

2024 City-Wide Accomplishments

Shasa Curl, City Manager



CITY MANAGER'S OFFICE



Key Accomplishments

- ✓ Collected 585 tons of trash and debris during 38 neighborhood cleanups
- ✓ Secured \$14.5M Homekey Grant to rehabilitate Motel 6 into 48 supportive housing units for chronically homeless individuals
- ✓ Completed a Bloomberg Harvard City Leadership Initiative – focused on the Innovation Track, with the Port of Richmond
- ✓ Continued management of 150 grants worth ~ \$280 million across multiple departments and multiple funds
- ✓ Coordinated the Parchester Mural Project where 580 volunteers contributed 1,500+ hours to create a community mural during six paint days
- ✓ Held an All-Employee Recognition event to relaunch service awards and introduced recognition “Rosie-grams” to celebrate and acknowledge staff’s everyday accomplishments
- ✓ Fire Department responded to 15,150 calls for service
- ✓ Reopened Senior Nutrition Program, serving 350-400 meals monthly
- ✓ Worked collaboratively with vendors and City staff to successfully upgrade the City Council Chambers audio/video systems including improved interactive in-person and hybrid meetings



CITY MANAGER'S OFFICE

In the City of Richmond, 2024 was a fast-paced, busy, and extremely productive year

- Achieved a balanced budget for the third year in a row and **increased the reserve levels to a high of 26.2 percent**
- Partnered with the City Council to invest in the City's Capital Improvement Program to improve the built environment including several key projects such as the Main Library renovation, expanding improvements to the Booker T. Anderson Community Center, Street Safety, and Complete Streets
- Expanded Library and Recreation hours and increased programming
- Partnered with the City Council to **complete the allocation of all \$27.7 Million in American Rescue Plan Act funds** and Intra-Agency Agreements by December 31, 2024, and Intra-agency agreements by December 31, 2024
- Made internal promotions for Fire Chief and Administrative Chief and hired Executive Director for the Richmond Housing Authority



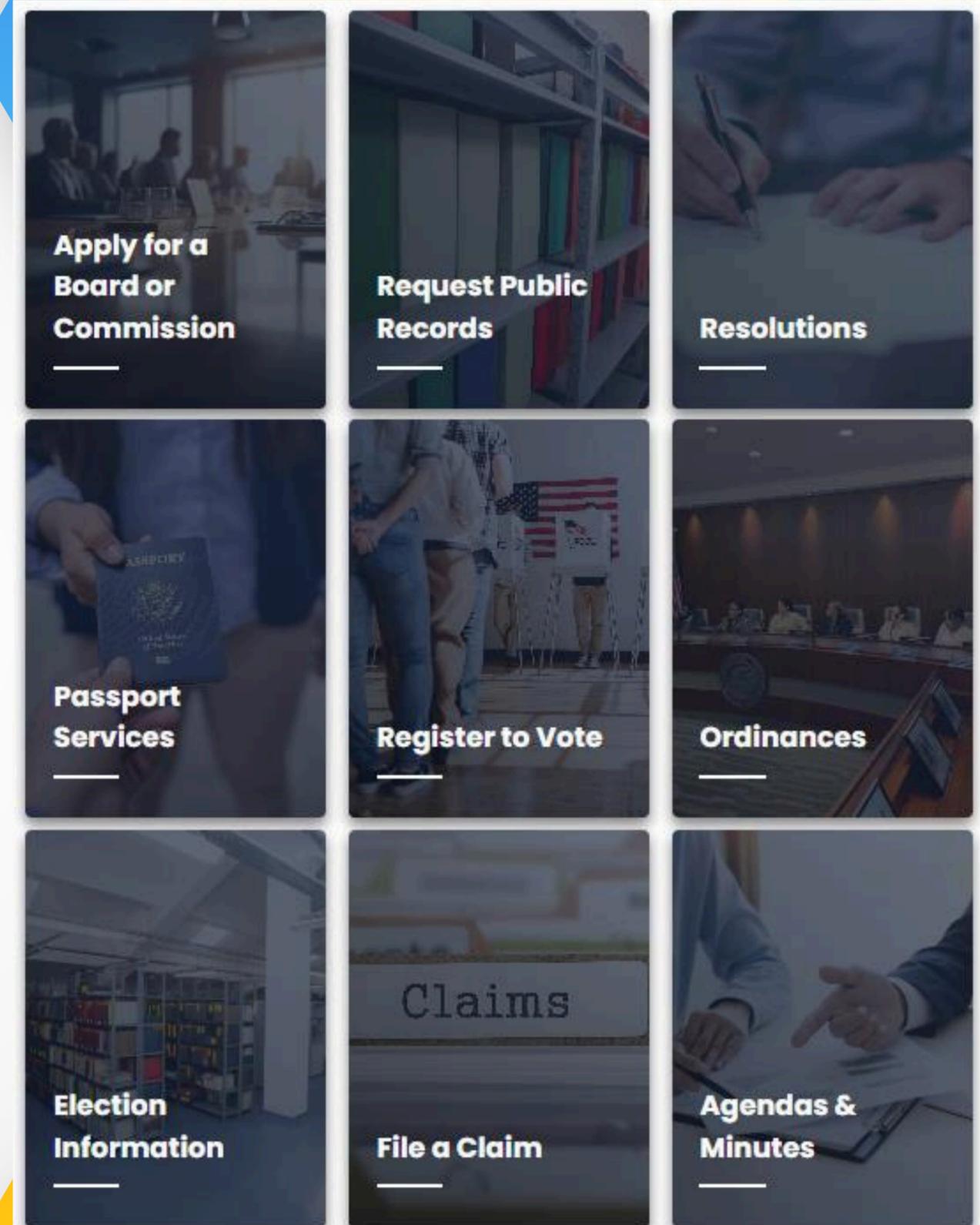
CITY MANAGER'S OFFICE



- Worked diligently to hire new colleagues and expand promotional opportunities across the organization. In 2024, **90 employment lists** were established from new and open/continuous recruitments, **111 employees were hired** (full-time) and **65 employees were promoted**
- **Recorded 11 homicides** thanks to incredible partnerships between the Richmond Police Department, Office of Neighborhood Safety, Community Services, and community-based organizations
- Procured business services to build the Cannabis Equity program, launch a small business grant application, provide local entrepreneurs dedicated days to connect with city, county health, and operation staff in efforts to support local & small business
- Completed the Richmond Department of Children & Youth community needs assessment and strategic investment plan to support youth-serving organizations
- Increased grant funding was provided for non-profit organizations serving youth, community, and access to public art
- The City Manager ensured the completion of Hacienda Heights and commencement of affordable housing developments at Nevin Plaza, and Metro Walk Phase II

CITY CLERK'S OFFICE

- Successfully administered the November 7, 2024, General Election for Districts 1, 5, and 6
- Planned and successfully held an in-person swearing-in and celebration for new and returning councilmembers for Districts 1, 5, and 6 on January 14, 2025
- Began the updates to the Records Retention Schedule with a goal to be adopted by the City Council in July 2025.
- Received and supported the processing of Public Records Request (PRR)
 - **1,100+ PRRs were received**
 - **1,124 requests were closed**
- **Accepted 177 passport applications** and completed annual recertification as passport agents
- Provided translated City Council agendas in Spanish and published on the website for accessibility



COMMUNITY DEVELOPMENT

Planning



- Secured a **\$1.5 million Ocean Protection Council SB1 grant** to develop a Sea Level Rise Adaptation Plan in compliance with SB272
- Supported the Public Works Department in creating an ordinance to regulate sidewalk vendors (Ordinance No. 07-24)
- Led the expansion of the Industrial Safety Ordinance to include new requirements for tank terminals (Ordinance No. 10-24)
- Prepared the City's application to obtain a Pro-housing Designation, which grants priority processing and funding advantages to Richmond projects seeking state funding
- Received approval from the Design Review Board and Planning Commission on the following major projects:
 - E-bike Lending Library
 - ADA Accessible Garden as part of Transformative Climate Community Grant
- Facilitated the review and approval of a Certificate of Appropriateness by the Historic Preservation Commission on October 2, 2024, of the Richmond Main Library modernization project

COMMUNITY DEVELOPMENT

(CONTINUED)



Building

Led the adoption of Ordinance No. 01-24, adding a point-of-sale trigger to gas shut-off device(s), which reduces fire risk during earthquakes



Code Enforcement

- Conducted 2,367 property inspections
- Opened 1,125 cases and closed 1,661 cases
- Issued 872 Notice of Violations
- Issued 28 Intent to Tow Notices

COMMUNITY DEVELOPMENT (CONTINUED)

Housing/Successor Agency

Grants and Funding

Encampment Resolution Fund (ERF):

- ERF-1 (\$4.88M): Resolved Castro vehicle encampment with 104 residents; transitioned 70 clients into housing, including 15 with Mainstream Vouchers
- ERF-2R (\$8.6M): Assisted 115 clients with a navigation center providing temporary housing; 45 transitioned into permanent housing
- ERF-3R (\$9.33M): Supports 65 clients with housing, case management, job placement, and training
- Homekey Grant (\$14.5M): Secured the grant to rehabilitate Motel 6 into 48 supportive housing units for chronically homeless individuals
- Housing First Program: Ongoing rental assistance for 30 clients; \$1.44M allocated for short-term rental, motel vouchers, and emergency rental assistance
- Emergency Shelter Services (\$700K): Provide short-term shelter for up to 30 clients, with transitions into housing programs

Housing Developments

- 12th Amendment to the Disposition and Development Agreement was executed and the former BART parking lot on the eastside of the Richmond Station was transferred to the City
- Application for 4 percent tax credits is currently under review by the California Tax Credit Allocation Committee



COMMUNITY SERVICES

Employment and Training

YouthWorks

- Placed 779 youth in paid positions

RichmondBUILD

- Trained 60 participants
- Graduated 19 participants Class No. 51
- Secured 9 graduates full-time employment

RichmondWorks

- Assisted 191 residents with job search and placement services
- Supported 55 participants in occupational skills training programs

Key Achievements

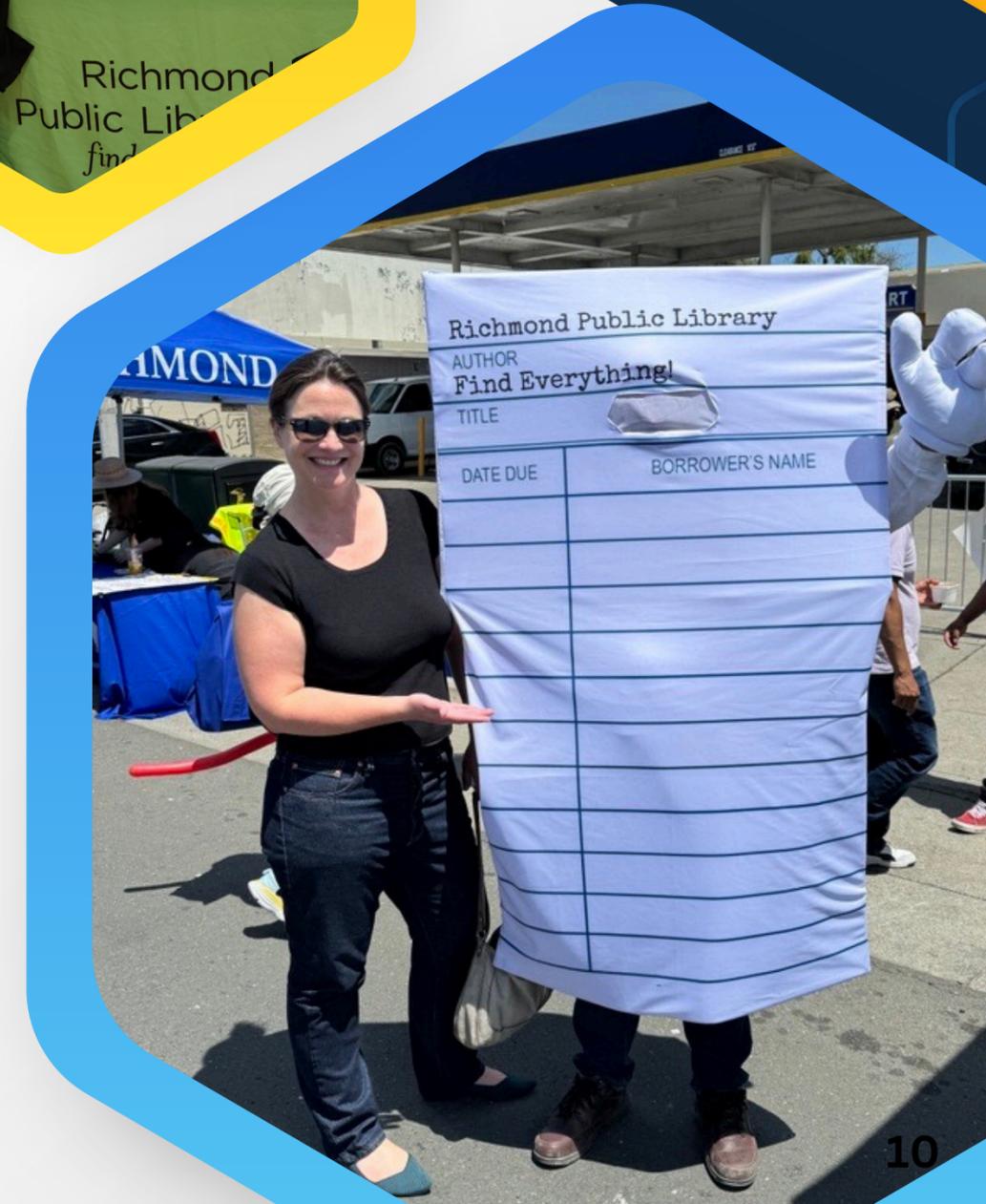
- Placed 40 job seekers in full-time positions through city programs
- Strengthened partnerships with industries to enhance training and employment opportunities
- Led Healthcare, Trades, Solar and Electric Vehicle Installation



COMMUNITY SERVICES

Richmond Public Library

- Increased attendance at library events by 18 percent to **12,047** attendees
- Increased visits to the library locations by 43 percent to **60,979**
- Lead a community outreach campaign for the \$34 million renovation of the Richmond Main Library that:
 - Collected **2663** comments
 - Engaged **611** residents
- Established a Library of Things collection (Free) to allow: patrons to borrow pickleball sets, hiking backpacks (with binoculars and hiking poles!), citizen science kits, and other useful items with their library cards
- Offered **619** free homework help sessions at the Main and Branch Libraries with trained tutors
- Offered **740** free homework help sessions at May Valley and Shields-Reid community centers



COMMUNITY SERVICES

Literacy for Every Adult Program (LEAP)

- Provided 800 books to parents with children to build their home libraries
- Distributed 1,000 materials to support literacy including take home kits
- Registered 88 new enrollees into the adult literacy programs
 - 15 Graduates



COMMUNITY SERVICES

Office of Neighborhood Safety (ONS)

- The White House Office of Violence Prevention recognized ONS with a visit to Richmond
- ONS received two invitations to the White House to learn about best practices and discuss the successes of the program
- **0 ONS Fellows have been lost to gun violence**
- Hosted the U.S. Department of State delegation of 25 from states across Mexico at a round table discussion for their Security Exchange Program – Focused Deterrence



COMMUNITY SERVICES

Community Crisis Response Program (CCRP)

- Contracted with National Institute for Criminal Justice Reform (NICJR) to provide data management and data visualization services
- Attend Community of Practices to learn from other jurisdictions with Harvard Government Performance Lab, 4th Branch Institute, and Dignity
- Visited Oakland's MACRO crisis response team, New Orleans crisis response team, and Durham's HEART crisis response program for learning and information sharing
- **Received 141 survey responses for community survey** to officially name the response team – ROCK, Reach Out with Compassion and Kindness
- Hired Program Manager, Associate Administrative Analyst and Administrative Student Intern
- Launched youth logo contest to create official ROCK logo to be placed on any branding and on side of vehicles



COMMUNITY SERVICES

Recreation

Program Expansion and Youth Engagement

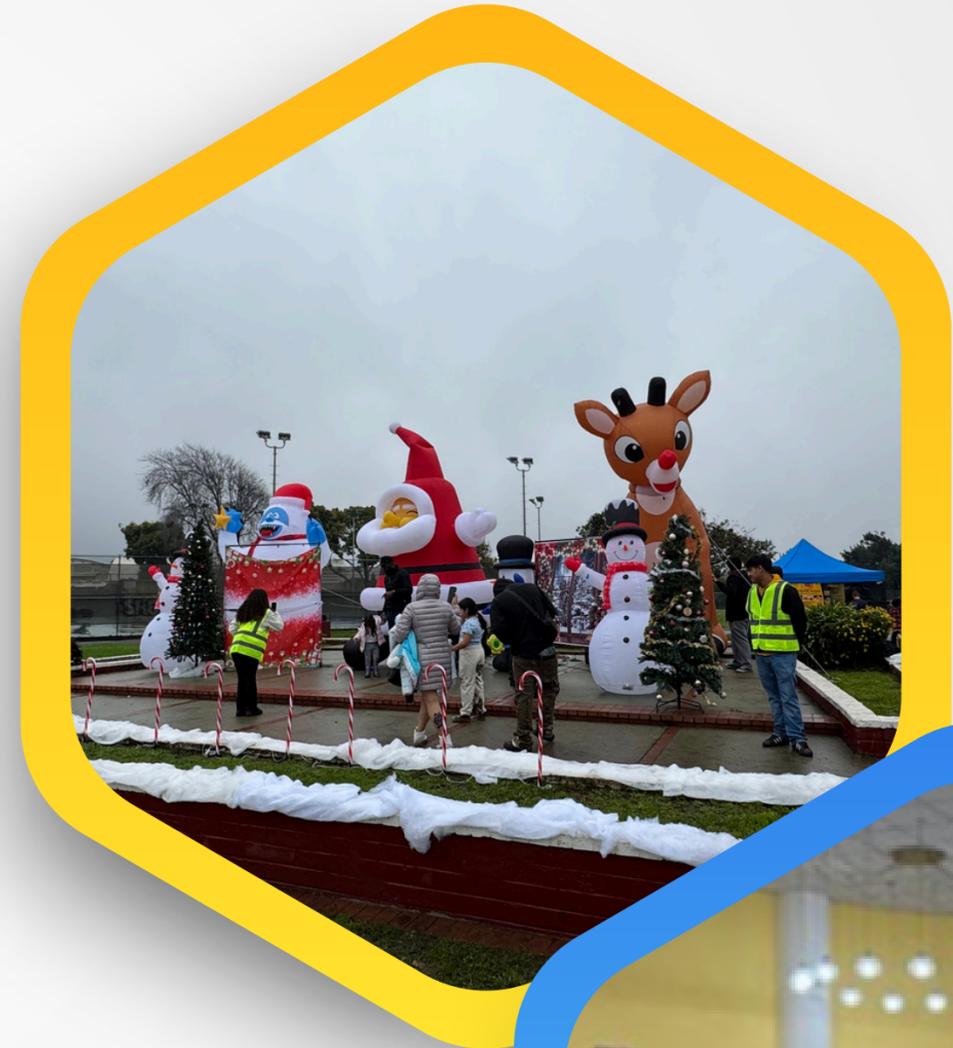
- Camp Achieve:(Booker T. Anderson, Nevin, Parchester, Shields/Reid)
Received the RFCY grant which allowed expansion of the free after-school-programming to include middle school children, **exceeding enrollment goals by 20 students on average**
- Youth Sports: Expanded offerings include soccer, basketball, tennis, futsal, and flag football

Community and Volunteer Initiatives

- Booker T. Anderson Center Renovation: **Engaged 50+ volunteers and nonprofits** to prepare for its grand reopening after a 4-year closure
- Parchester Mural Project: **580 volunteers** contributed **1,500+ hours** to create a community mural during six paint days

Senior Programs and Nutrition (Senior Center & Senior Annex)

- Added three new programs: Morning Circle Chat, Gardening, and Joy of Knitting
- Reopened Senior Nutrition Program, **servicing over 400 meals monthly**



COMMUNITY SERVICES

Recreation



Delivered 12 major events, including:

- 3rd of July Fireworks
- Annual Tree Lighting
- Black History Luncheon and Chinese New Year Celebration
- Spring Egghunts and Floating Pumpkin

Unique Outdoor and Educational Experiences

- Overnight Camping: Provided free equipment and experiences at San Luis Reservoir
- Safari West: **42 residents explored wildlife conservation** and environmental education
- Family Bay Cruise: **22 residents participated in an educational 3-hour cruise**
- Santa Cruz Beach Boardwalk: **55 residents enjoyed games and rides**

Infrastructure and Accessibility

- Mobile Recreation Unit: Brought recreational activities to local parks and events, including farmers markets
- Increased auditorium rentals for concerts, job fairs, and workshops

COMMUNITY SERVICES

Transportation



- Completed the replacement of aging gas-fueled paratransit fleet with state-of-the-art electric vans
- Expanded the Zero-Emission Citywide Shuttle Service, Richmond Moves, from serving to include additional areas within the City (9 sq. miles to 19 sq. miles). This allows residents to connect to public transit options, school, activities and employment hubs. **Ridership doubled from 10,630 rides in quarter 3 of 2023 to 20,494 rides in Quarter 3 of 2024**
- Continued provide electric micro-mobility services (i.e., bikeshare, Richmond MOVES, and carshare) to underserved areas throughout Richmond to provide alternative transportation options to Richmond residents
- Improved R-Transit (Richmond's paratransit program) service and continued partnership with Lyft to enhance paratransit service coverage, filling gaps in traditional paratransit and improving service reliability for those with mobility needs
- Utilized Richmond Moves software to increase efficiency and to provide additional local travel options for R-Transit clients

ECONOMIC DEVELOPMENT

Arts and Culture

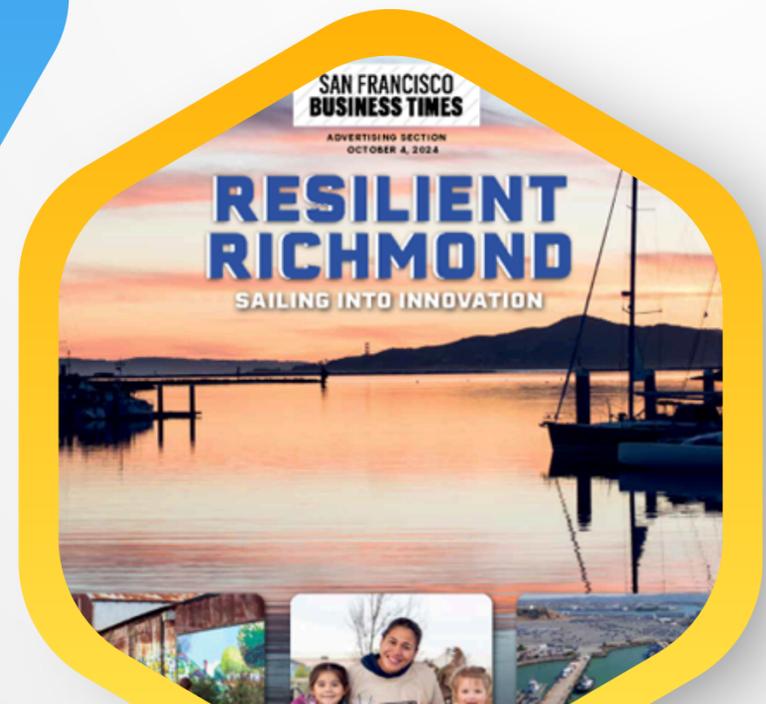
- **Commissioned 5 artists for public art at Shields Reid**, encompassing mosaic tiles, murals, sculptures, and photos have completed after school projects mosaic tile, mural, architecture, photography and sculpture
- Solicited new art sculpture projects, including a **\$100,000 Kennedy Park project** and a **\$200,000 IMTT Developer project**, with Richmond Art & Culture Center recommendations set for December
- Finalized a **\$350,000 art contract to complete the Parchester Village Mural project**
- Negotiated key details (copyright, insurance, permits) for the Allen Brothers mural and mosaic tile project, selecting both a muralist and tile artist
- Completed Neighborhood Public Art (NPA) Mini Grant contracts



ECONOMIC DEVELOPMENT

Business Development

- Championed the transformation of the Taste of Richmond 2024, guiding the Economic Development Commission into a dynamic "Restaurant Week."
- Executed an agreement with the Richmond Farmers Market to operate the Mobile Vendor Plaza and other open-air markets
- Produced the 2024 San Francisco Business Times insert focused on celebrating and sustaining a resilient Richmond



ECONOMIC DEVELOPMENT

Business Development

- Received \$600,000 grant to launch the City of Richmond's Cannabis Equity Program Grant, verifying over 10 applicants as equity-eligible fostering fairness in the cannabis industry and addressing the residual impacts of previous policies that implicitly caused adverse impacts on marginalized communities
- Kicked off a series of public meetings to discuss and develop the Mobile Vendor Plaza program
- Provided entrepreneurs dedicated days to connect with city, county health, and operation staff to learn, apply, and provided an on-site demonstration of the Mobile Vendor Plaza program
- Curated internal departmental meetings on improvements for the Mobile Vendor Plaza lot

CITY OF RICHMOND, CA CANNABIS EQUITY INFORMATION



ECONOMIC DEVELOPMENT

Business Development



- Established a business assistance and outreach program to provide community members streamlined business-related support, such as guidance on starting a business and other relative details
- Visited over **50 establishments to connect directly with Richmond's local businesses** and provided targeted support
- Partnered with the Employment and Training Department and local organizations to celebrate Richmond's first Small Business Week
- Focused on the development of a Buy Local Campaign and Facade Improvement Program as part of the \$85 million Transformative Climate Communities Grant to enhance community businesses and prevent displacement
- Launched a partnership with Renaissance Entrepreneurship Center to provide technical assistance, capacity-building services, and **\$300,000 in small business grants** aimed at supporting businesses impacted by the COVID-19 pandemic

ECONOMIC DEVELOPMENT

Environmental Health and Initiatives



- Presented the Green-Blue New Deal Opportunities Report and draft Implementation Plan to City Council
- Installed PurpleAir Monitors at two city facilities in partnership with Groundwork Richmond funded through the California Air Resource Board (CARB)
- Applied for the \$160,000 Energy Efficiency and Conservation Block Grant (EECBG) from the Department of Energy
- Awarded ~\$28,000 CalRecycle Bottle and Can Grant
- Submitted application for the \$650,000 Integrated Climate Adaptation and Resiliency Program (ICARP) Adaptation Planning Grant to update the City of Richmond's Climate Action Plan
- Completed a settlement agreement with Pacific Gas and Electric (PG&E)
 - Total additional revenue generation is estimated at \$3.3M annually and one-time payment of \$800,000
- Hosted an annual community workshop for the City's no cost solar program for low-income homeowners in partnership with the nonprofit GRID Alternatives.
- **Installed 41 No-Cost Solar installations on low-income homes**
- Launched outreach of the Virtual Powerplant Pilot (VPP) Program to GRID in partnership with MCE and Zero Net Energy (ZNE) Alliance to implement Richmond's California Energy Commission grant; **50 Residential and 10 Commercial Richmond customers enrolled in VPP Program**

ECONOMIC DEVELOPMENT

Environmental Health and Initiatives



- In partnership with Marin Clean Energy(MCE), Zero Net Energy (ZNE) Alliance, EcoShift, RCF Connects, and other grant partners hosted an open house of a Zero Net Energy Home funding through a California Energy Commission Grant
- Presented about the Richmond's Health in All Policies at the Annual International City/County Management Association (ICMA) Conference
- Partnered with Transformative Climate Community (TCC) Partners, Richmond Bicycle and Pedestrian Committee local organizations, and businesses to host Bike to Whenever Day Energize Stations
- Presented to the Economic Development Commission (EDC) about Richmond's Food Ware Ordinance and related State laws
- Hosted two Recycling Refresher workshops for City staff
- **Hosted community litter clean up in the Santa Fe neighborhood with 11 volunteers** collecting 18 bags of litter
- Applied for a \$20 million Community Change Grant funded by the Environmental Protection Agency (EPA) in partnership with the Alliance of Californians for Community Empowerment (ACCE) Institute, Building Decarbonization Coalition, Marin Clean Energy, and **GRID Alternatives to electrify 40-80 homes** while also improving indoor air quality and green energy job training for local residents

ECONOMIC DEVELOPMENT

Port

- Completed Capital improvement project painting, welding of letters of historical building at 1322 and 1325 Canal Blvd to protect buildings from environmental corrosion
- Completed the **Terminal 3 construction of 202,371 SF manufacturing warehouse with underground utilities and concrete tilt-up wall panels**
- Completed weed abatement around Port area
- Designed the installation of shore power
- Installed Flock cameras at the Port Point Potrero Marina Terminal (PPMT)
- Began Capital Improvement Projects (CIP) pavement and infrastructure improvements of Point Potrero Marine Terminal (PPMT)
- Extended the Auto Warehouse Company lease
- Completed Bond payments
- Hosted Innovation Norway: a Norwegian delegation focused on maritime and offshore wind
- Hosted and toured the East Bay Economic Development Alliance
- Completed Request for Proposal for facilities condition assessment
- Completed Bathymetric Survey in preparation for dredging of City terminals
- Completed a Bloomberg Harvard City Leadership Initiative – focused on the Innovation Track, with the Port of Richmond as the focused topic of the program



ECONOMIC DEVELOPMENT

Richmond Housing Authority

- Entered into an agreement for the new construction of Nevin Plaza II and initiated the environmental review
- Completed the Annual Plan and submitted the Cost Allocation Plan to US Department of Housing and Urban Development (HUD) for review
- Issued a Request for Proposals for the Disposition and Development of Nystrom Village
- Continued the implementation of the Public Housing Authority Recovery and Sustainability (PHARS) agreement between the United States Department of Housing and Urban Development (HUD), City of Richmond, and the Richmond Housing Authority (RHA)



ECONOMIC DEVELOPMENT

Richmond Housing Authority

- Maintained and repositioned RHA assets
- Monitored Nevin Plaza rehabilitation construction and relocation process on 138-unit senior housing project
- Completed the City auditing process of RHA backlog of financial audits for 2017, 2018, and 2019, and submitted to HUD unaudited financial data through 2023



FIRE DEPARTMENT

Administration/Support

- Promoted 1 Fire Chief, 1 Battalion Chief, 3 Fire Captains, 2 Engineers, 3 Fire Inspectors, Hired 7 Fire Fighters, and Hired 1 Administrative Aide
- Led a tour of the Richmond Fire Training Center with U.S. Representative John Garamendi in attendance, discussing the site's history, current operations, future plans, and funding needs
- Continued to work on upgrading the Computer Aided Dispatch (CAD) system of the department
- Initiated the design and acquisition process for a new fire apparatus
- Provided on-demand Behavioral Health Critical Incident Stress Management Support, Operational Stress First Aide, and Peer Support
 - Total Program Utilization Rate: 92 percent

Suppression

- Responded to 15,150 calls for service
- Attended 40+ public education events, career fairs, and community events
- Held an Open House at Station 64



FIRE DEPARTMENT



Training

- Appointed a Training Director to oversee the department's fire suppression, rescue, apparatus operations and Emergency Medical Services training program
- Conducted a Fire Engineer Academy in preparation for the Fire Engineer Promotional Assessment
- Commenced the Richmond-El Cerrito Joint Recruit Academy graduating eight (8) Richmond recruits and three (3) El Cerrito recruits

Prevention

- **Conducted 2,902 Very High Fire Hazard Severity Zone (VHFHSZ) inspections**
- **Performed 1,411 Fire and Life Safety Inspections**
- **Performed 84 Fire Trail & Access Road Inspections**



FIRE DEPARTMENT

Office of Emergency Services



- Supported the City (co-applicant) and Pogo Park (main applicant) in securing a \$10 million grant from the State of California Strategic Growth Council in the first quarter of 2024 to develop Harbor Hall as a Community Resilience Hub in the Iron Triangle neighborhood
- **Graduated 14 Community Emergency Response Team (CERT) volunteers in Spring 2024**
- Developed the City's Local Hazard Mitigation Plan in accordance with State and Federal requirements

INTERNAL SERVICES



Finance

- Developed and administered Annual FY2024-2025 Operating Budget and five-year Capital Improvement Plan Adopted on June 24, 2024
- City Credit Rating:
 - **Upgraded to A3 from Baa2 by Moody's.**
 - **Upgraded to AA- from A- by Standard & Poor's**
- Grants Received:
 - **Awarded 150 grants totaling ~ \$280 million** across multiple departments and multiple funds



INTERNAL SERVICES

Human Resources

111 individuals hired in 2024

90 employment list were established

65 promotions

- Expanded the City's training program to include four training curricula, comprised of Public Works Training and Development Plan, City of Richmond Employee Institute, Leadership Academy, and Race Equity Plan University designed to upskill employees, promote professional growth, and enable supervisors and managers to lead their teams effectively
- Held an All-Employee Recognition event to relaunch service awards and introduced recognition "Rosie-grams" to celebrate and acknowledge staff's everyday accomplishments
- Held the Wellness & Open Enrollment Fair to provide information to employees about their benefits
- Conducted a comprehensive review and update of key policies, including Family, Medical, and Pregnancy Leave, lactation accommodation, and equal opportunity, to enhance compliance, accessibility, and employee support



INTERNAL SERVICES

Information and Technology



- Initiated the implementation of iMS – the City’s new land management software which replaces TRAKiT
- Upgraded the City’s Fire stations to fiber improving reliability and speed
- Worked with contractors to replace the legacy campus CCTV cameras with improved camera views
- Worked collaboratively with vendors and City staff to successfully upgrade the City Council Chambers audio/video systems, including improved interactive in-person and hybrid meetings



INTERNAL SERVICES

Information and Technology



- Collaborated with the City Manager's Office, Mayor's Office, and Economic Development Department to refresh the City's website improving the ease of use for navigation and improved Americans with Disabilities Act (ADA) capabilities
- Modernized and managed the City's enterprise Geographic Information System (GIS) system, Website and Social Media Management, Open Data System, to provide efficient digital initiatives for process improvements
- **Developed over 170 billboard "Datanet" screens** for the KCRT Government Television channel, and for social media publishing during the fiscal year 2024



POLICE DEPARTMENT

- Hosted over 600 community members at the police department for our annual “Cops and Goblins” Halloween open house
- Partnered with local faith-based non-profits and churches in the annual “Faith in Blue” event.
- Volunteered at the Bay Area Rescue Mission preparing meals for mission residents and organizing donated clothes at the Rescue Mission’s donation warehouse



POLICE DEPARTMENT



- Offered professional counseling services specifically geared towards the challenges and stressors faced in law enforcement
- **Hosted 18 community members (7th cohort) with an eight-week intensive into the inner workings of the Richmond Police Department's Community Police Academy**
- Fully staffed parking enforcement unit, with **2 newly added positions** so we can better serve the parking and traffic needs of our community



POLICE DEPARTMENT



Number of homicides reported in 2024: 11

- Sworn and Non-Sworn Personnel:
 - **21 sworn officers hired**
 - **13 non-sworn professional personnel hired**
- Officer Retention stats for 2024:
 - 146 authorized sworn staff with 124 currently filled (22 vacancies)
 - 73 authorized professional staff with 52 currently filled (21 vacancies)
 - 13 sworn officers separated service with the City (7 resigned, 4 retired, 2 terminated)
 - Of the 21 newly hired sworn staff we have a net gain of 8 sworn staff



PUBLIC WORKS

Operations & Maintenance

Paving and Infrastructure Projects

Road Maintenance:

- Slurry sealed 22 miles (400,000 sq. yards)
- Paved 2.33 miles (45,000 sq. yards)

Construction Completed on Major CIP Projects

- Active Transportation Program Quick Builds: Cutting Hoffman and Harbour Way S. Cycle Track
- Booker T. Anderson Community Center:
 - Fire Restoration (Phase 1)
 - HVAC Renovation (Phase 2)
- Yellow Brick Road and Greenway Rehab
- Santa Rita Road Stabilization and Rheem Creek Flood Risk Reduction

Lighting Improvements

- Installed solar lighting at City Hall Plaza and Castro Street (pilot program)
- Replaced missing streetlights along Atlas Road
- Began working to re-energize lighting on Cutting Boulevard after vandalism



PUBLIC WORKS

Operations & Maintenance



Trash Clean-up and Abatement:

- Cleared 3,136 tons from 12,600 site visits
- Removed 422 tons from 145 encampments
- Collected 585 tons during 38 neighborhood cleanups

Weed Abatement:

- 100 locations cleared
- 1,722+ hours spent to clear medians, roadsides, and other public right of ways

Graffiti Abatement:

- Removed 2460 tags from 1700 locations

Staffing and Resources:

- Hired 25 new employees in 2024 to support department operations

THANK YOU!

