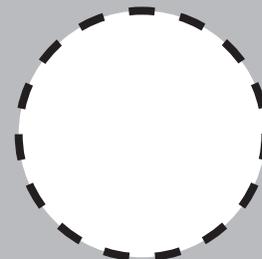
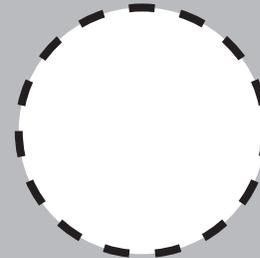
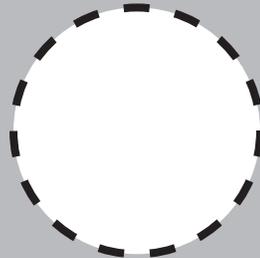
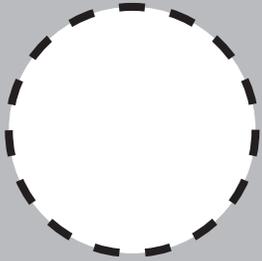
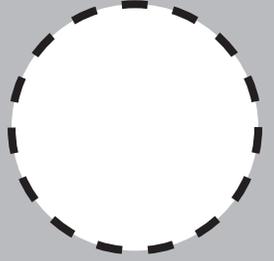
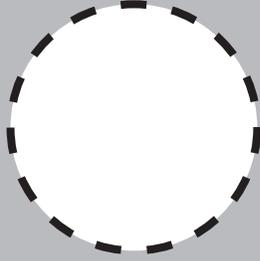


# Addressing Berkeley's Opportunity Gap

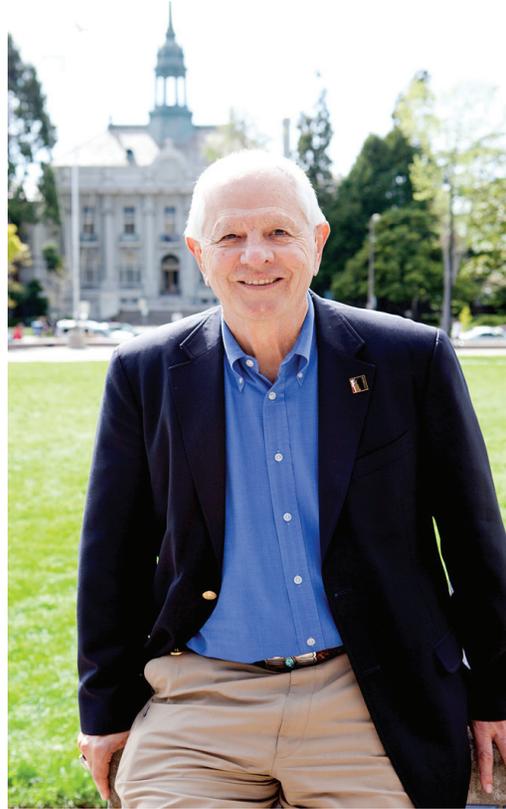


**Mayor's Special Report**

*Ethnic and Racial Diversity in Berkeley*

	Berkeley population 2010 Census	City of Berkeley Employees June 2014
White not Hispanic or Latino	59.5%	40.9%
Asian	19.3%	15.3%
Hispanic or Latino	10.8%	14.7%
Black or African American	10.0%	25.6%
Two or more races	6.2%	2.7%

**This report provides an overview of selected City achievements in areas focusing on inclusion and equal opportunities, particularly those completed during Mayor Tom Bates' administration beginning in December 2002. It also outlines the Mayor's priorities for City actions in these areas for 2015. It is not meant to cover every City project but to indicate a number of his chief priorities.**



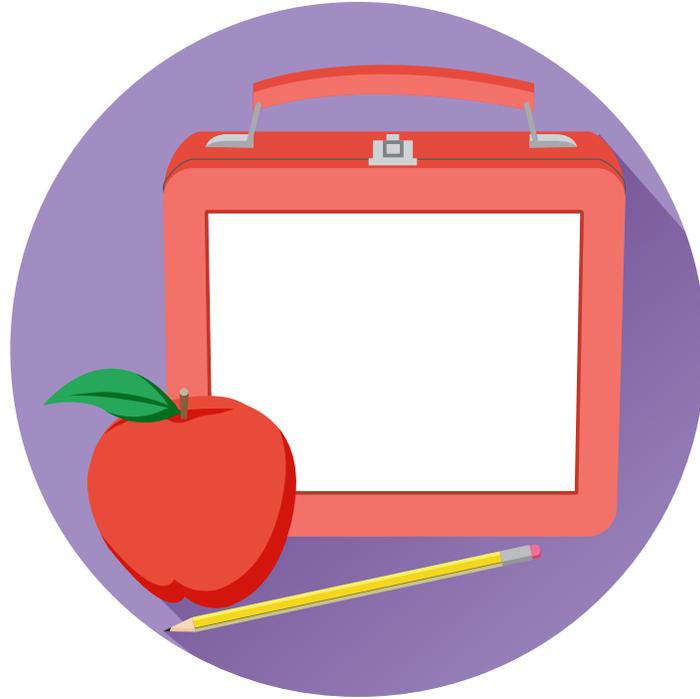
**All of the achievements mentioned in this report are the result of collaborative efforts by many City officials and individuals and organizations, as well as the Berkeley Unified School District, UC Berkeley and regional and state agencies. The Mayor is thankful that he has been fortunate to have the opportunity to play a leadership role in initiating some efforts and in playing a supporting role to help strengthen programs begun by others.**

**The purpose of this report is not just to provide information but also to generate discussion about our future options. The Mayor welcomes feedback, ideas and suggestions from the community.**

**The report is organized into five sections:**

- 1. Education**
- 2. Housing**
- 3. Health**
- 4. Employment**
- 5. Public-Serving Facilities**

*Tom Bates*



## **EDUCATION**

The City recognizes that the well-being of individuals and of the community as a whole depends on access to a quality education for all and that racial and economic barriers to access begin at an early age. The Mayor's office plays an active role with other City staff, the Berkeley Unified School District and other community stakeholders in seeking to assure that all Berkeley youth enjoy equal opportunities for academic success and well-being. Our efforts have been organized under the broad umbrella of the "2020 Vision for Berkeley's Children & Youth."

# ACHIEVEMENTS



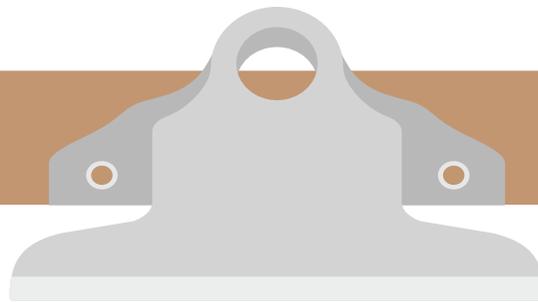
## 2020 VISION FOR BERKELEY'S CHILDREN & YOUTH

In 2008 at the request of the multi-ethnic coalition United in Action, the City and the Berkeley Unified School District partnered to launch the "2020 Vision for Berkeley's Children & Youth" with the goal of eliminating the achievement gap in Berkeley schools by 2020.

The 2020 Vision is a cradle-to-career educational initiative that aims to end racial predictability of academic outcomes in our schools. The 2020 Vision creates partnerships with Berkeley Unified School District and City services to promote student success. It is being implemented through multiple programs and activities designed to improve student performance among eight key "indicators" of success:

- Kindergarten Readiness
- Reading Proficiency by 3rd Grade
- Student Attendance
- Successful Completion of 9th Grade Math Standards
- College & Career Readiness and Success
- Disproportionality in Suspensions
- Disproportionality in Police Contacts
- Student Engagement

Efforts so far have been concentrated on four of the key indicators listed on the following pages.



## 1. KINDERGARTEN READINESS

### Pre-K Power Play Program

The Pre-K Power Play Program is a 10-week program for 3-5 year-olds to help promote and develop executive functioning and self regulation skills that are critical to a child's success in school.

*Example results: An evaluation published in 2012 reported that scores of 47 students on the Head-Toes-Knees-Shoulders (HTKS) assessment during the first six sessions of Pre-K Power Play rose to 22.26 from 15.13 on the 40-point HTKS scale. In the 2012-13 year, the program featured six 10-week sessions with 108 student enrollments (56 individual students) and a 32-week play-group session with 96 playgroups.*

### Kindergarten Readiness Assessment

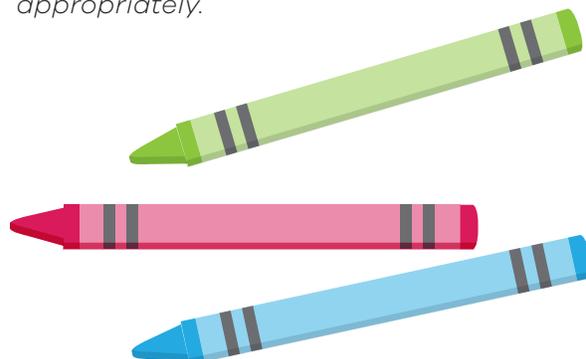
One of the ways to assess Kindergarten Readiness is to measure the percent of entering kindergarteners who are "ready to learn." This is measured by the Berkeley Unified School District's Universal Screening Tool, administered to entering kindergarteners.

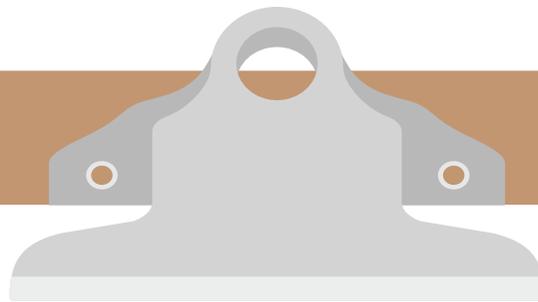
*Example results: The percentage of African-American kindergarteners meeting the target of identifying at least 10 of the 26 letters rose to 44% from 34% between fall of 2012 and fall of 2013. The scores of Latino and White students showed minimal change.*

### Be a Star

"Be a Star" is a multi-agency program that works with parents, guardians, state-subsidized childcare centers and pediatric health care providers to offer developmental screenings for children from birth to age 5.

*Example results: In 2012-13, 313 screenings using the Ages and Stages Developmental Screening Questionnaire (ASQ) were administered at BUSD preschools: 41 children who scored in the "monitor" range received ongoing surveillance; 6 children in the "monitor" range received intervention; and 7 children in the "concern" range received services and/or referral for assessment and follow-up. In addition, public health nurses conducted 108 screenings of preschool children in Berkeley homes using the ASQ and 40 depression screenings for prenatal and post-partum mothers using the Edinburgh Depression Screen: 5 scored "of concern" and were referred appropriately.*





## 2. PROFICIENCY IN READING BY 3RD GRADE

### Proficiency testing

Reading proficiency is being measured by the reading level identified in the curriculum designed by the Teachers College Reading and Writing Project (TCWRP).

*Example results: In the two years between spring of 2011 and spring of 2013, third graders meeting the district reading level target rose by 12 percentage points for all students, to 72% from 60%. The largest increase, 20 percentage points, was seen for Latino students, to 51% from 31%. African-American third graders rose to 50% from 41%.*



### Project BUILD (Berkeley United In Literacy Development)

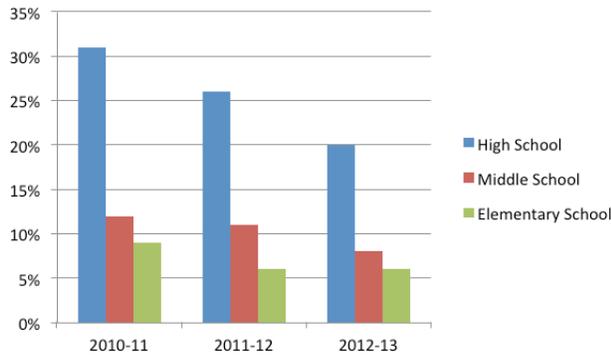
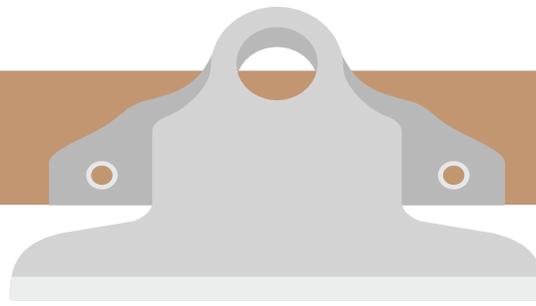
In the BUILD program initiated in 2004 by Mayor Bates and the UC Berkeley Public Service Center (formerly known as Cal Corps), Cal students provide literacy tutoring for students after school and during the summer. The BUILD partnership also includes the School District.

*Example results: Forty percent of the 328 K-5 students participating in the School District's after-school programs in 2012-13 improved their reading ability by four levels or more. Among the 180 BUILD students who tested non-proficient in fall of 2011, 32.2% became proficient in winter of 2012, an improvement that was 2.58 times greater than for comparable students. Among the after-school participants, 44% were African American and 33% were Hispanic. About 62% were in grades K-3.*

## 3. ATTENDANCE

### Measuring attendance

The rate of chronic absenteeism (percent of students who miss 10% or more of the school year without an excused absence) has been declining in the wake of programs targeting attendance and truancy. Two of the programs – the Alive and Free Coalition and the Truancy and Absenteeism Reduction and Prevention Program (TARPP) – are described on the following page.



*Chronic Absenteeism Rates in Berkeley Unified School District*

### **Alive and Free Coalition**

Alive and Free is a nationally recognized youth-development and violence-prevention program that provides training to adults working with at-risk youth. It also provides weekly classes for all students at Berkeley Technology Academy (BTA) and for at-risk middle and high school students at BUSD's Lifeline Academy.

*Example results: In 2012-14, more than 130 youth-service providers, administrators and elected officials completed the 3-day training. In 2012, 55 students from BTA, Berkeley High and Longfellow Middle School attended the National Alive and Free Conference at Sacramento State University.*

### **Truancy and Absenteeism Reduction and Prevention Program (TARPP)**

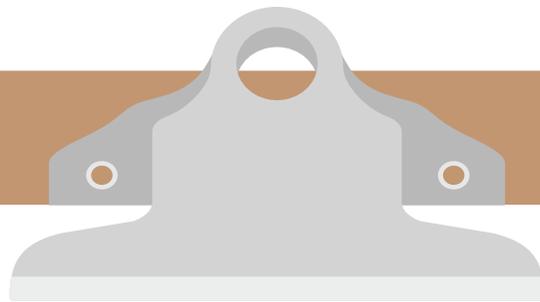
TARPP was developed in partnership between BUSD and the Berkeley Police Department and was implemented

in the 2010-11 school year. It tracks students who are absent without an excuse, with increasing levels of notification to parents and response by school and district staff following repeated absences. After a third such absence in a school year, a School Attendance Review Team (SART) initiates a more intensive outreach and review process that, if absences continue, can result in a formal meeting of parents and the student with the School Attendance Review Board (SARB) consisting of school officials, Berkeley Police Department representatives and representatives from local youth agencies. Cases of continued truancy after the SARB process are referred to the District Attorney's office, as required by state law.

*Example results: The School District convenes about 60-70 SARB meetings a year, with about 15-20 cases ending with referrals to the District Attorney's office. Attendance has shown steady improvement since the TARPP program began, as shown in the chart and the table below.*

	High School	Middle School	Elem. School
2010-11	31%	12%	9%
2011-12	26%	11%	6%
2012-13	20%	8%	6%

*Absenteeism Rates in Berkeley Schools*



## 4. COLLEGE & CAREER READINESS AND SUCCESS

### High School graduation rate in Berkeley

The graduation rate for high school students in Berkeley has shown a generally upward trend, as shown in the table below.

2009-10	81.1%
2010-11	79.6%
2011-12	83.1%
2012-13	85.4%

*Berkeley Unified School District  
Graduation Rates 2010-2013*

### Berkeley High School Bridge Program

The Bridge Program began in 2010 and offers comprehensive guidance and academic support for at-risk students — including 8th graders transitioning to high school and high school students.

*Example results: In the 2012-13 school year, 100% of participating sophomores passed the math part of the California High School Exit Exam, compared to 86% of Berkeley High sophomores in general. Bridge students also have higher GPAs and rates of attendance than their peers with similar circumstances. The program served 84 students in 2012-13 – mostly African-American and Latino freshmen, sophomores and juniors.*

### Trade Union Career Fair

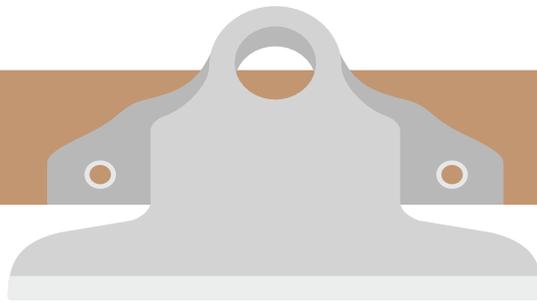
The Mayor's Office assists in coordinating the annual Trade Union Career Fair, which allows youth to learn about training and career opportunities with representatives of local trade unions.

*Example results: Last year, more 20 building trades attended and spoke to more than 200 students from Berkeley Technological Academy, Berkeley High and Berkeley Community College. This is an opportunity to expose young students to different career options after high school.*

### College and Career Day

College and Career Day is a community-wide project organized by the City, BUSD and UC Berkeley's Center for Educational Partnerships to promote a college-going culture in Berkeley and inspire students to focus on their possible options after high school.

*Example results: More than 4,000 students participated in the inaugural event on March 13, 2014.*



## Postsecondary Education Opportunities



- **Berkeley City College**

Berkeley City College ranks first among the state's 112 community college in the percentage of transfer applicants accepted by UC Berkeley (63%).

The Mayor spearheaded the effort to secure the college's permanent six-story home on Center Street, which was completed in 2006, when it was renamed Berkeley City College.



- **Berkeley Adult School**

Founded in 1881, Berkeley Adult School offers a range of academic and career technical classes, as well as English as a Second Language courses and community classes in performing arts and languages. It served 5,498 students in the 2013-14 year.

# PLANS FOR 2015

## Expand and fully implement the Berkeley Pathway to College

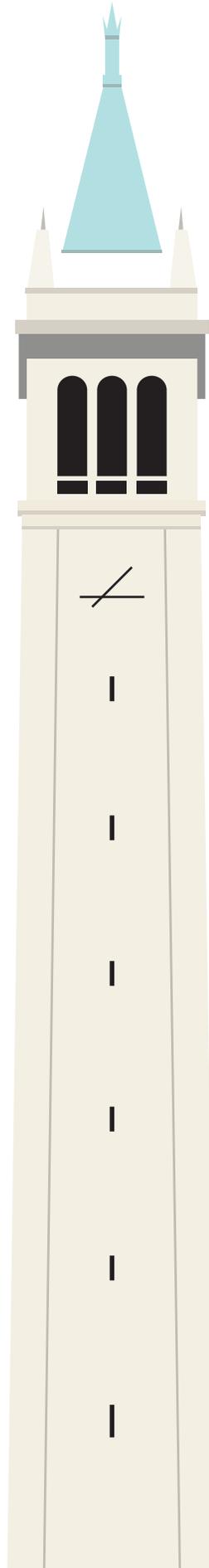
The Berkeley Pathway to College, announced last year by Mayor Bates and Berkeley City College President Deborah Budd, offers middle- and low-income Berkeley families an affordable college option.

The Berkeley Pathway to College provides that high school students who maintain good attendance and a C average in the appropriate college-preparation courses are guaranteed admission to Berkeley City College and to courses that could qualify them to transfer to a California State University or possibly a UC campus. Programs like “Persist to College” at Berkeley High allow students to concurrently enroll in Berkeley City College classes, which can earn college credit and fulfill high school graduation requirements at the same time. Students also receive guidance on navigating the pathways from high school to college. Berkeley City College students can take advantage of the related “PERSIST” program that offers tutoring and guidance around a core curriculum that includes academic and study skills.

Berkeley City College Ambassadors are visiting middle schools and high schools to talk to students about various college options and explain the Berkeley Pathway to College.

## 9th Grade Math Standard

Math is essential for every college and career option. Making sure that all of our students successfully complete their 9th grade math standards is imperative so that they have a wide range of college and career options after high school. The 2020 Vision’s goal is to create and develop the “9th Grade Math Standard” work plan so that every student successfully completes the 9th grade math standards.





## HOUSING

High rents and home prices — fed by Berkeley’s critical housing shortage — squeeze out people with limited means. To enable families with low and moderate incomes to continue to live in Berkeley, the City has a long-standing policy to maintain and increase its stock of affordable housing.

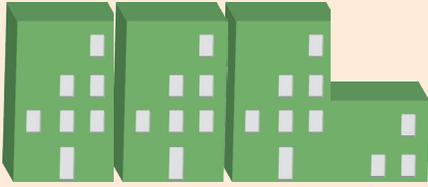
Berkeley’s supply of affordable housing generally falls into two categories: 1) residential projects by non-profit organizations that are 100% affordable housing, and 2) market-rate projects where a percentage of the units have been set aside for affordable housing under City requirements or the state housing density bonus.

Efforts to provide affordable housing also include Berkeley's rent control law, passed by the voters in 1980 as the Berkeley Rent Stabilization and Eviction for Good Cause Ordinance. It sets limits on annual rent increases and establishes requirements for evictions. Rent control in Berkeley was significantly impacted by the 1995 passage of a state "vacancy decontrol" law, the Costa-Hawkins Rental Housing Act, which allows landlords to raise a unit's rent without limit when the tenant moves out. (The new rent is then subject to the rent law's limits on annual increases as long as the tenant remains.) Since 1999, when the Costa-Hawkins bill took full effect, about 84% of current rent-controlled units in Berkeley have turned over at least once and received rent increases higher than what the rent law would have allowed without vacancy decontrol.

In addition, the City supports a network of shelters and transitional housing for people who are homeless or those at risk for becoming homeless. It also supports Rebuilding Together's Safe Home Project, which provides free home repairs to low-income residents.

# ACHIEVEMENTS

## 1,279 NEW OR REHABED AFFORDABLE UNITS SINCE 2002



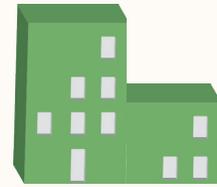
**353 units**

New construction, 100% affordable housing projects (2003-2014)



**233 units**

Rehabilitated units in 100% affordable housing projects (2003-2014)



**145 units**

Affordable housing anticipated in pending market-rate projects



**400 units**

Affordable housing included in market-rate projects (since 2002)



**125 homes**

Homes repaired by Rebuilding Together (FY 2009 – FY 2014)



**23 units**

Affordable housing anticipated in pending 100% affordable housing projects

## HOMELESS HOUSING



**115 year-round & 170 seasonal beds**

in emergency shelters



**240 units**

Permanent housing for current or former homeless through tenant-based rental assistance programs



**24 units**

Transitional housing



**39 units**

Permanent housing for current or former homeless in facilities in two projects

**& 140 beds/rooms**

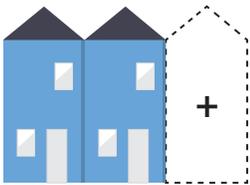
Permanent housing for current or former homeless in facilities in nine projects

# PLANS FOR 2015

## Housing Trust Fund

The City's Housing Trust Fund, created in 1990, provides funding for the development of affordable housing. Revenue for the fund comes from federal sources and a variety of City sources, including the City's General Fund and affordable housing mitigation fees from residential development projects. As of June 30, 2014, the fund's cumulative income since July 1, 1991, was more than \$46 million, with a remaining balance of \$1,529,151.

One of the Mayor's chief housing priorities this year is to explore three options for increasing the revenues for the Housing Trust Fund:



### City Density Bonus

Developers of residential development projects have access to a state density bonus, which allows developers to exceed local zoning limits and add extra units to a project in exchange for providing a certain percentage of affordable housing in the project. They are allowed a density increase of up to 35% depending on the amount of affordable housing provided.

The Mayor proposes that the City offer developers an alternative **City density bonus** option that would allow them to increase the project size by paying a fee to the Housing Trust Fund instead of including affordable housing in the planned project. Developers would receive the same benefit – extra units – under the City density bonus that they would under the state density bonus. The difference is that their affordable housing contribution could be met through a fee under the City bonus instead of through on-site affordable housing required by the state bonus. Developers would still have the option of choosing the state density bonus and providing affordable housing instead of paying a fee, similar to the choices that developers currently have under the City's Affordable Housing Mitigation Fee ordinance.<sup>1</sup>

By increasing revenues for the Housing Trust Fund, a City density bonus could allow the City to build and buy more 100% affordable housing where it is most needed.

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<sup>1</sup> The City's Affordable Housing Mitigation Fee (Berkeley Municipal Code Section 22.60.65) requires developers of rental residential projects to pay a fee, currently \$20,000 per unit, to the Housing Trust Fund. It also allows developers to avoid the fee by making 10% of the units affordable. If they elect to add affordable housing instead of paying the Affordable Housing Mitigation Fee, they can qualify for the state density bonus and add more units.



### Condo Conversion Fees and Process

The City currently has a housing mitigation fee placed on condo conversions that goes to the Housing Trust Fund, but the fee has encountered difficulties because of the amount and other problems. At the same time, the City also has various restrictions governing conversion of rental units and Tenancy in Common (TIC) units to condos.

The Mayor proposes to amend the condo conversion fee to more realistic levels and to revise our process for condo conversions in order to raise money for the Housing Trust Fund.



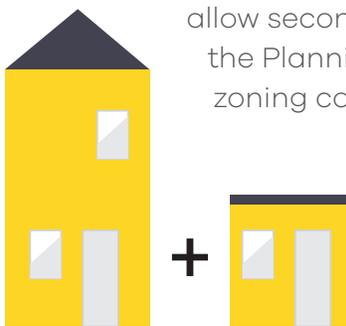
### Condo Construction Fees

The City's current Inclusionary Housing Requirements<sup>2</sup> require that new condo developments set aside 20% of the units as affordable housing, or pay a mitigation fee to the Housing Trust Fund. However, new condo construction has nearly stopped in the City for a variety of reasons. One problem is that the City's Inclusionary Housing Requirements have fallen under a legal cloud following recent court cases, and the City is now considering revisions in the requirements. At the same time, the mitigation fee is calculated by a complicated formula that may need revising.

The Mayor proposes that the City consider applying the proposed **City density bonus** — described above for rental projects — to new condo construction as well. The City density bonus would allow new condo developments to add extra units in exchange for fees paid to the Housing Trust Fund.

### Accessory Dwelling Units (ADUs)

In 2003, Berkeley adopted regulations allowing residential second units, or Accessory Dwelling Units (ADUs), following passage of a 2002 state law requiring cities to allow second units on single-family lots. In April of 2013, the Council asked the Planning Commission to consider amendments to the regulations and zoning code in order to reduce barriers to developing ADUs.



The Mayor proposes that we proceed with adopting the changes to the regulations and zoning code on ADUs as another way to increase badly needed additional housing for Berkeley residents. However, the new ADUs would not be allowed to be used for short-term rentals.

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<sup>2</sup> Berkeley Municipal Code Section 23C.12

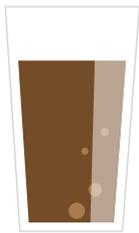


## HEALTH

In 2003, the Mayor convened the Mayor's Health Task Force with public health officials, representatives of major health providers and concerned citizens. As one of only three cities in California with its own public health division, Berkeley places a top priority on helping all residents gain access to adequate medical care and to have the tools and information they need to promote healthy lifestyles.

The City also recognizes that our community has significant health inequalities linked to race and ethnicity, as well as to levels of income, housing and education. African-American residents in South and West Berkeley, for example, have higher rates of adverse pregnancies, hospitalizations for childhood asthma, heart disease, high blood pressure, stroke and diabetes.

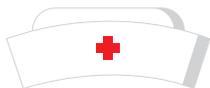
# ACHIEVEMENTS



## Sugar-Sweetened Beverage Tax

This tax, the first of its kind in the nation, was overwhelmingly approved by Berkeley voters as Measure D last November. It imposes a tax of one cent per ounce on distributors of sugar-sweetened beverages. The City Council is now reviewing applications for a Panel of Experts to advise the Council on how spend the revenue in line with Measure D's mandate "to reduce the consumption of sugar sweetened beverages in Berkeley and to address the results of such consumption."

## Public Health Nurses



Public health nurses visit residents in their homes and provide telephone consultation. They offer a range of services, including case management, coordination of services and investigation of communicable diseases.

*Example results: In the 2013-14 fiscal year, there were 1,629 face-to-face home and office visits by City public health nurses. They also handled 230 "Nurse of the Day" telephone consultations during the same period.*

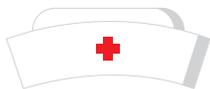
## Berkeley High and Berkeley Technology Academy Health Centers



The high school health centers provide free and confidential health services — including limited medical care, screenings, exams, referrals and counseling — for high school students.

*Example results: The percent of students reporting use of alcohol, cigarettes and marijuana decreased in all grades in 2012 compared to 2008.*

## Lifelong Medical Care



Begun by the Gray Panthers as the Over 60 Clinic in Berkeley; the nonprofit Lifelong Medical Care provides healthcare and social services to underserved residents at 10 clinics in the East Bay, including three in Berkeley. It works in partnership with the City, especially in addressing heart disease and hypertension



## Heart 2 Heart Mobile Health Van

Heart 2 Heart (H2H) offers free blood pressure screenings, links to programs and services and assistance with Covered California applications. It operates on the 4th Saturday of the month, 10 a.m. – 2 p.m.

## High Blood Pressure Drop-In Clinic



This clinic, located at the Over 60 Health Center, offers weekly free blood pressure screening and consultation. The staff can also help uninsured people connect to free or low-cost primary care at Lifelong Medical Care.

*Example results: Last year, the high blood pressure clinic saw 523 patients. 59 of whom were new participants. Records show that those who visit the clinic on a recurring basis experience a drop in blood pressure.*

## Black Infant Health Program



This program provides free counseling, social support, parenting education, and referrals to health services for African-American women who are 18 years or older, pregnant and parenting.

*Example results: African-American babies in Berkeley were four times more likely to have a low birth weight than white counterparts in 1991. In 2011, the gap had narrowed to 2.5 times.*

## Vera Casey Center



The Vera Casey Center operates a teen parenting program in collaboration with YMCA Early Childhood Services Headstart program and the School District. It helps pregnant and parenting teens stay in school and graduate. Although Berkeley's teen birth rate is among the lowest in the state, significant discrepancies exist. The birth rate for African-American teens is 20 times higher than that of white teens and 5 times higher than for Latino teens.

## Women, Infants & Children (WIC) Program



The WIC program offers free nutrition education; food vouchers; breastfeeding support; and referrals for low-income, pregnant women and low-income children under the age of five.

## Breathmobile



Breathmobile is a regional free mobile asthma clinic operated by the Oakland-based Prescott-Joseph Center for Community Excellence. It was introduced to Berkeley beginning in the 2012-13 school year in partnership with the School District and the City, and provides diagnosis, education, and treatment for children with asthma at three BUSD schools selected for their rates of asthma among students — Malcolm X Elementary, Rosa Parks Elementary and King Child Development Center preschool. Asthma rates for African-American children under 5 far exceed any other group.

*Example results: Before the Breathmobile visits started, the three school sites had 21 hospitalizations, 58 emergency room visits and 153 missed school days. In the 2013-14 school year after Breathmobile visits began, there were only 11 missed school days, five ER visits, and no hospitalizations.*

## Tobacco Prevention Program



The Tobacco Prevention Program encompasses a variety of City and School District efforts to restrict tobacco sales and use, with special emphasis on preventing smoking by minors.

*Example results: Surveys in 1996-2002 found that 36-38% of tobacco merchants in Berkeley sold tobacco to minors. After the Berkeley Tobacco Retail Licensure Law was passed, the rate dropped to 14% in 2004 and 5.6% in 2006. By 2012, no merchants were reported to be selling tobacco to minors.*

## Sugar Tax Implementation

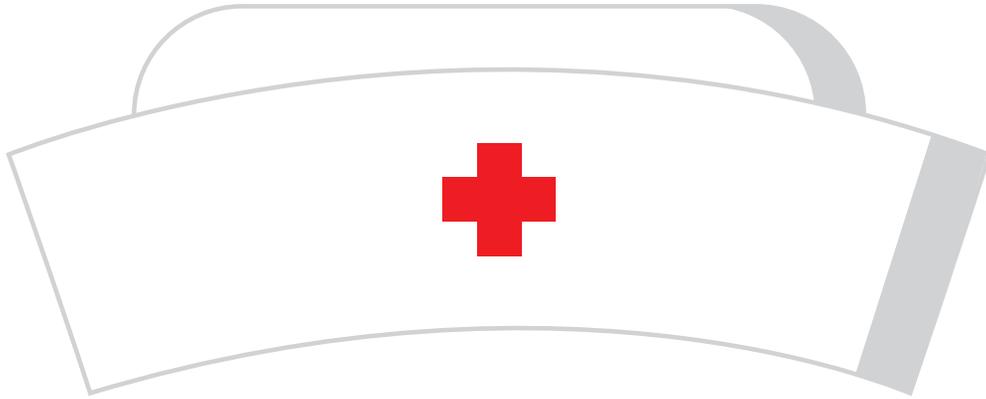
The Mayor plans to work closely with other members of the Council and City staff in developing procedures for collecting and spending revenues from Measure D, the Sugar-Sweetened Beverage Tax, passed by voters in November. We will establish a Panel of Experts, as provided in Measure D, to provide recommendations on how to spend the tax revenue on public education aimed at reducing consumption of sugar sweetened beverages in Berkeley and addressing the impacts of such consumption



## Health program options

The Sugar Tax is expected to generate approximately \$1 million a year in revenues to be used for programs and activities to further reduce the consumption of sugar-sweetened beverages in Berkeley and address the consequences of such consumption. These can include a variety of public health education and engagement efforts. In addition, depending on the City's anticipated revenues from other sources, there may be opportunities to add funding to new public efforts and/or to expand existing health programs. Below are some of the priorities identified in a City staff report last June that the Mayor would like to consider this year:

- Expansion of school garden, nutrition and food preparation programs
- Expansion of Heart 2 Heart efforts in all Berkeley neighborhoods bearing burdens of health inequalities
- Community-based physical activity initiative
- A healthy food and beverage procurement policy for City-sponsored events and city-funded community agencies
- Community-based breastfeeding peer-support program (In 2010, breastfeeding rates for Berkeley newborns met the Healthy People 2020 goals for all racial and ethnic groups in the immediate newborn period, and for all groups except African Americans at 3 months and 6 months.)
- Diabetes registry for tracking all Berkeley residents with diabetes
- Community-based diabetes management collaborative including health care and education partners
- Tobacco cessation initiatives specifically designed for vulnerable populations



### **LifeLong Medical Care’s Ashby Health Center**

Lifelong Medical Care plans to relocate and expand its Berkeley Primary Care center at Herrick to a new Ashby Health Center at the Ed Roberts Campus next to Ashby BART in March. With \$5 million in federal capital funds, the new facility will include 23 exam rooms, more than double the current location, and is intended to serve 12,000 low-income residents. It will also include a demonstration kitchen for nutrition programs and space for meetings and classes. The location in the Ed Roberts Campus also will afford a valuable opportunity to provide health services for people with disabilities. It also will mean more access for the increased number of low-income patients insured under the Affordable Care Act, including childless adults who were insured for the first time under Medicaid (Medi-Cal in California) because of the Affordable Care Act.

### **Sutter Care Center and Urgent Care Center**

In early January, Sutter East Bay Medical Foundation opened a care center in Berkeley with family medicine, pediatric, and obstetrics and gynecology departments, including lab and imaging services, and a separate Urgent Care Center open evenings and weekends. Both are located at 2500 Milvia Street.

### **Berkeley Adult Mental Health Clinic**

Planning is underway for renovating and seismically upgrading the City’s Adult Mental Health Clinic at 2640 Martin Luther King Jr. Way.



## EMPLOYMENT

Creating jobs with a living wage is essential to reduce poverty and address Berkeley's inequities in income as well as educational and health outcomes. An African-American person in Berkeley is seven times more likely to live in poverty than a white person. Among Berkeley youth, 20% of Latino children and more than 30% of African-American children live in poverty.

## MINIMUM WAGE TIMELINE



## ACHIEVEMENTS

### Minimum Wage

The City Council unanimously adopted a local minimum wage ordinance on June 24, 2014, joining the small group of pioneering cities with local minimum wages that are higher than federal and state minimum wages. Berkeley's minimum wage will reach \$12.53 in 2016, a level designed to match the estimated 2016 minimum wage in Oakland.

### Living Wage Ordinance

Enacted in June 2000, Berkeley's Living Wage Ordinance requires that businesses that have contracts with the City or that operate at the Berkeley Marina pay employees a living wage, currently set at \$13.71 per hour, plus medical benefits equivalent to at least \$2.28 an hour. The living wage is \$15.99 if the employer does not provide at least \$2.28 toward a medical benefit plan.

### YouthWorks

The City operates a summer and after-school (winter) training and employment program called "YouthWorks" for young people in Berkeley age 14-25, with a special focus on underserved and at-risk residents. A total of 255 youth participated this past summer and 130 during the previous after-school/winter program (2013/14).

### Support for Startups

The City is playing an active role in nurturing startups on several fronts, joining in partnership with other institutions through the Berkeley Startup Cluster and in welcoming our growing number of co-working spaces. The number of active startups in Berkeley is estimated to have grown to approximately 250-300 today compared to about 125 in 2008.

### Community Workforce Agreement

Berkeley residents receive priority for union jobs and apprenticeship training for large City construction projects under a local-hire agreement approved by the City Council in Jan. 2011. The agreement — between the City and the Alameda County Building and Construction Trades Council and 22 labor organizations — calls for Berkeley residents to be hired for 30% of the hours worked. If not enough Berkeley residents are qualified, the 30% quota is to be drawn from the East Bay Green Corridor communities. And if enough workers still are not qualified, the requirement can be satisfied by residents of Alameda County. The agreement also includes similar local-hire requirements for apprentice positions, with the number to be determined by the size of the construction bid.

# PLANS FOR 2015

## **Paid sick leave**



Paid sick leave was not included in Berkeley's Minimum Wage Ordinance, which applies to those who work in the City. A new state law that takes effect on July (AB 1522) will require employers in California to provide paid sick leave to employers who work in California 30 or more days per year. One hour of sick leave would accrue for every 30 hours worked, and employers would be authorized to limit the amount of paid sick leave to 3 days or 24 hours per year.

In September last year, the City Council referred the issue of paid sick leave to the City's Commission on Labor, asking the Commission to return to the Council with recommendations for inclusion of sick leave. The Mayor proposes that the Commission's review include consideration of the sick leave requirements of Oakland's minimum wage law passed by the voters in November. Oakland's measure, like the state's, provides that sick leave accrue at the rate of one hour for every 30 hours worked, but it allows a more generous amount of sick leave to be accumulated. In Oakland, small businesses are authorized to place a cap of 40 hours of accrued sick leave, and other businesses may place a cap of 72 hours of accrued sick leave.

## **Flexible Work Time Ordinance**



In November, Berkeley voters overwhelmingly passed Measure Q, the Berkeley Flexible Work Time Initiative, which advised the City "to pass a right-to-request law that applies to employees in Berkeley." It established a right by employees to request "flexible" hours and emphasized the importance of providing practical options for employees to work part-time. It would obligate employers to respond to such requests and provide reasons for denial, while leaving the ultimate decision in the hands of the employers.

The Mayor proposes that we move forward with such an ordinance by asking the Commission on Labor to review the issue and report back to the Council with recommendations on how it should be accomplished.

## **Youth Pathway to Law Enforcement Careers**



The Mayor proposes that we consider youth-pathway-to-police programs at the high school and community college levels to help Berkeley young people explore law enforcement as a possible career option. Such programs could aid our efforts to build strong police-community partnerships.



## **PUBLIC-SERVING FACILITIES**

Public facilities are among the most tangible benefits that a City can provide for its citizens, including those that are operated by the City and those operated for public benefit by nonprofits with substantial City assistance. Despite serious budget challenges and shrinking revenues, we have achieved several notable successes.



### **Berkeley City College**

Its new 6-story home at 2050 Center Street, one and a half blocks from the UC Berkeley campus, was completed in 2006 and carries a LEED Silver rating for new construction. It is the college's first permanent home and the first one designed specifically for the college in its 40-year history. One of the state's 112 community colleges and formerly named Vista Community College, it was renamed Berkeley City College in the year its new home was completed.



### **Ed Roberts Campus**

Named after the well-known leader and educator in the independent living movement, the late Ed Roberts of Berkeley, the Ed Roberts Campus next to the Ashby BART station was completed in 2010. The campus houses offices of collaborating organizations, meeting rooms and a media resource center. The Mayor's office spearheaded efforts to gain the community support and funding that allowed the dream of the campus to become reality.



### **David Brower Center**

Named for the renowned pioneer of the environmental movement, the late Berkeley resident David Brower, the 4-story Brower Center at 2150 Allston Way was completed with City help in 2009. With a focus on sustainability, it provides office and co-working space to more than 30 nonprofits and social enterprises, and its conference center hosts more than 300 events a year, drawing about 25,000 people annually to facility. It achieved the LEED Platinum rating for new construction, the highest green building standard.



### **Tom Bates Regional Sports Complex**

In a complicated partnership orchestrated by Mayor Bates involving five cities, the East Bay Regional Park District and the California Department of Parks, the Tom Bates Regional Sports Complex was created out of former Golden Gates Fields lands near the Gilman Street interchange with Interstate 80. Opened in 2008, it consists of four athletic fields for soccer, softball, lacrosse, etc.



### **Berkeley Public Library Branches**

Among the impressive recent changes to public buildings in Berkeley were the rebuilding of the South and West branches of the libraries, and the renovation of the Claremont and North branches. The undertaking was designed to create greener, more sustainable buildings in line with our Climate Action Plan goals and to provide more flexible and inviting spaces for members of the community. The West branch is especially notable as one of only two public libraries in the nation – and the only one in California – to be certified as achieving net zero energy use by the New Building Institute. The South branch received a LEED Gold green building certification, and the North and Claremont branches were certified LEED Silver. A LEED rating for the West branch is pending.



### **YMCA-PG&E Teen Center**

The Mayor worked with the YMCA and PG&E on the successful transformation in 2011 of the former PG&E bill-payment center at Center Street and Martin Luther King Jr. Way into a YMCA teen center that offers a variety of youth-focused programs and activities. Like the Brower Center, it achieved the highest green building rating, LEED Platinum.



### **Downtown Berkeley YMCA**

The Downtown Berkeley YMCA underwent a major seismic retrofit in 2008-10 of its 1910 historic landmark building across the street from the main Post Office. In 2010, it was certified LEED Gold for interior renovation.



### **Lifelong Medical Care West Berkeley Clinic**

The City joined with community donors in playing significant roles in a major expansion of the Lifelong West Berkeley primary care clinic in 2013. The facility is located in a low-income neighborhood at Sixth and Addison streets.



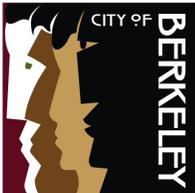
### **Berkeley Fire Stations**

The City built a new, LEED Certified, 2-story fire station (Station 7) in the hills at 3000 Shasta Road in 2006, which followed seismic rebuilding of the other six stations in 1998-99. A new Fire Department Warehouse was built at 1011 Folger Ave. in 2011.



### **Ann Chandler Public Health Center**

Formerly known as the Berkeley Public Health Clinic and renamed in honor of the late Ann Chandler in 2013, the facility at 830 University Ave. underwent a major renovation in 2010.



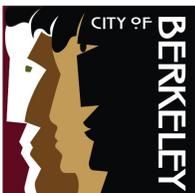
### **Berkeley Animal Shelter**

The Dona Spring Municipal Animal Shelter opened in 2013 as a new, state-of-the-art shelter north of Aquatic Park next to Interstate 80, and received a LEED Gold rating for new construction in 2014. It is named after the late former City Councilmember Dona Spring, a strong advocate for improving animal services. It replaced the aging and dilapidated former shelter on Second Street.



### **City Corporation Yard**

The Corporation Yard at 1326 Allston Way, which serves as the operations center for the Public Works Department, has undergone approximately \$15 million in seismic retrofits that were completed in 2012.



### **Oxford Garage**

The underground Oxford Garage at Oxford and Kittredge streets was built in 2009. The 46,000-square-foot facility sits beneath the Oxford Plaza/David Brower Center complex.



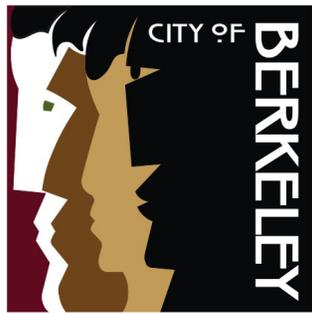
## PLANS FOR 2015

### Center Street Garage

The City is planning to rebuild its Center Street Garage, a five-level, 440-space facility built in the late '50s that is seismically hazardous. Current plans call for a new eight-level garage with 780 spaces. It's estimated that construction would take 12-14 months and be completed in March 2017.

### Adult Mental Health Clinic

Planning is underway for renovating and seismically upgrading the City's Adult Mental Health Clinic at 2640 Martin Luther King Jr. Way.



OFFICE OF THE MAYOR

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