sewer pipelines replaced annually	2 miles water/2 miles sewer	1.66 miles water/1.36 miles sewer - private developers not included
% of days that water and wastewater quality met state standards	100%	100%
Percentage of waste diverted from the landfill	74%	72%
Performance Objective	FY 2024-25 Target	FY 2024-25 Actual
Complete construction of Mission Boulevard phase 3	100%	100%
Implement six intersections for Safe Route for Seniors in downtown area	100%	100%
Complete construction of La Vista Park	75%	25%
Install EV Charging in one muni parking lot in collaboration with Ava for public EV charging	100%	0% (Due to Ava Energy)
Design Water Resource Recovery Facility Phase II upgrade	100%	90%
Develop a Recycled Water Master Plan	100%	45%
Implement Safe Routes to School, with a focus on Palma Ceia and Eldridge	15%	Incorporated into Safe Routes to School project objective below

PUBLIC WORKS & UTILITIES DEPARTMENT

Implement Speed Management Plan & High Injury Network Safety Plan (funded by SS4A Grant)	25%	25%
Implement Active Transportation Incentive & Promotion (funded by California Air Resources Board Grant)	50%	33%
Implement Orchard Ave Traffic Calming - Pilot stage	75%	100%
Design East Bay Greenway (partner with Alameda County Transportation Commission)	100%	80%
Present a needs assessment/preliminary feasibility report for a new Police Building and Corporation Yard	100%	50%
Distribute 10,000 bags of compost to Hayward residents	100%	100%
Implement projects in the Groundwater Sustainability Plan: Install one new groundwater monitoring wells (with option of one additional)	100%	100%
Implement Safe Routes to School Project (funded by California Air Resources Board Grant)	30%	30%
Implement Winton Ave/D Street & Tennyson Corridors Adaptive Signal Timing (funded by Transportation Fund for Clean Air)	85%	100%
Complete the site assessment and conceptual design for new Police Safety Center	50%	50%
Complete facility assessment for a new Corporation Yard	50%	50%

PUBLIC WORKS & UTILITIES DEPARTMENT

Performance Indicators	FY 2025-26 Target
Miles of bike & ped improvements installed (target = average of 10 miles)	60%
% of development permits reviewed with first review comments issued in 10 business days	90%
% of traffic signal outages and malfunctions responded to within 8 hours	100%
Number of miles of water/sewer pipelines replaced annually	2 miles water/2 miles sewer
% of days that water and wastewater quality met state standards	100%
Percentage of waste diverted from the landfill	74%
Performance Objective	FY 2025-26 Target
Complete construction of La Vista Park	75%
Install EV Charging in one muni parking lot in collaboration with Ava for public EV charging	100%
Design Water Resource Recovery Facility Phase II upgrade	100%
Develop a Recycled Water Master Plan	100%
Implement Speed Management Plan & High Injury Network Safety Plan (funded by SS4A Grant)	100%
Implement Active Transportation Incentive & Promotion (funded by California Air Resources Board Grant)	75%
Implement Orchard Ave Traffic Calming - Design stage	100%
Concept Design East Bay Greenway (partner with Alameda County Transportation Commission)	100%
Distribute 10,000 bags of compost to Hayward residents	100%
Implement Safe Routes to School Project (funded by California Air Resources Board Grant)	100%
Complete the site assessment and conceptual design for new Police Safety Center	100%
Complete facility assessment for a new Corporation Yard	100%

SIGNIFICANT RESOURCE CHANGES PLANNED FOR FY 2025-26

1. Reduction of 2% of total General Fund expenses
2. \$632,285 anticipated revenue increase for Waste Management Franchise Fee
3. \$40,950 anticipated revenue increase for Measure D Augmentation
4. \$3,275,000 expense increase for water purchases due to SFPUC's rate increase
5. \$515,700 budget increase for Bay Area Water Supply Quarterly Assessment
6. \$2,305,000 water sales revenue increase based on anticipated rate increases
7. \$1,500,000 water service charge revenue increase based on anticipated rate increases
8. \$353,200 budget increase for bank charges due to customer's increased use of credit card payment through the Water Customer portal
9. \$2,437,869 revenue increase in Sewer Service Fee based on anticipated rate increase
10. \$50,000 revenue increase based on historical revenue for EBDA Maintenance reimbursement

PUBLIC WORKS & UTILITIES DEPARTMENT

11. \$174,700 budget increase for removal and replacement of asphalt concrete pathway along with related drainage improvements and tree removal for Line B (Ward Creek) East Levee B Improvement between Line F & Pacheco Way (Zone No. 3A Project)

Public Works & Utilities Department

All Funds Summary - By Category

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue and Transfers In from Other Funds				
General Fund Revenue	513,098	378,949	350,000	350,000
Airport Maintenance & Operations	3,975,991	4,260,136	4,153,482	4,167,520
Recycling Program - Special Revenue Fund	1,114,752	1,598,261	1,184,187	1,635,587
Stormwater Maint & Operation	2,891,163	3,097,374	3,070,117	3,114,700
Waste Water Maint & Operation	30,263,905	29,317,781	33,167,531	35,480,254
Water Maint & Operation	54,974,028	62,349,469	61,055,741	69,910,741
Recycled Water Maint & Operation	1,059,923	1,105,136	1,557,705	1,557,705
Regional Water Inter-Tie - Enterprise Fund	56,588	23,495	—	—
	\$94,849,448	\$102,130,601	\$104,538,763	\$116,216,507
(Contribution)/Use of Fund Balance				
Airport Maintenance & Operations	1,212,774	1,262,919	1,589,649	1,732,631
Recycling Program	110,556	78,701	62,429	887,058
Stormwater Maint & Operation	562,278	252,975	553,646	776,002
Waste Water Maint & Operation	1,597,484	271,003	66,550,121	3,511,983
Water Maint & Operation	4,758,335	1,632,149	6,648,584	2,223,881
Recycled Water Maint & Operation	126,841	146,356	831,800	868,359
Regional Water Inter-Tie	2,887	34,427	131,329	131,328
	\$ 8,371,155	\$ 3,678,530	\$ 76,367,558	\$ 10,131,242
Fund Subsidy				
General Fund Subsidy	2,764,508	5,082,830	2,651,391	3,462,496
Total Revenues	\$105,985,111	\$110,891,961	\$183,557,712	\$129,810,245
EXPENDITURES				
Expenditures By Expense Category				
Salary				
Regular	18,721,014	18,617,685	23,994,164	27,885,778
Overtime	1,387,659	1,580,500	423,050	670,250
Targeted Savings	—	—	(388,172)	(3,032,293)
Benefits				
Fringe Benefits	4,825,210	4,265,147	6,021,946	6,159,298
Retiree Medical	293,964	297,650	309,624	317,712
PERS	5,432,651	6,027,033	6,753,829	7,391,758
Program Reduction Savings	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	(4,213,903)	(2,215,076)	(6,730,047)	(6,730,047)
<i>Net Staffing Expense</i>	\$ 26,446,595	\$ 28,572,939	\$ 30,384,394	\$ 32,662,456
Maintenance & Utilities	3,902,928	4,023,932	5,137,737	5,199,281
Supplies & Services	7,991,331	8,127,171	9,987,935	10,618,199
Internal Service Fees	3,523,731	3,532,340	3,918,769	4,654,700
Water Purchases	32,325,012	36,105,538	39,725,000	43,000,000
Debt Service	5,625,309	4,017,217	4,019,695	4,019,695
<i>Net Operating Expense</i>	\$ 53,839,251	\$ 55,806,198	\$ 62,789,136	\$ 67,491,875
Transfers Out to Other Funds	22,010,936	22,255,044	24,049,120	28,067,459
Other Department Operating Costs	(4,033,251)	(4,317,669)	(4,764,156)	(5,076,961)
Total Expenditures	\$ 98,263,531	\$102,316,512	\$112,458,494	\$123,144,829
Net Change	7,721,580	8,575,449	71,099,218	6,665,416

Public Works & Utilities Department

All Funds Summary - By Program

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue and Transfers in from Other Funds				
General Fund Revenue	\$ 513,098	\$ 378,949	\$ 350,000	\$ 350,000
Hayward Executive Airport	3,975,991	4,260,136	4,153,482	4,167,520
Recycling Program	1,114,752	1,598,261	1,184,187	1,635,587
Stormwater	2,891,163	3,097,374	3,070,117	3,114,700
Wastewater	30,263,905	29,317,781	33,167,531	35,480,254
Water	54,974,028	62,349,469	61,055,741	69,910,741
Recycled Water	1,059,923	1,105,136	1,557,705	1,557,705
Regional Water Inter-Tie	56,588	23,495	—	—
	\$94,849,448	\$102,130,601	\$104,538,763	\$ 116,216,507
(Contribution)/Use of Fund Balance				
Hayward Executive Airport	1,212,774	1,262,919	1,589,649	1,732,631
Recycling Program	110,556	78,701	62,429	(887,058)
Stormwater	562,278	252,975	553,646	776,002
Wastewater	1,597,484	271,003	66,550,121	3,511,983
Water	4,758,335	1,632,149	6,648,584	2,223,881
Recycled Water	126,841	146,356	831,800	868,359
Regional Water Inter-Tie	2,887	34,427	131,329	131,328
	\$ 8,371,155	\$ 3,678,530	\$ 76,367,558	\$ 8,357,126
Fund Subsidy				
General Fund Subsidy	2,764,508	5,082,830	2,651,391	3,462,496
Total Revenues	\$105,985,111	\$110,891,961	\$183,557,712	\$ 128,036,129
EXPENDITURES				
Expenditures and Transfer Out to Other Funds By Program				
General Fund	3,277,606	5,461,779	3,001,391	3,812,496
Hayward Executive Airport	5,188,765	5,523,055	5,743,131	5,900,152
Recycling	1,004,196	1,519,560	1,246,616	748,529
Stormwater	1,556,705	1,493,103	1,606,782	1,825,030
Wastewater	28,666,421	29,046,778	33,382,590	37,960,010
Water	57,595,848	58,256,897	64,957,150	70,155,563
Recycled Water	933,082	958,780	2,389,505	2,426,064
Regional Water Inter-Tie	53,701	57,922	131,329	131,329
Total Expenditures	\$98,276,324	\$102,317,874	\$112,458,494	\$ 122,959,173
Net Change	7,708,787	8,574,087	71,099,218	5,076,956

Public Works & Utilities Department

Engineering & Transportation - General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Sales and Other Taxes	—	—	—	—
Interest and Rents	63,129	47,217	—	—
Fees & Service Charges	428,684	316,894	350,000	350,000
Other Revenue	—	585	—	—
Total Revenues	\$ 491,813	\$ 364,696	\$ 350,000	\$ 350,000
EXPENDITURES				
Expenditures				
Salary				
Regular	3,810,973	3,799,473	5,604,065	6,508,325
Overtime	129,737	119,069	6,400	6,400
Targeted Savings	—	—	(388,172)	(678,229)
Benefits				
Fringe Benefits	727,865	678,083	1,125,812	1,064,967
Retiree Medical	56,275	57,112	63,511	66,714
PERS	1,122,217	1,212,251	1,575,408	1,764,996
Program Reduction Savings	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other prog	(4,204,704)	(2,028,110)	(6,455,047)	(6,455,047)
<i>Net Staffing Expense</i>	\$ 1,642,363	\$ 3,837,878	\$ 1,531,977	\$ 2,278,126
Maintenance & Utilities	15,054	16,651	11,525	11,525
Supplies & Services	920,985	799,530	360,613	400,613
Internal Service Fees	643,225	751,219	934,435	1,049,370
Capital	—	—	—	—
<i>Net Operating Expense</i>	\$ 1,579,264	\$ 1,567,400	\$ 1,306,573	\$ 1,461,508
Total Expenditures	\$ 3,221,627	\$ 5,405,278	\$ 2,838,550	\$ 3,739,634
General Fund Subsidy	\$ 2,729,814	\$ 5,040,582	\$ 2,488,550	\$ 3,389,634

Public Works & Utilities Department

Solid Waste Program - General Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Fees & Service Charges	21,285	14,253	—	—
Total Revenues	\$ 21,285	\$ 14,253	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	37,010	36,681	42,392	50,022
Overtime	—	—	—	—
Targeted Savings	—	—	—	—
Benefits				
Fringe Benefits	4,805	4,581	4,674	5,343
Retiree Medical	396	401	400	400
PERS	11,159	11,849	12,284	13,611
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 53,370	\$ 53,512	\$ 59,750	\$ 69,376
Maintenance & Utilities	—	—	—	—
Supplies & Services	69	1	100,000	—
Internal Service Fees	2,540	2,988	3,091	3,486
Capital	—	—	—	—
<i>Net Operating Expense</i>	\$ 2,609	\$ 2,989	\$ 103,091	\$ 3,486
Total Expenditures	\$ 55,979	\$ 56,501	\$ 162,841	\$ 72,862
General Fund Subsidy	34,694	42,248	162,841	72,862

Public Works & Utilities Department

Hayward Executive Airport - Enterprise Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Interest & Rents	205,246	328,765	168,864	168,864
Land Rent	2,151,431	2,201,982	2,177,728	2,243,060
Hangar Rent	1,317,738	1,425,289	1,452,625	1,452,625
Fees & Service Charges	1,045	709	1,000	3,000
Other Revenue	300,531	303,391	353,265	299,971
Total Revenues	\$ 3,975,991	\$ 4,260,136	\$ 4,153,482	\$ 4,167,520
EXPENDITURES				
Expenditures				
Salary				
Regular	1,280,472	1,246,952	1,374,604	1,555,508
Overtime	64,611	90,340	26,750	26,750
Benefits				
Fringe Benefits	335,834	296,250	354,136	360,699
Retiree Medical	18,521	18,743	18,741	18,741
PERS	382,865	425,667	390,788	413,653
Program Reduction Savings	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other prog	—	—	—	—
<i>Net Staffing Expense</i>	\$ 2,082,303	\$ 2,077,952	\$ 2,165,019	\$ 2,289,301
Maintenance & Utilities	244,782	265,080	311,505	331,405
Supplies & Services	219,434	266,909	285,254	415,354
Internal Service Fees	227,999	253,134	259,594	278,432
Capital - Debt Service	465,504	—	—	—
<i>Net Operating Expense</i>	\$ 1,157,719	\$ 785,123	\$ 856,353	\$ 1,025,191
Fund Transfers Out to				
Cost Allocation to General Fund	185,168	185,168	253,351	253,351
Liability Insurance Premium	99,348	103,140	123,526	106,908
Transfer Out to Other	64,227	71,672	44,882	25,401
Tech Services ERP	—	—	—	—
Airport Capital Fund	1,600,000	2,300,000	2,300,000	2,200,000
<i>Total Transfers Out</i>	\$ 1,948,743	\$ 2,659,980	\$ 2,721,759	\$ 2,585,660
Total Expenditures	\$ 5,188,765	\$ 5,523,055	\$ 5,743,131	\$ 5,900,152
Net Change	(1,212,774)	(1,262,919)	(1,589,649)	(1,732,631)

Public Works & Utilities Department

Recycling Program - Special Revenue Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Special Assessment-Deliq Bills	13,391	13,949	10,000	10,000
Waste Management Impact Fee	621,942	679,190	674,050	715,000
Interest & Rents	55,215	358,607	4,000	4,000
Intergovernmental	424,204	546,515	496,137	906,587
Fees and Service Charges	—	—	—	—
Other Revenue	—	—	—	—
<i>Total Revenue</i>	\$ 1,114,752	\$ 1,598,261	\$ 1,184,187	\$ 1,635,587
Fund Transfers In	—	—	—	—
Total Revenues	\$ 1,114,752	\$ 1,598,261	\$ 1,184,187	\$ 1,635,587
EXPENDITURES				
Expenditures				
Salary				
Regular	406,351	445,852	563,471	426,835
Overtime	17,233	28,694	—	—
Targeted Savings	—	—	—	—
Benefits				
Fringe Benefits	49,021	84,255	107,422	60,939
Retiree Medical	3,403	3,444	4,165	4,245
PERS	123,386	202,127	158,312	114,904
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	(17,048)	(1,758)	—	—
<i>Net Staffing Expense</i>	\$ 582,346	\$ 762,614	\$ 833,370	\$ 606,923
Maintenance & Utilities	1,107	1,567	600	600
Supplies & Services	282,830	209,583	302,892	108,300
Internal Service Fees	21,840	25,694	32,142	36,951
Capital	—	—	—	—
<i>Net Operating Expense</i>	\$ 305,777	\$ 236,844	\$ 335,634	\$ 145,851
Fund Transfers Out to				
Cost Allocation to General Fund	38,257	38,257	46,169	46,169
Liability Insurance Premium	17,193	17,829	21,469	39,748
Transfer Out to Other	\$ 60,623	\$ 464,016	\$ 9,974	\$ 9,444
<i>Total Transfers Out</i>	\$ 116,073	\$ 520,102	\$ 77,612	\$ 95,361
Total Expenditures	\$ 1,004,196	\$ 1,519,560	\$ 1,246,616	\$ 748,529
Net Change	110,556	78,701	(62,429)	887,058

Public Works & Utilities Department

Water - Enterprise Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Revenue				
Water Sales	41,146,884	47,174,092	48,400,000	55,605,000
Water Service Charges	10,810,326	12,027,675	11,800,000	13,300,000
Installation Fees	725,173	389,183	300,000	300,000
Other Fees and Charges	684,435	778,612	200,000	350,000
Interest & Rents	497,685	1,464,628	218,000	218,000
Other Revenue	17,363	47,427	—	—
Grants	—	—	—	—
<i>Total Revenue</i>	\$53,881,866	\$ 61,881,617	\$60,918,000	\$69,773,000
Fund Transfers In from				
Other Funds	250,000	382,076	—	—
Capital Funds	—	—	—	—
Debt Service Funds	842,162	85,776	137,741	137,741
<i>Total Transfers In</i>	\$ 1,092,162	\$ 467,852	\$ 137,741	\$ 137,741
Total Revenues	\$54,974,028	\$62,349,469	\$ 61,055,741	\$ 69,910,741
Expenditures				
Salary				
Regular	5,233,631	5,130,599	6,828,326	8,083,195
Overtime	546,251	598,044	228,100	232,100
Targeted Savings	—	—	—	(1,057,915)
Benefits				
Fringe Benefits	1,573,205	1,365,985	1,987,720	2,087,048
Retiree Medical	99,033	92,290	95,963	99,566
PERS	1,482,134	1,623,699	1,921,718	2,125,911
Program Reduction Savings	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	8,082	(100,885)	(150,000)	(150,000)
<i>Net Staffing Expense</i>	\$ 8,942,336	\$ 8,709,732	\$ 10,911,827	\$ 11,419,905
Water Purchases	32,325,012	36,105,538	39,725,000	43,000,000
Maintenance & Utilities	1,739,237	1,983,142	2,290,829	2,649,529
Supplies & Services	3,465,879	3,136,403	3,895,402	4,048,402
Internal Service Fees	1,218,583	1,127,984	1,197,708	1,518,258
Capital	5,436	—	—	—
Debt Service	1,608,065	—	—	—
<i>Net Operating Expense</i>	\$40,362,212	\$ 42,353,067	\$ 47,108,939	\$ 51,216,189
Fund Transfers Out to				
Cost Allocation to General Fund	1,207,770	1,207,770	1,199,253	1,199,253

Public Works & Utilities Department

Water - Enterprise Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Liability Insurance Premium	516,276	535,765	654,486	564,326
Water Capital Replacement	7,795,000	7,000,000	7,000,000	7,000,000
Cap Proj Transfer to Tech Replacement	—	—	—	—
Transfer Out to Other	908,769	910,986	829,820	734,950
<i>Net Transfers Out</i>	\$ 10,427,815	\$ 9,654,521	\$ 9,683,559	\$ 9,498,529
Total Fund Expenditures	\$ 59,732,363	\$ 60,717,320	\$ 67,704,325	\$ 72,134,623
Other Department Operating Costs (Finance Dept - Utility Billing) (Maintenance Services - Landscape Division)	(2,136,515)	(2,460,423)	(2,747,175)	(1,979,060)
Total Department Expenditures	\$ 57,595,848	\$ 58,256,897	\$ 64,957,150	\$ 70,155,563
Net Change	(4,758,335)	1,632,149	(6,648,584)	(2,223,881)

Public Works & Utilities Department

Regional Water Inter-Tie - Enterprise Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Beginning Working Capital Balance	\$ 101,443	\$ 104,330	\$ 69,903	\$ (61,426)
REVENUES				
Revenue				
SFPUC/EBMUD Reimbursement	56,561	23,213	—	—
Interest	27	282	—	—
<i>Net Revenue</i>	\$ 56,588	\$ 23,495	\$ —	\$ —
Total Revenues	\$ 56,588	\$ 23,495	\$ —	\$ —
EXPENDITURES				
Expenditures				
Salary				
Regular	1,355	—	—	—
Overtime	—	—	—	—
Targeted Savings	—	—	—	—
Benefits				
Fringe Benefits	290	—	—	—
Retiree Medical	—	—	—	—
PERS	387	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	25,000	25,000
<i>Net Staffing Expense</i>	\$ 2,032	\$ —	\$ 25,000	\$ 25,000
Maintenance & Utilities	26,831	23,509	65,000	65,000
Supplies & Services	3,509	13,084	20,000	20,000
Internal Service Fees	—	—	—	—
<i>Net Operating Expense</i>	\$ 30,340	\$ 36,593	\$ 85,000	\$ 85,000
Fund Transfers Out to				
Cost Allocation to General Fund	21,329	21,329	21,329	21,329
Total Fund Expenditures	\$ 53,701	\$ 57,922	\$ 131,329	\$ 131,329
Net Change	2,887	(34,427)	(131,329)	(131,328)
Ending Working Capital Balance	104,330	69,903	(61,426)	(192,754)

Public Works & Utilities Department

Wastewater - Enterprise Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Sewer Service Charge	26,940,109	29,194,893	29,596,000	32,033,869
Sewer Connection Charge	—	—	—	—
EBDA Maint. By City	128,737	198,484	100,000	150,000
Other Fees	98,769	106,132	96,000	96,000
Interest	491,708	1,636,601	255,000	255,000
Other Revenue	216,855	214,066	150,000	150,000
Fixed Assets Gains and Loss	28,806	326,526	—	—
<i>Total Revenue</i>	\$ 27,904,984	\$ 31,676,702	\$ 30,197,000	\$ 32,684,869
Fund Transfers In from				
DS CA SWRCB Loan/Sewer	2,358,921	2,358,921	2,970,531	2,795,385
<i>Total Transfers In</i>	\$ 2,358,921	\$ (2,358,921)	\$ 2,970,531	\$ 2,795,385
Total Revenues	\$ 30,263,905	\$ 29,317,781	\$ (33,167,531)	\$ 35,480,254
EXPENDITURES				
Salary				
Regular	6,571,048	6,548,652	8,077,747	9,580,809
Overtime	551,340	690,947	117,800	361,000
Targeted Savings	—	—	—	(1,236,650)
Benefits				
Fringe Benefits	1,739,917	1,496,254	2,015,342	2,227,457
Retiree Medical	96,089	105,171	106,278	106,679
PERS	1,910,551	2,107,336	2,269,599	2,512,908
Program Reduction Savings	—	—	—	—
Furlough / COLA Deferral	—	—	—	—
Charges (to)/from other programs	(233)	(84,323)	(150,000)	(150,000)
<i>Net Staffing Expense</i>	\$ 10,868,712	\$ 10,864,037	\$ 12,436,766	\$ 13,402,203
Maintenance & Utilities	1,840,081	1,659,216	2,266,112	1,941,556
Supplies & Services	2,663,799	3,275,855	4,469,297	4,903,853
Internal Service Fees	1,006,732	930,217	1,029,820	1,297,800
Debt Service	4,017,244	4,017,217	3,408,088	3,408,088
<i>Net Operating Expense</i>	\$ 9,539,303	\$ 9,882,505	\$ 11,173,317	\$ 11,551,297
Fund Transfers Out to				
Cost Allocation to General Fund	823,783	823,783	1,194,656	1,194,656
Liability Insurance Premium	644,206	657,208	823,326	613,120
Cap Proj Transf to Tech Replacement				
Transfer Out to Other	290,417	319,245	254,525	1,576,133

Public Works & Utilities Department

Wastewater - Enterprise Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
Sewer Capital Replacement	6,500,000	6,500,000	7,500,000	10,654,829
Connection Fee to Sewer Imprvmnt			—	—
<i>Net Transfers Out</i>	8,258,406	8,300,236	9,772,507	14,038,738
Total Expenditures	\$ 28,666,421	\$ 29,046,778	\$ 33,382,590	\$ 38,992,238
Net Change	1,597,484	271,003	(66,550,121)	(3,511,983)

Public Works & Utilities Department

Stormwater - Enterprise Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Stormwater Revenue	2,170,798	2,170,522	2,289,000	2,335,000
Street Cleaning Fees	631,334	687,562	674,050	721,700
Interest	74,417	215,762	41,000	41,000
Fees and Service Charges	14,614	23,528	17,000	17,000
Other Revenue	—	—	—	—
<i>Total Revenue</i>	\$ 2,891,163	\$ 3,097,374	\$ 3,021,050	\$ 3,114,700
Fund Transfers In from				
ISF Fleet	—	—	—	—
Capital	—	—	49,067	—
	\$ —	\$ —	\$ 49,067	\$ —
Total Revenues	\$ 2,891,163	\$ 3,097,374	\$ 3,070,117	\$ 3,114,700
EXPENDITURES				
Expenditures				
Salary				
Regular	1,300,742	1,326,403	1,395,826	1,580,127
Overtime	78,487	53,406	44,000	44,000
Targeted Savings	—	—	—	(59,499)
Benefits				
Fringe Benefits	375,456	324,081	406,367	333,466
Retiree Medical	20,247	20,489	19,204	20,005
PERS	376,581	417,089	395,891	419,518
Program Reduction Savings	—	—	—	—
Furlough/COLA Deferral	—	—	—	—
Charges (to)/from other programs	—	—	—	—
<i>Net Staffing Expense</i>	\$ 2,151,513	\$ 2,141,468	\$ 2,261,288	\$ 2,337,617
Maintenance & Utilities	32,774	72,926	83,406	90,906
Supplies & Services	434,826	420,453	499,477	666,677
Internal Service Fees	393,683	430,372	450,874	459,398
<i>Net Operating Expense</i>	\$ 861,283	\$ 923,751	\$ 1,033,757	\$ 1,216,981
Fund Transfers Out to				
Cost Allocation to General Fund	125,049	125,049	189,000	189,000
Liability Insurance Premium	45,849	65,375	78,723	104,989
Capital Trsfr for Stormwater Sys Imp.	140,000	15,000	15,000	15,000
Transfer Out to Other	129,747	79,706	45,995	27,116
<i>Net Transfers Out</i>	\$ 440,645	\$ 285,130	\$ 328,718	\$ 336,105
Total Expenditures	\$ 3,453,441	\$ 3,350,349	\$ 3,623,763	\$ 3,890,703
Other Department Operating Costs (Maintenance Services - Street Maintenance)	(1,896,736)	(1,857,246)	(2,016,981)	(2,065,673)
Total Department Expenditures	\$ 1,556,705	\$ 1,493,103	\$ 1,606,782	\$ 1,825,030
Net Change	(562,278)	(252,975)	(553,646)	(776,002)

Public Works & Utilities Department

Recycled Water - Enterprise Fund

	FY 2023 Actual	FY 2024 Actual	FY 2025 Adopted	FY 2026 Adopted
REVENUES				
Revenue				
Recycled Water Sales	385,602	446,770	887,040	887,040
Recycled Water Service Fee	64,248	56,497	70,665	70,665
Interest	73	1,869	—	—
Transfer in From Other	610,000	600,000	600,000	600,000
<i>Total Revenue</i>	\$ 1,059,923	\$ 1,105,136	\$ 1,557,705	\$ 1,557,705
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Total Revenues	\$ 1,059,923	\$ 1,105,136	\$ 1,557,705	\$ 1,557,705
EXPENDITURES				
Expenditures				
Salary				
Regular	79,432	83,073	107,733	100,957
Overtime	—	—	—	—
Targeted Savings	—	—	—	—
Benefits				
Fringe Benefits	18,817	15,658	20,473	19,379
Retiree Medical	1,346	1,362	1,362	1,362
PERS	23,371	27,015	29,829	26,257
Furlough / COLA Deferral	—	—	—	—
<i>Net Staffing Expense</i>	\$ 122,966	\$ 127,108	\$ 159,397	\$ 147,955
Maintenance & Utilities	\$ 3,062	\$ 1,841	\$ 108,760	108,760
Supplies & Services	—	5,353	55,000	55,000
Internal Service Fees	9,129	10,732	11,105	11,005
Debt Service	—	—	611,607	611,607
<i>Net Operating Expense</i>	\$ 12,191	\$ 17,926	\$ 786,472	\$ 786,372
Transfer Out to Other Funds				
Cost Allocation to General Fund	—	—	17,158	17,158
Transfer Out to Other	3,318	2,139	3,261	1,845
Liability Insurance Premium	—	—	—	6,853
Capital Fund	183,000	200,000	200,000	200,000
<i>Total Transfer Out</i>	\$ 797,925	\$ 813,746	\$ 1,443,636	\$ 1,491,737
<hr/>				
Total Expenditures	\$ 933,082	\$ 958,780	\$ 2,389,505	\$ 2,426,064
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Net Change	126,841	146,356	(831,800)	(868,359)

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CITY OF HAYWARD DEBT

The City's Debt Service Program (Debt) finances the cost of capital improvements through various debt instruments (see list below). Debt service payments are generally made on an annual or semiannual basis. This section of the document contains debt service information for the General Fund and all other funds with Debt, including anticipated Debt issuances in the coming fiscal year.

Debt Limit Computation (projected June 30, 2025) – The City of Hayward is a charter city and, as such, does not have a debt limit. However, if it were a general law city, its legal debt limit and debt limit margin would be calculated as follows:

Total FY 2025-26 projected assessed valuation (less exemptions)	\$ 31,310,005,674
Debt Limit (15% of assessed value)	\$ 4,696,500,851
Amount of legal debt applicable to the debt limit	\$ 42,892,174
Legal debt margin (if Hayward were a general law city)	\$ 4,696,500,851
Amount above or (below) Legal Debt Margin	\$ (4,653,608,677)

Effects of Existing Non-Tax-Supported Debt levels on Current and Future City

Operations – The City's existing and anticipated debt portfolio is not expected to significantly impact current operations due to the fact that all general obligation bonds are entirely tax-supported and has identifiable sources of debt repayment for governmental revenue bonds, certificates of participation, and its enterprise lease revenue bonds presented on the subsequent pages of this section.

Debt Instruments – The City and Successor Agency of the Hayward Redevelopment Agency currently maintain the following types of debt:

- Certificates of Participation
- Revenue Bonds
- Private Placement Bonds
- California Energy Commission (CEC) Loan
- Lease-Purchase Agreements
- State Water Resources Control Board (SWRCB) Loan
- Tax Allocation Bonds (Successor Agency only)
- Special Tax Bonds (CFD only)
- Limited Obligation Improvement Bonds (LID only)
- Internal Fund to Fund Loans

Credit Ratings – Credit ratings are opinions about credit risk published by a rating agency that has analyzed the City's ability and willingness to meet its financial obligations in accordance with the terms of the debt obligations. Credit ratings have a significant impact on the interest rate the City will pay when issuing debt. In August 2023, the credit rating agency, Fitch Ratings, affirmed the City of Hayward's credit rating is AA+, among the highest available worldwide for government issuers of debt to finance capital improvement projects. Per Fitch Ratings, the AA+ rating reflects the city's strong revenue growth prospects, moderate long-term liability, moderately-elevated fixed costs, and consistently strong reserves relative to expected revenue volatility and budget flexibility. In October 2022, and again in August 2023, Fitch Rating upheld the current credit rating. In September 2023, S&P Global Rating issued a rating of AA with a stable outlook.

CITY OF HAYWARD DEBT SUMMARY

The following is a summary of all outstanding City of Hayward debt, organized by the fund type classifications specified in governmental accounting for each type of debt. Note that the last section, Fiduciary debt, shows obligations that the City of Hayward has fiduciary responsibility to administer, but for which it has no responsibility to repay with its own funds. Fiduciary debt includes the debt of the Redevelopment Successor Agency as well as Special Assessment and Community Facility District debt.

	Issuance Date	Maturity Date	Interest Rate	Original Debt	Debt as of 6/30/2025	Total Debt as of 6/30/2025	Annual Principal (FY 2025-26)	Annual Interest (FY 2025-26)
General Fund						\$ 8,457,174		
16Refunding COP	FY2016	FY2027	2.60%-2.76%	\$19,813,775	\$ 3,861,020		\$ 1,905,009	\$ 75,621
15Fire Station #7/Firehouse/Clinic	FY2015	FY2030	2.84%	\$5,500,000	\$ 1,900,379		\$ 401,715	\$ 51,139
15Fire Station #7 Loan from Water	FY2016	FY2035	2.00%	\$ 3,421,000	\$ 2,695,776		\$ 82,245	\$ 53,496
Measure C Fund						\$34,435,000		
23Refunding COP	FY 2024	FY2035	5.00%	\$37,030,000	\$ 34,435,000		\$ 2,725,000	\$ 1,653,625
Water						\$124,885,000		
25 Wastewater Revenue Bonds	FY2025	FY2055	4-5%	\$124,885,000	\$124,885,000			\$ 5,041,913
Sewer						\$12,506,447		
SWRCB Loan	FY2006	FY2029	—%	\$54,550,018	\$ 10,910,004		\$ 2,727,501	\$ 331,506
CEC Solar Energy Loan #7505	FY2011	FY2025	3.00%	\$2,450,000	\$ —		\$ —	\$ —
CEC Solar Energy Loan-Phase II	FY2020	FY2038	1.00%	\$ 2,150,955	\$ 1,596,443		\$ 115,594	\$ 15,677
Recycled Water						\$ —		
SWRCB Loan-Recycled Water	FY2017	FY2049	1.00%	\$27,058,436	\$ —		\$ —	\$ —
Total Governmental and Business Activity Debt						\$180,283,621		
Fiduciary						\$ 3,488,701		
13Community Facility District #1	FY2014	FY2033	4.13%	\$ 7,076,294	\$ 3,488,701		\$ 397,113	\$ 135,883
Successor Agency of the Hayward Redevelopment Agency						\$17,615,000		
RDA Repayment Agreement with GF*	FY2016	FY2022	LAIF	\$11,156,841	\$ —		\$ 800,000	
16 RDA TABS	FY2017	FY2036	2.00%-5.00%	\$35,270,000	\$ 17,615,000		\$2,405,000	\$ 823,625
Special Assessment Districts						\$ —		
LID 17	FY2000	FY2024	4.20%-6.13%	\$ 396,014	\$ —		\$ —	\$ —

*Outstanding balance according to State of California Department of Finance approved ROPS Determination.

DEBT SERVICE FUND CERTIFICATES OF PARTICIPATION (COP)

COP and Lease Purchase Agreements

The Hayward Public Financing Authority (Authority) was created by a joint powers agreement in May 1989 between the City and the Redevelopment Agency. The Authority provides financing of public capital improvements for the City and RDA through the issuance of Certificates of Participation (COPs) and Lease Revenue Bonds (Bonds). These forms of debt allow investors to participate in a stream of future lease payments. Improvements financed with Authority debt are leased to the City for lease payments which, together with fund balance, will be sufficient to meet the debt service payments. At the termination of the lease, title to the improvements will pass to the City.

Lease purchase agreements are similar to debt, allowing the City to finance purchases of equipment such as vehicles, solar energy equipment, computer hardware, and telephone equipment.

Lease purchase debt for vehicles is presented in the Fleet Internal Services Fund; solar energy equipment in the Facilities Services Fund; computer and telephone equipment in the Technology Services Fund.

Use of Proceeds

2016 Certificates of Participation Civic Center

In FY2015-16, the City refunded the 2007 Certificates of Participation in the amount of \$19,813,775.00 at a rate of 2.6%. The refunding enabled financing of the new City Hall, which includes a parking project, and the acquisition of land to be used for a housing project.

Source of Repayment Funds

Transfers of revenue from the General Fund are the source for payment of interest and principal on certificates of participation and lease purchase agreements issued on the City's behalf.

Certificate of Participation and Lease Revenue Bonds							
Types of Obligations	Date of Issue	Date of Maturity	Interest Rates	Authorized and Issued	Outstanding at June 30, 2025	FY 2025-26 Principal	FY 2025-26 Interest
2016 COP Refunding	6/27/2016	11/1/2026	2.60%	\$ 19,813,775	\$ 3,861,020	\$ 1,905,009	\$ 75,621
Total				\$19,813,775	\$ 3,861,020	\$1,905,009	\$ 75,621

FIRESTATION #7 AND FIREHOUSE CLINIC DEBT SERVICE

2014 Fire Station #7 and Firehouse Clinic Private Placement Loan - \$5,500,000: The City entered into a loan with Umpqua Bank in the amount of \$5,500,000 on August 1, 2014. Loan proceeds are used to fund the design and construction of a Firehouse and Wellness Clinic. Principal and interest payments are payable semiannually on February 1 and August 1, commencing February 2015 through maturity on August 1, 2029.

2015 Fire Station Loan from Water-\$3,421,000: City inter-fund loan in the amount of \$3,421,000 to finance Fire Station #7/Clinic.

Fire Station #7/Firehouse Clinic Private Placement/Loan							
Types of Obligations	Date of Issue	Date of Maturity	Interest Rates	Authorized and Issued	Outstanding at June 30, 2025	FY 2025-26 Principal	FY 2025-26 Interest
2015 Fire Station #7/Clinic	8/1/2014	8/1/2029	2.84%	\$ 5,500,000	\$ 1,900,379	\$ 401,715	\$ 51,139
2015 Fire Station Loan from Water	3/24/2016	12/1/2034	2.00%	\$ 3,421,000	\$ 2,695,776	\$ 84,245	\$ 53,496
Total				\$ 8,921,000	\$ 4,596,154	\$ 485,960	\$ 104,635

MEASURE C DEBT SERVICE

2016 Measure C debt: library/fire stations/streets: During the June 3, 2014 municipal election, the voters of the City of Hayward passed a ballot measure (Measure C) to increase the City’s Transaction and Use (Sales) Tax by one half of a percent (0.5%) for twenty years. This half cent increase became effective October 1, 2014, bringing Hayward’s total Sales and Use Tax rate to 10% (with the passage of Alameda County’s Measure BB .5% Sales Tax increase). This is a general tax, meaning that the City Council may use the proceeds to fund any valid City service, program, or facility at its discretion. Staff estimates that the new sales tax will generate approximately \$10 million annually in locally controlled revenue that can be allocated by the City Council and will remain in place for a period of twenty years.

In October 2015 (FY 2015-16) the City issued approximately \$67,535,000 in new debt funded by the Measure C funds.

In November 2023 (FY 2024-25) the City refunded the 2015 COPs issued debt.

Measure C Debt Service							
Types of Obligations	Date of Issue	Date of Maturity	Interest Rates	Estimated Issuance	Outstanding at June 30, 2025	FY 2025-26 Principal	FY 2025-26 Interest
23COP Refunding	11/28/2023	11/1/2034	5 %	\$37,030,000	\$ 34,435,000	\$ 2,725,000	\$ 1,653,625
Total				\$104,565,000	\$ 34,435,000	\$ 2,725,000	\$ 1,653,625

FLEET MANAGEMENT - VEHICLE LEASE/PURCHASE DEBT SERVICE

2014 Equipment Leases - \$824,000: Bank lease for the purchase of fire vehicles.

2015 Equipment Lease - \$1,272,000: Bank lease for the purchase of a fire vehicle. Last payment 05/29/2025.

Maintenance Services Loans and Lease Purchase Agreements							
Types of Obligations	Date of Issue	Date of Maturity	Interest Rates	Authorized and Issued	Outstanding at June 30, 2025	FY 2025-26 Principal	FY 2025-26 Interest
2015 Equipment Lease - Fire	FY2014-15	FY2024-25	2.92 %	\$ 1,272,000	\$ —	\$ —	\$ —
Total				\$ 1,272,000	\$ —	\$ —	\$ —

WASTEWATER (SEWER) FUND DEBT SERVICE

State Water Resources Control Board (SWRCB Loan)

In June 2006, the City entered into a loan agreement with the State of California’s State Water Resources Control Board for the purpose of financing the Wastewater Treatment Plant Phase I System Improvement Project. Under the terms of the contract, the City has agreed to repay \$54.5 million to the State in exchange for receiving \$45.5 million in proceeds used to fund the Project. The difference between the repayment obligation and proceeds received amounts to \$9 million and represents interest amortized over the life of the loan. The repayments of the loan are due from the Wastewater Fund annually and commenced September 30, 2009.

State Water Resources Control Board (SWRCB Loan-Recycled Water)

In February 2017, the City entered into a loan agreement with the State of California’s State Water Resources Control Board (SWRCB) to finance the Recycled Water Storage and Distribution Project. The City is responsible for repayment of \$24.6M to the SWRCB in exchange for receiving \$21.2M in proceeds to fund the Project. The repayments are due from the Recycled Water Fund annually and will commence on January 31, 2021. While the debt is serviced from the Recycled Water Fund (630), there is an offsetting transfer from the Water Operating Fund (605) and revenue generated from Recycled Water sales. This loan was paid off on 01/22/2025.

Water Pollution Control Facility - Solar Energy Project Loan (WPCF Solar Energy Loan)

During FY 2010-11, the City entered into a loan agreement with the State of California’s Energy Resources Conservation and Development Commission for the purpose of financing the solar energy system construction project at the Water Pollution Control. Under the terms of the contract, the City has agreed to repay \$3.08 million to the State in exchange for receiving \$2.45 million in proceeds. Last Payment on 06/22/2025.

Water Pollution Control Facility - Solar Energy Project Loan (WPCF Solar Energy Loan – Phase II)

In FY 2018-19, the City entered into a loan agreement with the State of California’s Energy Resources Conservation and Development Commission for the purpose of financing the two-megawatt solar energy system construction project phase 2 at the Water Pollution Control Facility. Under the terms of the contract, the City has agreed to repay \$2.36 million to the State in exchange for receiving \$2.15 million in proceeds.

Waste Water COPs & Loans							
Types of Obligations	Date of Issue	Date of Maturity	Interest Rates	Authorized and Issued	Outstanding at June 30, 2025	FY 2025-26 Principal	FY 2025-26 Interest
SWRCB Loan	8/1/2006	6/30/2028	0.00%	\$ 54,550,018	\$ 10,910,004	\$ 2,727,501	\$ 331,506
SWRCB Loan-Recycled Water	2/16/2017	3/31/2049	1.00%	\$ 27,058,436	\$ —	\$ 0	\$ 0
WPCF Solar Energy Loan #7505	2/18/2011	6/22/2025	3.00%	\$ 2,450,000	\$ —	\$ —	\$ —
WPCF Solar Energy Loan Phase II	4/15/2020	6/22/2038	1.00%	\$ 2,150,955	\$ 1,596,443	\$ 115,594	\$ 15,677
Total				\$ 86,209,409	\$ 12,506,447	\$ 2,843,095	\$ 347,183

SPECIAL ASSESSMENT DEBT SERVICE

Special Assessments

Special assessments are charges imposed against a property in a particular geographic area because that property receives a special benefit from a public improvement, separate and apart from the general benefit accruing to the public at large. Special assessments may be apportioned to a specific property according to the value of the benefit that property receives from the improvement.

The City has sponsored special assessment debt issues on behalf of property owners under which it has no legal or moral liability with respect to repayment of the debt. The funds are used for infrastructure improvements in distinct “benefit” districts, called Limited Improvement Districts, whereas the benefited property owners pay a special assessment tax to fund the principal and interest payments on the bond used to fund the improvements. Administration of the assessments, including repayment services, are handled by outside firms.

Source of Repayment Funds

Special assessment taxes levied against benefited property are used to fund payment of interest and principal on special assessment bonds.

Limited Obligation Improvement Bond - Local Improvement District (LID)

LIDs are special assessment districts.

LID 16 - Garin Avenue water storage and distribution facilities.

LID 16A - Garin Avenue water system Improvements.

LID 17 - Twin Bridges Community Park.

Mello-Roos Special Tax Bond - Community Facility District (CFD)

A Community Facility District (CFD) is similar in concept to a Limited Improvement District.

CFD 1 - Eden Shores

This CFD was set up to fund Eden Shores public street improvements, including traffic signals, and various sanitary sewer and storm facilities. Special Tax Refunding Bonds, Series 2013 issued in 2013 to refund \$7,076,294 of the outstanding balance of the Special Tax Bonds, Series 2002. Refinancing resulted in securing a lower interest rate and will achieve savings of about \$1 million over the remaining life of the bond for CFD taxpayers.

Special Assessment Debt							
Types of Obligations	Date of Issue	Date of Maturity	Interest Rates	Authorized and Issued	Outstanding at June 30, 2024	FY 2025-26 Principal	FY 2025-26 Interest
1999 - LID 17	8/5/1999	9/2/2024	4.5% - 6.125%	\$ 396,014	\$ —	\$ 0	\$ 0
2013 - CFD 1	10/17/2013	9/1/2032	4.13%	\$ 7,076,294	\$ 3,488,701	\$ 397,113	\$ 135,883
Total				\$ 7,472,308	\$ 3,488,701	\$ 397,113	\$ 135,883

Note: The City contracts with Willdan Financial Services for administration of the LIDs listed above.
The City contracts with Willdan Financial Services for administration of the CFD listed above.

HAYWARD REDEVELOPMENT SUCCESSOR AGENCY DEBT SERVICE

Tax Allocation Bonds, known as a tax increment bonds, are bonds payable from the incremental increase in tax revenues realized from any increase in property value resulting from capital improvements benefiting the blighted project areas financed with these bond proceeds.

Use of Proceeds

2016 RDA Tax Allocation Bonds - \$35,270,000 financing from refunding of 2004 and 2006 RDA Tax Allocation Bonds for a variety of public projects. Projects included various improvements to public parking in the downtown area, as well as public improvements associated with construction of the new Burbank School and expanded Cannery Park.

2008 RDA Repayment Agreement - The RDA agreed to reimburse the General Fund for a portion of project costs for the B Street/Watkins/Mission Garage and B Street Retail and Civic Center Plaza totaling \$11,156,841. Repayment now pending the RDA Dissolution process.

Source of Repayment Funds - Funding for loan principal and interest payments and advances from other funds comes from the approved Recognized Obligation Payment Schedule (ROPS) of the Successor Agency and paid through property tax allocation from the former RDA.

Hayward RDA Successor Agency Debt							
Types of Obligations	Date of Issue	Date of Maturity	Interest Rates	Authorized and Issued	Outstanding at June 30, 2025	FY 2025-26 Principal	FY 2025-26 Interest
2016 RDA TABS	12/1/2016	3/1/2036		\$ 35,270,000	\$ 17,615,000	\$ 2,405,000	\$ 823,625
2008 RDA Repayment Agreement (GF)	6/1/2008	6/30/2022	2.0%-5.0%	\$ 11,156,841	\$ —	\$ 800,000	\$ —
Total				\$ 46,426,841	\$ 17,615,000	\$ 3,205,000	\$ 823,625

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CAPITAL IMPROVEMENT PROGRAM FY 2026 - FY 2035

CIP OVERVIEW AND PROCESS

The Capital Improvement Program (CIP) is a ten-year planning document and is a separate and distinct document from the City's operating budget, although there is a direct relationship with funding. The CIP process is aligned with the operating budget process. The CIP contains revenue and expenditure estimates for public infrastructure projects (street construction and improvements, sewer and water systems upgrades), seismic retrofitting of public facilities, airport projects, replacement of major equipment, and other miscellaneous projects.

A capital budget is adopted annually by the City Council to authorize spending on the projects represented in the CIP. These funding allocations are not reflected in the City's operating budget – except for transfers from operating revenue funds to the CIP funds. Any on-going costs related to the projects such as maintenance and debt service are included in the City's operating budget.

The capital program is supported through a variety of funding sources and is largely comprised of restricted-use funds such as the Gas Tax, RRAA (SB1), Measures B and BB, Measure C and enterprise (e.g., Water, Sewer, and Airport) funds. The General Fund supports specific capital projects, providing a limited source of revenue for general capital needs. In addition, City staff have been successful in obtaining capital project financing from outside funding sources such as state and federal grants.

The CIP development process is comprehensive and includes review by various committees and commissions. The CIP process begins with staff's preparation of projects and related cost estimates, which are framed by the guidance provided by Council, as well as the needs of the community. The projects are also designed to meet the requirements of the City's General Plan, specific plans, and master plans as well as to advance social, economic, and environmental equity. The capital project funding requests are then submitted for evaluation to an internal capital projects review committee. Once the review committee's feedback is incorporated, the Recommended Ten-Year CIP is compiled and typically presented to the Council Infrastructure and Airport Committee for review and input, as well as the Planning Commission for the determination of consistency with the General Plan. The Recommended Ten-Year CIP is then reviewed by Council at a work session. The public has the opportunity to provide comments at each of these meetings, as well as at the final public hearing in early June. Finally, the capital spending plan for the upcoming year is adopted by Council via resolution, along with the operating budget. Capital projects are budgeted on a life-to-date basis, and modifications are made to the CIP when additional funds become available or expenditure projections are refined.

FY 2025-26 CAPITAL IMPROVEMENT BUDGET

The City of Hayward's FY 2025-26 capital budget totals approximately \$161 million and includes projected total programming of \$1.3 billion for the period FY 2025-26 through FY 2034-35.

The Capital Improvement Program contains 23 funds in which projects are funded and programmed: Gas Tax (210), RRAA (211), Measure BB – Local Transportation (212), Measure BB – Pedestrian & Bicycle (213), Measure B - Local Transportation (215), Measure B - Pedestrian & Bicycle (216), Vehicle Registration Fee (218), Measure BB – Paratransit – Capital (219), Capital Projects - Governmental (405), Measure C Capital (406), Route 238 Corridor Improvement (410), Route 238 Settlement (411), Street System Improvement (450), Transportation Improvement (460), Water Replacement (603), Water Improvement (604), Sewer Replacement (611), Sewer Improvement (612), Airport Capital (621), Facilities Capital (726), Information Technology Capital (731), Fleet Management Capital (736), and Fleet Management Enterprise (737).

CAPITAL IMPROVEMENT PROGRAM FY 2026 - FY 2035

Major New Capital Projects (and the Fund in which they are budgeted) Include:

	<i>Lifetime Budget</i>
FY26 Pavement Rehabilitation (210, 211, 212, 215, 218, 406, 450)	\$ 12,100,000
FY26 New Sidewalks (213)	\$ 500,000
FY26 Sidewalk Rehabilitation + Wheelchair Ramps (450)	\$ 1,000,000
FY26 Annual Water Line Replacements (603)	\$ 6,000,000
FY26 Annual Sewer Line Replacements (611)	\$ 7,000,000
A St. Safety Innovation Corridor Project (212, 460)	\$ 3,247,000
Total	\$ 29,847,000

Major Continuing Capital Projects Include:

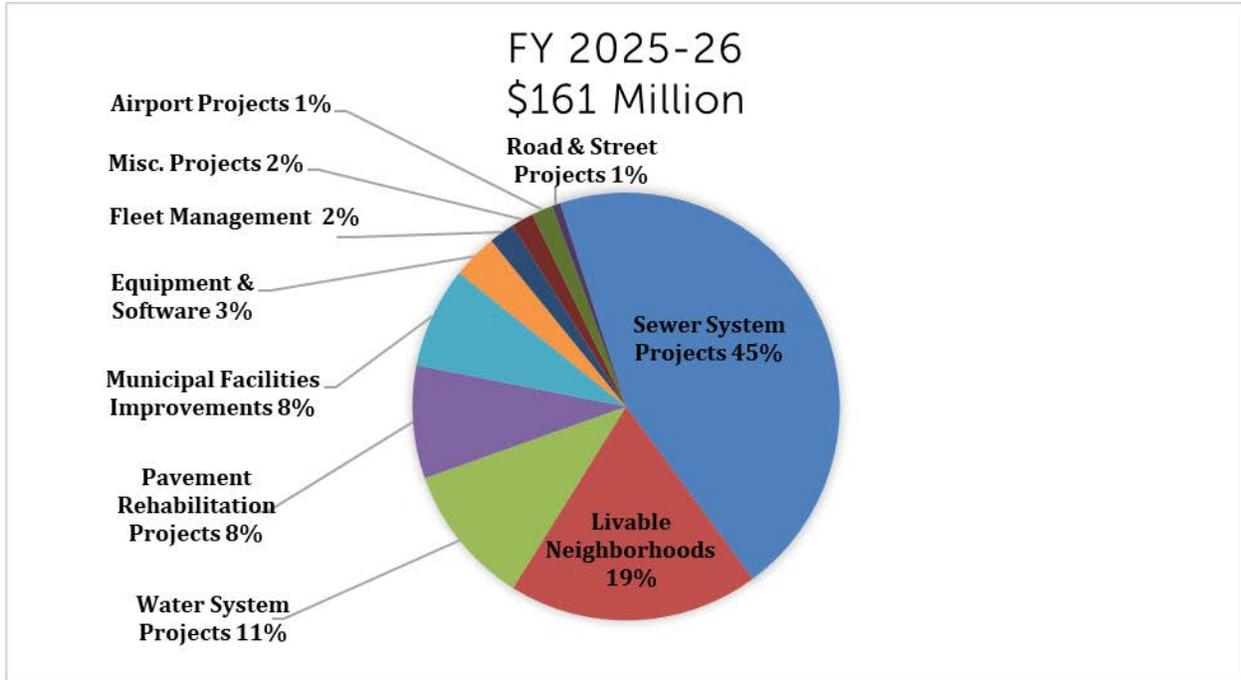
	<i>Lifetime Budget</i>
South Hayward Youth and Family Center (405)	\$ 48,305,000
La Vista Park (405)	\$ 36,325,000
New Fire Station No. 6 & Fire Training Center (406)	\$ 81,747,000
Mission Blvd. Improvement Phase 3 Final Design + Construction (410)	\$ 26,312,000
Main Street Complete Street Project (219, 450)	\$ 3,225,000
WRRF Main 480V MCC Electrical Distribution Rehabilitation (611, 612)	\$ 15,215,000
WRRF Phase II Improvement Project (612)	\$ 434,965,000
Sulphur Creek Mitigation - Design + Construction (621)	\$ 8,312,000
Total	\$ 654,406,000

GENERAL FUND IMPACTS

Because the City operating budget essentially funds some CIP projects through transfers to the CIP funds, the initial project costs have an immediate budgetary impact - and must be considered within the context of the full City budget. In developing the CIP, the impact of new projects on the operating budget is considered and identified in the project description pages of those projects.

The introduction of new infrastructure into the City's systems can be expected to result in long-term savings due to decreased maintenance requirements associated with older infrastructure.

FY 2025-26 CIP EXPENDITURES BY CATEGORY - ALL FUNDS



Project Category	FY 2024-25 Adopted	FY 2025-26 Adopted	Change (+/-)
Water System Projects	43,808,638	17,230,350	(26,578,288)
Sewer System Projects	39,262,508	72,255,662	32,993,154
Livable Neighborhoods	34,302,028	30,544,206	(3,757,822)
Pavement Rehabilitation Projects	14,328,000	13,719,000	(609,000)
Airport Projects	7,692,000	2,596,000	(5,096,000)
Equipment & Software	5,635,208	5,469,000	(166,208)
Municipal Facilities	4,235,000	12,300,000	8,065,000
Road & Street Projects	4,167,000	994,500	(3,172,500)
Fleet Management	3,514,000	3,118,000	(396,000)
Misc. Projects	1,563,000	2,736,914	1,173,914
Total Capital Improvement Projects	\$ 158,507,382	\$ 160,963,632	\$ 2,456,250

GENERAL FUND TRANSFERS & ISF FIVE-YEAR CIP COSTS

Program Areas	FY 2024 Adopted	FY 2025 Adopted	FY 2026 Projected	FY 2027 Projected	FY 2028 Projected	FY 2029 Projected
Capital Projects (General)	2,231,630	500,000	2,100,000	2,500,000	2,500,000	3,000,000
Transfer to Fund 405						
Transportation System Improvement	500,000	—	800,000	600,000	700,000	600,000
Transfer to Fund 460						
Facilities Management Capital	360,000	425,000	95,000	650,000	160,000	160,000
Transfer to Fund 726						
Information Technology Capital	300,000	1,248,000	50,000	235,000	870,000	650,000
Transfer to Fund 731						
Fleet Capital	—	486,000	—	—	400,000	—
Transfer to Fund 736						
Transfer from General Fund	3,391,630	2,659,000	3,045,000	3,985,000	4,630,000	4,410,000
Facilities Management ISF Charges						
Transfer to Fund 726	350,000	450,000	450,000	450,000	450,000	450,000
Information Technology ISF Charges						
Transfer to Fund 731	810,000	850,000	850,000	850,000	850,000	900,000
General Fund Fleet ISF Charges						
Transfer to Fund 736	4,000,000	1,450,000	2,100,000	4,500,000	3,300,000	3,300,000
Enterprise Funds Fleet ISF Charges						
Transfer to Fund 737	156,000	156,000	506,000	691,000	691,000	691,000
Total ISF	5,316,000	2,906,000	3,906,000	6,491,000	5,291,000	5,341,000
Total	8,707,630	5,565,000	6,951,000	10,476,000	9,921,000	9,751,000

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Gas Tax Fund - Fund 210

PROJ. NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35	
PAVEMENT REHABILITATION PROJECTS															
05110	Pavement Management Program	878	460	38	38	38	38	38	38	38	38	38	38	38	
05240	Pavement Rehabilitation - Gas Tax - FY23	3,470	2,393	1,077											
05242	Pavement Rehabilitation - Gas Tax - FY24	1,550	0	1,550											
05338	Pavement Rehabilitation - Gas Tax - FY25	550		50	500										
05347	Pavement Rehabilitation - Gas Tax - FY26	4,400			50	450									
05320	Pavement Rehabilitation - Gas Tax - (TBD - Future Years)	4,400				50	450	500	500	500	600	600	600	600	
	<i>Fund 209 OHHA revenue</i>	2,012		182	183	183	183	183	183	183	183	183	183	183	
LIVABLE NEIGHBORHOODS - PEDESTRIAN & BICYCLE IMPROVEMENTS															
05307	Patrick/Gading Complete Street Project	585	264	321											
	<i>TDA Article 3 Grant</i>	584		584											
LIVABLE NEIGHBORHOODS - TRAFFIC SIGNALS & STREETLIGHTS															
05186	Traffic Signal Energy	8,557	3,654	365	394	406	419	432	445	459	473	488	503	519	
05187	Traffic Signal Maintenance	10,003	3,531	502	518	534	551	568	586	604	623	642	662	682	
05188	Streetlight Energy	26,554	7,555	1,418	1,532	1,578	1,626	1,675	1,726	1,778	1,832	1,887	1,944	2,003	
05189	Streetlight Maintenance	7,301	2,218	395	407	420	433	446	460	474	489	504	520	536	
	<i>Developer Fee (05189)</i>	1		1											
05326	Clawiter and West Winton Traffic Signal	5			5										
	<i>Private Developer Fee (04200)</i>	5													
LIVABLE NEIGHBORHOODS - TRAFFIC CALMING															
05116	Congestion Management Program	3,035	1,175	155	160	160	165	165	170	170	175	180	180	180	
LIVABLE NEIGHBORHOODS - SIDEWALKS & WHEELCHAIR RAMPS															
05106	Project Predesign	844	404	40	40	40	40	40	40	40	40	40	40	40	
05228	Street Repairs and Equipment Repl - Maint Svcs	1,574	454	110	92	94	96	98	100	102	104	106	108	110	
	<i>Transfer from 615</i>	165		15	15	15	15	15	15	15	15	15	15	15	
05140	Miscellaneous Curb and Gutter Repair (MSD)	422	420	2											
FLEET MANAGEMENT															
05337	EV Compact Bike Lane Sweeper	390	0	390											
	<i>TDA Article 3 Grant</i>	390		390											
TOTAL PROJECT COSTS				6,412	3,736	3,770	3,818	3,962	4,065	4,165	4,374	4,485	4,595	4,708	
Transfer to General Fund for Street & Signal Maintenance				12,238	9,415	244	246	249	251	254	256	259	262	264	270
Transfer to Fund 450 (Gas Tax "Swap" portion)				14,561	5,511	750	750	750	850	850	850	850	850	850	850
Transfer to Fund 213 (FY23 MidYear Correction transfer for Project 05307)				350	350										
TOTAL EXPENDITURES				7,406	4,732	4,769	4,919	5,066	5,171	5,274	5,486	5,599	5,712	5,828	
REVENUES:															
Interest				26	1	4	6	6	5	7	6	5	4	1	
Highway Users Tax				4,442	4,550	4,549	4,750	4,800	4,850	4,950	5,150	5,250	5,350	5,450	
TDA Article 3 Grant					974	0	0	0	0	0	0	0	0	0	
Private Developer Fee				5	1	0	0	0	0	0	0	0	0	0	
REVENUE SUBTOTAL				5,551	4,550	4,754	4,806	4,856	4,955	5,157	5,256	5,355	5,454	5,451	
TRANSFERS FROM:															
Stormwater Fund 615				15	15	15	15	15	15	15	15	15	15	15	15
Fund 209 OHHA revenue for Pavement Rehab FY21-26				3,640	364	182	183	183	183	183	183	183	183	183	183
TRANSFERS SUBTOTAL				197	198	198	198	198	198	198	198	198	198	198	
TOTAL REVENUES				5,748	4,748	4,952	5,004	5,054	5,153	5,355	5,454	5,553	5,652	5,649	
BEGINNING FUND BALANCE				1,671	12	28	211	296	284	265	346	315	269	209	
ENDING FUND BALANCE				12	28	211	296	284	265	346	315	269	209	30	

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Gas Tax-RRAA (SB1) - Fund 211

PROJ. NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
PAVEMENT REHABILITATION PROJECTS														
05242	Pavement Rehabilitation - RRAA - FY24	4,119	0	4,119										
05338	Pavement Rehabilitation - RRAA - FY25	4,181		3,881	300									
05347	Pavement Rehabilitation - RRAA - FY26	5,000			5,000									
05320	Pavement Rehabilitation - RRAA - (TBD - Future Years)	40,600				4,400	4,400	4,400	4,500	4,500	4,600	4,600	4,600	4,600
	TOTAL PROJECT COSTS			8,000	5,300	4,400	4,400	4,400	4,500	4,500	4,600	4,600	4,600	4,600
	TOTAL EXPENDITURES			8,000	5,300	4,400	4,400	4,400	4,500	4,500	4,600	4,600	4,600	4,600
	REVENUES:													
	Interest		130	22	3	2	1	2	2	2	2	2	3	5
	RMRA (SB 1)		4,148	4,142	4,304	4,347	4,390	4,434	4,478	4,523	4,568	4,614	4,660	4,707
	REVENUE SUBTOTAL			4,164	4,307	4,349	4,391	4,436	4,480	4,525	4,570	4,616	4,663	4,712
	TRANSFERS FROM:													
	TRANSFERS SUBTOTAL													
	TOTAL REVENUES			4,164	4,307	4,349	4,391	4,436	4,480	4,525	4,570	4,616	4,663	4,712
	BEGINNING FUND BALANCE			4,964	1,128	134	83	74	110	90	115	86	102	165
	ENDING FUND BALANCE			1,128	134	83	74	110	90	115	86	102	165	277

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 GP Budget as of 4-4-2025

Measure BB (Local Transportation) - Fund 212

PROJ. NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
LIVABLE NEIGHBORHOODS - TRANSPORTATION EQUITY														
05319	Safe Routes to School - Cesar Chavez Middle School	191	187	4										
06941	Safe Routes to School Implementation Project - Palma Ceia & Harder Elementary	570		570										
	<i>[An additional \$2.258M in Fund 460 funding is supporting this project, which has a total budget of \$2.828M. More details in Fund 460.]</i>													
PAVEMENT REHABILITATION PROJECTS														
05242	Pavement Rehabilitation - Measure BB - FY24	3,430	373	3,058										
05338	Pavement Rehabilitation - Measure BB - FY25	5,300		5,300										
05347	Pavement Rehabilitation - Measure BB - FY26	5,200			5,200									
05320	Pavement Rehabilitation - Measure BB - Future Years (TBD)	54,700				5,300	5,500	5,700	5,900	6,100	6,300	6,500	6,700	6,700
05346	Pavement Improvement of Hesperian Frontage Road	1,100		1,100										
LIVABLE NEIGHBORHOODS - TRAFFIC CALMING PROJECTS														
05217	Hayward Blvd. Safety Improvement Feasibility Study	190	122	68										
05225	D Street Traffic Calming & Implementation	320	22	298										
	<i>Potential ACTC Grant Funding</i>	250			21	229								
05310	Hayward Boulevard Safety Improvements	500	0	500	0									
05332	Campus Drive Improvements	150	11	139										
05344	Campus Drive Sidewalk Improvements - Phase I 2nd St to Oakes Dr	440		440										
05345	Campus Drive Sidewalk Improvements - Phase II Oakes Dr to Highland Blvd	560		560										
05350	Campus Drive Sidewalk Improvement Construction Phase (NEW)	1,000	0	0	1,000									
LIVABLE NEIGHBORHOODS - TRAFFIC SIGNALS & STREETLIGHTS														
05233	Traffic Management	3,052	134	418	250	250	250	250	250	250	250	250	250	250
05342	Tennyson Rd and Winton Ave Adaptive Signal Coordination Project	297		297										
05715	A St Safety Innovation Corridor Project (NEW)	1,247				24	86	1,137						
	<i>[An additional \$2M in Fund 460 funding is supporting this project, which has a total budget of \$3.247M. More details in Fund 460.]</i>													
05716	Industrial Parkway/Ruus Road Bicycle Network and Intersection Improvements (NEW)	171			76	95								
	<i>[An additional \$159k in Fund 213 and additional \$824k in Fund 460 funding is supporting this project, which has a total budget of \$1.154M. More details in Fund 213 and 460.]</i>													
05351	Traffic Signal & Intelligent Transportation System Master Plan (NEW)	500			350	150								
ROAD & STREET - OTHER TRANSPORTATION PROJECTS														
05208	Project Pre-design Services	356	26	30	30	30	30	30	30	30	30	30	30	30
05334	SR-92/Whitesell Interchange - Project Initiation Document (PID)	60	0	60										
	TOTAL PROJECT COSTS			12,841	6,906	5,849	5,866	7,117	6,180	6,380	6,580	6,780	6,980	6,980
TOTAL EXPENDITURES				12,841	6,906	5,849	5,866	7,117	6,180	6,380	6,580	6,780	6,980	6,980
REVENUES:														
	Interest		131	75	0	8	18	3	9	12	12	10	4	0
	Measure BB Direct Local Distribution		5,740	6,137	6,198	6,260	6,323	6,386	6,450	6,515	6,580	6,646	6,712	6,779
REVENUE SUBTOTAL				6,212	6,198	6,268	6,341	6,389	6,459	6,527	6,592	6,656	6,716	6,779
TRANSFERS SUBTOTAL				0	0	0	0	0	0	0	0	0	0	0
TOTAL REVENUES				6,212	6,198	6,268	6,341	6,389	6,459	6,527	6,592	6,656	6,716	6,779
BEGINNING FUND BALANCE				7,345	716	9	428	903	175	455	601	613	489	225
ENDING FUND BALANCE				716	9	428	903	175	455	601	613	489	225	24

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Measure BB (Pedestrian and Bicycle) - Fund 213

PROJ. NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
LIVABLE NEIGHBORHOODS - PEDESTRIAN & BICYCLE IMPROVEMENTS														
05235	Pedestrian Signal Safety Improvements & Maintenance	275	0	25	25	25	25	25	25	25	25	25	25	25
05308	Pedestrian Crossing Upgrades on Minor Arterials [An additional \$350k in Fund 460 is supporting this project, which has a total budget of \$400k. More details in Fund 460.]	50	0	25	25									
05352	Bicycle and Pedestrian Master Plan Implementation and Update (NEW)	400			400									
05353	Downtown Bike Loop (NEW)	1,000			100	475	425							
	<i>Potential ACTC Grant</i>				75	350	325							
05716	Industrial Parkway/Ruus Road Bicycle Network and Intersection Improvements (NEW) [An additional \$171k in Fund 212 and \$824k in Fund 460 is supporting this project, which has a total budget of \$1.154M. More details in Fund 212 and 460.]	159			40	119								
LIVABLE NEIGHBORHOODS - TRAFFIC CALMING PROJECTS														
05312	Orchard Avenue Traffic Calming	900	16	884										
05313	Santa Clara Street Traffic Calming Study and Implementation	330	0	180	150									
LIVABLE NEIGHBORHOODS - SIDEWALKS & WHEELCHAIR RAMPS														
05305	New Sidewalks - FY23	800	28	772										
05331	New Sidewalks - FY24	1,500	0	375	1,125									
05339	New Sidewalks - FY25	1,350		1,350										
05355	New Sidewalks - FY26	500			500									
05321	New Sidewalks - (TBD - Future Years)	10,250				1,100	1,100	1,150	1,150	1,150	1,150	1,150	1,150	1,150
ROAD & STREET - OTHER TRANSPORTATION PROJECTS														
05278	Project Pre-design Services	240	20	20	20	20	20	20	20	20	20	20	20	20
	TOTAL PROJECT COSTS			3,631	2,385	1,739	1,570	1,195	1,195	1,195	1,195	1,195	1,195	1,195
TOTAL EXPENDITURES				3,631	2,385	1,739	1,570	1,195	1,195	1,195	1,195	1,195	1,195	1,195
REVENUES:														
	Interest		152	29	6	2	1	-	-	1	1	2	3	4
	Measure BB Direct Local Distribution		1,066	1,138	1,149	1,160	1,172	1,184	1,196	1,208	1,220	1,232	1,244	1,257
	Other grant - may remove due to restriction of non-ACTC Direct Local Distribution funds in Measure BB Fund			-	75	350	325	-	-	-	-	-	-	-
	REVENUE SUBTOTAL			1,167	1,230	1,512	1,498	1,184	1,196	1,209	1,221	1,234	1,247	1,261
TRANSFERS FROM:														
	FY23 MidYear Correction: from Fund 210 transfer for Project 05307		350											
	TRANSFERS SUBTOTAL			0	0	0	0	0	0	0	0	0	0	0
	TOTAL REVENUES			1,167	1,230	1,512	1,498	1,184	1,196	1,209	1,221	1,234	1,247	1,261
	BEGINNING FUND BALANCE			3,948	1,483	328	102	30	18	19	32	58	97	149
	ENDING FUND BALANCE			1,483	328	102	30	18	19	32	58	97	149	214

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Measure B (Local Transportation) - Fund 215

PROJ. NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
	PAVEMENT REHABILITATION PROJECTS													
05240	Pavement Rehabilitation - Measure B - FY23	484	479	6										
	LIVABLE NEIGHBORHOODS - TRAFFIC CALMING PROJECTS													
05166	Speed Feedback Devices	500	407	93										
05336	Traffic Signal System Improvement	150	1	149										
	LIVABLE NEIGHBORHOODS - TRANSPORTATION EQUITY													
05237	Downtown Specific Plan Implementation (Foothill Blvd., A St., B St., and C St.)	480	0	480										
05356	Simme Seat Project (NEW)				220									
	ROAD & STREET - COMPLETE STREET PROJECTS													
06942	High Injury Network Safety Plan	126		126										
	ROAD & STREET - OTHER TRANSPORTATION IMPROVEMENTS													
05199	Project Predesign Services	369	312	39	18									
	TOTAL PROJECT COSTS			892	238									
	TOTAL EXPENDITURES			892	238									
	REVENUES:													
	Interest		28	30	20									
	REVENUE SUBTOTAL			30	20									
	TRANSFERS FROM:													
	TRANSFERS SUBTOTAL													
	TOTAL REVENUES			30	20									
	BEGINNING FUND BALANCE			1,080	217									
	ENDING FUND BALANCE			217	0									

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Measure B (Pedestrian and Bicycle) - Fund 216

PROJ. NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
	LIVABLE NEIGHBORHOODS - PEDESTRIAN & BICYCLE IMPROVEMENTS													
05175	Pedestrian Traffic Signal Modifications and Improvements [An additional \$1.656M in Fund 460 funding is supporting this project, which has a total budget of \$1.963M. More details in Fund 460.]	307	207	25	75	0								
05343	Simme Seat Pilot Program	60	20	40										
	LIVABLE NEIGHBORHOODS - SIDEWALKS & WHEELCHAIR RAMPS													
05303	Sidewalk Rehabilitation + Wheelchair Ramps FY23	838	418	420										
	ROAD & STREET - OTHER TRANSPORTATION IMPROVEMENTS													
05260	Project Predesign Services	221	173	15	33									
	TOTAL PROJECT COSTS			500	108									
	TOTAL EXPENDITURES			500	108									
	REVENUES:													
	Interest		21	25	16									
	REVENUE SUBTOTAL			25	16									
	TRANSFERS FROM:													
	TRANSFERS SUBTOTAL													
	TOTAL REVENUES			25	16									
	BEGINNING FUND BALANCE			567	92									
	ENDING FUND BALANCE			92	0									

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Vehicle Registration Fee - Fund 218

PROJ. NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
PAVEMENT REHABILITATION PROJECTS														
05240	Pavement Rehabilitation - VRF - FY23	1,025	1,017	8										
05242	Pavement Rehabilitation - VRF - FY24	900	0	900										
05338	Pavement Rehabilitation - VRF - FY25	840		840										
05347	Pavement Rehabilitation - VRF - FY26 (NEW)				400									
05320	Pavement Rehabilitation - VRF - (TBD - Future Years)	7,050				750	750	750	800	800	800	800	800	800
	TOTAL PROJECT COSTS			1,748	400	750	750	750	800	800	800	800	800	800
TOTAL EXPENDITURES				1,748	400	750	750	750	800	800	800	800	800	800
REVENUES:														
	Interest		11	10	5	5	1	1	1	1	1	1	1	2
	VRF - Local Streets and Roads		734	702	750	758	765	773	780	788	796	804	812	820
REVENUE SUBTOTAL				712	755	763	766	774	781	789	797	805	813	822
TRANSFERS IN FROM:														
TRANSFERS SUBTOTAL														
TOTAL REVENUES				712	755	763	766	774	781	789	797	805	813	822
BEGINNING FUND BALANCE				698	(339)	16	29	45	69	50	39	36	42	55
ENDING FUND BALANCE				(339)	16	29	45	69	50	39	36	42	55	77

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Measure BB (Paratransit - Capital) - Fund 219

PROJ. NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
	LIVABLE NEIGHBORHOODS - TRANSPORTATION EQUITY													
05309	Safe Routes for Seniors - Downtown	3,151	2,928	223										
05323	Safe Routes for Seniors - Tennyson & South Hayward	1,100	0	1,100										
	ROAD & STREET - COMPLETE STREET PROJECTS													
05283	Main Street Complete Street Project [An additional \$2.225M in Fund 450 funding is supporting this project, which has a total budget of \$3.225M. More details in Fund 450.]	1,000	0	1,000										
	TOTAL PROJECT COSTS			2,323	0	0	0	0	0	0	0	0	0	0
	TOTAL EXPENDITURES			2,323	0	0	0	0	0	0	0	0	0	0
	REVENUES:													
	Interest			52										
	REVENUE SUBTOTAL:			52	0	0	0	0	0	0	0	0	0	0
	TRANSFERS FROM:													
	Fund 214 Measure BB Paratransit Operations		1,750											
	TRANSFERS SUBTOTAL			0	0	0	0	0	0	0	0	0	0	0
	TOTAL REVENUES			52	0	0	0	0	0	0	0	0	0	0
	BEGINNING FUND BALANCE			2,272	0	0	0	0	0	0	0	0	0	0
	ENDING FUND BALANCE			0	0	0	0	0	0	0	0	0	0	0

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Capital Projects (Governmental) - Fund 405

PROJ. NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
LIVABLE NEIGHBORHOODS - PARKS														
06914	La Vista Park	36,325	1,928	21,927	12,470									
	<i>Fees for La Vista Development</i>	2,140		2,140										
	<i>2017 HARD Bond</i>	2,000		2,000										
	<i>2018 HARD Bond</i>	13,400		13,400										
	<i>Park-in-Lieu</i>	13,000		5,730	7,270									
	<i>Offsite Tree Mitigation</i>	585	107	478										
	<i>Measure C Transfer</i>	5,200			5,200									
05102	Landscape Material/Median Tree/Shrub Replacements	2,135	814	296	80	105	105	105	105	105	105	105	105	105
07488	Jackson Corridor Median Improvement	200	17	183										
07796	Jackson Corridor Median Improvement													
07796	USDA Urban Forest Expansion	250	0	100	100	50								
	<i>USDA Grant</i>	250		100	100	50								
LIVABLE NEIGHBORHOODS - PUBLIC ART & ENGAGEMENT														
06922	Russell City Engagement & Art	200	126	74										
	<i>Russell City Citywide Funds</i>	20	0	20										
06925	Public Art Crosswalk Project	300	50	50	50	50	50	50						
LIVABLE NEIGHBORHOODS - TRANSPORTATION EQUITY														
06950	Neighborhood Improvement Program (PW)	923	4	419	50	50	50	50	50	50	50	50	50	50
	<i>HARD</i>				140									
06952	Neighborhood Partnership Program (CMO)	100	38	62										
07798	Tennyson/BART Roadway Safety Project (NEW)	207		207										
	<i>Transfer from Fund 295 (City/Bart JPA)</i>	207	0	207										
LIVABLE NEIGHBORHOODS - BUILDINGS														
06955	Hayward Housing Navigation Center	2,485	934	1	25	25	300	300	300	300	300			
	<i>Sale Proceeds</i>	916	916											
06960	South Hayward Youth and Family Center (STACK)	48,305	9,591	38,714										
	<i>County Reimbursement</i>	14,000	3,373	10,627										
	<i>Mutual Aid, Project 05002</i>	100	100											
	<i>State General Fund Grant</i>	1,000	1,000	0										
	<i>Federal Appropriation</i>	1,500		1,500										
	<i>Clean CA Grant</i>	2,647		2,647										
	<i>La Vista Contribution - FY19 Transfer from Fund</i>	1,500	1,500	0										
	<i>256</i>													
	<i>City ARPA Contribution (RP060)</i>	2,000		2,000										
	<i>State Library Grant</i>	8,558	4,279											
	<i>State District Funding</i>	2,500		2,500										
	<i>Measure C Contribution</i>	14,500		14,500										
EQUIPMENT & SOFTWARE - POLICE														
07419	Rapid Turnaround DNA Testing (RADS)	703	43	160	50	50	50	50	50	50	50	50	50	50
07418	Integrated Cameras and Equipment	13,892	1,609	953	982	1,015	1,050	1,045	1,075	1,130	1,175	1,220	1,282	1,355
07402	Supporting Services Equipment	1,276	470	297	25	185	25	35	50	35	35	50	25	45
07409	Police Officer Equipment	3,097	1,027	310	90	260	155	195	165	115	265	180	185	150
07411	Field Operations Equipment	3,200	805	491	190	220	155	200	160	200	220	200	160	200
	<i>Measure C Contribution for PD projects</i>					29								
07412	Criminal Investigations Equipment	418	181	72	15	65	10	10	20	5	5	10	20	5
06967	ALPR Expansion Project (NEW)	4,665	0	0	320	350	385	415	450	485	515	550	580	615
06969	PD Technologies and Subscriptions (NEW)	3,525	0	0	330	335	340	345	350	355	360	365	370	375
	<i>Measure C Contribution for PD projects</i>					17								

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Capital Projects (Governmental) - Fund 405

PROJ. NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
MUNICIPAL FACILITY IMPROVEMENTS - POLICE														
07420	HPD Locker Rooms & Communications Center Design	868	282	586										
EQUIPMENT & SOFTWARE - FIRE														
05002	Mutual Aid Fire Equipment	488	488	0										
07451	Cardiac Monitor Replacement (Defibrillators)	1,526	652	584	92	92		106						
07484	Emergency Management System	127	126	1										
07486	Emergency Vehicle Preemption	1,489	960	152	188	188								
07466	Breathing Apparatus Replacement	3,359	1,359	250	175	175	175	175	175	175	175	175	175	175
07450	Lucas Device Replacement	539	452	63	24									
07456	Fire Radio Replacement	1,731	1,382	149	200									
07487	Fire Equipment Updates	464	378	86										
	<i>Mutual Aid, Project 05002</i>	<i>1,047</i>		<i>547</i>	<i>50</i>									
07489	Emergency Food & Water Replacement for Disaster Service Workers	18	14	4										
07491	Disaster Service Worker's Response Coordination & Communication: Plum Cases	51	29	22										
07492	Solar-Powered Generators 220kW for Baseline Residents & Public Safety Operations During Power Outages	66	44	22										
07493	Emergency Communication: Satellite Phones for City Staff Coordination	26	14	8	4									
07500	Turnout Gear & PPE Replacement	2,807	622	164	320	260	320	160	160	160	160	160	160	160
07494	Turnout Dryer	77	77	0										
07495	Firefighter Exercise Equipment	29	29	0										
06929	Fire Department Protective Ballistic Vests and Helmets	150	0	150										
06930	HFD Recruit Academy	1,100	0	100	100	100	100	100	100	100	100	100	100	100
06948	Thermal Imaging Cameras (NEW)	49		17	8	8	8	8	8	8	8	8	8	8
06949	HazMat Document Archiving (NEW)	150		0	150									
06954	Academy Turnout Gear (NEW)	1,500		150	150	150	150	150	150	150	150	150	150	150
06956	Emergency Operations Supplies (NEW)	150		15	15	15	15	15	15	15	15	15	15	15
06959	Paramedic School Program (NEW)	152		27	75	50	0	0	0	0	0	0	0	0
06964	Hazmat CERS Software (NEW)	384		169	43	43	43	43	43	43	0	0	0	0
	<i>Measure C Contribution for HFD projects</i>													
MUNICIPAL FACILITY IMPROVEMENTS - FIRE														
FD010	Fire House Clinic Improvements	41	41	0										
	<i>Tiburcio Vasquez Health Center</i>	<i>431</i>	<i>145</i>	<i>26</i>	<i>26</i>	<i>26</i>	<i>26</i>	<i>26</i>	<i>26</i>	<i>26</i>	<i>26</i>	<i>26</i>	<i>26</i>	<i>26</i>
ROAD & STREET - FIRE ROAD IMPROVEMENTS														
07497	Emergency Access at Highland Blvd	120		120										
EQUIPMENT & SOFTWARE - MAINTENANCE SERVICES														
07475	Replacement Equipment for Maintenance Services	319	135	57	37	10	10	10	10	10	10	10	10	10
07797	Complete Tree Inventory and Management Software	500		500										
	<i>USDA Grant</i>	<i>250</i>		<i>250</i>										
FLEET MANAGEMENT - ELECTRIC VEHICLE INFRASTRUCTURE														
06923	Citywide EV Charging Upgrades	250	0	50	200									

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Capital Projects (Governmental) - Fund 405

PROJ. NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
MISCELLANEOUS - STORMWATER INFRASTRUCTURE IMPROVEMENT														
07794	Drainage Improvement Project at Alves St/Leighton St and 4th St	250	1	249										
07795	MSD Stormdrain Infrastructure Repair	225	38	187										
06931	Storm Drain Installation at New Dobbel Ave	1,300	0	0				150	1,150					
06932	Storm Drain Pipe Replacement at Kings Court	125	0	125										
06934	Emergency San Lorenzo Creek Bank Repair	276	229	48										
06970	Stratford Storm Water Pump Station (NEW)				250									
MISCELLANEOUS - OTHER														
06911	Property Acquisition Management	5,730	3,983	747	100	100	100	100	100	100	100	100	100	100
	<i>Transfer from General Fund (100)</i>	<i>4,401</i>	<i>4,401</i>											
06920	General Plan Update (2040)	1,385	348	37	100	100	100	100	100	100	100	100	100	100
	<i>Planning Fee Revenue</i>		<i>1,046</i>	<i>100</i>	<i>100</i>	<i>100</i>	<i>100</i>	<i>100</i>	<i>100</i>	<i>100</i>	<i>100</i>	<i>100</i>	<i>100</i>	<i>100</i>
06921	Community Planning	1,349	208	141	100	100	100	100	100	100	100	100	100	100
	<i>Planning Fee Revenue</i>	<i>2,356</i>	<i>1,256</i>	<i>100</i>	<i>100</i>	<i>100</i>	<i>100</i>	<i>100</i>	<i>100</i>	<i>100</i>	<i>100</i>	<i>100</i>	<i>100</i>	<i>100</i>
06904	Community Satisfaction Survey	452	77	75	0	0	75	0	75	0	75	0	75	0
06953	Employee Engagement Survey	64	29	35	0	0	0	0	0	0	0	0	0	0
05160	Surplus Property Maintenance	1,206	182	64	60	92	94	96	98	100	102	104	106	108
06121	Property Taxes on Excess Right-of-Way	72	17	5	5	5	5	5	5	5	5	5	5	5
06907	Project Predisign Services	413	28	35	35	35	35	35	35	35	35	35	35	35
06913	Downtown Parking Program	188	153	35										
06900	150th Hayward Anniversary Events	100	0	0	100									
06927	Water Heater Replacement Program	328	0	328										
	<i>Clean Energy Fund (Calpine Donation)</i>	<i>328</i>	<i>328</i>											
06946	Safe Parking Program (NEW)				100									
06971	Downtown Parking Implementation (NEW)				100									
06935	Streetlight Conversion to LEDs	100		100										
	<i>Energy Efficiency & Conservation Block Grant</i>	<i>100</i>		<i>100</i>										
07425	Fiber Master Plan (NEW)				649									
	<i>Transfer from 731 - project 07275 Fiber Loop remaining revenue</i>			<i>649</i>										
TOTAL PROJECT COSTS				69,595	18,094	4,308	4,205	4,153	5,099	3,923	4,207	3,834	3,958	4,008
TOTAL EXPENDITURES				69,595	18,094	4,308	4,205	4,153	5,099	3,923	4,207	3,834	3,958	4,008
REVENUES:														
	Interest			(36)	5	5	5	5	5	5	5	5	5	5
	Construction Tax (41450)		119	100	250	250	250	250	250	250	250	250	250	250
	Fees for La Vista Development (La Vista)	2,140		2,140										
	2017 HARD Bond (La Vista)	2,000		2,000										
	2018 HARD Bond (La Vista)	13,400		13,400										
	Park-in-Lieu (La Vista)	13,000		5,730	7,270									
	Offsite Tree Mitigation (La Vista)	585	107	478	0									
	USDA Grant (07796)	250		100	100	50								
	Russell City Citywide Funds (06922)	20		20										
	HARD (06950)	140			140									
	Transfer from Fund 295 (City/Bart JPA) (07798)	207	0	207	0	0	0	0	0					
	Sale Proceeds (Project 06955)	916	916											
	County Reimbursement (STACK)	14,000	3,373	10,627	0	0								
	Mutual Aid, Project 05002 (STACK)	100	100	0										
	State General Fund Grant (STACK)	1,000	1,000	0	0	0								
	Federal Appropriation (STACK)	1,500	0	1,500	0	0								
	Clean CA Grant (STACK)	2,647	0	2,647	0	0								
	City ARPA Contribution (RP060) (STACK)	2,000	0	2,000	0	0								
	State Library Grant (STACK)	8,558	4,279	4,279	0	0								
	State District Funding (STACK)	2,500	0	2,500	0	0								
	Mutual Aid Overhead Reimbursement (05002)			547	50	50	50	50	50	50	50	50	50	50

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Capital Projects (Governmental) - Fund 405

PROJ. NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
	TVHC Lease Payment (FD010)	431	145	26	26	26	26	26	26	26	26	26	26	26
	USDA Grant (07797)	250	0	250										
	Federal Aid - Infrastructure Investment and Jobs Act (06923 & 06924)	0		0	0									
	Planning Fee Charges (Project 06920) Comprehensive General Plan Update	2,146	1,046	100	100	100	100	100	100	100	100	100	100	100
	Planning Fee Charges (Project 06921) Community Planning	2,356	1,256	100	100	100	100	100	100	100	100	100	100	100
	Clean Energy Fund (Calpine Donation)	328	328											
	Streetlight Conversion to LEDs (06935)	100		100										
	REVENUE SUBTOTAL			48,815	8,041	581	531	531	531	531	531	531	531	531
	TRANSFERS FROM:													
	General Fund			500	2,100	2,500	2,500	3,000	2,500	2,500	2,500	2,500	2,500	2,500
	Measure C Transfer (La Vista)	5,200			5,200									
	General Fund for Project 07456 Fire Radio Replacement	582	582											
	General Fund for Project 07420 - PD Locker Rooms Design	416	416											
	PG&E Tree Removal Fee (from DS001 to 05102)	289	289											
	Fund 100 (Project 06911)	4,401	4,401											
	Fund 256 (La Vista Contribution for STACK from FY19)	1,500	1,500											
	Measure C Contribution (STACK)	14,500	0	14,500										
	Fund 705 (for Project 07203 Roof Repair/Replacement)		1,161											
	General Fund for Project 07797 Complete Tree Inventory and Management Software			250										
	Fund 730 for Project 07418 Integrated Cameras and Equipment			191										
	Transfer from 731 - project 07275 Fiber Loop remaining revenue			649	0									
	Potential Measure C Contribution for HPD				32									
	TRANSFERS SUBTOTAL			16,090	7,332	2,500	2,500	3,000	2,500	2,500	2,500	2,500	2,500	2,500
	TOTAL REVENUES			64,905	15,373	3,081	3,031	3,531	3,031	3,031	3,031	3,031	3,031	3,031
	BEGINNING FUND BALANCE			2,616	(2,074)	(4,795)	(6,022)	(7,196)	(7,818)	(9,886)	(10,778)	(11,954)	(12,757)	(13,684)
	ENDING FUND BALANCE			(2,074)	(4,795)	(6,022)	(7,196)	(7,818)	(9,886)	(10,778)	(11,954)	(12,757)	(13,684)	(14,661)

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Measure C Capital - Fund 406

PROJ. NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
MUNICIPAL FACILITY IMPROVEMENTS - FIRE														
07474	Fire Station Nos. 1-5 Improvements - Design	2,946	2,737	208										
07481	New Fire Station No. 6	18,944	16,120	2,824										
07482	New Fire Training Center	62,803	61,355	1,448										
	<i>Contributions from Partnering Agencies</i>	20,000	19,854	146										
	<i>Clean Energy Fund (Calpine Donation)</i>	922	922											
LIVABLE NEIGHBORHOODS - BUILDINGS														
06988	21st Century Library & Community Learning Center - Construction	63,197	62,796	401										
	<i>Housing Related Parks Program</i>	399	399											
	<i>Alameda County Waste Management Authority</i>	10	10											
	<i>PG&E</i>			7										
LIVABLE NEIGHBORHOODS - PARKS														
07488	Jackson Corridor Median Improvement [An additional \$200k in Fund 405 funding is supporting this project, which has a total budget of \$1.1M. More details in Fund 405.]	900	600	300										
07498	Harder Corridor Median Improvement	1,200	0	0	300	300	300	300						
PAVEMENT REHABILITATION PROJECTS														
05242	Pavement Rehabilitation - Measure C - FY24	2,000	0	2,000										
05320	Pavement Rehabilitation - Measure C - FY32	2,000									2,000			
MUNICIPAL FACILITY IMPROVEMENTS - POLICE														
06926	HPD Locker Rooms Construction <i>Requires an additional \$5M Measure C Transfer</i>	32	32	0	0									
07423	Public Safety Center - Conceptual Facility and Site Design	500		500										
EQUIPMENT & SOFTWARE - FIRE														
07277	EBRCS Subscription	7,628	0	1,153	594	606	618	630	643	656	669	682	695	682
07421	Drones for Hazard Mitigation	100	0	100										
MISCELLANEOUS - OTHER														
05243	Median Landscaping Improvement Project FY24 - Industrial Blvd. - Hwy 92 to Arf Ave.	1,550			1,550									
	TOTAL PROJECT COSTS			8,934	2,444	906	918	930	643	656	2,669	682	695	682
	Transfer to Fund 736 for 07302 GF Fleet Repl. (Tree Crew vehicle + 3 Community Service Officer vehicles)		275	225										
	Transfer to Fund 460 (FY25 MidYear Correction transfer for Project 05307)			1,000										
TOTAL EXPENDITURES				10,159	2,444	906	918	930	643	656	2,669	682	695	682
REVENUES:														
	Interest		31	0	76	77	79	80	84	85	85	87	89	91
	Revenue Contributions from Partnering Agencies (07482)	20,000	19,854	146										
	Clean Energy Fund (Calpine Donation) (07482)	922	922	0										
	Housing Related Parks Program Grant	399	399											
	Alameda County Waste Management Authority	10	10											
	PG&E			7										
	Calpine Donation (Project 06988)	6,384	6,384											
	Bond Proceeds	73,224	73,224											
	REVENUE SUBTOTAL			153	76	77	79	80	84	85	85	87	89	91
TRANSFERS FROM:														
	Fund 101 - Measure C		62,134	11,232	0	900	900	900	800	600	2,600	700	700	700
	TRANSFERS SUBTOTAL:			11,232	0	900	900	900	800	600	2,600	700	700	700
TOTAL REVENUE				11,385	76	977	979	980	884	685	2,685	787	789	791
BEGINNING FUND BALANCE				5,016	6,241	3,873	3,944	4,005	4,055	4,296	4,325	4,341	4,446	4,540
ENDING FUND BALANCE				6,241	3,873	3,944	4,005	4,055	4,296	4,325	4,341	4,446	4,540	4,649

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Route 238 Corridor Improvement - Fund 410

PROJ. NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
LIVABLE NEIGHBORHOODS - PARKS														
05288	Linear Park Landscape	2,813	2,668	145										
05839	Mission Blvd Southend Frontage Island Improvement	1,110	7	1,103										
ROAD & STREET - COMPLETE STREET PROJECTS														
05270	Route 238 Corridor Improvement Project - Phase 2 Construction(Mission from Industrial to South City Limit)	31,943	29,742	2,200										
	<i>LATIP</i>	<i>19,946</i>	<i>19,415</i>	<i>531</i>										
	<i>ACTC</i>	<i>9,776</i>	<i>9,776</i>											
	<i>PG&E Rule 20A/B</i>	<i>1,330</i>	<i>1,330</i>											
	<i>Comcast</i>	<i>105</i>	<i>105</i>											
	<i>Private Developer Contribution</i>	<i>240</i>	<i>240</i>											
05287	Route 238 Corridor Improvement Project - Phase 3 Final Design and Construction	26,312	11,103	15,209										
	<i>ACTC</i>	<i>13,387</i>	<i>3,265</i>	<i>10,122</i>										
ROAD & STREET - OTHER TRANSPORTATION PROJECTS														
05114	Administration and Predesign	626	583	43										
MISCELLANEOUS - ROUTE 238 PROPERTY PROJECTS														
05276	238 Bypass Property Disposition	1,947	1,754	93	50	50								
	<i>238 OPHP (Fund 411)</i>	<i>1,000</i>	<i>1,000</i>											
	TOTAL PROJECT COSTS			18,794	50	50								
	Transfer to Street System Improvements Fund (Fund 450)		129											
	Transfer to Route 238 Settlement Admin (Fund 411)		3,460											
TOTAL EXPENDITURES				18,794	50	50	0							
REVENUES:														
	Interest			0										
	Lease/Rent Payments from Acquired Properties (44130)	446	446											
	Alameda CTC	23,163	13,041	10,122										
	Real Estate Transactions (Surplus Land Sales)	7,700		7,700										
	PG&E Rule 20A/B	1,330	1,330	0										
	LATIP	19,946	19,415	531										
	Comcast Rule 20A	105	105	0										
	Private Developer Contribution	240	240	0										
	County RDA Reimb. For City's Contrib. for Mt. Eden Proj	5,839	312	5,527										
	REVENUE SUBTOTAL			23,880	0									
TRANSFERS IN FROM:														
	General Fund Transfer		185											
	TRANSFERS SUBTOTAL													
TOTAL REVENUES				23,880	0	0	0							
BEGINNING FUND BALANCE					(15,284)	(10,198)	(10,248)	(10,298)						
ENDING FUND BALANCE					(10,198)	(10,248)	(10,298)	(10,298)						

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Route 238 Settlement Admin - Fund 411

PROJ. NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
MISCELLANEOUS - PARCEL GROUP PROJECTS														
07721	PG 3 & 4	99	49	50										
07722	PG 5	1,257	257	300	350	350								
07723	PG 6	102	27	25	25	25								
07725	PG 8	1,525	925	200	200	200								
07726	PG 9	33	3	10	10	10								
MISCELLANEOUS - ROUTE 238 PROPERTY PROJECTS														
05014	Route 238 Administrative Expenses	2,395	1,435	320	320	320								
05276	Route 238 Bypass Property Disposition	2,066	1,667	133	133	133								
TOTAL PROJECT COSTS				1,038	1,038	1,038								
TOTAL EXPENDITURES				1,038	1,038	1,038								
REVENUES:														
Project Revenues		12,121	12,121	0										
Interest		193	176	17										
REVENUE SUBTOTAL		12,314	12,297	17	0	0								
TRANSFERS FROM:														
Route 238 Corridor Improvement Fund 410 PG7 Sale Revenue			3,390											
TRANSFERS SUBTOTAL				0										
TOTAL REVENUES				17	0									
BEGINNING FUND BALANCE				7,654	6,633	5,595	4,557	4,557	4,557	4,557	4,557	4,557	4,557	4,557
ENDING FUND BALANCE				6,633	5,595	4,557	4,557	4,557	4,557	4,557	4,557	4,557	4,557	4,557

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Street System Improvements - Fund 450

PROJ. NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
PAVEMENT REHABILITATION PROJECTS														
05242	Pavement Rehabilitation FY24	1,500	0	1,500										
05338	Pavement Rehabilitation FY25	1,500		1,500										
05347	Pavement Rehabilitation FY26	1,000			1,000									
05320	Pavement Rehabilitation (TBD - Future Years)	15,400				1,000	1,500	1,600	1,700	1,800	1,800	1,900	2,000	2,100
05329	Clawiter Pavement	1,231			1,231									
	<i>Private Developer Fee (04100)</i>	<i>1,231</i>	<i>1,231</i>											
LIVABLE NEIGHBORHOODS - SIDEWALKS & WHEELCHAIR RAMPS														
05303	Sidewalk Rehabilitation + Wheelchair Ramps FY23	1,000	463	537										
	<i>Resident Participation</i>	<i>90</i>		<i>90</i>										
05324	Sidewalk Rehabilitation + Wheelchair Ramps FY24	1,100	17	1,083										
	<i>Resident Participation</i>	<i>90</i>		<i>90</i>										
05340	Sidewalk Rehabilitation + Wheelchair Ramps FY25	1,000	0	1,000										
	<i>Resident Participation</i>	<i>100</i>		<i>100</i>										
05348	Sidewalk Rehabilitation + Wheelchair Ramps FY26	1,000			1,000									
	<i>Resident Participation</i>	<i>90</i>		<i>90</i>										
05330	Sidewalk Rehabilitation + Wheelchair Ramps (TBD - Future Years)	10,200				600	1,200	1,200	1,200	1,200	1,200	1,200	1,200	1,200
	<i>Resident Participation</i>	<i>810</i>		<i>810</i>		<i>90</i>								
05140	Miscellaneous Curb and Gutter Repair (MSD)	740	0	50	60	62	64	66	68	70	72	74	76	78
LIVABLE NEIGHBORHOODS - PARKS														
05281	Median Landscaping Improvement Project FY23 - Hesperian - West A St. to Winton	3,070	2,740	330										
05742	Hesperian Frontage Road Improvement - Sueirro St to Phillips Way	1,160	108	1,052										
LIVABLE NEIGHBORHOODS - PEDESTRIAN & BICYCLE IMPROVEMENTS														
05713	Clawiter Bike Lane	133			133									
	<i>Private Developer Fee (04000)</i>	<i>133</i>	<i>133</i>											
05702	Harder/Mission Bike Lane	102			102									
	<i>Private Developer Fee (04000)</i>	<i>102</i>	<i>102</i>											
05704	Bike Lane Project (Various Locations)	62			62									
	<i>Private Developer Fee (04000)</i>	<i>62</i>	<i>13</i>		<i>49</i>									
ROAD & STREET - COMPLETE STREET PROJECTS														
05283	Main Street Complete Street Project [An additional \$1M in Fund 219 funding is supporting this project, which has a total budget of \$3.225M. More details in Fund 219.]	5,185	730	4,455										
	<i>OBAG (05283 Main Street Complete St)</i>	<i>675</i>	<i>87</i>	<i>588</i>										
	<i>Transfer in from Fund 101 (Measure C)</i>	<i>2,277</i>		<i>2,277</i>										

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Street System Improvements - Fund 450

PROJ. NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
ROAD & STREET - OTHER TRANSPORTATION IMPROVEMENTS														
05148	Project Pre-design Services	704	374	30	30	30	30	30	30	30	30	30	30	30
05257	Bridge Structures Maintenance	1,887	1,277	260	350									
05739	Bridge Pavement Abutment Repair	250	247	3										
05292	Innovative Deployments to Enhance Arterials (IDEA) - Tennyson Corridor and Second Street	708	514	193										
	<i>IDEA Grant</i>		317											
	<i>ACTC Local Match (Project 05292)</i>	60	60											
05334	SR-92/Whitesell Interchange - Project Initiation Document (PID)	940	912	28										
	<i>ACTC Grant Funding</i>	440	285	155										
	<i>Developer Contribution</i>	500	500	0										
05349	Hesperian Median Streetlight Improvement Project (NEW)	1,200	0	0	200	1,000								
MUNICIPAL FACILITY IMPROVEMENTS - MUNICIPAL PARKING LOTS														
05248	City Municipal Parking Lot #2	694	653	41										
05296	City Municipal Parking Lot #7, D-1 and D-2	445	432	13										
05740	City Municipal Parking Lot #8	782	762	20										
05741	City Municipal Parking Lot #11	750	591	159										
MISCELLANEOUS - OTHER														
05153	Alameda County Aerial Photography	327	177	50	50			50						
TOTAL PROJECT COSTS				12,304	4,218	2,692	2,794	2,946	2,998	3,100	3,102	3,204	3,306	3,408
TOTAL EXPENDITURES				12,304	4,218	2,692	2,794	2,946	2,998	3,100	3,102	3,204	3,306	3,408
REVENUES:														
	Interest		258	31	10	1	1	1	1	1	2	2	1	0
	Streets Impact Fee (Waste Management)	24,471	1,690	1,740	1,793	1,846	1,957	2,016	2,076	2,139	2,203	2,269	2,337	2,407
	Private Developer Contribution for future pavement improvement (04100)	1,231	1,231											
	Sidewalk Rehabilitation Resident Participation	1,180		280	90	90	90	90	90	90	90	90	90	90
	Private Developer Contribution for future bike improvement (04000)	297	248	0	49	0	0	0	0	0	0	0	0	0
	OBAG (05283 Main Street Complete St)	675	87	588	0									
	IDEA Grant (Project 05292)	317	317											
	ACTC Local Match (Project 05292)	60	60											
	ACTC Grant Funding (Project 05334)	440	285	155	0									
	Developer Contribution (Project 05334)	500	500	0	0									
	County RDA Reimb. for City's Contrib. for Mt. Eden Project 05143 (repayment term - 20 years)	10,388	9,688	700										
REVENUE SUBTOTAL:				3,494	1,942	1,937	2,048	2,107	2,167	2,230	2,295	2,361	2,428	2,497
TRANSFERS IN FROM:														
	Fund 410 - (Rt. 238 Corridor Improvement)		129											
	Fund 210 (Gas Tax "Swap") (49550)		750	750	750	750	750	850	850	850	850	850	850	850
	Transfer in from Fund 101 (Measure C)			2,277										
TRANSFERS SUBTOTAL				3,027	750	750	750	850	850	850	850	850	850	850
TOTAL REVENUES				6,521	2,692	2,687	2,798	2,957	3,017	3,080	3,145	3,211	3,278	3,347
BEGINNING FUND BALANCE				7,344	1,560	34	29	33	44	63	43	85	92	64
ENDING FUND BALANCE				1,560	34	29	33	44	63	43	85	92	64	3

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Transportation System Improvement - Fund 460

PROJ. NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
LIVABLE NEIGHBORHOODS - TRAFFIC SIGNALS & STREETLIGHTS														
05709	Traffic Control Device Repair/Replacement - MSD	1,372	572	91	62	64	66	68	70	72	74	76	78	80
05856	Controller Cabinet Replacement and Battery Back Up Program	1,828	424	324	0	120	120	120	120	120	120	120	120	120
05342	Tennysen Rd and Winton Ave Signal Coordination Project (NEW)	515	5	510										
	<i>TFCA funding thru ACTC</i>	515		515										
05715	A St Safety Innovation Corridor Project (NEW)	2,000				70	200	1,730						
	<i>Vehicle Registration Fee Discretionary Funds Grant</i>	2,000				70	200	1,730						
	[An additional \$1.247M in Fund 212 funding is supporting this project, which has a total budget of \$3.247M. More details in Fund 212.]													
05716	Industrial Parkway/Ruus Road Bicycle Network and Intersection Improvements (NEW)	824			16	808								
	<i>HSIP Cycle 12 Grant</i>	824			16	808								
	[An additional \$171K in Fund 212 and \$159k in Fund 213 is supporting this project, which has a total budget of \$1.154M. More details in Fund 212 and 213.]													
LIVABLE NEIGHBORHOODS - PEDESTRIAN & BICYCLE IMPROVEMENTS														
05737	Signal Modification At Huntwood/Industrial & Huntwood/Sandoval	1,085	908	177										
	<i>HSIP</i>	775		775										
06937	Active Transportation Incentive and Promotion Program (NEW)	3,952	0	330	3,567	54								
	<i>California Air Resource Board's Clean Mobility in Schools and Sustainable Transportation Equity Project Grant</i>	3,948		327	3,567	54								
05175	Pedestrian Traffic Signal Modifications and Improvements	1,656			790	866								
	<i>HSIP Grant</i>	1,580			790	790								
	[An additional \$307k in Fund 216 funding is supporting this project, which has a total budget of \$1.963M. More details in Fund 216.]													
05308	Pedestrian Crossing Upgrades on Minor Arterials	350		250	100									
	<i>HSIP Grant</i>	350		15	69	266								
	[An additional \$50k in Fund 213 is supporting this project, which has a total budget of \$400k. More details in Fund 213.]													
LIVABLE NEIGHBORHOODS - TRANSPORTATION EQUITY														
06940	Community-Based Transportation Plan	250	0	250										
	<i>ACTC Community-Based Transportation Plans (CBTP) Grant</i>	250		250										
06941	Safe Routes to School Implementation Project	2,258	0	924	1,334									
	<i>California Air Resource Board's Clean Mobility in Schools and Sustainable Transportation Equity Project Grant</i>	2,258		924	1,334									

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Transportation System Improvement - Fund 460

PROJ. NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
	[An additional \$570k in Fund 212 funding is supporting this project, which has a total budget of \$2.828M. More details in Fund 212.]													
06912	Eden Greenway Active Transportation Corridor (NEW)	200			200									
	<i>Developer Agreement - STACK Data Center</i>	<i>150</i>			<i>150</i>									
	LIVABLE NEIGHBORHOODS - TRAFFIC CALMING PROJECTS													
05734	Traffic Calming Implementation Program	2,422	978	279	150	150	150	145	95	95	95	95	95	95
05893	Quick Response Traffic Safety Projects	1,350	250	100	100	100	100	100	100	100	100	100	100	100
06942	High Injury Network Safety Plan	3,204	0	1,109	898	724	473							
	<i>Federal Grant (Part 1 of 3)</i>	<i>2,565</i>			<i>954</i>	<i>689</i>	<i>555</i>	<i>367</i>						
06945	Evaluate Alternatives to Downtown Loop	500		500										
	<i>Federal Grant (Part 2 of 3)</i>	<i>500</i>												
06943	Speed Management Plan	235	0	235										
	<i>Federal Grant (Part 3 of 3)</i>	<i>187</i>												
	EQUIPMENT & SOFTWARE - UTILITIES													
05714	Transportation Software Improvements	180	33	47	10	10	10	10	10	10	10	10	10	10
	ROAD & STREET - OTHER TRANSPORTATION IMPROVEMENTS													
05712	Intersection Improvement Project	1,980	488	242	125	125	125	125	125	125	125	125	125	125
05877	Transportation System Management Projects	1,125	376	249	50	50	50	50	50	50	50	50	50	50
	<i>Development Fees (05877)</i>	<i>20</i>												
06944	Tennysen Road Crossing Safety Improvements (NEW)	599	0	599										
	<i>CalTrans Railway Highway Program Section 130 Grant</i>	<i>599</i>	<i>3</i>	<i>596</i>										
	TOTAL PROJECT COSTS			6,217	7,403	3,141	1,294	2,348	570	572	574	576	578	580
	TOTAL EXPENDITURES			6,217	7,403	3,141	1,294	2,348	570	572	574	576	578	580
	REVENUES:													
	Interest		20	15	3	4	3	3	3	4	5	5	6	6
	TFOA funding thru ACTC	515	0	515										
	Vehicle Registration Fee Discretionary Funds Grant	2,000	0	0	0	70	200	1,730	0	0	0	0	0	0
	HSIP Cycle 12 Grant	824	0	0	16	808	0	0	0	0	0	0	0	0
	HSIP			790	859	1056								
	California Air Resource Board's Clean Mobility in Schools and Sustainable Transportation Equity Project Grant	6,207	0	1,251	4,901	54	-	-						
	ACTC Community-Based Transportation Plans (CBTP) Grant	250	0	250	0	0	0	0	0	0	0	0	0	0
	Developer Agreement - STACK Data Center	150	0	150										
	Federal grant	687	0	1,641	689	555	367	-						
	CalTrans Railway Highway Program Section 130 Grant		0	596	0	-								
	REVENUE SUBTOTAL:			5,058	6,618	2,547	570	1,733	3	4	5	5	6	6
	TRANSFERS IN FROM:													
	Fund 100 (General Fund)			0	800	600	700	600	600	600	600	600	600	600
	Measure C (Fund 406)			1,000										
	TRANSFERS SUBTOTAL:			1,000	800	600	700	600	600	600	600	600	600	600
	REVENUE TOTALS:			6,058	7,418	3,147	1,270	2,333	603	604	605	605	606	606
	BEGINNING FUND BALANCE:			318	159	175	181	158	143	176	208	239	268	296
	ENDING FUND BALANCE:			159	175	181	158	143	176	208	239	268	296	322

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Water Replacement - Fund 603

PROJ. NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
WATER CONSERVATION														
07026	Water System Leak Detection Survey and Repair	247	97	0	150									
07069	Water Conservation Database		0	180										
WATER DISTRIBUTION SYSTEM														
07006	Emergency Mechanical/Electric Replacement Program	3,237	1,587	150	150	150	150	150	150	150	150	150	150	150
07009	Easement Protection & Landscape Clearing at Various Locations	584	34	50	50	50	50	50	50	50	50	50	50	50
07010	Air Release with Blow Off Access and Rehabilitation	320	0	320										
07057	Restore Water Mains Crossing at I-880	550	0	550										
07059	Reservoir Coating Inspection/Recoating at Various Reservoirs	2,400	0	2,400										
07110	750' Reservoir Replacement Project	4,533	48	0	0				4,485					
07019	250' P/S Motor Starter Replacements	150	0	150										
07061	Hesperian P/S Main Braker Replacement	100	0	100										
07062	Hesperian P/S VFD and Motor Drive Replacements	1,600	0	1,600										
07070	Hesperian Pump Station Underground Diesel Fuel Tank Replacement		0	400										
	<i>Potential funding from SFPUC/EBMUD</i>			40										
07063	Water System RRA Mitigation Measures	100	0	100										
07150	Water System RRA & ERP Update	363	163	200										
07197	Skywest & Hesperian Pump Station Generator Fuel Replacement and Line Repairs	128	0	128										
	<i>Reimbursement from SFPUC/EBMUD</i>			60										
07071	Skywest Pump Station Underground Diesel Fuel Tank Replacement		0	400										
	<i>Reimbursement from SFPUC/EBMUD</i>	400		400										
07093	Water Line Improvement FY21	9,534	9,487	47										
07072	Annual Line Replacements FY24	17,959	246	17,713										
07028	Annual Line Replacements FY25	6,000	0	6,000										
07022	Annual Line Replacements FY26 (NEW)	6,000			6,000									
07076	Annual Line Replacements Future Years	66,900	0	0	0	6,300	6,600	6,900	7,100	7,400	7,700	8,000	8,300	8,600
07080	Cast Iron Water Pipeline Replacement - Local Streets FY25	500	0	500										
07023	Cast Iron Water Pipeline Replacement - Local Streets FY26 (NEW)	500			500									
07081	Cast Iron Water Pipeline Replacement - Local Streets Future Years	4,500	0	0	0	500	500	500	500	500	500	500	500	500
07032	Emergency Line/Leak Repairs FY25	500	0	500										
07031	Emergency Line/Leak Repairs FY26 (NEW)	500			500									
07075	Emergency Line/Leak Repairs Future Years	4,500	0	0	0	500	500	500	500	500	500	500	500	500
07036	MSD Annual Pavement Patching	1	1	0										
07082	Meter Testing Program		0	200										

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Water Replacement - Fund 603

PROJ. NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
	OTHER													
07001	Prefabricated Storage Structure Skin Replacement	302	26	276										
07003	Miscellaneous Hydrant Replacement Program	820	435	35	35	35	35	35	35	35	35	35	35	35
07025	Conversion to Advanced Metering Infrastructure (AMI)	14,091	13,862	229										
	<i>Transfer from 605 (Water Operating)</i>	<i>10,000</i>	<i>10,000</i>											
07030	Project Predesign Services	462	187	25	25	25	25	25	25	25	25	25	25	25
07035	MSD Irrigation System Backflow Replacements	602	200	51	35	35	35	35	35	35	35	35	35	35
07043	Asset Management Plan	103	3	100										
07079	New Dobbel Ave Slide Repair	33	0	33										
07144	Fittings Upgrade for Fire Department - Various Reservoirs	101	38	62										
	TOTAL PROJECT COSTS			32,500	7,445	7,595	7,895	8,195	12,880	8,695	8,995	9,295	9,595	9,895
	TOTAL EXPENDITURES			32,500	7,445	7,595	7,895	8,195	12,880	8,695	8,995	9,295	9,595	9,895
	REVENUES:													
	Interest		15,229	59	167	154	161	160	19	29	30	22	34	39
	Reimbursement from SFPUC/EBMUD			500										
	REVENUE SUBTOTAL:			559	167	154	161	160	19	29	30	22	34	39
	TRANSFERS FROM:													
	Replacement Transfer from Fund 605			7,000	7,000	7,000	8,000	8,000	8,000	9,000	9,000	9,000	10,000	10,000
	Replacement Transfer from Fund 605 (Conversion to AMI)		10,000											
	TRANSFERS SUBTOTAL			7,000	7,000	7,000	8,000	8,000	8,000	9,000	9,000	9,000	10,000	10,000
	TOTAL REVENUES			7,559	7,167	7,154	8,161	8,160	8,019	9,029	9,030	9,022	10,034	10,039
	BEGINNING FUND BALANCE			30,937	5,996	5,718	5,277	5,543	5,508	647	981	1,016	743	1,182
	ENDING FUND BALANCE			5,996	5,718	5,277	5,543	5,508	647	981	1,016	743	1,182	1,326

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Water Improvement – Fund 604

PROJ. NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
UTILITIES O&M FACILITIES														
07103	Corporation Yard Needs Assessment	200	5	195										
07176	Utility Center Renovation/Training Center Addition (2nd Floor)	13,011	11	1,000	12,000									
	<i>Fund 612</i>	<i>1,400</i>	<i>1,400</i>											
UTILITIES EQUIPMENT														
07177	GIS Data Development and Conversion	893	242	151	50	50	50	50	50	50	50	50	50	50
WATER DISTRIBUTION SYSTEM														
07074	250' Zone for Pressure Reducing Strategy at Decoto	1,600	40	1,560										
07102	Reservoir Water Quality Improvement Project	303	223	81										
07136	System Seismic Upgrades	400	38	362										
07160	Seismic Retrofit Maitland Reservoir and Appurtenances	2,627	27	0	2,600									
07172	New 3 MG Reservoir at High School Reservoir Site	9,002	2	0			0	0	1,000	8,000				
07173	Seismic Retrofit Highland 250 Reservoirs	3,500	0	0	500	3,000								
07183	New 0.75MG Tank, Pumps, and Generator at Garin Reservoir/ Pumps Station Site	4,149	4,010	139										
	<i>Developer Reimbursement</i>	<i>4,149</i>	<i>4,149</i>											
07187	New University Pressure Reducing Station	200	0	200										
07115	New Emergency Well B2	4,500	0	500		4,000								
07100	New 2 MG Reservoir & Booster Station at Hesperian Site	10,000	0	0	1,500	8,500								
07193	750 Pump Station Foundation Stabilization	20	0	20										
07196	Well Field All-Weather Improvements	90	0	90										
07199	Well Field Storage Building Project	350	0	350										
07093	Water Line Improvements FY21	4,934	1,682	3,252										
07077	Water Line Improvements FY25	500	0	500										
07121	Water Line Improvements FY26 (NEW)				500									
07078	Water Line Improvements Future Years	7,000	0	0	0	500	500	500	750	750	1,000	1,000	1,000	1,000
RECYCLED WATER														
07066	Recycled Water Phase II	12,500	0	500	1,000	6,000	5,000							
WATER RESOURCES PROJECTS														
07017	Weather Based Irrigation Controllers at Various Locations	397	137	60	20	20	20	20	20	20	20	20	20	20
07191	Groundwater Sustainability Plan Implementation Activities	1,671	536	835	300	0	0	0	0	0	0	0	0	0
07116	Groundwater Sustainability Plan Projects - City Emergency Wells	14,400	0	2,400	1,200	1,200	1,200	1,200	1,200	1,200	1,200	1,200	1,200	1,200

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Water Improvement - Fund 604

PROJ. NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
	OTHER													
07029	Project Predesign Services	631	81	50	50	50	50	50	50	50	50	50	50	50
07058	Green Hayward PAYS Program	207	193	7	7									
07105	Solar Power at Various Water Facilities	6,000	0	6,000										
07186	Solar Photovoltaic at Hesperian Pump Station	1,000	0	0	1,000									
	TOTAL PROJECT COSTS			18,252	20,727	23,320	6,820	1,820	3,070	10,070	2,320	2,320	2,320	2,320
	Transfer to Fund 612 - Loan to Sewer System Improvement Fund 612 for Solar Project Phase IIA (Project 07530 in Fund 612)		3,500											
	TOTAL EXPENDITURES			18,252	20,727	23,320	6,820	1,820	3,070	10,070	2,320	2,320	2,320	2,320
	REVENUES:													
	Interest		2,068	878	550	162	107	151	163	45	79	115	150	187
	Facilities Fee (43563)		2,706	3,500	3,000	3,000	3,500	3,500	3,500	4,000	4,000	4,000	4,000	4,000
	Developer Reimbursement of New .75 Tank and Pumps at Garin Reservoir/Pump Station (Project 07183)		4,149											
	Green Hayward PAYS Revenue (\$1 million at 6.95% for ten years to 2026)		127	21	21									
	REVENUE SUBTOTAL			4,399	3,571	3,162	3,607	3,651	3,663	4,045	4,079	4,115	4,150	4,187
	TRANSFERS FROM:													
	Repayment of Loan from Fund 612 for Solar Project Phase IIA (\$3.5 million at 3% for ten years to FY29) (Project 07530 in Fund 612)	4,100	2,050	410	410	410	410	410						
	TRANSFERS SUBTOTAL			410	410	410	410	410	0	0	0	0	0	0
	TOTAL REVENUES			4,809	3,981	3,572	4,017	4,061	3,663	4,045	4,079	4,115	4,150	4,187
	BEGINNING FUND BALANCE			58,222	44,779	28,033	8,285	5,482	7,723	8,316	2,291	4,050	5,845	7,675
	ENDING FUND BALANCE			44,779	28,033	8,285	5,482	7,723	8,316	2,291	4,050	5,845	7,675	9,542

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Sewer Replacement - Fund 611

PROJ. NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
SEWER COLLECTION SYSTEM														
07018	Lift Station Valve Upgrade at Various Stations	121	21	99										
07546	Valle Vista Sewer Force Main Reliability Implementation	200	27	173										
07616	Tennyson Lift Station Rehabilitation	250	0	0		250								
	<i>Developer-Sewer Impact Fee</i>	<i>209</i>	<i>209</i>											
07788	Tennyson Lift Station Emergency Standby Generator Replacement		0	200										
07622	Ward Creek/Tiegen Drive Sewer Replacement	500	0	0	500									
07624	Harder Road Sewer System Improvement	1,700	0	700	1,000									
	<i>Developer-Sewer Impact Fee</i>	<i>424</i>	<i>424</i>											
07626	Valle Vista Pump Station Wet Well Rehabilitation	855	453	2	400									
07678	Air Release with Blowoff Access and Rehab	80	0	80										
07693	Sewer Manhole Rehabilitation - Various Locations	171	30	91	50									
07672	Soto Road Sewer Improvement	400	0	400										
07739	Valle Vista VFD Replacement	250	30	220										
07762	Airport Lift Station Improvements	200	0	200										
07763	Daisy Ct Access Road Erosion Mitigation Project	45	0	45										
07745	Marathon Lift Station Motor Control Center Replacement	250	0	250										
07765	Annual Emergency/Spot Line Repairs	5,153	605	798	300	300	350	350	350	400	400	400	450	450
07784	Root Foaming	1,496	73	123	100	100	120	120	120	140	140	140	160	160
07761	Sewer Line Improvement FY21	14,185	10,237	3,948										
07789	Annual Line Replacements FY24	16,400	235	16,165										
07799	Annual Line Replacements FY25	7,000	0	7,000										
07820	Annual Line Replacements FY26 (NEW)	7,000			7,000									
07787	Annual Line Replacements Future Years	76,500	0	0	0	7,300	7,600	7,900	8,200	8,500	8,800	9,100	9,400	9,700
07823	Sewer Trunkline Condition Assessment & Repair Scope (NEW)	500	0	0	500									
UTILITIES EQUIPMENT														
07575	Miscellaneous Lift Station Equipment Replacement	707	675	32										
WATER RESOURCE RECOVERY FACILITY (WRRF)														
07618	WRRF Gas Conditioning System Skid Media Replacement	2,356	381	325	165	165	165	165	165	165	165	165	165	165
07629	WRRF Digester Cleaning & EQ Pond Sludge Removal	165	85	80										
07807	WRRF Digester Annual Cleaning				35	35	35	40	40	40	45	45	45	45
07648	WRRF Seismic Retrofit of Miscellaneous Buildings	370	5	365										
07656	WRRF Main 480V MCC Electrical Distribution Rehabilitation	14,055	1,307	12,748										
07673	WRRF Chlorination System Improvement	1,430	59	221	1,150									
07679	Cogeneration System Maintenance	2,702	172	200	200	200	200	230	230	230	260	260	260	260
07785	Coating of South Primary Clarifier	150	0	150										
07741	WRRF Levee Road Maintenance	1,400	0	200	200		220		240		260		280	
07774	WRRF New Drives for North and South Primary Clarifiers	165	155	10										
07775	WRRF New Digester Mixing Pumps for Digesters No. 2 & 3	300	0	300										
07625	WRRF Underground Conduit Repair (494 Pump & Sludge Beds)	80	0	0		80								

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Sewer Replacement - Fund 611

PROJ. NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
07529	WRRF Miscellaneous Replacements	9,080	3,830	400	450	450	450	450	450	500	500	500	550	550
07531	WRRF Asset Management Plan	102	2	100										
07800	WRRF SCADA Maintenance	484		30	36,000	38	40	42	44	46	48	51	53	56
07801	WRRF SCADA System Master Plan and Upgrades	300		100	200									
07802	WRRF Oxidation Pond Rock Slope Protection	600		300	300									
07804	WRRF Digester Inspection and Rehabilitation	4,800			1600		1600		1600					
07805	WRRF West Winton Landfill & Road Maintenance	325		0	25	300								
07806	WRRF Effluent Channel Return Pump Improvements	572		72	300	0	200	0	0		0	0	0	
07818	North Vacuator Rehabilitation Project (NEW)	403	0	403										
OTHER														
07516	EBDA Outfall Replacement Payment	2,965	1,315	150	150	150	150	150	150	150	150	150	150	150
07524	Project Pre-design Services	602	87	40	40	40	45	45	45	50	50	50	55	55
UNSCHEDULED														
07812	New Headworks Facility (Est. FY32)													
	TOTAL PROJECT COSTS			46,718	14,701	9,408	11,175	9,492	11,634	10,221	10,818	10,861	11,568	11,591
	Transfer to Fund 612 for New Admin Building Project (\$4M @ 3% for 20 years through 2035)	5,130	2,160	270	270	270	270	270	270	270	270	270	270	270
	Debt Service SRF Loan for WPCF (WRRF) Impr (Various Projects, \$20 million @ 3% for 30 years to 2055)					1,020	1,020	1,020	1,020	1,020	1,020	1,020	1,020	1,020
	Transfer to 615 (Remaining funds for project 07675 & 07727)			49										
	Transfer to Fund 612 for WRRF Phase II Improvement Projects	264,069		10,000	2,000	95,000	90,000	40,000	20,000	2,000	2,000	1,000	2,069	0
	WIFIA for WRRF Phase II Improvement Projects (49% of project cost, repayment 5 years after FY29 completion in FY34) (to split between 611 & 612)	0		0	0	0	0	0	0	0	0	0	0	0
	2025 Wastewater Revenue Bonds for WRRF Phase II Improvement Projects (25.1% of project cost)	33,349		0	1,432	2,863	2,863	2,863	4,437	4,438	4,437	4,438	2,524	3,054
	2027 Municipal Bond for WRRF Phase II Improvement Projects (20.4% of project cost)	29,789		0	0	1,752	3,505	3,505	3,505	3,505	3,505	3,505	3,505	3,505
	TOTAL EXPENDITURES			57,037	18,403	110,314	108,833	57,150	40,866	21,454	22,050	21,094	20,956	19,440

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Sewer Replacement - Fund 611

PROJ. NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
	REVENUES:													
	Interest	1,392	1,098	77	100	150	377	479	74	51	14	16	3	51
	Harder Road Sewer Impact Fee for Project 07624	424	424											
	Tennyson Lift Station Sewer Impact Fee for Project 07616	209	209											
	US EPA Grant for Project 07675	800	800											
	Proceeds from SRF Loan for WPCF (WRRF) Improvements (Various Projects)	20,000		20,000										
	Potential WRDA for 07760 WRRF Phase II Improvement Project (3% of project cost)	7,950		0	7,950	0	0	0						
	WIFIA for WRRF Phase II Improvement Projects (49% of project cost, repayment 5 years after FY29 completion in FY34) (to split between 611 & 612)	129,394		0	0	51,757	64,697	12,939						
	2025 Wastewater Revenue Bonds for WRRF Phase II Improvement Projects (25.1% of project cost)	66,250		0	6,360	46,375	13,515	0						
	2027 Municipal Bond for WRRF Phase II Improvement Projects (20.4% of project cost)	53,874		0	0	0	21,550	32,324						
	REVENUE SUBTOTAL			20,077	14,410	98,282	100,138	45,743	74	51	14	16	3	51
	TRANSFERS FROM:													
	Fund 610 - Annual Replacement + Repairs			7,000	8,500	8,500	10,000	10,000	12,000	12,000	12,000	13,000	14,000	15,000
	Fund 610 - WRRF Phase II Nutrient Mgmt Loan Repayment			0	1,432	4,615	6,368	6,368	7,942	7,943	7,942	7,943	6,028	6,558
	Fund 630 - Reserved Revenue for future RW membrane replacement		749	200	200	210	210	220	220	240	240	250	250	250
	TRANSFERS SUBTOTAL			7,200	10,132	13,325	16,578	16,588	20,162	20,183	20,182	21,193	20,278	21,808
	TOTAL REVENUES			27,277	24,542	111,608	116,716	62,330	20,236	20,234	20,196	21,209	20,281	21,859
	BEGINNING FUND BALANCE			33,691	3,931	10,070	11,364	19,247	24,427	3,797	2,576	722	837	162
	ENDING FUND BALANCE			3,931	10,070	11,364	19,247	24,427	3,797	2,576	722	837	162	2,582

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Sewer Improvement - Fund 612

PROJ. NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
UTILITIES EQUIPMENT														
07177	GIS Data Development and Conversion	225	108	67	50									
WATER RESOURCE RECOVERY FACILITY (WRRF)														
07769	WRRF Selective Catalyst Reduction for Cogen Engine	500	0	500										
07771	WRRF Trickling Filter Pump Station Pump Rebuilds	260	0	260										
07530	WRRF Solar Power Design and Construction Phase II - 1.4 MW	7,315	2,315	0					5,000					
	<i>CEC Loan</i>	2,151	2,151											
	<i>Loan from Fund 604</i>	3,500	3,500											
07559	WRRF Solids Pumping Improvements	400	111	189	100									
07697	WRRF Maintenance Building Improvements	150	0	0	150									
07569	WRRF Roofing for Heating and Mixing Building No. 1	150	0	150										
07656	WRRF Main 480V MCC Electrical Distribution Rehabilitation	1,160	902	258										
07791	FOG Tank Coating	260	0	0	260									
07793	WRRF Hot Water Loop Improvements	1,200	0	0	1,200									
07808	Effluent Channel Hydraulic Capacity Improvements	1,800	0	0						150	1,650			
07806	WRRF Effluent Channel Return Pump Improvements	572		72	300		200							
07809	Nature-Based Solution Feasibility Study	600		600										
	<i>EPA Grant</i>	600		600										
07812	New Headworks Facility (Est. FY32)	70,000												
07813	WRRF Additional Sludge Blend (PS and WSS) Tank (NEW)	830	0	0						100	10,000	730	60,000	
07814	WRRF GBT Expansion (3rd Unit) (NEW)	10,300									800	9,500		
07815	WRRF Mechanical Dewatering Facility (NEW)	70,000								5,000	45,000	20,000		
07816	WRRF Digester Condition Assessment (NEW)	300				300								
WRRF LABORATORY														
07519	Utilities Laboratory Information Management & Data Entry	1,326	427	444	40	40	40	45	45	45	50	50	50	50
WRRF IMPROVEMENT PHASE II														
07786	WRRF New Administration Building & Lab Project	63,279	1,863	4,898	42,230	14,287								
	<i>Transfer-in from Fund 611</i>		2,160	270	270	270	270	270	270	270	270	270	270	270
07760	WRRF Phase II Improvement Project	434,965	7,610	7,111	12,610	142,681	153,067	75,742	35,487	658	2,000	1,000	2,069	0
	<i>Transfer-in from Fund 611</i>			10,000	2,000	95,000	90,000	40,000	20,000	2,000	1,000	2,069	0	
OTHER														
07523	Project Predesign Services	310	145	15	15	15	15	15	15	15	15	15	15	15
07810	Connection Fee Study (NEW)	25	0	25										
SEWER COLLECTION SYSTEM														
07744	Linden Lift Station Upgrades	150	5	145										
07555	Upgrade Valle Vista Station Discharge	400	0	400										
07624	Harder Road Sewer System Improvement	1,288	28	1,260										
07716	27 Inch Force Main Bypass Pumping - I-880/Industrial	600	0	600										
07717	Sewer Main Installation - I-880/Willimet	1,251	1,185	66										
07819	Sewer Collection System Master Plan				650									
STORMWATER														
07746	Arf, Tennyson Trash Capture Device Installations	3,000	1,550	1,450										
	<i>CalTrans Reimbursement</i>	3,000	3,000											
RECYCLED WATER														
07766	UV Disinfection System for Recycled Water	1,000	0	1,000										
07709	Recycled Water Master Plan	568	14	546	8									
	<i>Developer Contribution (Amazon)</i>	68		68										
07751	Recycled Water Treatment Facility Expansion - Phase II	1,000	0	0	1,000									

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Sewer Improvement - Fund 612

PROJ. NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
UNSCHEDULED														
07753	WRRF Co-Generation Engine #2 (Est FY36)													
07755	WRRF Expansion of Cogen System Gas Conditioning Skid System (Est FY36)													
07817	WRRF Gas Flare Replacement (Est FY45) (NEW)													
	TOTAL PROJECT COSTS			20,055	58,613	157,323	153,322	75,802	40,547	5,968	58,245	89,565	65	65
	Debt Service State Revolving Fund-WRRF Improvements (Phase I) - 50% of total Debt Service for 20 years to FY29	30,600	13,860	1,530	1,530	1,530	1,530	1,530						
	Debt Service CEC Loan for Solar Proj (\$2.45 million @ 3% for 14 years to FY26) (Proj 07505)	218		218	0									
	Transfer to Water Improvement Fund 604 for Repayment of Loan for Additional Solar Project (\$3.5 million at 3% for ten years to 2028) (Project 07530)	4,100	410	410	410	410	410	410						
	Debt Service WIFIA Loan Repayment for WRRF Phase II Improvement Projects (4.75%, 30 years)	0		0	0	0	0	0	0	0	0	0	0	0
	Debt Service 2025 Wastewater Revenue Bonds Repayment for WRRF Phase II Improvement Projects (3.96%, 30 years)	29,574		0	1,269	2,539	2,539	2,539	3,935	3,936	3,935	3,936	2,238	2,708
	Debt Service 2027 Municipal Bond Repayment for WRRF Phase II Improvement Projects (5%, 30 years)	26,417		0	0	1,554	3,108	3,108	3,108	3,108	3,108	3,108	3,108	3,108
	Debt Service SRF Loan for New Headworks Facility (#07812, \$70M @ 2%, 30 years, repayment 3 yrs after FY33 completion in FY36 to FY66)													
	Debt Service SRF Loan for WRRF GBT Expansion (3rd Unit) (#07814, \$10.3M @ 2% for 30 years, repayment 3 yrs after FY33 completion in FY36 to FY66)													
	Debt Service SRF Loan for WRRF Mechanical Dewatering Facility (#07815, \$70M @ 2% for 30 years, repayment 3 yrs after FY33 completion in FY36 to FY66)													
	TOTAL EXPENDITURES			22,213	61,822	163,356	160,909	83,389	47,590	13,011	65,288	96,609	5,411	5,881

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Sewer Improvement - Fund 612

PROJ. NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
	REVENUES:													
	Connection Fee		3,276	4,000	4,000	4,500	4,500	5,000	5,000	6,500	7,000	7,000	7,000	7,000
	Interest		1,103	675	455	252	464	513	77	94	121	117	198	230
	Proceeds of CEC Loan for Phase IIA Solar (Project 07530)	2,151	2,151											
	Caltrans Reimbursement (Project 07746)	3,000	3,000											
	EPA Grant (Project 07809)	600		600										
	Developer Contribution (Amazon) (Project 07709)	68	0	68	0									
	Proceeds from SRF Loan (Project 07812 New Headworks Facility)	70,000									10,000	60,000		
	Proceeds from SRF Loan (Project 07814 WRRF GBT Expansion (3rd Unit))	10,300									800	9,500	0	
	Proceeds from SRF Loan (Project 07815 WRRF Mechanical Dewatering Facility)	70,000							0	5,000	45,000	20,000	0	
	Potential WRDA for 07760 WRRF Phase II Improvement Project (3% of project cost)	7,050			0	7,050	0	0	0					
	WIFIA for WRRF Phase II Improvement Projects (49% of project cost, repayment 5 years after FY29 completion in FY34) (to split between 611 & 612)	114,745		0	0	45,898	57,373	11,475						
	2025 Wastewater Revenue Bonds for WRRF Phase II Improvement Projects (25.1% of project cost)	58,750		5,640	53,110	0	0	0						
	2027 Municipal Bond for WRRF Phase II Improvement Projects (20.4% of project cost)	47,775		0	0	0	19,110	28,665						
	REVENUE SUBTOTAL			10,983	57,565	57,700	81,447	45,652	5,077	11,594	62,921	96,617	7,198	7,230
	TRANSFERS FROM:													
	Fund 730 for CAD/RMS Repl Loan (\$2.25 million)		2,046											
	WRRF Repl Fund 611 for 50% of City Cost of Co-Gen (\$11.47 mill less \$2.7 mill PG&E grant (Proj 07508)		4,650											
	Water Sys Imp Fund 604 for Solar Proj Phase II (Proj 07530)		3,500											
	Fund 611 for New Admin Building Project 07786 (\$4M @ 3% for 20 years through FY35)		2,160	270	270	270	270	270	270	270	270	270	270	270
	Fund 611 for Cogen System Maintenance (Project 07679)	1,306	1,306											
	Transfer from Fund 611 for WRRF Phase II Improvement Projects	264,069		10,000	2,000	95,000	90,000	40,000	20,000	2,000	2,000	1,000	2,069	0
	TRANSFERS SUBTOTAL			10,270	2,270	95,270	90,270	40,270	20,270	2,270	2,270	1,270	2,339	270
	TOTAL REVENUES			21,253	59,835	152,970	171,717	85,922	25,347	13,864	65,191	97,887	9,537	7,500
	BEGINNING FUND BALANCE			26,167	25,207	23,220	12,834	23,642	26,176	3,933	4,786	4,689	5,967	10,094
	ENDING FUND BALANCE			25,207	23,220	12,834	23,642	26,176	3,933	4,786	4,689	5,967	10,094	11,713

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Airport Capital – Fund 621

PROJ NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
AIRPORT PROJECTS - TAXIWAY IMPROVEMENTS														
06819	Taxiway Zulu Pavement Rehabilitation Design	1,057	194	863										
	<i>(AIP 23) FAA</i>	676		676										
06864	Taxiway Zulu West Pavement Rehabilitation Construction	5,324	174	5,150										
	<i>(AIP 25) FAA</i>	4,635		4,635										
	<i>State Matching Grant of 5%</i>	232		232										
06859	Taxiway Alpha West Design and Phasing Plan	590	0						590					
	<i>(AIP 26) FAA</i>	531							531					
	<i>State Matching Grant of 5%</i>	30							30					
06860	Taxiway Alpha West Construction	6,560	0							6,560				
	<i>(AIP 27) FAA</i>	5,904								5,904				
	<i>State Matching Grant of 5%</i>	328								328				
AIRPORT PROJECTS - T-HANGAR IMPROVEMENTS														
06826	T-Hangar Improvements	4,519	2,212	807	150	150	150	150	150	150	150	150	150	150
AIRPORT PROJECTS - PAVEMENT IMPROVEMENTS														
06890	Pavement Rehabilitation	9,514	474	2,540	500	500	500	500	500	800	800	800	800	800
06891	Miscellaneous Building/Grounds Repairs	4,650	1,750	225	250	250	250	275	275	275	275	275	275	275
06818	Airport Pavement Management Program Update	765	90	275			200					200		
AIRPORT PROJECTS - OTHER														
06827	LED Lighting Retrofit	66	45	21										
06828	Tower Renovations	269	106	28	135									
06814	Sulphur Creek Mitigation - Design + Construction	8,309	809						7,500					
	<i>(AIP 26) FAA</i>	7,225	475						6,750					
	<i>(State Matching Grant of 5%)</i>	375							375					
06816	Sulphur Creek 10-Year Environmental Monitoring	603	150	9	40	40	40	44	44	44	48	48	48	48
06823	Perimeter Fence Replacement	754	154	45	50	50	50	55	55	55	60	60	60	60
06805	Project Pre-design Services	716	319	30	33	33	33	36	36	36	40	40	40	40
06806	Consultant Pre-design Services	543	146	30	33	33	33	36	36	36	40	40	40	40
06898	Noise Monitoring	1,478	783	45	55	60	60	65	65	65	70	70	70	70
06833	View Park	90	0			90								
06830	Access Control System	523	157	366										
06865	Upgrade Air Traffic Control Tower Fire Alarm System Panel and HVAC	800	0	0	800									
	<i>FAA (Through the ATC Tower Lease)</i>	400		40	40	40	40	40	40	40	40	40	40	40
06867	Air Traffic Control Tower Siting Study (NEW)	250		0	250									
06868	Tree Removal & Replacement Project (NEW)	100		100										
06869	Infrastructure for Electric Aircraft (NEW)	150				150								

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Airport Capital - Fund 621

PROJ NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
06856	Runway Safety Area Improvements EA & Conceptual Design <i>(AIP 29) FAA</i>	600 540	0							600 540				
	<i>State Matching Grant of 5%</i>	30								30				
06857	Runway Safety Area Improvements Design <i>(AIP 31) FAA</i>	650 585	0									650 585		
	<i>State Matching Grant of 5%</i>	33										33		
06858	Runway Safety Area Improvements Construction <i>(AIP 32) FAA</i>	13,875 12,488	0										13,875 12,488	
	<i>State Matching Grant of 5%</i>	694											694	
06855	Airfield Electrical Design <i>(AIP 27) FAA</i>	840 756	0							840 756				
	<i>State Matching Grant of 5%</i>	42								42				
06866	Airfield Electrical Construction <i>(AIP 28) FAA</i>										9,160 8,244			
	<i>State Matching Grant of 5%</i>										458			
06851	ALP Update with Narrative <i>(AIP 23) FAA</i>	760 214	522	238 214										
	<i>State Matching Grant of 5%</i>	12		12										
06861	Skywest Property Maintenance	2,077	321	146	150	150	150	160	160	160	170	170	170	170
06862	Landscape Improvements and Cleanup - Sulphur Creek Sites	678	43	80	50	50	50	55	55	55	60	60	60	60
	TOTAL PROJECT COSTS			10,898	2,596	1,556	1,516	1,376	9,466	9,676	10,873	2,563	15,588	1,713
	TOTAL EXPENDITURES			10,898	2,596	1,556	1,516	1,376	9,466	9,676	10,873	2,563	15,588	1,713
	REVENUES:													
	Interest			66	14	12	5	1	0	(5)	(6)	3	(7)	9
	Reimbursements (FAA)	41,323	1,162	5,525	0	0	0	0	7,281	7,200	8,244	585	12,488	0
	FAA (Through the ATC Tower Lease)	400	0	40	40	40	40	40	40	40	40	40	40	0
	State Matching Grant of 5%	2,234		244	0	0	0	0	405	400	458	33	694	0
	REVENUE SUBTOTAL:			5,875	54	52	45	41	7,726	7,635	8,736	661	13,215	9
	TRANSFERS FROM:													
	Fund 620 (Airport Operation Fund)	20,700		2,300	2,200	1,200	1,300	1,300	1,700	2,100	2,100	2,100	2,200	2,200
	TRANSFERS SUBTOTAL			2,300	2,200	1,200	1,300	1,300	1,700	2,100	2,100	2,100	2,200	2,200
	TOTAL REVENUES			8,175	2,254	1,252	1,345	1,341	9,426	9,735	10,836	2,761	15,415	2,209
	BEGINNING FUND BALANCE			3,627	904	562	258	87	52	12	71	34	232	59
	ENDING FUND BALANCE			904	562	258	87	52	12	71	34	232	59	555

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Facility Management Capital - Fund 726

PROJ. NO	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
	MUNICIPAL FACILITY IMPROVEMENTS - POLICE													
07224	HPD Facility Update	350	270								80			
	MUNICIPAL FACILITY IMPROVEMENTS - MUNICIPAL PARKING LOTS													
07204	Parking Garage Maintenance	659	370	288										
07240	Watkins Garage Security Improvements	9	0	9										
	EQUIPMENT & SOFTWARE - UTILITIES													
07209	Emergency Generator Replacement	1,310	80	56	0	140		0	140			444	450	
	EQUIPMENT & SOFTWARE - MAINTENANCE													
07215	City Hall Camera System (Equipment/Storage)	229	229	0										
	CITY HALL & OTHER MUNICIPAL FACILITIES													
07201	HVAC Replacement	1,592	697	400	100	100	100	100	15		80			
07202	Flooring Replacement	1,098	888	0			140				70			
07203	Roof Repair/Replacement	911	422	91			25		100		60			213
07210	Window Covering Replacement	141	41	0		50	50							
07216	Fire Alarm/Smoke Detector Replacement	236	155	81										
07217	Exterior Painting of City Facilities	236	136	0		100								
07218	Animal Control Facility Update	102	2	0			100							
07220	City Hall Furniture Replacement	126	126	0										
07221	Interior Painting of City Facilities	1,200	0	0			100	100	100	280	620			
07222	City Facility Update	1,989	489	350	0	400	0	0	0	150	150	150	150	150
07227	Facility Security Improvements	2,385	1,120	865	0	0	50	50	50	50	50	50	50	50
07232	Workplace Reconfiguration /Remodel	1,845	758	86	100	100	100	100	100	100	100	100	100	100
07233	Elevator Overhaul (City Hall and PD)	391	121		100			170						
07234	City Hall Basement Gate Replacement	50	50	0										
07279	ADA Upgrades and improvements	119	29	0	0	10	10	10	10	10	10	10	10	10
07238	Event Situation Lighting	100	0	0		100								
07237	City Hall Fountain Renovation					50								
07241	Fire Facility Update (NEW)													338
	MISCELLANEOUS - OTHER													
07235	Energy Conservation	2,264	67	2,197	0									
	<i>PGE OBF Loan</i>				2,087									
	TOTAL PROJECT COSTS			4,423	300	1,050	675	530	515	590	1,220	754	760	861
	Repayment back to Measure C for Energy Conservation Project (07235)				2,087									
	TOTAL EXPENDITURES			4,423	2,387	1,050	675	530	515	590	1,220	754	760	861

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

REVENUES:														
Interest		47	30											
Internal Service Fund Charges	5,250		450	450	450	450	450	500	500	500	500	500	500	500
PGE OBF Loan (07235)				2,087										
REVENUE SUBTOTAL			480	2,537	450	450	450	500	500	500	500	500	500	500
TRANSFERS IN FROM:														
Transfer from General Fund			425	95	650	160	160	160	310	310	310	310	310	310
Transfer from Measure C Energy Conservation 07235			2,087											
Transfer from General Fund for Facility Security Infrastructure		250												
Transfer from General Fund for Information Tech - HVAC		200												
Transfer from General Fund for Parking Garage			150											
Transfer from General Fund for Old City Hall														
TRANSFERS SUBTOTAL			2,662	95	650	160	160	160	310	310	310	310	310	310
TOTAL REVENUES			3,142	2,632	1,100	610	610	660	810	810	810	810	810	810
BEGINNING FUND BALANCE			1,287	6	251	301	236	316	461	681	271	327	377	377
ENDING FUND BALANCE			6	251	301	236	316	461	681	271	327	377	377	326

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY28 CIP Budget as of 4-4-2025

Information Technology Capital - Fund 731

PROJ. No	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
IT - CLIENT PROJECTS														
07282	Inventory / Asset Management	75	0	75										
07253	Desktop Computer Replacement Program	5,537	2,370	267	250	250	300	300	300	300	300	300	300	300
07256	Public Safety Mobile Laptop Replacement Project	2,642	1,990	127	75	50	50	50	50	50	50	50	50	50
07266	Council Chambers Technology Upgrade	2,302	952	301	300			750						
07273	City Conference Room Audio Video Upgrade	200	82	68	50									
IT - DATA SYSTEM PROJECTS														
07284	Enterprise Data Strategy	100	0	100										
07259	Geographic Information System Improvements	642	326	66	25	25	25	25	25	25	25	25	25	25
07268	Security Assessment and Improvement	653	182	471										
07424	Cloud Migration (NEW)						300							
IT - NETWORK PROJECTS														
07285	Wi-Fi Upgrade	170	53	117										
07257	Network Server Replacement Project	3,825	1,771	705	0	150	150	150	150	150	150	150	150	150
07263	Network Infrastructure Replacement - Police Dept	1,027	274	153	60	60	60	60	60	60	60	60	60	60
07264	Network Infrastructure Replacement	8,192	4,680	471	460	460	460	460	200	200	200	200	200	200
07276	Fiber Optic Maintenance and Repair	1,051	262	290	50	50	50	50	50	50	50	50	50	50
07239	Phone System Replacement	425	0	400	25									
IT - SPECIAL PROJECTS														
07283	City Video Monitoring System	185	80	105										
07275	Fiber Loop	2,423	2,423	0										
	<i>EDA Grant</i>	2,745	2,745											
	<i>Fund 220 Correction</i>	328	328											
07277	EBRCS Subscription	2,178	2,164	14										
07236	Emerging Technology	600	0	100	50	50	50	50	50	50	50	50	50	50
	TOTAL PROJECT COSTS			3,830	1,345	1,095	1,445	1,895	885	885	885	885	885	885
	Transfer to 405 for project 07275 remaining rev				649									
	TOTAL EXPENDITURES			3,830	1,994	1,095	1,445	1,895	885	885	885	885	885	885

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Information Technology Capital - Fund 731

PROJ. No	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
	REVENUES:													
	ISF - Information Technology Charges from Fund 730	4,211	851	810	850	850	850	850	900	900	900	900	900	900
	Interest		12	23	12	2	5	4	3	7	13	21	29	38
	Cell Tower Lease Revenue			18	18	18	18	18	18	18	18	18	18	18
	EDA Grant for Fiber Loop		2,745	0										
	REVENUE SUBTOTAL:			851	880	870	873	872	921	925	931	939	947	956
	TRANSFERS FROM:													
	General Fund	8,289	4,011	1,198	0	185	820	600	144	131	300	300	300	300
	General Fund (for 07236 Emerging Tech)	550		50	50	50	50	50	50	50	50	50	50	50
	Fund 220 for Project 07275 (Correction)	328	328											
	IT Transfer from Op Fund 730 for project 07257	300	300											
	Airport Operating Fund (Fund 620) for ERP	52	52											
	TRANSFERS SUBTOTAL			1,248	50	235	870	650	194	181	350	350	350	350
	TOTAL REVENUE			2,099	930	1,105	1,743	1,522	1,115	1,106	1,281	1,289	1,297	1,306
	BEGINNING FUND BALANCE			2,883	1,152	88	98	396	23	253	474	870	1,274	1,686
	ENDING FUND BALANCE			1,152	88	98	396	23	253	474	870	1,274	1,686	2,107

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Fleet Replacement (General Fund) - Fund 736

PROJ. NO.	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
FLEET MANAGEMENT														
07301	Fire Fleet Replacement	28,861	2,781	7,103	1,526	2,935	2,300	1,290	1,900	1,290	1,700	1,380	1,500	1,500
07302	GF Fleet Replacement	8,763	2,226	616	125	345	480	505	515	770	675	525	700	400
07303	Police Fleet Replacement	16,446	2,765	1,709	620	1,440	1,060	1,080	1,100	1,120	1,140	1,160	1,240	1,260
07304	Fire Fleet Replacement - Grants <i>RCEC Contribution - Haz Mat Response Vehicle (Fire)</i>	150	0	150										
07305	Police Fleet Replacement - Grants <i>Alameda County Vehicle Abatement</i>	188	123	65										
07422	Community Service Officers (3) Vehicles (NEW)	188	148	40										
	TOTAL PROJECT COSTS			9,868	2,271	4,720	3,840	2,875	3,515	3,180	3,515	3,065	3,440	3,160
	TOTAL EXPENDITURES			9,868	2,271	4,720	3,840	2,875	3,515	3,180	3,515	3,065	3,440	3,160
REVENUE:														
	Fleet Capital Replacement Fees	52,293	13,243	1,450	2,100	4,500	3,300	3,300	3,300	3,300	3,300	3,300	3,300	3,400
	Insurance Reimbursement	1,142	1,097	45										
	Auction	349	284	5	5	5	5	5	5	5	5	5	5	5
	Fund Interest	314	239	15	5	5	5	5	5	5	5	5	5	5
	Other Revenues	65	65	-	-	-	-	-	-	-	-	-	-	-
	RCEC Contribution - Haz Mat Response Vehicle (Fire)	150		150										
	Alameda County Vehicle Abatement	188		188										
	REVENUE SUBTOTAL	32,873		1,853	2,110	4,510	3,310	3,310	3,310	3,310	3,310	3,310	3,310	3,410
TRANSFERS FROM														
	From General Fund (100)	2,088	1,041	486			400							
	From Measure C (406)	900	675	225										
	From Measure C (101)	125		125										
	TRANSFERS SUBTOTAL	13,300	11,253	836	-	-	400	-	-	-	-	-	-	-
	TOTAL REVENUE			2,689	2,110	4,510	3,710	3,310	3,310	3,310	3,310	3,310	3,310	3,410
	BEGINNING FUND BALANCE			7,883	704	543	333	203	638	433	563	358	603	473
	ENDING FUND BALANCE			704	543	333	203	638	433	563	358	603	473	723

FY 2026-FY 2035 CAPITAL IMPROVEMENT PROGRAM

Proposed FY26 CIP Budget as of 4-4-2025

Fleet Replacement (Enterprise Funds) - Fund 737

PROJ. NO.	PROJECT DESCRIPTION	PROJ. TOTAL	PRIOR YEARS	EST FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
FLEET MANAGEMENT														
07350	Airport Fleet Replacement	1,636	647	222	-	45	45	35	10	90	140	75	75	45
07351	Stormwater Fleet Replacement	5,621	2,838	435	-	500	500	-	500	-	-	500	500	500
07352	Sewer Fleet Replacement	5,576	2,437	345	222	110	100	625	230	625	450	270	270	200
07353	Water Fleet Replacement	5,777	2,117	1,500	425	490	380	-	305	450	40	20	20	20
TOTAL PROJECT COSTS		18,610	8,038	2,502	647	1,145	1,025	660	1,045	1,165	630	865	865	765
TOTAL EXPENDITURES				2,502	647	1,145	1,025	660	1,045	1,165	630	865	865	765
REVENUES:														
	Replacement Fees from Fund 620 (Airport)	1,590	852	71	71	75	75	75	75	75	75	75	75	75
	Replacement Fees from Fund 615 (Stormwater)	1,905	1,020	85	85	90	90	90	90	90	90	90	90	90
	Replacement Fees from Fund 610 (Sewer)	4,735	2,705	-	150	240	240	240	240	240	240	240	240	240
	Replacement Fees from Fund 605 (Water)	5,354	2,902	-	200	286	286	286	286	286	286	286	286	286
	Citation Revenue for Sweeper Replacement	3,978	1,730	180	200	200	200	200	200	225	225	225	225	225
	Auction	326	276	5	5	5	5	5	5	5	5	5	5	5
	Interest	253	203	5	5	5	5	5	5	5	5	5	5	5
	Insurance	48	48	-	-	-	-	-	-	-	-	-	-	-
REVENUE SUBTOTAL:		18,189	9,736	346	716	901	901	901	901	926	926	926	926	926
TRANSFERS IN FROM:														
	One-Time Capital Contribution (Sewer)	750	750	-	-	-	-	-	-	-	-	-	-	-
	One-Time Capital Contribution (Stormwater)	70	70	-	-	-	-	-	-	-	-	-	-	-
	One-Time Capital Contribution (Water)	246	246	-	-	-	-	-	-	-	-	-	-	-
TRANSFERS SUBTOTAL:		1,066	1,066	-	-	-	-	-	-	-	-	-	-	-
TOTAL REVENUE				346	716	901	901	901	901	926	926	926	926	926
BEGINNING FUND BALANCE				2,606	450	519	275	151	392	248	9	305	366	427
ENDING FUND BALANCE				450	519	275	151	392	248	9	305	366	427	588

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SUPPLEMENTAL



FINANCIAL POLICIES

FINANCIAL POLICIES

Overview of Financial Policies

Financial policies as adopted by the City Council establish the framework for Hayward's overall fiscal planning and management. They set forth decision-making guidelines against which current budgetary performance can be measured and proposals for future programs can be evaluated. Hayward's publicly adopted financial policies demonstrate the City's commitment to sound financial management and fiscal integrity. The financial policies also improve the City's fiscal stability by helping City officials plan fiscal strategy with a consistent approach. Adherence to adopted financial policies promotes sound financial management, which can lead to improvement in City bond ratings and lower cost of capital.

Below is a listing of key policies related to the citywide budget. Many of these policies have been in operation for a number of years.

1. Balanced Budget Policy
2. One-time Revenue Use Policy
3. Benefit Liabilities Funding Plan Policy
4. Long Range Financial Forecasting Policy
5. Reserves Policy
6. Investment Policy
7. Debt Issuance and Management Policy
8. Debt Disclosure Policy -NEW
9. Charges and Fees Policy
10. Multi-Year Capital Improvement Program Plan Policy
11. Internal Service Maintenance & Capital Replacement Policy

Balanced Budget Policy²

The City of Hayward must adopt a balanced annual operating budget. A structurally balanced budget exists when recurring operating revenues equal or exceed recurring operating expenditures and there is no planned or actual use of reserve cash to cover any "negative gap" between the two.

1. The operating resources and resource uses that are included or excluded from the definition of a balanced budget calculation;
 - a. Operating revenues and expenditures - including transfers in and transfers out.
 - b. Capital Improvement Program budget funds are excluded.
 - c. One-time revenues should be carefully considered before using to balance the operating budget per the newly recommended policies herein.
2. Available fund balances may be used as a resource for non-recurring expenditures as approved by City Council.
3. The modified accounting accrual basis is used to define revenues and expenditures.
4. For a variety of reasons, true structural balance may not be possible. In such a case, using reserves to balance the budget may be considered but only in the context of a plan to return to structural balance, replenish fund balance, and ultimately remediate the negative impacts of any other short-term balancing actions that may be taken. Further, the plan should be clear about the time period over which returning to structural balance, replenishing reserves, and remediating the negative impacts of balancing actions are to occur

² NACSLB's Practices located on GFOA's web site at www.gfoa.org

FINANCIAL POLICIES

5. The City shall conduct midterm budget reviews to review the budget and take any necessary action to bring the budget into balance.
6. The balanced budget policy will be applied over a ten-year financial planning horizon for the City’s General Fund and other key operating funds in order to identify and plan to avoid structural imbalances in the long term.

One-Time Use Policy

Periodically in the normal course of business the City will receive revenues from non-operating activities, revenues in excess of a Council established threshold for a specific revenue. One time revenues may occur over more than a one fiscal year period (i.e. an allocation of one time funds over multiple fiscal years), they shall not support recurring operational expenses.

The following principles will guide the use of the resources provided through one-time revenues.

If the City’s General Fund is not within the policy noted in the Reserves Policy Below, 100% of one-time revenues will be put towards replenishing reserves until the reserves meet the policy requirement.

If General Fund reserves are at or above the level required by policy one-time revenues will be designated for the uses noted below with the following guidelines:

%	Designation
50%	95% would be allocated to fund the City’s unfunded liabilities
	5% would be allocated to build General Fund Reserves
50%	70% would be programmed for capital infrastructure needs
	20% would be appropriated for emerging needs
	10% or up to \$1M would be appropriated for economic development needs

Receipt of one-time revenues of \$1,000,000 or more, or those above previously established Council thresholds will be brought to Council for designation. Uses of one-time funds for reasons not mentioned above require explicit Council authorization.

Property Transfer Tax - Threshold for Recurring & One-time Revenue

The Real Property Transfer Tax (Transfer Tax) rate set by the City of Hayward is \$8.50 per \$1,000 of the value of consideration paid for the documented sale of real property or any transfer of interest in real property. Hayward’s Transfer Tax revenue is volatile and is driven directly by the real estate market, based on the rate of property turn over and the sales price of said properties. The City has experienced dramatic swings in Transfer Tax.

In order to best budget this general fund revenue, the City should establish a threshold for recurring revenues that will support recurring City operations. Based on historical averages and the current economic climate, it is recommended that Council establish a baseline

FINANCIAL POLICIES

threshold of \$10.3 million to be used to fund recurring City operations. Transfer Tax revenues received in excess of this amount should be considered one-time revenues and used in accordance with the City's policy on the Use of One-Time Revenue for One-Time Expenditures described above.

Benefit Liabilities Funding Plan & Policies

Unfunded liabilities are defined as identifiable obligations of the City for which the organization does not have 100% of the funding (cash or other assets) set aside to cover the cost should all obligations become immediately and simultaneously due. The City's primary benefit liabilities include, but are not limited to:

- California Public Employees' Retirement System (CalPERS)
- Other Post-Employment Benefits (OPEB) - Retiree Medical Benefits
- Workers' Compensation
- Accrued Leave Payouts

Council shall identify appropriate levels to fund portions of each benefit liability considering the associated risk that the unfunded portion of the obligations present to the organization, timing of the liability's ultimate due date and realistic and responsible management of the organization's cash flows. The City's funding plans for unfunded actuarial accrued liabilities should not exceed the parameters established by GAAP.

Long Range Financial Forecasting Policy

Hayward's budget shall include a long range financial forecast of operating revenues and expenditures of the General Fund and other key operating funds. The forecast will extend five to ten years, including the budget period. The forecast, along with its underlying assumptions and methodology, will be clearly stated and made available to participants in the budget process. It will also be referenced in the final budget document. The forecast shall include a spendable fund balance calculation and any difference from established reserve levels.

Reserves Policy³

The City of Hayward will establish and maintain adequate financial reserves in order to prepare for the impact economic cycles and physical disasters have upon essential services to the public and assure annual fluctuations in revenue do not impede the City's ability to meet expenditure obligations. During periods of economic sufficiency, reserves may be used as a source of supplemental revenue through prudent investments and earnings while avoiding short-term cash flow deficiencies. When revenues fail to meet the normal operating requirements of essential public services, or the need for disbursements temporarily exceeds receipts, reserves, upon the recommendation of the City Manager and the authorization of the City Council, may be used in accordance with the standards set forth herein.

³ *Determining the Appropriate Level of Unrestricted Fund Balance in the General Fund GFOA October 2009*

FINANCIAL POLICIES

Reserve goals are as follows:

Name	Minimum	Basis
<u>General Fund</u>	Goal of no less than two months of city operating costs or at least 20% of budgeted General Fund operating expenditures	To create a reserve that will allow the City to continue providing acceptable service levels during emergencies and economic downturns while maintaining adequate liquidity to make all payments without short term borrowing.
<u>Internal Service Funds</u> Fleet Replacement, Facilities Replacement Technology Replacement	As determined by the City Manager pursuant to established replacement plans and Council reserve policies	Accumulation of reserves within these discreet internal service funds will ensure timely replacement of City assets.
<u>Internal Service Funds</u> Risk Management General Liability	\$1,000,000	The City is self-insured and therefore it is prudent to set aside reserves with this internal service fund for unforeseen claims.

The annual budget presented by the City Manager is required to include a recommendation for the amounts to be appropriated to these Reserves.

In times of economic downturn, if revenues are insufficient to meet the normal operating requirements of essential services, funds contained in the Reserve may be used if authorized by the City Council, based on the following principles:

1. Staffing levels in essential services shall be temporarily maintained, in order to avoid or reduce the necessity for immediate lay-offs: only in extreme conditions will reserves be used to support operational positions for longer than two years;
2. A hiring freeze must be implemented for designated positions as appropriate to maintain essential services to the public;
3. All other reasonable and available expenditure reduction measures have been taken by the City Manager and the City Council before using one-time funding to support operational positions;
4. User fees and services charges will be fully utilized for those services for which they were collected;
5. The level of the Reserve shall be restored in a timely manner as economic recovery occurs, consistent with the maintenance of essential services;
6. "Essential services", "appropriate levels" of such services, and "extreme conditions" shall be determined from time to time by the City Council upon the recommendation of the City Manager.

FINANCIAL POLICIES

Investment Policy

The City of Hayward incorporates a prudent and systematic investment process and investment related activities are formalized in Annual Statement of Investment Policy. The primary objectives of the policy, in order, are safety, liquidity, and yield. City policy requires diversification of the investment portfolio, in order to reduce the risk of loss resulting from over concentration of assets in a specific maturity, issuer, or class of securities. An Investment Advisory Committee is appointed by the City Manager to oversee the City's investment program and assure it is consistent with the investment policy as approved by the Council. The committee meets quarterly to monitor portfolio performance and consider changes in strategy and investment policy. The policy is approved annually by the City Council at a public meeting. The Director of Finance provides periodic reporting to the Committee and to City Council on the status of City cash and investments.

Debt Issuance and Management Policy

The City of Hayward has developed a comprehensive debt management policy that is intended to comply with Government Code Section 8855(i). The following parameters are to be considered before debt issuance:

1. The purposes for which debt may be issued shall be approved by City Council.
2. Legal debt limitations or limitations established by policy, including limitations on the pledge of the issuer's general credit, shall be calculated.
 - The City is bound by a provision in state law limiting indebtedness for California cities to 15% of the assessed value of all real and personal property of the city. This statutory limitation applies to bonded indebtedness of the City payable from the proceeds of taxes levied on property.
3. Types of debt permitted to be issued are:
 - short-term and long-term debt
 - general obligation and revenue debt
 - capital and variable rate debt
 - lease-backed debt, such as certificates of participation
 - special obligation debt such as assessment district debt
 - pension obligation bonds
 - conduit issues
 - State Revolving Loan Funds and Pools
 - inter-fund borrowing
 - taxable and non-taxable debt
 - land-secured debt payable from Mello-Roos special taxes or special assessments
4. Prior to the issuance of any debt, the funding source for the debt service is identified and designated. The level of debt to which the City obligates itself is managed within available resources and represents a minimal cost to general taxpayers.
5. Except in extreme conditions as defined by Council, the issuance of new debt should not in and by itself jeopardize or lower the City's bond ratings.
6. To the extent possible, the City plans the issuance of new debt to occur when resources are made available by the retirement of an existing obligation. By managing the timing of new debt, current City operations are not affected.

FINANCIAL POLICIES

7. Authorized methods of sale shall be considered on a case by case basis, including competitive sale, negotiated sale, and private placement.
8. Method of selecting outside finance professionals shall be consistent with the City's procurement practices.
9. Compliance with federal tax law provisions, such as arbitrage requirements.

In order to be an effective management tool, the parameters of the debt issuance and management must be compatible with the City's goals pertaining to the capital improvement program and budget, the long-term financial plans, and the operating budget. Debt parameters should strike an appropriate balance between establishing limits on the debt program and providing sufficient flexibility to respond to unforeseen circumstances and new opportunities. Finally, the Director of Finance should consider debt parameters on a given issuance, and the debt program should be continuously monitored to ensure that it is in compliance with these parameters.

It is the policy of the City to ensure that proceeds of debt are spent only on lawful and intended uses. Whenever reasonably possible, proceeds of debt will be held by a third-party trustee and the City will submit written requisitions for such proceeds. The City will submit a requisition only after obtaining the signature of the Director of Finance. In those cases where it is not reasonably possible for the proceeds of debt to be held by a third-party trustee, Director of Finance shall retain records of all expenditures of proceeds through the final payment date for the debt.

Any approval of debt by the City Council that is not consistent with this Debt Policy shall constitute a waiver of this Debt Policy.

Debt Disclosure Policy

The City of Hayward intends to comply with all applicable federal and state securities laws. The following policy is establishing disclosure requirements for new debt issuance and continuing disclosure for ongoing debts..

Disclosure Requirements for New Debt Issuance

1. The Director of Finance will act as the City's Disclosure Coordinator and shall review any Official Statement prepared in connection with any debt issuance by the City to ensure there are no misstatements or omissions of material information in any sections that contain descriptions of information prepared by the City.
2. In connection with this review of the Official Statement, the Disclosure Coordinator shall consult with third parties, including outside professionals assisting the City, and all members of City staff, to the extent that the Disclosure Coordinator concludes they should be consulted so that the Official Statement will include all "material" information (as defined for purposes of federal securities law).
3. As part of the review process, the Disclosure Coordinator shall submit all Official Statements for approval to the City Manager, and then to the City Council through a formal staff report that emphasizes the responsibilities of staff and elected officials under federal securities laws.
4. The approval of an Official Statement by the City Council shall not be approved as a consent item. The City Council shall undertake such review following consultation with the Disclosure Coordinator, to fulfill the City Council's responsibilities under applicable federal and state securities laws. In this regard, the Disclosure Coordinator

FINANCIAL POLICIES

shall consult with the City's disclosure counsel to the extent the Disclosure Coordinator considers appropriate.

Continuing Disclosure Requirements for Ongoing Debts

1. Under the continuing disclosure undertakings that the City has entered into in connection with its debt offerings, the City is required each year to file annual reports with the Municipal Securities Rulemaking Board's Electronic Municipal Market Access ("EMMA") system. Such annual reports are required to include updated financial and operating information, the City's audited financial statements and file notices of certain events in EMMA.
2. The Disclosure Coordinator is responsible for establishing a system by which:
 - the City will make the annual filings required by its continuing disclosure undertakings on a complete and timely basis, and
 - the City will file notices of enumerated events on a timely basis.

When the City makes statements or releases information relating to its finances to the public that are reasonably expected to reach investors and the trading markets, the City is obligated to ensure that such statements and information are complete, true, and accurate in all material respects. The City shall include a disclaimer on the City website: No information on the City's website is intended to be the basis of or should be relied upon in making an investment decision. The information on this website is not posted for the purpose of reaching the investing public, including bondholders, rating analysts, investment advisors, or any other members of the investment community. Because each security issued by the City or its related entities may involve different sources of payment and security, you should refer for additional information to the official statement and continuing disclosure filings for the particular security, which can be found on the Municipal Security Rulemaking Board's Electronic Municipal Market Access website: <https://emma.msrb.org>.

The Disclosure Coordinator shall ensure that the members of the City staff involved in the initial or continuing disclosure process and the City Council are properly trained to understand and perform their responsibilities. This training and understanding shall include Disclosure Procedures, the City's disclosure obligations under applicable federal and state securities laws and the disclosure responsibilities and potential liabilities of members of the City's staff and members of the City Council.

Charges and Fees Policy⁴

The City of Hayward supports the use of charges and fees as a method of funding governmental services. The following policy is established regarding the charge and fee setting process:

1. Hayward intends to recover the full cost of providing goods and services as appropriate. Circumstances where a charge or fee is set at less than 100 percent of full cost shall be considered and approved by City Council.
2. Charges and fees should be reviewed and updated periodically based on factors such as the impact of inflation, other cost increases, the adequacy of the coverage of costs, and current competitive rates.

⁴ "User Charges and Fees," C. Kurt Zorn in *Local Government Finance: Concepts and Practices*, edited by John E. Petersen and Dennis R. Strachota, GFOA, 1991.
"Cost Analysis and Activity-Based Costing for Government," GFOA, 2004

FINANCIAL POLICIES

3. It is intended that there be a direct relationship between the amount paid and the level and cost of the service received.
4. Information on charges and fees will be made available to the public. This includes the City's policy regarding setting fees and charges based on full cost recovery and information about the amounts of charges and fees, current and proposed, both before and after adoption.
5. The use of service charges and fees as a source of funding service levels is especially appropriate under the following circumstances:
 - a. The service is similar to services provided through the private sector.
 - b. Other private or public sector alternatives exist for the delivery of the services.
 - c. Expedited or unusual handling or service is requested by the person or entity paying the fee.
 - d. The service is regulatory in nature and voluntary compliance is not expected to be the primary method of detecting failure to meet regulatory requirements. Building permit, plan checks, and subdivision review fees for large projects would fall into this category.
6. The following general concepts will be used in developing and implementing service charges and fees:
 - a. Fees structures must comply with Proposition 26 (or its replacement) - and revenues should not exceed the reasonable cost of providing the service.
 - b. Cost recovery goals should be based on the total cost of delivering the service, including direct costs, departmental administration costs, and organization-wide support costs such as accounting, personnel, data processing, vehicle maintenance and insurance.
 - c. The method of assessing and collecting fees should be as simple as possible in order to reduce the administrative cost of collection and increase the transparency of how the fees are calculated.
 - d. Charges and fees should be reviewed annually and adjusted as appropriate to recover cost.

Multi-Year Capital Improvement Program Plan⁵ Policy

The City of Hayward shall prepare and adopt a comprehensive ten-year capital improvement plan to ensure effective management of capital assets. A prudent multi-year capital improvement plan identifies and prioritizes expected needs based on the City's General Plan, replacement plans, and other needs; establishes project scope and cost; details estimated amounts of funding from various sources; and projects future operating and maintenance costs. The capital plan should identify present and future service needs that require capital infrastructure or equipment, including:

- a. Capital assets that require repair, maintenance, or replacement that, if not addressed, will result in higher costs in future years
- b. Infrastructure improvements needed to support new development or redevelopment

5

- John Vogt, *Capital Budgeting and Finance: A Guide for Local Governments*, (Washington, D.C.: International City/County Management Association, 2004)
- Nicole Westerman "Managing the Capital Planning Cycle: Best Practice Examples of Effective Capital Program Management," *Government Finance Review* 20, no. 3 (June 2004).
- GFOA Recommended Practices: *Establishing the Useful Life of Capital Assets* (2002); *Establishment of Strategic Plans* (2005)

FINANCIAL POLICIES

- c. Projects with revenue-generating potential
- d. Improvements or resources that support economic development
- e. Changes in community needs
- f. New policies, such as those related to sustainability and energy efficiency

The full extent of project costs should be determined when developing the multi-year capital improvement plan. Cost issues to consider include the following:

- a. The scope and timing of a planned project should be well defined in the early stages of the planning process
- b. Identify and use the most appropriate approaches, including outside assistance, when estimating project costs and potential revenues
- c. For projects programmed beyond the first year of the plan, Hayward should adjust cost projections based on anticipated inflation
- d. The ongoing operating costs associated with each project should be quantified, and the sources of funding for those costs should be identified
- e. A clear estimate of all major components required to implement a project should be outlined, including land acquisition needs, design, construction, contingency and post-construction costs
- f. Recognize the non-financial impacts of the project (e.g., environmental) on the community.

Internal Service Maintenance & Capital Replacement Policy

The City of Hayward maintains internal service funds for facilities, fleet, and technology. These funds create a system for planning, budgeting, and periodic assessment of capital maintenance/replacement needs. The following actions are considered in these assessments:

1. Develop and maintain a complete inventory of all capital assets and related cost.
2. Perform periodic measurement of the physical condition of all existing capital assets including estimated remaining useful life of assets.
3. Establish condition/functional performance standards to be maintained for each category/component of capital assets. Use these standards and a current condition assessment as a basis for multi-year capital planning and annual budget funding allocations for capital asset maintenance and replacement.
4. Develop financing policies for capital maintenance/replacement that encourage a high priority for those capital programs whose goal is maintaining the quality of existing assets.
5. Allocate sufficient funds in the ten-year capital improvement plan and annual operating budgets for routine maintenance, repair, and replacement of capital assets in order to extend the useful life of these assets and promote a high level of performance throughout the target period.
6. Periodically, report on long-lived capital assets, including:
 - Condition ratings jurisdiction-wide
 - Condition ratings by geographical area, asset class, and other relevant factors
 - Indirect condition data (e.g., work orders, repeat repairs)
 - Replacement life cycle(s) by asset type
 - Year-to-Year changes in net asset value
 - Actual expenditures and performance data on capital maintenance compared to budgeted expenditures performance data (e.g., budgeted improvements compared to actual)



BUDGET PRACTICES

BUDGET PRACTICES

Budget Basis

The City of Hayward operates on a fiscal year, which begins July 1 and concludes on June 30. The annual operating budget is adopted on or before the end of June for the upcoming fiscal year.

The budget resolution, adopted annually by the City Council, and administered by the City Manager, authorizes appropriations at the fund level. The appropriations are distributed to various budget programs according to the budget document.

On July 1, the adopted budget is authorized for expenditure. During the fiscal year, total City expenditures may not legally exceed the amount appropriated for the year. The only exception is if a resolution is approved by the City Council, amending or supplementing the budget. In addition, Council must approve the transfer of appropriations between funds.

On June 30, at the conclusion of the fiscal year, all remaining operating budget appropriations lapse; to the extent they have not been expended or encumbered.

Budget Control

Appropriations of fiscal resources are the responsibility of the City Council and City Manager.

Appropriations requiring Council action include:

- Expenditures from Reserves or Designated Fund Balances.
- New appropriations, not approved in the adopted budget.
- Any contract for professional service included in the annual budget that will cost more than \$100,000 shall be executed by the City Manager only upon approval of the contract by the City Council given at a meeting of the City Council.
- Transfers between funds.

Appropriations requiring City Manager action include:

- Any monies received during the fiscal year as a consequence of a grant application approved by the City Council are hereby appropriated for the purposes for which the grant has been approved. Such appropriation includes authorization for the City Manager to expend such monies and for the Director of Finance to make payments therefore in accordance with the terms and conditions and for the purposes of the grant.

City Departments perform the following budgetary control functions.

- Review purchase transactions and payment requests for compliance with City rules, regulations, and budgetary limits.
- Administer the City's payment system to review, process, and pay purchasing transactions and expense claims.
- Receive and deposit all City receipts, portions of which may be invested by the Director of Finance.
- Maintain records for all these transactions and their effect on cash balances.
- Maintain a position control system, based on the budget, to control City staffing.
- Administer the City's payroll system to process personnel transactions and to review and pay personnel expenses.

BUDGET PRACTICES

Monthly financial reports on budget performance are reviewed by department managers. Staff is responsible for reviewing financial reports and identifying budget problems and recommending corrections.

Legal control of the budget is at the fund level, while supervisory control is maintained at the department level. Grant funds are reviewed by their project managers at the project level.

All City purchase orders are centrally reviewed by Finance prior to issuance to determine if funds are available.

Oversight & Internal Controls

A system of internal controls has been implemented by the Director of Finance to prevent loss of public funds arising from fraud, employee error, misrepresentation by third parties, unanticipated changes in financial markets, or imprudent actions by employees and officers of the City.

Accounting for the Budget

The budget conforms to Generally Accepted Accounting Principles (GAAP).

Expenditures in the City's governmental fund types are recorded using the "modified accrual" basis. This means that obligations of the City are accrued, or treated as expenditures, in the year of the commitment to purchase. Revenues are recorded when they are received, or are "accrued" if they are both measurable and available to finance expenditures of the current period.

For proprietary fund types, the "full accrual" basis is employed wherein revenues are recognized in the period in which they are actually earned.

The encumbrance system serves as an extension of the City's budgetary process. Purchase orders, contracts, and other commitments for the expenditure of monies are recorded in order to reserve that portion of the applicable appropriation. Encumbrances outstanding at year-end are treated as reservations of fund balances, and are automatically re-appropriated for inclusion in the following year's budget.

The City prepares financial statements annually in compliance with generally accepted accounting principles (GAAP) for governmental entities, using the basis described above.

The financial statements, which are audited by an independent certified public accountant, are generally available approximately six months after the June 30 close and are contained in the City's Comprehensive Annual Financial Report.



GLOSSARY & ACRONYMS

GLOSSARY & ACRONYMS

Account Balance: Total dollars remaining in an account after current revenues are added and current expenditures are subtracted.

(ADA) American Disabilities Act: The Americans with Disabilities Act gives civil rights protections to individuals with disabilities similar to those provided to individuals on the basis of race, color, sex, national origin, age, and religion.

Appropriation: An authorization granted by the City Council to make expenditures and to incur obligations for specific purposes.

Assessed Valuation: A dollar value placed on real estate or other property by Alameda County as a basis for levying property taxes.

Audit: A review of the City's accounts by an independent accounting firm to verify that the City's financial statements accurately reflect the City's financial position.

(BART) Bay Area Rapid Transit: providing train service throughout the San Francisco metropolitan area including the East Bay.

Base Budget: Estimate of the funding level required to continue existing service levels during the next fiscal year, including the deletion of current year funding for one-time activities and additions necessary to meet current expenditure patterns and to provide for anticipated inflationary cost increases.

(BAAQMD) Bay Area Air Quality Management District: Agency which sponsors programs and regulates industry and employers to promote clean air.

Bond: Capital raised by issuing a written promise to pay a specified sum of money, called the face value or principal amount, with interest at predetermined intervals.

Budget: A comprehensive financial plan of operation embodying an estimate of proposed expenditures for a given period and the proposed means of financing them.

(CAD/RMS) Public Safety Computer Aided Dispatch/Records Management System: This system provides support for public safety dispatch and the management of the related records and reports that results from police and fire responses

(CALEA) Commission on Accreditation for Law Enforcement Agencies: It was created in 1979 as a credentialing authority through the joint efforts of law enforcement's major executive associations.

(CalPERS) California Public Employees' Retirement Systems: The retirement system, administered by the State of California, to which all permanent City employees belong.

Capital Acquisitions: Items of a permanent or semi-permanent nature that cost in excess of \$5,000.

Capital Expenditures: Expenditures that are used to improve the infrastructure of the City.

Capital Improvements: A permanent major addition to the City's real property assets including the design, construction, purchase, or major renovation of land, buildings, or facilities. Examples are the installation or repair of new or existing streets, traffic signals, sewer lines, roads, and parks.

(CDBG) Community Development Block Grant: Federal funding that allows communities to create flexible, locally designed comprehensive community development strategies to enable them to develop viable urban communities (Title I, Housing and Community Development Act of 1974).

(CIP) Capital Improvement Program: An ongoing plan of single and multiple year capital expenditures, which is updated annually.

(COPs) Certificates of Participation: A lending agreement secured by a lease on the acquired asset or other City assets

(CPI) Consumer Price Index: An indicator of inflation, used in some salary-increase or other calculations.

GLOSSARY & ACRONYMS

Debt Service: The payment of interest and principal on borrowed funds.

Deficit: The result of an excess of expenditures over available resources. A Structural Deficit is a recurring financial gap between ongoing revenues and ongoing expenditures.

Department: A major administrative division of the City with overall management responsibility for an operation or a group of related operations within a functional area.

Designated Reserve: Funds specifically appropriated and set aside for anticipated expenditure requirements which are uncertain.

Division: An organizational sub-unit of a department which encompasses a substantial portion of the duties assigned to a department.

Employee Services: An expenditure category used to account for the salaries, overtime, and benefits for City employees.

Encumbrance: A commitment of funds for goods or services for which the expenditure has not yet occurred.

Enterprise Fund: A fund established to finance and account for the acquisition, operation, and maintenance of governmental facilities and services that are entirely or predominantly self-supported by user charges.

(ERAF) Educational Revenue Augmentation

Fund: State legislation that shifted partial financial responsibility for funding education to local government (cities, counties, and special districts) through allocation of local property tax revenues from local government to "educational revenue augmentation funds" (ERAFs) to support schools.

Expenditure: The amount of cash paid or to be paid for services rendered, goods received or an asset purchased.

Fund Balance: The total dollars remaining in a fund after current expenditures for operations and capital improvements are subtracted.

Fund: A separate, independent accounting entity used to set forth the financial position of results of operations related to the specific purpose for which the fund was created.

Franchise Fee: State statutes provide cities with the authority to impose negotiated fees on privately owned utility and other companies for the privilege of using city owned rights-of-way.

(FTE) Full-time Equivalent: The decimal equivalent of a position converted to a full-time basis. For example, one person working half time would count as 0.5 FTE; one person working full-time would count as 1.0 FTE.

(FY) Fiscal Year: The twelve-month period to which the annual budget applies. In Hayward, this period of time is July 1 through June 30.

Gann Limit: State of California legislation that limits a City's appropriations growth rate to changes in population and either the change in California per capita income or the change in the local assessment roll due to non-residential new construction.

(GASB) Governmental Accounting

Standards Board: This is the organization that establishes generally accepted accounting principles for state and local governments.

(GF) General Fund: The City's principal operating fund, which is supported by general taxes and fees and which can be used for any legal government purpose.

Grant: A contribution by a government or other organization to support a particular function or project. Grants may be classified as either categorical or block, depending upon the amount of discretion allowed the recipient.

Housing Authority: Housing Authority provides affordable housing opportunities through a variety of mechanisms and programs. Among the powers, duties and functions of the Housing Authority are the ability to acquire, construct, finance, operate, rehabilitate, refinance, or development affordable housing.

GLOSSARY & ACRONYMS

(HARD) Hayward Area Recreation and Park District: The Hayward Area Recreation & Park District is an independent special use district providing park and recreation services for the City of Hayward and other agencies.

(HUD) Housing and Urban Development: Department of Housing and Urban Development: the United States federal department that administers federal programs dealing with better housing and urban renewal; created in 1965

Interdepartmental Charges and Credits: A mechanism through which one program may bill another program (charges) and be reimbursed (credits) for the cost of various services provided. Function as cost allocation tools, allowing to more accurately reflect the real cost of individual programs.

Infrastructure: Facilities on which the continuance and growth of the community depend on, such as roads, sidewalks, parks, public buildings, etc.

Inter-fund Transfers: The movement of money from one fund to another for costs associated with liability insurance, worker's compensation, and cost allocation. Most transfers are made on a quarterly basis.

(ISF) Internal Service Fund: A fund that is used to finance and account for goods and /or services provided by one City department to other City departments on a cost-reimbursement basis. These include the Worker's Compensation Insurance, Liability Insurance, and Equipment Management funds.

(LLD) Landscape and Lighting District: A 1972 State of California Act: Landscaping and Lighting District is a flexible tool used by local government agencies to pay for landscaping, lighting and other improvements and services in public areas.

(MD) Maintenance District: Maintenance Districts are formed for the payment, in whole or in part, of the costs and expenses of maintaining and operating public improvements which are local in nature and which specially benefit the lots or parcels assessed.

Maintenance and Utilities: An expenditure

category used to account for costs related to the repair and maintenance of equipment, buildings, and grounds that are not performed by City employees. This category also includes utility charges for some departments.

(MOU) Memorandum of Understanding: The documented agreements resulting from labor negotiations between the City of Hayward and its bargaining units.

Object: A term used in the expenditure classification to distinguish the article purchased or services obtained, for example, salaries, utility costs, or office supplies.

(OPEB) Other Post-Employment Benefits: Post-employment benefits are those benefits other than pension benefits, including post-employment healthcare (retiree medical) and other non-pension benefits.

Operating Budget: Annual appropriation of funds to support ongoing program costs, including employee services, maintenance, supplies, and equipment.

Ordinance: A formal legislative enactment by the City Council, which has the full force and effect of law within the City boundaries unless it is in conflict with any higher form of law, such as a state statute or constitutional provision.

Overhead: Charges to various funds to cover the cost of administrative services, rent, custodial services, etc.

(PEG) Public/Educational/Government service: The availability of a cable or state franchise holder's system for public, educational, or governmental use by various agencies, institutions, organizations, groups, and individuals, including the City and its designated access providers, to acquire, create, and distribute programming not under a state franchise holder's editorial control.

(PG&E) Pacific Gas and Electric: Pacific Gas and Electric Company, incorporated in California in 1905, is one of the largest combination natural gas and electric utilities in the United States. Based in San Francisco, the company is a subsidiary of PG&E Corporation.

GLOSSARY & ACRONYMS

Program: An activity or group of activities that is an organizational subunit of a department, and is directed toward providing a particular service or support function.

Property Tax: Property tax is an ad valorem (value-based) tax imposed on real property and tangible personal property within the City's jurisdiction; and is further explained in the General Fund section of the document.

Proprietary Fund: A term also used to describe enterprise funds or those funds used to account for City operations that are financed and operated like private business enterprises

Reserved Fund Balance: Accounts used to record a portion of the fund balance as legally segregated for a specific use or not available for appropriation.

Resolution: A special order by the City Council that requires less legal formality than an ordinance in terms of public notice prior to approval.

Resources: Total amount available for appropriation, including estimated revenues, beginning fund balances, and fund transfers.

Revenue: Income received during the fiscal year from taxes, fees, permits, franchises, interest, and intergovernmental sources.

(RPTT) Real Property Transfer Tax: RPTT is levied when real property is sold, based on the sale price and the rate is \$8.50 per thousand dollars, based on the full purchase price of residential, commercial, and industrial property transfers.

Salaries and Benefits: A budget category that accounts for salaries of employees, overtime, and employee benefits, such as retirement and medical premiums.

Sales Tax: Sales Tax is an excise tax imposed on retailers for the privilege of selling tangible personal property.

Special Revenue Fund: A fund used to account for revenue sources that are restricted by law or administrative action to expenditures for specified purposes. .

Supplies and Services: An expenditure category used to account for all departmental expenses except for personnel, maintenance, utilities, and capital costs.

(TOT) Transient Occupancy Tax: A tax imposed on travelers who stay in temporary lodging facilities within the City.

(UAL) Unfunded Accrued Liability: An annual payment that is the amortized dollar amount needed to fund past service credit earned (or accrued) for members who are currently receiving benefits, active members, and for members entitled to deferred benefit

Undesignated Fund Balance: Accounts used to record a portion of the fund balance not legally segregated for a specific use and, therefore available for appropriation.

Use Tax: Use Tax is an excise tax imposed on a person for the storage, use, or other consumption of tangible personal property purchased from any retailer.

(UUT) Utility Users Tax: The UUT may be imposed by a city on the consumption of utility services, including (but not limited to) electricity, gas, water, sewer, telephone (including cell phone and long distance), sanitation and cable television.

(VLF) Vehicle License Fee: The "true" VLF component is a tax on the ownership of a registered vehicle in place of taxing vehicles as personal property. The in-lieu tax is calculated based on individual vehicles' market value and depreciation rate.

GLOSSARY & ACRONYMS





Budget-In- Brief: American Rescue Plan Act (ARPA)

On March 11, 2021, the federal stimulus package, the American Rescue Plan Act (ARPA), was signed into law, providing \$1.9 trillion in economic stimulus to address impacts due to the COVID-19 crisis. Specifically, the federal relief provided over \$65 billion in direct funding to cities in order to address the economic and fiscal impacts of the COVID-19 crisis and to assist in the recovery of local communities.

The City of Hayward was awarded an allocation of approximately \$38.4 million in relief funds from the federal government to address the internal and external needs of the organization and Hayward community associated with the COVID-19 crisis. The Hayward community suffered significant impacts related to the COVID-19 crisis, including COVID-related illness and deaths, temporary and permanent business closures, loss of jobs, increase in crime, blight, and illegal dumping, as well as increased housing instability and homelessness. These adverse impacts have statistically impacted hit Hayward’s communities of color the hardest. Additionally, the City organization experienced a substantial decrease in revenues in Fiscal Years 2020 and 2021 to many of its key operating revenue sources.

Hayward’s Federal Stimulus Expenditure Plan:

In an effort to prioritize the needs of the organization and community, the City created two major internal expenditure categories: (1) Community Safety and Economic Recovery, and (2) Fiscal Recovery and Stabilizing City Operations. The Community Safety and Economic Recovery category prioritizes the external needs of the community in the areas of: economic development; housing and homelessness prevention; community and nonprofit programs and efforts; and enhanced clean-up and maintenance. The Fiscal Recovery and Stabilizing City Operations category focuses on: the internal fiscal needs of the City to stabilize City operations and services through replenishing and offsetting the loss of past and projected City revenues; investments in technology needed to return-to-work safely and to enhance remote participation moving forward; and other building and infrastructure investments needed to help maintain and expand City operations and services in a post-COVID environment.

On July 13, 2021, the City Council adopted the City of Hayward Federal Stimulus Expenditure Plan for \$38.4 million in federal stimulus funding and authorized the appropriation of \$18.9 million in stimulus funding for Year 1 (FY 2021-22) of Projects and Programs. The projects and programs funded by ARPA include: (1) Support Public Health Expenditures, including Capitalizing Investments in Public Facilities to Meeting Pandemic Operational Needs; (2) Address Negative Impacts Caused by the Public Health Emergency; (3) Replacement of Lost Public Sector Revenue; and (4) Investment in Water, Sewer, and Broadband Infrastructure. Table 1, below, provides a summary of federal relief funding efforts by project/program categories:

Table 1: Summary of Hayward Federal Stimulus Expenditure Plan

PROJECT/PROGRAM CATEGORY	BUDGET AMOUNT	YEAR 1 BUDGET APPROPRIATION (FY 2022)	YEAR 2 BUDGET APPROPRIATION (FY 2023)	YEAR 3 BUDGET APPROPRIATION (FY2024)
Public Health	\$ 6,940,000	\$ 3,240,000	\$ 2,981,000	\$ 719,000
Negative Economic Impacts	\$15,700,000	\$ 7,845,000	\$5,755,000	\$2,100,000
Replacement of Lost Revenue	\$14,500,000	\$ 7,250,000	\$ 7,250,000	\$ -
Water/Sewer/Broadband	\$ 1,238,000	\$ 588,000	\$ 450,000	\$ 200,000
TOTAL	\$38,378,000	\$ 18,923,000	\$16,436,000	\$3,019,000

Implementation of Year 1 through Year 3 projects and programs commenced in FY 2021-22 and FY 2022-23 with the adoption of the Hayward Federal Stimulus Expenditure Plan.

Budget-In- Brief: American Rescue Plan Act (ARPA)

Funding for projects and programs in Year 3 (FY 2024-25) was included as part of the annual budget process and reflected in the FY 2024-25 adopted budget.

Efforts continue to complete ARPA funded projects and programs. To meet funding requirements all ARPA funding had to be obligated by the end of the calendar year 2024 (December 31, 2024) and expended by the end of calendar year 2026 (December 31, 2026). To ensure funds are fully obligated, Council approved reallocating all unobligated and unspent ARPA funds to the General Fund to account for lost revenue due to the impacts of the pandemic.

ARPA Project and Program Updates (Year 1, Year 2, and Year 3):

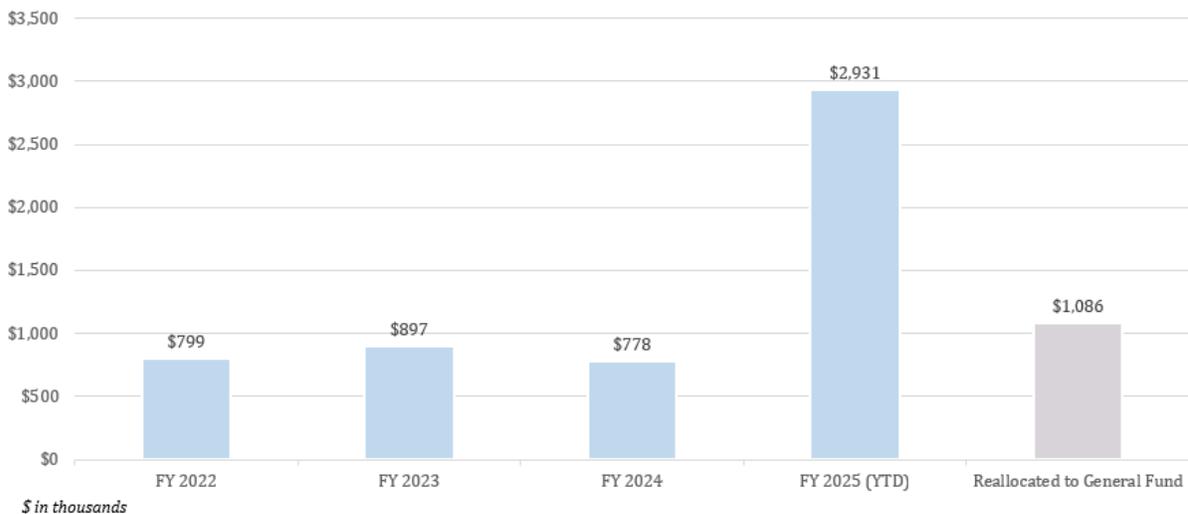
The City remains dedicated to the transparency of how federal relief funds are allocated and spent. To adhere to this commitment, the following provides an update on the status of Year 1 (FY 2021-22), Year 2 (FY 2022-23), and Year 3 (FY 2024-25) projects and programs:

Supporting Public Health Projects, Including Investments in Public Facilities:

Several projects were identified to support public health expenditures, including capitalizing investments in public facilities to meet pandemic operational needs. Projects related to technology investment in City operations, building upgrades and improvements are included in the Hayward Federal Stimulus Expenditure Plan.

Graph 1 provides an overall summary of the year to date actuals and unobligated allocation that was reallocated for projects and programs that are included under the category of Support Public Health, Including Investments in Public Facilities. Following Graph 1 are status updates for projects and programs with funding allocation for through Year 3 (FY 2024-25) of the Hayward Federal Stimulus Expenditure Plan.

Graph 1:
Supporting Public Health Projects, Including Investments in Public Facilities – Actuals vs. Reallocation to General Fund (\$ in millions)



Budget-In- Brief: American Rescue Plan Act (ARPA)

EnerGov Contingency Funding: This project supports the implementation of an online permitting software solution. Development Online permitting application is live effective December 2023.

Corporation Yard Campus Fiber Upgrade: This project is complete. Fiber connections were installed at four buildings at the Corp Yard. These connections allow for a faster, more secure and reliable network connection. Remaining project funds were reallocated to the General Fund to meet the obligation date of December 31, 2024.

Network Security Software: This project is in progress. Products are being evaluated with a decision targeted for the end of FY 2024-25. Staff will research, solicit, procure, and implement appropriate services/solutions to increase the overall security posture for the City to support the high utilization of hybrid work. Remaining project funds were reallocated to the General Fund to meet the obligation date of December 31, 2024.

Weekes Public Library Redundant Internet Carrier: This project is complete. A redundant solution was implemented increasing the network speed as well as providing a more secure and reliable internet connection.

Council Chamber Upgrades: This project is currently in progress. Phase 1 is complete and included retrofitting the Council Chambers to allow for hybrid meetings, install a camera in conference room 2A to allow for better viewing, and install/upgrade screens in the center dias. Phase 2 is in progress and includes: upgrading the content delivery carousel device, upgrading the conferencing system in conference room 2A, upgrading the production switcher to allow for better viewing. Remaining project funds were reallocated to the General Fund to meet the obligation date of December 31, 2024.

Laptop Purchase/Upgrades: This project is in progress. Supply chain for technology equipment is taking considerably longer. Staff will configure and implement equipment upon arrival.

SD-WAN Implementation: This project is currently in progress. Funds are being used to support the Network Refresh in support of SD-WAN. This project was completed by December 2024 and remaining project funds were reallocated to the General Fund to meet the obligation date of December 31, 2024.

Web Camera / Headset Purchase Upgrades: This project is complete. Staff purchased over 100 webcams and headsets and are deploying to City staff as needed. Ongoing deployment of equipment will occur as needed. Remaining project funds were reallocated to the General Fund to meet the obligation date of December 31, 2024.

Expand Fiber Network: Funds were reallocated to support the SD-WAN Implementation project.

Building Safety Upgrades: This project is currently in complete.

Vaccination Record Management Solution: Implementation of the product solution to manage vaccination records was deployed. Maintenance and management of the solution will be used only as required to ensure accurate and current recordkeeping.

Budget-In- Brief: American Rescue Plan Act (ARPA)

Contribution to Animal Control Facility Renovation: This program includes ARPA funding allocation in Year 3 (FY 2024-25) of the Hayward Federal Stimulus Expenditure Plan. Project specifications are underway. ARPA funding contribution is complete.

Weekes Branch Feasibility Assessment: The Architectural Assessment is complete. Any remaining funds will be utilized for follow-up assessments needed.

Contribution to The Stack Center: This program includes ARPA funding allocation for the support and contribution to the Stack Center. Contribution to be completed.

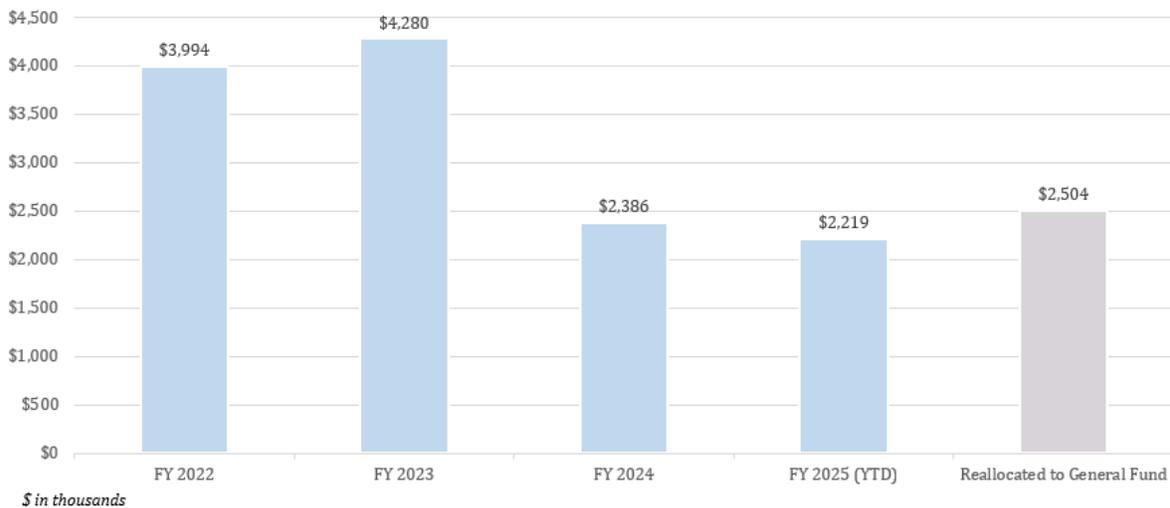
Address Negative Economic Impacts Caused by the Public Health Emergency:

Several projects were identified to address negative economic impacts caused by the public health emergency. Projects and Programs included under this category were intended to assist local businesses in efforts to recover from the implications of the pandemic, as well as the development of programs to support those experiencing homelessness and to prevent more members of the community from falling into homelessness.

Summary of Funding Actuals vs Unobligated Allocation

Graph 2 provides an overall summary of year to date actuals and unobligated allocation that was reallocated for projects and programs that are included under the category of Address Negative Economic Impacts Caused by the Public Health Emergency. Following Graph 2 are status updates for projects and programs with funding allocation in Year 1 (FY 2021-22), Year 2 (FY 2022-23), and Year 4 (FY 2024-25) of the Hayward Federal Stimulus Expenditure Plan.

Graph 2:
Address Negative Economic Impacts Caused by the Public Health Emergency – Actuals vs. Reallocation to General Fund (\$ in Millions)



Economic Development Business Recovery: Economic Development recovery program: (1) Together for Hayward Gift Card program, (2) Small Business Assistance Grants, (3) Open for Business Marketing Program - marketing campaign in coordination with CSUEB to create videos highlighting our small businesses, (4) Restaurant Relaunch Grant Program, (5) Restore and Reopen Facade Program,

Budget-In- Brief: American Rescue Plan Act (ARPA)

(6) Hire Hayward, (7) Earn and Learn, (8) Tuition Assistance, and (9) Get Digital. Eight of the nine economic recovery programs have successfully launched to date. The Hire Hayward Program is expected to launch by the end of the 2024 calendar year.

Community Agency Funding Augmentation: ARPA funding provided direct assistance to nonprofits serving Hayward residents in the areas of health, housing, and education.

Extend Hotel Annex Program: This project has concluded as of January 31, 2023. Over its two years of operation, the Annex served 143 senior and medically vulnerable Hayward residents experiencing homelessness. The Annex provided case management and housing placement services for participants. Of the individuals served, 102 participants or about 71% exited the Annex program into permanent housing placements.

Expand Winter Warming Shelter Year-Round, Including Daytime Hours: This project is currently in progress. The City of Hayward used ARPA funding to expand a temporary Winter Warming Shelter into a yearly shelter with expanded hours of operation was opened on October 31, 2021. The Daytime Resource Center portion of the project ended on March 10, 2023. Nightly emergency shelter services are expected to continue through FY 2024-25.

Shallow Subsidies for Homelessness Prevention: Project is in progress. Project launched in November 2022 and provides direct payment of rental limited, temporary subsidies to households at high risk of eviction or loss of housing through other means.

Hayward Navigation Center Contribution: ARPA funds were a vital resource in the Navigation Center being able to continue operations during the pandemic and maintain occupancy numbers by expanding the living quarters to support a third communal living bungalow on the site. ARPA funding supporting Hayward Navigation Center operations is nearly expended. This funding has been used along with State, County, and City funding for HNC operations and COVID-19 response over the last year. Any remaining funds are expected to be fully expended by the end of FY 2025-26.

Foreclosure Legal and Financial Assistance: This program is also funded through CDBG-CV and was launched in December 2021. The City has partnered with Housing and Economic Rights Advocates (HERA) to provide default and foreclosure prevention services through this program. Funds are fully obligated.

Relocation Assistance for Displaced Tenants: Tenant Relocation Assistance Ordinance Regulations are completed, creating the guidelines and structure for program implementation.

First-Time Homebuyer Down Payment Assistance / Wealth-Building Program: This project provides direct distribution of emergency relocation assistance funds to tenants displaced due to economic impacts from the COVID-19 pandemic or other disasters and emergencies. Project funds were reallocated to the General Fund to meet the obligation date of December 31, 2024.

Tax-Defaulted / Foreclosed Property Program: Fund provides for the design and implementation of a program for the City acquisition of foreclosed or tax-defaulted properties to preserve as permanent affordable housing. Acquisitions will be in partnership with and transfer ownership to existing tenants and community land trusts.

Budget-In- Brief: American Rescue Plan Act (ARPA)

Hotel Vouchers for Encampment Abatement: This project has 94% of its project funding obligated. Program has provided emergency accommodations for displaced individuals. The program was a significant part of the city's response to winter storms. Remaining project funds were reallocated to the General Fund to meet the obligation date of December 31, 2024.

Encampment Cleanup: This project support cleanup efforts, and maintenance of unsafe and illegal encampments, when appropriate and necessary. This project is ongoing through all three years of the Hayward Federal Stimulus Expenditure Plan.

Mobile Pressure Washer for Encampment Cleanup Efforts: The purchase of two different mobile pressure washers were made in FY 2021-22. This equipment will continue to be used in efforts related to encampment cleanups.

Operation Clean Sweep – Citywide Enhanced Clean-Up: This project termed "Operation Clean Sweep" is active and staff continues to utilize this funding to perform strategic clean-ups and improvements in areas frequented by the unhoused population and areas along the City's main thoroughfares.

Replace Lost Public Sector Revenue:

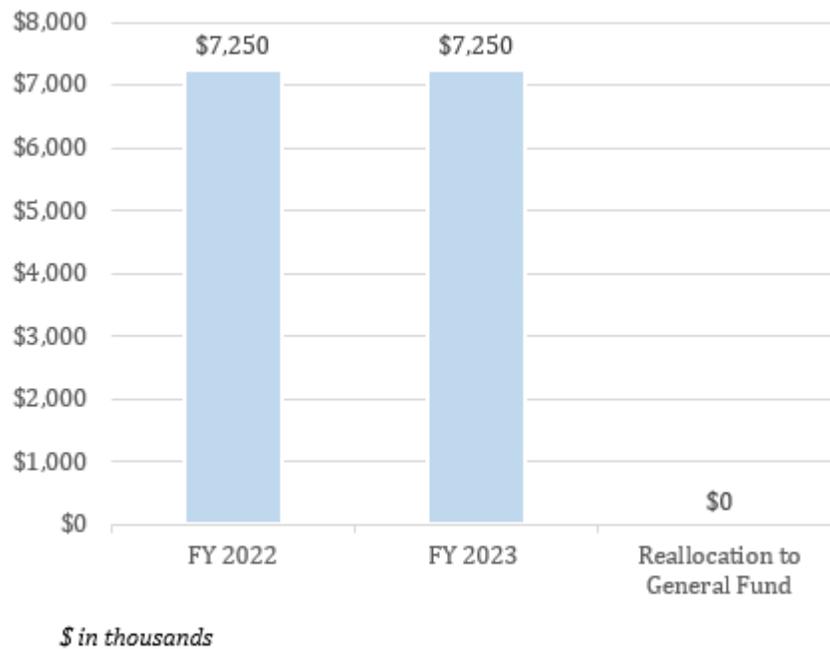
Replacement of Lost Public Sector Revenue: Consistent with methodology provided by the Treasury Guidelines, Council authorized the appropriation of ARPA funding to replace lost public sector revenue due to the COVID crisis. Funding to replace lost revenue was allocated in Year 1 (FY 2021-22) and Year 2 (FY 2022-23), which reflects a total transfer of \$14.5 million, split equally between the two fiscal years.

Summary of Funding Allocation vs Actual

Graph 3 provides an overall summary of the total allocation and year to date actual expenditures. As outlined in Hayward Federal Stimulus Expenditure Plan, a total of \$14.5 million of ARPA dollars were allocated to the General Fund to replace lost public sector revenue during the height of the pandemic.

Budget-In- Brief: American Rescue Plan Act (ARPA)

Graph 3:
Address Negative Economic Impacts Caused by the Public Health Emergency – Actuals vs. Reallocation to General Fund (\$ in Millions)



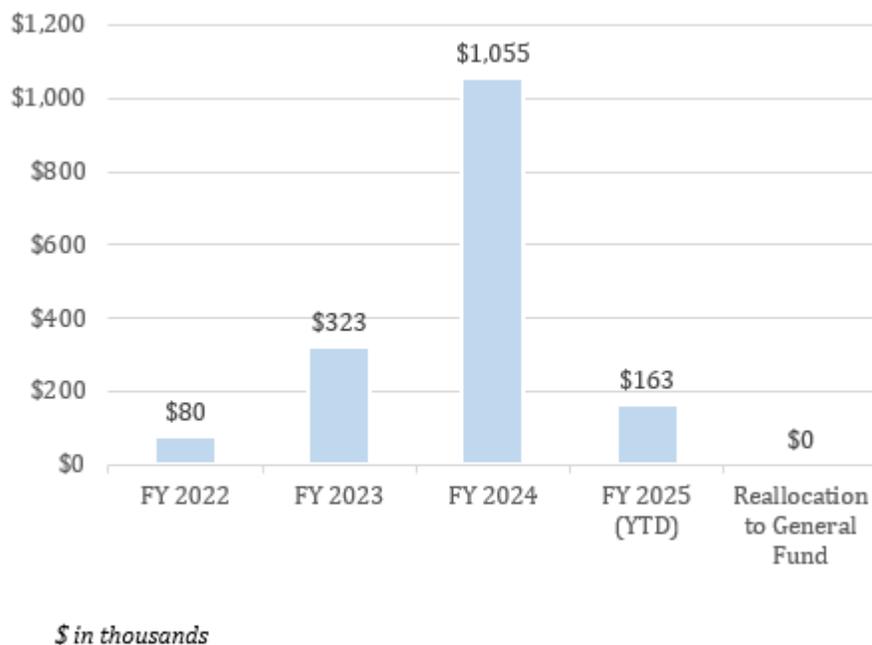
Invest in Water, Sewer, and Broadband Infrastructure:

Summary of Funding Allocation vs Actual

Graph 4 provides an overall summary of the year to date actuals and unobligated allocation that was reallocated for projects and programs that are included under the category of Invest in Water, Sewer, and Broadband Infrastructure. Following Graph 4 are status updates for projects and programs with funding allocation in Year 1 (FY 2021-22), Year 2 (FY 2022-23), and Year 3 (FY 2023-24) of the Hayward Federal Stimulus Expenditure Plan.

Budget-In- Brief: American Rescue Plan Act (ARPA)

Graph 4:
Invest in Water, Sewer, and Broadband Infrastructure –
Actuals vs. Reallocation to General Fund (\$ in Millions)



Tech Lending Library: Chrome Books / Hot Spots for 3 years: This program has supported providing over 600 computing and broadband internet devices to Hayward students and adult literacy learners without reliable access to Wi-Fi. ARPA funding has been used to continue providing access to families already benefiting from the Tech Lending Library (such as the issuance of hotspot, Chromebook, and tablet). Funding towards the ongoing data plans for the 600+ devices ensures that families will not experience a gap in access to services.

Corporation Yard Renovation to Support Infrastructure Work: This project is complete.

Fleet Shop Expansion to Support Infrastructure Work: Funding for this project was reallocated to the Corporation Yard Renovation project to close project funding gap.

To date, the entire allocation \$38.378 million has been expended or encumbered in an effort to complete each project and/or program identified in the Hayward Federal Stimulus Expenditure Plan. The City fully obligated all ARPA funds by December 31, 2024 and will fully expend the funds by December 31, 2026 to ensure compliance with the requirements of the U.S. Treasury Department.



BUDGET-IN-BRIEF: PUBLIC SAFETY POLICY INNOVATION PROJECTS

Budget-In-Brief: Public Safety Policy Innovation Projects

Hayward Evaluation and Response Teams (HEART):

The HEART program is a cross-departmental and inter-agency program between the City Manager’s Office, Police and Fire Departments, and Alameda County Behavioral Health Care Services developed to improve access to medical, mental health, and other support services. HEART aims to achieve two main goals:

- 1) Reduce the need for police officers to intervene in calls for service involving community members experiencing chronic mental illness, substance use disorders, and homelessness; and
- 2) Reduce reliance on emergency services for community members needing long-term case management and follow-up services.

HEART has evolved in response to community needs since its inception in the Public Safety Policy Innovation Workshop. As of FY 2024-2025, the HEART program includes three teams staffed by employees from the Hayward Police Department (HPD), HPD’s Youth and Family Services Bureau, and the Hayward Fire Department (HFD) that collaborate closely and respond to different scenarios based on community need. The teams are summarized in the table below and more information on the scope of these teams is available on the City’s website at www.hayward-ca.gov/heart.

Table 1. HEART Program Team Descriptions

	Hayward Mobile Evaluation Team (HMET)	Mobile Integrated Health Unit (MIHU)	Case Management & Mental Health Linkages Team (LINK)
Who is on the team?	HPD District Operations police officers & Alameda County behavioral health clinicians	HFD community paramedics	City mobile mental health clinicians & lead program assistant (case manager), supervised by the behavioral health coordinator
What does the team respond to?	Calls or referrals that indicate someone is in acute mental health crisis, requests for a 5150/5585 assessment of danger to self or others, and welfare checks	Calls or referrals that indicate someone has a medical need and is homeless and/or experiencing substance use or mental health issues (but not in an active crisis)	Calls or referrals for cases that require mental health, social services, and case management and ongoing follow-up and support

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How is the team referred or dispatched?	Calls for service through 911 dispatch or direct referrals from HPD or County	Calls for service through 911 dispatch or direct referrals from HFD, or HPD	Calls for service through 911 dispatch or direct referrals from HFD, HPD, other City departments, and community members
When is the team active?	Monday-Friday 8:00 AM – 4:00 PM	Monday-Saturday 8:00 AM – 8:00 PM	Monday-Thursday 8:00 AM – 6:30 PM Friday 8:00 AM – 5:30 PM

Program Updates

Staff continuously evaluate the program to ensure its implementation meets the program’s goals and is fiscally responsible. Following an analysis of FY 2023-2024 and 2024-2025 overtime costs and the current staffing model, staff on the HEART leadership team recommended to Hayward City Council on April 15, 2025, to pause implementation of the Mobile Integrated Health Unit (MIHU), one of the three HEART teams.

MIHU’s community paramedics are staffed by Staff Captain firefighters receiving both special assignment pay and overtime in the position. While on MIHU, their firefighter positions are also backfilled to meet staffing minimum requirements which further incurs overtime costs. In fiscal year 2023-2024, the impact of staffing MIHU, not including base salaries and benefits, was \$2 million. For fiscal year 2024-2025, staff made cost saving adjustments which have significantly decreased overtime costs for the MIHU team; however, the estimated impact for staffing MIHU is \$1.2 million. For these reasons, staff recommended pausing MIHU in the upcoming fiscal year. Staff will continue to re-evaluate the costs and benefits of the program moving forward, including changes to the staffing model to include dedicated community paramedics as a more cost-effective approach to reduce overtime costs.

Additionally, in response to Hayward City Council’s interest in expanding program operations to 24 hours a day, seven days a week, staff explored alternative options to providing connections to the HEART program’s services during off hours. Due to the collaborative nature of HEART’s work, connecting those experiencing homelessness, substance use disorders, and/or mental illness to the right services relies heavily on the hours of community partners, which are often limited to regular business hours. With consideration of staffing and budget constraints, staff developed three solutions to provide emergency overnight shelter and crisis counseling for individuals interested in working with the HEART program. These include 1) four reserved beds at South Hayward Parish (SHP), 2) the Motel Voucher Program, and 3) 988 Suicide and Crisis Lifeline Contract.

- **Four reserved shelter beds at SHP:** One of the biggest challenges for HEART program clients, particularly during non-operating hours, is finding shelter beds. First Presbyterian

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Church of Hayward (FPCH) currently has 23 shelter beds in their South Hayward location. SHP has set aside four beds specifically for the HEART program which would give the HEART teams access to these services seven days a week. Given the challenges of finding shelter options for clients, this collaboration will be an instrumental tool for getting individuals into immediate shelter and reconnecting them to the care system both during and outside of HEART program hours. Any beds that are not used by the HEART program each day are opened to the community so no beds go unused.

- **Motel Voucher Program:** The Community Services Division currently administers the Motel Voucher Program which provides temporary stay to those in the process of obtaining shelter. The Motel Voucher Program has served as an effective tool to provide brief motel stays for those who cannot stay in congregate shelters while the HEART program's LINK team works to find appropriate shelter and connect clients to appropriate resources. This program is especially utilized for families and those experiencing health and safety concerns. During non-operating hours, HPD Patrol Officers use this program to provide safe, temporary stay to community members who are referred to the LINK team for follow-up. From July 2024 to present, 59 individuals were provided temporary stay before being connected to a shelter, temporary housing, and/or long-term housing.
- **988 Suicide and Crisis Lifeline Contract:** In addition to the above programs, staff are currently negotiating a contract with the County's 988 operator to offer a 24/7 mental health crisis response phone line for those who call the City's Case Management and Mental Health Linkages (LINK) team's phone line while the team is offline. Individuals experiencing a mental health crisis would be connected to a trained crisis counselor who could dispatch emergency services if needed. For those who may not be in crisis, but need on-going support, the trained operators would provide support as needed and refer the caller to the LINK team for follow-up.

FY 2025-2026 Program Budget

Historically, HEART has been funded through a combination of HPD salary savings and one-time grants. For FY 2025-2026, the majority of the program operating costs with MIHU paused will be covered through a one-time direct allocation of \$1.2 million from State Senator Aisha Wahab's office. This direct allocation was awarded in FY 2023-2024 but deferred for use in FY 2025-2026 once other grants were expended. This direct allocation will cover almost all the program's \$1.3 million in operating expenses for FY 2025-2026. Additionally, program expenses are partially offset by approximately \$72,000 in reimbursement through the Medical Administrative Activities (MAA) program.

There is no additional funding identified for operations in future fiscal years. Transitioning the program to a permanent program in future years would require 1) allocating City funding to cover the cost of ongoing operations and 2) converting four positions that are currently

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full-time, limited term into permanent positions. A summary of the program's fiscal year 2025-2026 expenses is provided below.

Table 2. Summary of FY 2025-2026 HEART Program Expenses

Description	Amount
Salaries and benefits for 4.7 FTE	\$886,457
Supplies expenses	\$65,375
Contract services for 24/7 access to HEART	\$345,000
TOTAL PROGRAM BUDGET	\$1,285,532

Program Outcomes

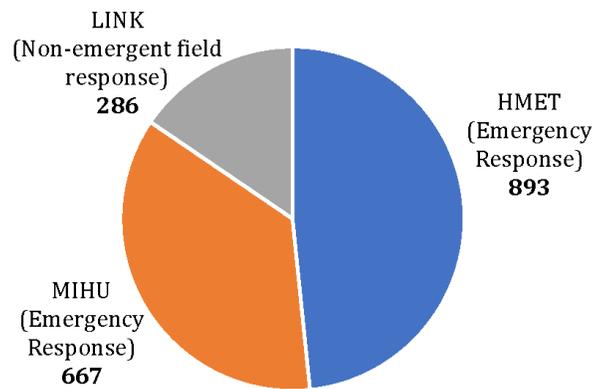
Staff continue to refine data collection processes, navigating challenges associated with the use of four different data sources within and across teams. Despite these challenges, staff can report on several key metrics demonstrating program outcomes. The most recent analysis focused on data from a 12-month period from September 2023 to September 2024.

During this 12-month period, the HEART program served over **469 unique individuals**. This number is well below the real total as it is missing HMET's totals, as that data is collected by the County and has not been updated due to County data system upgrades. Staff are working closely with the County and will have access to their data system once the upgrades are completed.

In total, the HEART Program responded to **1,846 calls** during this period. 1,560 of these calls were emergency response calls or on-the-spot referrals and 286 of the calls (15%) were field responses performed by LINK.

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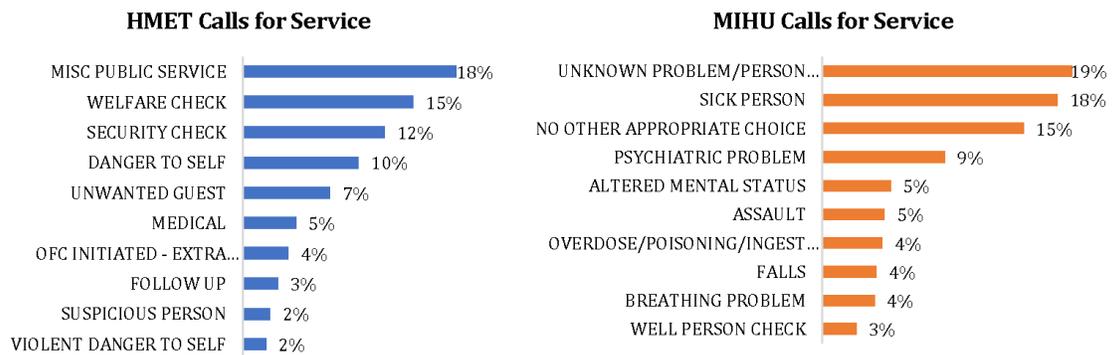
Figure 1. Call Types Responded by HEART Teams



Top Calls for Service

Though there are limitations to the data, staff can analyze the types of emergency response calls that HMET and MIHU respond to. HMET's top call types are miscellaneous public services (18%), which can include a variety of issues including a subject causing a disturbance at a business or residence; welfare check (15%), and security check (15%). MIHU's top call types are unknown problem/person down (19%), which can include calls where an individual appears to need medical attention, sick person (18%), and no other appropriate choice (15%).

Figure 2. HMET and MIHU Top Calls for Service



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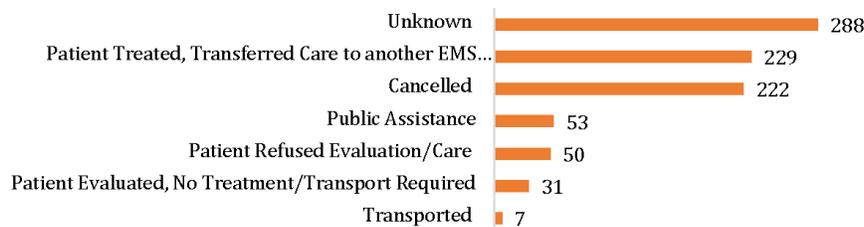
Response Outcomes & Service Provision

Information on the outcomes of HMET and MIHU responses to calls is available in disposition data for each team, which is tracked in different data systems that each have limitations.

MIHU's disposition data is limited by its data system, which lacks the capacity to collect nuanced data after the initial call response, aside from medical related dispositions. The team implemented a work around by creating a "Public Assistance" disposition to track referrals to services as a possible solution, though that has not always been a reporting option and only makes up 8% of total dispositions. MIHU's disposition data show the top three dispositions as "Unknown", "Patient Treated, Transferred Care", and "Cancelled." The data shows an incomplete picture of the MIHU's work as many of the "Unknown" disposition narratives are HEART-related calls to connect individuals to services.

The data also illustrate the multiple roles that MIHU plays since transitioning from responding to only follow-up calls to responding to mostly 911 calls.¹ As demonstrated by MIHU's second highest (34%, n = 229) disposition, "Patient Treated, Transferred Care to another EMS unit/Released," MIHU has often served as an effective community paramedic ambulance to get to and treat community members quickly, and collaborate with Faulk ambulance to transfer them to care or release them. Additional context in the narratives for the "Cancelled" calls shows that MIHU also works closely with online engines to release them from both HEART related and non-HEART related calls.

Figure 3. MIHU Dispositions

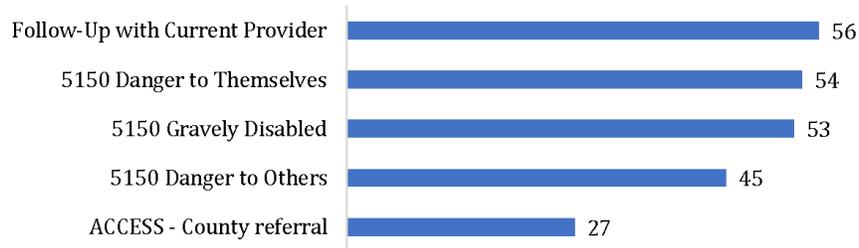


HMET data is often late or unavailable due to ongoing upgrades to the County's data system. For this analysis, staff reviewed data from July 2022 to July 2023. Figure 5 shows HMET's top five services provided during this period. The **majority (55%, n = 163) of HMET's calls for service resulted in psychiatric hospitalization** (5150) for either danger to self, gravely disabled, or danger to others. When possible, HMET practices crisis de-escalation in the field and follow-up with longer term solutions, as shown by 20% (n=56) of cases resulting in follow up with a person's current mental health provider and 10% (n = 27) resulting in referrals to the County's Behavioral Health Care Service's ACCESS Program (10%).

¹ In February 2023, MIHU shifted operations to clarify the type of calls they respond to, establishing the standard of responding to non-acute crisis calls with a medical need.

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Figure 4. HMET Dispositions (FY 22-23)



Unlike the emergency response teams, LINK provides additional services beyond initial referral or response. In addition to the 286 LINK field responses from September 2023 to September 2024, the LINK team also provided a total of **734 instances of case management and mental health linkages** to connect individuals to existing services and ensure a strong continuum of care provision for individuals already engaged in services. Almost a quarter (23%, n=168) of LINK’s contacts were the provision of direct mental health services through individual and family meetings. One-third (32%, n=232) of contacts were case management services with the client, including assisting clients with functional life skills such as visits to the DMV, social services, the VA office, court and other appointments/destinations. Nearly half (45%, n = 334) of contacts were collateral/advocacy contacts working across systems and with other providers to close service gaps and support clients to get appropriately connected to the right resources. The top connections to outside resources included connection to housing/shelter resources, connection/reconnection to existing service providers, and providing for basic needs (food, shower, clothing).

Figure 5. Services Provided by LINK Team



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