

Internal



SUPPLEMENTAL AGENDA MATERIAL for Supplemental Packet 1

Meeting Date: July 29, 2025

Item Number: 25

Item Description: Berkeley Green New Deal: Workforce Development

Submitted by: Councilmember Taplin

- Changing recommendation to “refer to the city manager the assessment of potential ways for the city to increase its participation in the Alameda County Workforce Development Board”
 - Editing the Financial Implications section to reflect reduced costs
 - Editing the Environmental Sustainability and Climate Impacts section to N/A
- Removing language not related to workforce development in the Current Situation and Its Effects + Background sections (from previous bigger GND item)
 - Removing original attachments 3 and 4 as they are not related to workforce development



CONSENT CALENDAR
July 29, 2025

To: —Honorable Mayor and Members of the City Council

From: Councilmember Taplin (Author), Councilmember Lunaparra (co-sponsor),
Councilmember Bartlett (co-sponsor), Councilmember Tregub (co-sponsor)

Subject: —Berkeley Green New Deal: Workforce Development

RECOMMENDATION

Refer to the City Manager the assessment of potential ways for the city to increase its participation in the Alameda County Workforce Development Board a feasibility analysis and request for recommendations for possible models to either establish a green workforce development board within the City of Berkeley or strengthen the alignment between City of Berkeley and community partner programs and the Alameda County Workforce development board to create pathways to gainful employment in green industries and accelerate the transition to a fossil-free local economy.

POLICY COMMITTEE RECOMMENDATION

On June 10th, 2025 the Land Use, Housing, & Economic Development Committee adopted the following action: M/S/C (Tregub/Lunaparra) to send the item to the City Council with a qualified positive recommendation that Council adopt the item and that the item be revised to include a referral to the budget process, clarify and make explicit that the full-time employee (“FTE”) is either an in-house City of Berkeley employee or is a privately funded employee not on the City’s payroll, and include a privately funded alternative to a full-time City employee when creating the budget referral. Vote: All Ayes.

FINANCIAL IMPLICATIONS

Staff time TBD, est. \$125,000 for 1 FTE Senior Planner. Planning staff estimates that capacity for additional Specific Area Plan work to be available in Fiscal Year 2025 at the earliest. Currently, San Pablo Avenue Specific Area Plan work is supported by grant funding from the Metropolitan Transportation Commission’s Priority Development Area (PDA) program. Other grant funding opportunities, such as the Priority Conservation Area (PCA) and Priority Production Area (PPA) programs, or the California Strategic Growth Council’s Transformative Climate Communities program, may also be available in future grant cycles and costs related to researching.

CURRENT SITUATION AND ITS EFFECTS

~~Just Transition Framework for West Berkeley Plan~~Berkeley Green New Deal Workforce Development
CONSENT CALENDAR

~~Since the passage of SB 1000 (2016), California Government Code Section 65302(h) requires an Environmental Justice Element and/or related Elements in municipal General Plans to:~~

~~(A) Identify objectives and policies to reduce the unique or compounded health risks in disadvantaged communities by means that include, but are not limited to, the reduction of pollution exposure, including the improvement of air quality, and the promotion of public facilities, food access, safe and sanitary homes, and physical activity.~~

~~(B) Identify objectives and policies to promote civic engagement in the public decisionmaking process.~~

~~(C) Identify objectives and policies that prioritize improvements and programs that address the needs of disadvantaged communities. (See Attachment 6)~~

~~The City of Berkeley has incorporated Environmental Justice policies in its plans, most recently in its 2023 Housing Element Update. However, many area plans such as the most recent update to the West Berkeley Plan, adopted in 2011, predate SB1000 requirements.~~

~~This contributes to a growing need to update area planning with recent accomplishments including: a renewed Development Agreement with Bayer (formerly Miles Corp) in 2021, which funded a West Berkeley Fund for community infrastructure and resilience; removal of minimum parking requirement; expansion of Research and Development (R&D) uses to Manufacturing zones, including development of a Manufacturing – Research & Development (M-RD) zone; development of a San Pablo Avenue Specific Area Plan. While no single policy change will be a silver bullet, these and future efforts must inevitably also mitigate the impacts of anthropogenic climate change such as rising groundwater; and the overall increasing risk of flooding, fires, and other natural disasters due to anthropogenic climate change.~~

The increasing local demand for services and environmental mitigations, in tandem with historic investments in green energy and advanced manufacturing through the Inflation Reduction Act and the CHIPS and Science Act, present a major opportunity for the local community to reap the rewards of these challenges through workforce development. These targeted investments are intended to reduce consumer price inflation and eliminate lifecycle carbon emissions by rebuilding the material inputs of goods and services in the economy from lower-cost and renewable energy sources. However, advanced manufacturing sectors are also facing acute workforce shortages in strategically significant goods such as semiconductors and lithium-ion batteries, with significant federal initiatives underway to address them.

In partnership with the UC Berkeley College of Environmental Design, UC Chancellor's Office, and McGee Avenue Baptist Church, the District 2 Council Office supported field research and stakeholder outreach in the local community to determine top priorities for a Just Transition, and echoing President Biden's position on tackling climate change

(“jobs, jobs, jobs”), most responses focused on the need for gainful employment and income support. These are related but distinct goals: while cash transfer programs such as a basic income may be necessary to address short-term needs, education and career development also can provide a sense of community belonging and self-actualization independent of monetary compensation. Accordingly, workforce development has been central to the City Council’s reparative justice efforts, including support for Career Technical Education in the Bayer Development Agreement (see footnote 4) and a referral to study municipal support for reentry employment.

While the City of Oakland and the City of Richmond both have municipal Workforce Development Boards that allocate federal Workforce Innovation and Opportunity Act (WIOA) grants and offer America's Job Centers of California (AJCC) services, Berkeley residents can only rely on the Alameda County Workforce Development Board for these services. The above Workforce Development Boards, along with the Contra Costa County Workforce Development Board, have jointly adopted a 2021-2024 Regional Plan under East Bay Regional Planning Unit as EastbayWorks. Research in a forthcoming paper from Cuiffo & Sarkodie (2024) finds that this has resulted in a significant gap in workforce development outlays per capita.

Berkeley investing local funds into workforce development to bridge this gap would have significant reparative justice benefits, as the EastbayWorks 2021-2024 Regional Plan identifies low-income communities at risk of displacement concentrated in West Berkeley, and at least 25% of Alameda County’s largest employers located in the City of Berkeley.

~~Research for an Environmental Justice Element would thus naturally overlap with implementation of Just Transition principles vis a vis workforce development.~~

~~Establishing an Environmental Justice Element in the General Plan pursuant to California Government Code Section 65302(h) is a Strategic Plan Priority Project, advancing our goal to: be a global leader in addressing climate change, advancing environmental justice, and protecting the environment.~~

BACKGROUND

Just Transition Principles

On December 14, 2021, the Berkeley City Council adopted Resolution No. 70,171–N.S. “Resolution Committing the City of Berkeley to a Just Transition from Fossil Fuels and the Creation of a West Berkeley and South Berkeley Green New Deal” as revised (see Attachments 1 and 2). A Just Transition framework for West Berkeley Plan Amendments should be developed such that civil engagement and centering the needs of disadvantaged communities comprise an interrelated process.

The District 2 Council Office has convened several meetings of a West Berkeley Green New Deal Ad Hoc Working Group, whose work is still ongoing. The Ad Hoc Working Group expressed consensus that heavily impacted and disadvantaged communities that

should be centered in a Just Transition include, at a minimum: **seniors; unhoused residents; low-income households; disabled or mobility-impaired residents; Black, Indigenous, and People of Color (BIPOC); and LGBTQIA+ residents.**

The transition away from fossil fuels must ensure that the most vulnerable in our society are protected from both the turbulence of restructuring our entire economy and the effects of global warming that the community is already facing. The core premise is: “Transition is inevitable. Justice is not.” The environmental justice movement calls this approach to the climate crisis a “Just Transition.”

Transition is inevitable. In macroeconomic terms, any government actively working to change the composition of household consumer demand (e.g. rapid industrialization amid World Wars, a green transition, etc) will face significant distributional problems from shocks to energy and raw material costs, which manifest in price levels and/or rationing. We are already confronting such shocks locally and globally. As recent inflationary episodes and supply shocks following the COVID-19 pandemic and the 2022 Russian invasion of Ukraine have demonstrated, reliance on the fossil fuel economy increasingly undermines price stability. Just Transition principles are partially intended to proactively mitigate both the threat of wage deflation for households depending on labor income from fossil fuel industries, and the inflationary pressures of unprecedented supply shocks. In a complementary framework, the Green New Deal proposed by Democratic lawmakers, some aspects of which have been passed in the Inflation Reduction Act of 2022, was designed to increase domestic high-road employment and capacity in green energy industries to manage this transition equitably.

A Just Transition is possible. While fossil fuel supply chains must end, other resilient supply chains must replace our community’s changing needs. Renewable energy and electricity transmission will have to grow to meet increasing demands for vehicle and building electrification to replace petroleum and natural gas; batteries, solar panels, and wind farms must replace oil rigs and coal mines. Californians will have to shift at least 25% of their automobile trips to other modes of transportation while converting the rest to electric vehicles, aided by more energy-efficient housing, public transit, and e-bike access. All of this will be made possible in part by Berkeley’s growing innovation ecosystem of high-wage STEM employment in green energy technology and life sciences. To illustrate, over one third of employees in Alameda County’s growing life sciences sector had no college degree. The federal government is also increasing public sector fiscal capacity for clean energy development through direct pay provisions for municipal and nonprofit entities in the Inflation Reduction Act of 2022.

Just Transition policies are already being enacted globally. For example, in Poland, a 75% decline in coal mining jobs was coupled by a mining social package and special privileges for mining communities. Canada’s efforts to phase out coal-powered electricity have been accompanied by a national stakeholder task force that has traveled the country to hear from Canadians on how to justly shepherd the transition.

Egypt's fuel price increases were paired with minimum wage boosts, food stipends, and progressive taxation.

The Climate Justice Alliance, a climate organization at the forefront of the fight for a Just Transition, lays out the following Just Transition principles:

A Just Transition moves us toward Buen Vivir

Buen Vivir means that we can live well without living better at the expense of others. Workers, community residents, women and Indigenous Peoples around the world have a fundamental human right to clean, healthy and adequate air, water, land, food, education and shelter. We must have just relationships with each other and with the natural world, of which we are a part. The rights of peoples, communities and nature must supersede the rights of the individual.

A Just Transition creates Meaningful Work

A Just Transition centers on the development of human potential, creating opportunities for people to learn, grow, and develop to their full capacities and interests. We are all born leaders, and a regenerative economy supports and nurtures that leadership. In the process, we are transforming ourselves, each other, our communities, and our society as a whole. Meaningful work is life-affirming.

A Just Transition upholds Self Determination

All peoples have the right to participate in decisions that impact their lives. This requires democratic governance in our communities, including our workplaces. Communities must have the power to shape their economies, as producers, as consumers, and in our relationships with each other. Not only do we have the right to self determination, but self determination is one of our greatest tools to realize the world we need. The people who are most affected by the extractive economy — the frontline workers and the fenceline communities — have the resilience and expertise to be in the leadership of crafting solutions.

A Just Transition equitably redistributes Resources and Power

We must work to build new systems that are good for all people, and not just a few. Just Transition must actively work against and transform current and historic social inequities based on race, class, gender, immigrant status and other forms of oppression. Just Transition fights to reclaim capital and resources for the regeneration of geographies and sectors of the economy where these inequities are most pervasive.

A Just Transition requires Regenerative Ecological Economics

Just Transition must advance ecological resilience, reduce resource consumption, restore biodiversity and traditional ways of life, and undermine extractive economies, including capitalism, that erode the ecological basis of our collective well-being. This requires a re-localization and democratization of primary production and consumption by building up local food systems, local

clean energy, and smallscale production that are sustainable economically and ecologically. This also means producing to live well without living better at the expense of others.

A Just Transition retains Culture and Tradition

Capitalism has forced many communities to sacrifice culture and tradition for economic survival. It has also defaced and destroyed land held as sacred. Just Transition must create inclusionary spaces for all traditions and cultures, recognizing them as integral to a healthy and vibrant economy. It should also make reparations for land that has been stolen and/or destroyed by capitalism, colonialism, patriarchy, genocide and slavery.

A Just Transition embodies Local, Regional, National and International Solidarity

A Just Transition must be liberatory and transformative. The impacts of the extractive economy knows no borders. We recognize the interconnectedness of our communities as well as our issues. Therefore, our solutions call for local, regional, national and global solidarity that confronts imperialism and militarism.

A Just Transition builds What We Need Now

We must build the world we need now. This may begin at a local small scale, and must expand to begin to displace extractive practices. We must build and flex the muscles needed to meet our communities' needs.

~~With these frameworks, staff and commissioners can study robust and flexible development standards in the General Plan~~

~~Transportation Demand Management~~

~~The West Berkeley Plan as originally adopted in 1993 was prescient in calling for a "reduction of single occupant automobile trips." The Plan envisioned several mitigations for increased traffic congestion, including implementation of Transportation Demand Management (TDM) plans "to encourage carpooling and vanpooling, walking and bicycle use, the use of transit, flexible scheduling of work hours, and other methods to reduce travel demand[.]"~~

~~However, the Transportation impact mitigations in the Plan are still codified under Level Of Service (LOS) standards, i.e. delay in vehicle throughput. As of 2020, state law requires transportation impacts to be assessed under a Vehicle Miles Traveled (VMT) standard for environmental review, measuring the total volume of traffic. Reducing VMT is of critical importance for Berkeley and the state of California's climate goals, as the California Air Resources Board has illustrated in a 2018 report: "Even if the share of new car sales that are ZEVs [zero emission vehicles] grows nearly 10 fold from today, California would still need to reduce VMT per capita 25 percent to achieve the necessary reductions for 2030." Any amendments to the West Berkeley Plan's Transportation mitigations would have to incorporate the goal of absolute VMT reduction to be consistent with state environmental standards.~~

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

~~In 2006, Berkeley voters approved Measure G, committing to reduce the entire community's greenhouse gas emissions by 80% below 2000 levels by 2050. The City Council approved Berkeley's first Climate Action Plan in 2009.~~

~~The California Air Resources Board released an updated Scoping Plan in 2022. Following this plan, the state of California's goals by 2045 are:~~

- ~~• Cut greenhouse gas emissions by 85% below 1990 levels~~
- ~~• 71% reduction in smog-forming air pollution~~
- ~~• Reduce fossil fuel consumption (liquid petroleum) to less than one-tenth of what we use today—a 94% reduction in demand.~~
- ~~• Create 4 million new jobs.~~
- ~~• Save Californians \$200 billion in health costs due to pollution in 2045.~~

~~All planning efforts must achieve and exceed these thresholds in order to advance Environmental Justice.~~N/A

CONTACT PERSON

Councilmember Taplin, —Council District 2, —510-981-7120

Attachments:

- 1: 2021-12-14 Annotated Agenda - Berkeley City Council Meeting
- 2: 2021-12-14 Item 35 Commit the City of Berkeley to a Just Transition (Supp. 2)
- ~~3: Fact Sheet: The Weight of Cities – United Nations International Resources Panel~~
- ~~4: Senate Bill 1000 (2016)~~
- 35: Workforce Development Recommendations to Advance Berkeley's Green New Deal Policy by Yaa Freemah Sarkodie and Kathryn Cuiffo

**ANNOTATED AGENDA
BERKELEY CITY COUNCIL MEETING
Tuesday, December 14, 2021
6:00 PM**

JESSE ARREGUIN, MAYOR

Councilmembers:

DISTRICT 1 – RASHI KESARWANI
DISTRICT 2 – TERRY TAPLIN
DISTRICT 3 – BEN BARTLETT
DISTRICT 4 – KATE HARRISON

DISTRICT 5 – SOPHIE HAHN
DISTRICT 6 – SUSAN WENGRAF
DISTRICT 7 – RIGEL ROBINSON
DISTRICT 8 – LORI DROSTE

PUBLIC ADVISORY: THIS MEETING WILL BE CONDUCTED EXCLUSIVELY THROUGH VIDEOCONFERENCE AND TELECONFERENCE

Pursuant to Government Code Section 54953(e) and the state declared emergency, this meeting of the City Council will be conducted exclusively through teleconference and Zoom videoconference. The COVID-19 state of emergency continues to directly impact the ability of the members to meet safely in person and presents imminent risks to the health of attendees. Therefore, no physical meeting location will be available.

Live audio is available on KPFB Radio 89.3. Live captioned broadcasts of Council Meetings are available on Cable B-TV (Channel 33) and via internet accessible video stream at <http://www.cityofberkeley.info/CalendarEventWebcastMain.aspx>.

To access the meeting remotely: Join from a PC, Mac, iPad, iPhone, or Android device: Please use this URL <https://us02web.zoom.us/j/83481524655>. If you do not wish for your name to appear on the screen, then use the drop down menu and click on "rename" to rename yourself to be anonymous. To request to speak, use the "raise hand" icon by rolling over the bottom of the screen.

*To join by phone: Dial **1-669-900-9128 or 1-877-853-5257 (Toll Free)** and enter Meeting ID: **834 8152 4655**. If you wish to comment during the public comment portion of the agenda, Press *9 and wait to be recognized by the Chair.*

Please be mindful that the teleconference will be recorded as any Council meeting is recorded, and all other rules of procedure and decorum will apply for Council meetings conducted by teleconference or videoconference.

To submit a written communication for the City Council's consideration and inclusion in the public record, email council@cityofberkeley.info.

This meeting will be conducted in accordance with the Brown Act, Government Code Section 54953. Any member of the public may attend this meeting. Questions regarding this matter may be addressed to Mark Numainville, City Clerk, (510) 981-6900. The City Council may take action related to any subject listed on the Agenda. Meetings will adjourn at 11:00 p.m. - any items outstanding at that time will be carried over to a date/time to be specified.

Preliminary Matters

Roll Call: 6:21 p.m.

Present: Kesarwani, Taplin, Harrison, Hahn, Wengraf, Robinson, Arreguin

Absent: Bartlett, Droste

Councilmember Droste present at 6:22 p.m.

Councilmember Bartlett present at 6:27 p.m.

Ceremonial Matters:

1. Adjourned in Memory of Bob Meola, Peace & Justice Commissioner

City Manager Comments:

The City Manager shared a presentation on the efforts and data reports of the Homeless Response Team.

Public Comment on Non-Agenda Matters: 10 speakers.

Action: M/S/C (Arreguin/Wengraf) to accept supplemental material from Mayor Arreguin on Item 7.

Vote: All Ayes.

Action: M/S/C (Arreguin/Wengraf) to accept supplemental material from Mayor Arreguin on Item 48.

Vote: All Ayes.

Consent Calendar

Public Comment on Consent Calendar and Information Items Only: 20 speakers.

Action: M/S/C (Arreguin/Robinson) to adopt the Consent Calendar in one motion except as indicated.

Vote: All Ayes.

Consent Calendar

- 1. Bayer Healthcare LLC – Amended and Restated Development Agreement**
From: City Manager
Recommendation: Adopt the second reading of Ordinance No. 7,792-N.S. to certify the Final Subsequent Environmental Impact Report, adopt Findings and a Mitigation Monitoring and Reporting Program, and approve the Amended and Restated Development Agreement between the City of Berkeley and Bayer Healthcare LLC.
First Reading Vote: All Ayes
Financial Implications: See report
Contact: Jordan Klein, Planning and Development, (510) 981-7400
Action: Adopted second reading of Ordinance No. 7,792–N.S.
- 2. Amendments to the Berkeley Election Reform Act**
From: Fair Campaign Practices Commission
Recommendation: Adopt the second reading of Ordinance No. 7,793-N.S amending the Berkeley Election Reform Act (BMC Chapter 2.12) to (1) make public financing available to candidates for the offices of Auditor, School Board Director, and Rent Stabilization Board Commissioner, (2) further clarify the use of Fair Elections funds, (3) clarify the requirements for returning unspent Fair Elections funds, (4) add a new process for requesting return of previously repaid Fair Elections funds, and (5) require the FCPC to make a cost of living adjustment to the contribution limit to candidates in January of each odd-numbered year.
First Reading Vote: All Ayes
Financial Implications: None
Contact: Sam Harvey, Commission Secretary, (510) 981-6950
Action: Adopted second reading of Ordinance No. 7,793–N.S.
- 3. Commission Reorganization: Creating the Parks, Recreation, and Waterfront Commission**
From: City Manager
Recommendation: Adopt the second reading Ordinance No. 7,794-N.S. repealing and re-enacting Berkeley Municipal Code Chapter 3.26 to create the Parks, Recreation, and Waterfront Commission, and repealing Berkeley Municipal Code Chapters 3.27 (Children, Youth, and Recreation Commission) and 3.08 (Berkeley Animal Care Commission).
First Reading Vote: Ayes – Kesarwani, Hahn, Wengraf, Robinson, Droste, Arreguin; Noes – None; Abstain – Taplin, Bartlett, Harrison
Financial Implications: See report
Contact: Scott Ferris, Parks, Recreation and Waterfront, (510) 981-6700
Action: Adopted second reading of Ordinance No. 7,794–N.S.

Consent Calendar

- 4. Resolution Making Required Findings Pursuant to the Government Code and Directing City Legislative Bodies to Continue to Meet Via Videoconference and Teleconference**
From: City Manager
Recommendation: Adopt a Resolution making the required findings pursuant to Government Code Section 54953(e)(3) and determining that as a result of the continued threat to public health and safety posed by the spread of COVID-19, City legislative bodies shall continue to meet via videoconference and teleconference, initially ratified by the City Council on September 28, 2021, and subsequently reviewed and ratified on October 26, 2021 and November 16, 2021.
Financial Implications: To be determined
Contact: Farimah Brown, City Attorney, (510) 981-6950
Action: Adopted Resolution No. 70,144–N.S.
- 5. Resolution Reviewing and Ratifying the Proclamation of Local Emergency Due to the Spread of a Severe Acute Respiratory Illness Caused by a Novel (New) Coronavirus (COVID-19)**
From: City Manager
Recommendation: Adopt a Resolution reviewing the need for continuing the local emergency due to the spread of a severe acute respiratory illness caused by a novel (new) coronavirus (COVID-19) and ratifying the Proclamation of Local Emergency issued by the Director of Emergency Services on March 3, 2020, initially ratified by the City Council on March 10, 2020, and subsequently reviewed and ratified by the Council on April 21, 2020, June 16, 2020, July 28, 2020, September 22, 2020, November 17, 2020, December 15, 2020, February 9, 2021, March 30, 2021, May 25, 2021, July 20, 2021, September 14, 2021, and November 9, 2021.
Financial Implications: To be determined
Contact: Farimah Brown, City Attorney, City Attorney’s Office (510) 981-6998
Action: Adopted Resolution No. 70,145–N.S.
- 6. Minutes for Approval**
From: City Manager
Recommendation: Approve the minutes for the council meetings of November 2 (closed), November 4 (special), November 9 (closed and regular), November 16 (closed and regular), November 18 (closed) and November 30 (closed and regular).
Financial Implications: None
Contact: Mark Numainville, City Clerk, (510) 981-6900
Action: Approved minutes as submitted.

Consent Calendar

- 7. City of Berkeley's 2022 State and Federal Legislative Platform**
From: City Manager
Recommendation: Adopt a Resolution approving the City of Berkeley's 2022 State and Federal Legislative Platform.
Financial Implications: See report
Contact: Dee Williams-Ridley, City Manager, (510) 981-7000
Action: Adopted Resolution No. 70,146–N.S. as revised in Supplemental Material from Mayor Arreguin introduced at the meeting.
- 8. Extension of Interim Director of Police Accountability Appointment**
From: City Manager
Recommendation: Adopt a Resolution extending the appointment of Katherine J. Lee as Interim Director of Police Accountability and approving an employment contract to be effective January 1, 2022 at an annual salary of \$182,260.65.
Financial Implications: See report
Contact: Dee Williams-Ridley, City Manager, (510) 981-7000
Action: Adopted Resolution No. 70,147–N.S. and to authorize the City Manager to make clarifying corrections on the term of the agreement.
- 9. Protiviti Government Services: Using General Services Administration (GSA) Vehicle for Professional Services Purchase Orders**
From: City Manager
Recommendation: Adopt a Resolution authorizing the City Manager to issue purchase orders with Protiviti Government Services for the purchase of professional services using the General Services Agency's (GSA) purchasing vehicle no. GS-35F-0280X for an amount not to exceed \$70,000 through November 8, 2022.
Financial Implications: General Fund - \$70,000
Contact: Matthai Chakko, City Manager's Office, (510) 981-7000
Action: Adopted Resolution No. 70,148–N.S.
- 10. Formal Bid Solicitations and Request for Proposals Scheduled for Possible Issuance After Council Approval on December 14, 2021**
From: City Manager
Recommendation: Approve the request for proposals or invitation for bids (attached to staff report) that will be, or are planned to be, issued upon final approval by the requesting department or division. All contracts over the City Manager's threshold will be returned to Council for final approval.
Financial Implications: General Fund - \$960,000
Contact: Henry Oyekanmi, Finance, (510) 981-7300
Action: Approved recommendation.

Consent Calendar

- 11. Contract: RLH & Associates for Providing Temporary Governmental Financial Consulting Services for the Finance Department**
From: City Manager
Recommendation: Adopt a Resolution authorizing the City Manager to execute a contract, with any amendments, with RLH Associates for providing temporary governmental financial consulting as required by the Finance Department for an initial term of two years. The total not to exceed contract amount is \$150,000.
Financial Implications: General Fund - \$150,000
Contact: Henry Oyekanmi, Finance, (510) 981-7300
Action: Adopted Resolution No. 70,149–N.S.
- 12. Contract: Valdes and Moreno for Professional Services for the Microbond Financing Pilot Program**
From: City Manager
Recommendation: Adopt a Resolution authorizing the City Manager to execute a contract, with any amendments, with Valdes and Moreno for professional services needed to establish and administer full-services consulting and other services related to a Microbond Financing Program. The total not to exceed amount is \$150,000.
Financial Implications: General Fund - \$150,000
Contact: Henry Oyekanmi, Finance, (510) 981-7300
Action: Adopted Resolution No. 70,150–N.S.
- 13. Contract: Gainey Scientific for Project Management & Consulting**
From: City Manager
Recommendation: Adopt a Resolution authorizing the City Manager to execute a contract and any amendments with Ganey Scientific. (Contractor) to provide project management and consulting services for the Fire Department (Department) from September 13, 2021 to August 31, 2022 in an amount not to exceed \$300,000 with an option to extend for an additional two years, for a total contract amount not to exceed \$900,000.
Financial Implications: See report
Contact: Abe Roman, Fire, (510) 981-3473
Action: Adopted Resolution No. 70,151–N.S.
- 14. Revenue: FY2022 Federal COVID-19 Funding from HHS CARES Act Provider Relief Fund**
From: City Manager
Recommendation: Adopt a Resolution authorizing the City Manager or her designee to accept payments from the Health and Human Services (HHS) CARES Act Provider Relief Fund and to execute any resultant revenue agreements and amendments to conduct and implement mitigation strategies in response to COVID-19 in the estimated amount of \$80,000 for FY 2022.
Financial Implications: See report
Contact: Abe Roman, Fire, (510) 981-3473
Action: Adopted Resolution No. 70,152–N.S.

Consent Calendar

- 15. Revenue Contract: Funding from an Instructional Service Agreement with Los Positas College to support Fire Department Training**
From: City Manager
Recommendation: Adopt a Resolution authorizing the City Manager or her designee to enter an Instructional Service Agreement (ISA) with Los Positas Community College (LPC) to provide contract instruction, assessment, and counseling services from July 20, 2021, to July 19, 2024 for an amount not to exceed \$250,000 per fiscal year.
Financial Implications: See report
Contact: Abe Roman, Fire, (510) 981-3473
Action: Adopted Resolution No. 70,153–N.S.
- 16. Contract: Statewide Prevention and Early Intervention Project Participation Agreement - California Mental Health Services Authority**
From: City Manager
Recommendation: Adopt a Resolution authorizing the City Manager or her designee to execute a Participation Agreement and any amendments with the California Mental Health Services Authority (CalMHSA) to allocate Mental Health Services Act (MHSA) funds in the amount of \$65,956 to participate in the Statewide Prevention and Early Intervention (PEI) Project, for a total amount not to exceed \$65,956 through June 30, 2022.
Financial Implications: See report
Contact: Lisa Warhuus, Health, Housing, and Community Services, (510) 981-5400
Action: Adopted Resolution No. 70,154–N.S. as revised by the city Manager in Supplemental Communications Packet #2.
- 17. Contract: 2022 Community Services Block Grant**
From: City Manager
Recommendation: Adopt a Resolution authorizing the City Manager or her designee to accept the Community Services Block Grant (CSBG) Contract Number 22F-5001 for the amount of \$274,202 to provide services for low-income people for the period January 1, 2022 to May 31, 2023.
Financial Implications: See report
Contact: Lisa Warhuus, Health, Housing, and Community Services, (510) 981-5400
Action: Adopted Resolution No. 70,155–N.S.

Consent Calendar

- 18. Resolution Authorizing an Amendment to the Miscellaneous CalPERS Contract Pursuant to California Government Code 20516**
From: City Manager
Recommendation: Adopt a Resolution revising Resolution No 70,081 N.S to initiate a process to amend the contract between the Board of Administration, California Public Employees' Retirement System and the City Council for the City of Berkeley pursuant to California Government Code 20516 to effectuate changes to the cost sharing agreement between the City and Unrepresented PEPRA members in the Unrepresented Employees Group.
Financial Implications: See report
Contact: Donald E. Ellison, Human Resources, (510) 981-6800
Action: Adopted Resolution No. 70,156–N.S.
- 19. Contract 32100185 Amendment: Digital Hands for Endpoint Detection and Response (EDR) Monitoring**
From: City Manager
Recommendation: Adopt a Resolution authorizing the City Manager to amend contract number 32100185 with Digital Hands, for Cybersecurity Event Monitoring and Security Information and Event Management (SIEM), increasing the previously authorized contract amount by \$381,137, for a total not to exceed amount of \$996,117 from December 15, 2021 to June 30, 2024.
Financial Implications: IT Cost Allocation Fund - \$381,137
Contact: LaTanya Bellow, City Manager's Office, (510) 981-7000
Action: Adopted Resolution No. 70,157–N.S.
- 20. Contract: Alcor Solutions, Inc. for Managed Services and Upgrade Support of the ServiceNow Application**
From: City Manager
Recommendation: Adopt a Resolution authorizing the City Manager to execute a contract and any amendments with Alcor Solutions, Inc. to provide managed support services and upgrade support for the ServiceNow application from July 1, 2022 to June 30, 2024 for an amount not-to-exceed \$300,000.
Financial Implications: IT Cost Allocation Fund - \$300,000
Contact: LaTanya Bellow, City Manager's Office, (510) 981-7000
Action: Adopted Resolution No. 70,158–N.S.
- 21. Contract No. 31900197 Amendment: Accela, Inc. for Software Maintenance**
From: City Manager
Recommendation: Adopt a Resolution authorizing the City Manager to amend Contract No. 31900197 with Accela, Inc., for software maintenance, increasing the amount by \$133,420 for a total not to exceed \$2,192,611 from December 12, 2011 to June 30, 2023.
Financial Implications: Various Funds - \$133,420
Contact: LaTanya Bellow, City Manager's Office, (510) 981-7000
Action: Adopted Resolution No. 70,159–N.S.

Consent Calendar

- 22. Contract No. 114159-1 Amendment: Tyler Technologies, Inc. for Professional Services and Computer Aided Dispatch (CAD) Software**
From: City Manager
Recommendation: Adopt a Resolution authorizing the City Manager to amend Contract No. 114159-1 with Tyler Technologies, Inc. for additional professional services and an extension of the Computer Aided Dispatch (CAD) software, increasing the amount not-to-exceed by \$733,720 for a total contract value not-to-exceed \$2,288,950, and extending the term of the contract through June 30, 2024.
Financial Implications: Various Funds - \$733,720
Contact: LaTanya Bellow, City Manager's Office, (510) 981-7000
Action: Adopted Resolution No. 70,160–N.S.
- 23. Donation: New Fencing for a Dog Park at Aquatic Park**
From: City Manager
Recommendation: Adopt a Resolution accepting a cash donation in the amount of \$26,566 to install fencing for a dog park at Aquatic Park.
Financial Implications: See report
Contact: Scott Ferris, Parks, Recreation and Waterfront, (510) 981-6700
Action: Adopted Resolution No. 70,161–N.S.
- 24. Contract: Cumming Management Group, Inc. for Project Management Services for the African American Holistic Resource Center**
From: City Manager
Recommendation: Adopt a Resolution authorizing the City Manager to execute a not-to-exceed \$900,000 contract with the Cumming Management Group, Inc. for project management services for the African American Holistic Resource Center (AAHRC) for a contract period of January 3, 2021 through June 30, 2025.
Financial Implications: Various Funds - \$900,000
Contact: Scott Ferris, Parks, Recreation and Waterfront, (510) 981-6700
Action: Adopted Resolution No. 70,162–N.S. revised to correct all instances of “January 3, 2021” to “January 3, 2022” in the report and resolution.
- 25. Contract: Get IT Tech – New Electronic Gate System at the Waterfront**
From: City Manager
Recommendation: Adopt a Resolution authorizing the City Manager or her designee to execute a contract with Get IT Tech to provide a new electronic gate system at the Waterfront in an amount not-to-exceed of \$100,000, which includes a contract amount of \$91,748.67 and a 9% contingency in the amount of \$8,251.33, rescinding Resolution No. 69,929-N.S.
Financial Implications: Marina Fund - \$100,000
Contact: Scott Ferris, Parks, Recreation and Waterfront, (510) 981-6700
Action: Adopted Resolution No. 70,163–N.S.

Consent Calendar

26. Contract: Best Contracting Services, Inc. for Fire Station No.3 Re-Roofing Project at 2710 Russell Street. Specification No. 20-11408

From: City Manager

Recommendation: Adopt a Resolution:

1. Approving plans and specifications for the Fire Station No.3 Re-roofing Project, Specification No.20-11408;
2. Accepting the bid of Best Contracting Services, Inc. as the lowest responsive and responsible bidder; and
3. Authorizing the City Manager to execute a contract and any amendments, extensions or other change orders until completion of the project in accordance with the approved plans and specifications, for an amount not to exceed \$326,733.

Financial Implications: Capital Improvement Fund - \$326,733

Contact: Liam Garland, Public Works, (510) 981-6300

Action: Adopted Resolution No. 70,164–N.S.

27. Purchase Order: Arata Equipment Company for one 18-yard Rear Loader

From: City Manager

Recommendation: Adopt a Resolution satisfying requirements of City Charter Article XI Section 67.2 allowing the city to participate in Sourcewell (formerly NJPA) bid procedures and authorize the City Manager to execute a purchase order for one 18-yard rear loader with Arata Equipment Company in an amount not to exceed \$345,000.

Financial Implications: General Fund - \$345,000

Contact: Liam Garland, Public Works, (510) 981-6300

Action: Adopted Resolution No. 70,165–N.S.

28. Authorization for Additional Public Works Commission Meeting in 2021

From: Public Works Commission

Recommendation: Adopt a Resolution authorizing one additional meeting of the Public Works Commission in 2021.

Financial Implications: None

Contact: Joe Enke, Commission Secretary, (510) 981-6300

Action: Adopted Resolution No. 70,166–N.S.

Council Consent Items

- 29. Allocating Remainder of Berkeley Relief Fund**
From: Mayor Arreguin (Author), Councilmember Robinson (Co-Sponsor), and Councilmember Bartlett (Co-Sponsor)
Recommendation: Adopt a Resolution accepting a \$28,142.38 payment from the East Bay Community Foundation of funds raised by the Berkeley Relief Fund and authorizing the City Manager to allocate these funds to the following:
\$10,000 to the Starry Plough Pub and Music Venue
\$18,142.38 to the Eviction Defense Center for the Housing Retention Program
Financial Implications: Berkeley Relief Fund - \$28,142.38
Contact: Jesse Arreguin, Mayor, (510) 981-7100
Action: Adopted Resolution No. 70,167–N.S.
- 30. Eleventh Annual Martin Luther King Jr. Celebration: City Sponsorship and Relinquishment of Council Office Budget Funds to General Fund and Grant of Such Fund**
From: Mayor Arreguin (Author), Councilmember Taplin (Co-Sponsor), Councilmember Bartlett (Co-Sponsor), and Councilmember Hahn (Co-Sponsor)
Recommendation: 1. Adopt a Resolution co-sponsoring the 11th Annual Martin Luther King Jr. Celebration Breakfast on January 17, 2022.
2. Adopt a Resolution approving the expenditure of an amount not to exceed \$500 per Councilmember including \$500 from Mayor Arreguin, to the Berkeley Rotary Endowment, the fiscal sponsor of the 11th Annual Martin Luther King Jr. celebration, with funds relinquished to the City's general fund for this purpose from the discretionary Council Office Budgets of Mayor Arreguin and any other Councilmembers who would like to contribute.
Financial Implications: See report
Contact: Jesse Arreguin, Mayor, (510) 981-7100
Action: 1. Adopted Resolution No. 70,168–N.S. (MLK Jr. Breakfast) 2. Adopted Resolution No. 70,169–N.S. (Expenditure) amended to include contributions from the following Councilmembers up to the amounts listed: Councilmember Harrison - \$250; Councilmember Wengraf - \$250; Councilmember Hahn - \$300; Councilmember Kesarwani - \$100; Councilmember Robinson - \$100.
- 31. Resolution in Support of Bay Adapt: Regional Strategy for a Rising Bay**
From: Mayor Arreguin (Author) and Councilmember Hahn (Co-Sponsor)
Recommendation: Adopt a Resolution in support of Bay Adapt: Regional Strategy for a Rising Bay.
Financial Implications: See report
Contact: Jesse Arreguin, Mayor, (510) 981-7100
Action: Councilmembers Harrison and Taplin added as co-sponsors. Adopted Resolution No. 70,170–N.S.

Council Consent Items

- 32. Referral to the City Manager to Streamline Accessory Dwelling Unit (ADU) Permit Review and Approval** *(Reviewed by the Land Use, Housing and Economic Development Policy Committee)*
From: Councilmember Rashi Kesarwani (Author) and Councilmembers Susan Wengraf, Lori Droste, and Ben Bartlett (Co-Sponsors)
Recommendation: Refer to the City Manager to streamline the Accessory Dwelling Unit (ADU) permitting process in order to reduce staff time spent on review and enhance customer service. Further, assess effectiveness of process improvements specified below by reviewing over time: the number of ADUs permitted, average amount of staff time spent on ADU permit review, and permit fee levels. Recommend that the City Manager develop for Planning staff use an ADU Universal Checklist and accompanying user-friendly webpage:
ADU Universal Checklist. A clear set of universal guidelines and construction requirements should be developed among staff from Planning (both Land Use and Building and Safety Divisions), Fire, and Public Works Departments that is easy to follow in order to eliminate (or significantly reduce) the need for multiple departments to review ADU permit applications and for multiple rounds of review by the same department. The Universal Checklist should be a single document utilized by (1) all City staff to review ADU permit applications and (2) by customers to understand code requirements and development standards. The Universal Checklist should enable all City staff and customers to have the same clear understanding of all of the requirements that, if adhered to, would expedite the permitting process and lead to lower permit fees over time. *Progress To Date:* Recently, the City of Berkeley's Planning Department has added both a Single-Family ADU/JADU Checklist and a Multi-Family ADU Checklist which clearly delineate development standards as adopted by the State of California, effective January 1, 2020. An ADU Universal Checklist would take these checklists one step farther by including current amendments to Berkeley's local ADU ordinance (once adopted) as well as the full list of fire and safety code requirements.
Accompanying User-Friendly Webpage. As a companion to the ADU Universal Checklist, the City should also create a user-friendly webpage for customers (and prospective customers) with up-to-date information that provides clarity and greater certainty about the process and expected timeline for the creation of an ADU or Junior ADU, which is within a main dwelling unit.
At a minimum, the webpage should include: A list of relevant fees and expected payment amounts for permits, inspections, and other requirements;
Plan requirements, worksheets, and projected timelines for each step of the process;
and Consolidated up-to-date state and local regulations that are easy to understand. *Progress To Date:* The City now has a dedicated webpage that contains: A Graphic Summary; Table of our local ADU ordinance; An ADU flow-chart detailing allowable development standards; A Single-Family ADU/JADU Checklist; A Multi-Family ADU Checklist; Deed Restrictions Forms; A list of Impact Fees.
Additional information that could prove useful to prospective residents, builders and architects includes: Links to fire safety and emergency access requirements; A list of site conditions that do not warrant easy installation of an ADU; A list of Frequently Asked Questions; Additional frequently requested Planning and Development forms,

Council Consent Items

such as our Tree Protection Instructions and Creek Protection Instructions forms, and our Public Works Engineering forms pertaining to Curbs, Gutters, Sidewalks and Driveway Approaches listed elsewhere on the City of Berkeley website; Information about financing options; and Links to additional resources, such as The Casita Coalition, an organization that disseminates information on policies and programs, best practices, and resources throughout the state.

Recommend that the City Manager consider adoption of the following two best practices: Pre-Approved ADU Design Plans. Consider development of (1) free ADU designs available to download--of varying sizes and styles--that already conform to all City and state requirements and safety codes; and/or (2) a list of vendors with architectural designs, construction drawings, or pre-fabricated units that have already been approved by the City.

ADU Ally. Consider creation of a single point of contact e-mail address dedicated to serving those interested in ADU construction, along the lines of an "ADU Ally." The ADU Ally would be a customer-facing staff person(s) who is an expert on all current state and local ADU regulations and acts as an ally to customers through the planning and building process. Currently, our Planning Department does have a team of planners with an expertise in ADU laws and requirements, although the public lacks an easy and efficient way to access this team.

Policy Committee Recommendation: On November 4, 2021 the Land Use, Housing and Economic Development policy committee took the following action: M/S/C (Droste/Robinson) Qualified positive recommendation with direction for the item to be updated to include progress already made in this area as described by the Planning Director.

Financial Implications: See report

Contact: Rashi Kesarwani, Councilmember, District 1, (510) 981-7110

Action: Approved recommendation.

**33. Budget Referral: Pedestrian Crossing Improvements at Ashby and Acton
From: Councilmember Taplin (Author)**

Recommendation: That the City Council refers to the FY2023 budget process the funding of Rectangular Rapid Flashing Beacons (RRFB) at Ashby Avenue and Acton Street.

Financial Implications: See report

Contact: Terry Taplin, Councilmember, District 2, (510) 981-7120

Action: Approved recommendation.

Council Consent Items

- 34. Budget Referral: Russell Street Bicycle and Pedestrian Improvements**
From: Councilmember Taplin (Author)
Recommendation: That the City Council refers to the FY2023 budget process the funding of the following bicycle and pedestrian improvements along Russell Street:
Traffic Circle at Russell & King Street
Cycle Track Crossing at Russell & San Pablo Avenue
Pedestrian Hybrid Beacons at Russell & Sacramento Street
Financial Implications: See report
Contact: Terry Taplin, Councilmember, District 2, (510) 981-7120
Action: Approved recommendation.
- 35. Commit the City of Berkeley to a Just Transition from the Fossil Fuel Economy**
(Reviewed by the Facilities, Infrastructure, Transportation, Environment & Sustainability Policy Committee)
From: Councilmember Taplin (Author), Councilmember Bartlett, Councilmember Hahn, and Mayor Arreguin (Co-Sponsors)
Recommendation: Adopt a resolution (1) committing the City of Berkeley to a Just Transition from the fossil fuel economy, that secures a livable future for all Berkeleyans, combats environmental racism, ensures access to good paying jobs, and cultivates economic and social prosperity for Berkeley in the 21st century and beyond and (2) requiring that all Council reports related to climate include a Just Transition section.
Policy Committee Recommendation: On June 2, 2021, the Facilities, Infrastructure, Transportation, Environment & Sustainability Policy Committee took the following action: M/S/C (Harrison/Robinson) to send the item to Council with a positive recommendation as submitted in the supplemental material and further revised to include a recommendation that all Council reports related to climate include a just transition section.
Financial Implications: None
Contact: Terry Taplin, Councilmember, District 2, (510) 981-7120
Action: Adopted Resolution No. 70,171–N.S. as revised by Councilmember Taplin in Supplemental Communications Packet #2, and further revised at the meeting to be renamed West and South Berkeley Green New Deal.
- 36. Reaffirming the City Council’s Endorsement of a Carbon Fee and Dividend**
From: Councilmember Taplin (Author)
Recommendation: Readopt Resolution No. 67,595–N.S urging the United States Congress to enact a national revenue-neutral carbon tax and send a copy of the resolution to Representative Barbara Lee, Senator Dianne Feinstein and Senator Alex Padilla urging them to take action.
Financial Implications: None
Contact: Terry Taplin, Councilmember, District 2, (510) 981-7120
Action: Adopted Resolution No. 70,172–N.S.

Council Consent Items

37. Health Care Facility Oversight

From: Councilmember Bartlett (Author)

Recommendation: Refer to the City Manager and the Community Health Commission an assessment of the breadth of regulatory control the City of Berkeley can exert on skilled nursing facilities, and create a process of accountability if complaints are found to be substantiated that threaten, or could potentially escalate to the point of threatening, the wellbeing of patients and/or violate federal, state, or local law; the business license of the offending facility will be suspended until the skilled nursing facility submits a report demonstrating rectification of the situation.

Financial Implications: See report

Contact: Ben Bartlett, Councilmember, District 3, (510) 981-7130

Action: Councilmembers Harrison and Hahn added as co-sponsors. Approved recommendation.

38. Consideration of Expansion of Paid Parking to Support the Parking Meter Fund and Improved Pedestrian and Bicycle Facilities

From: Councilmember Hahn (Author), Councilmember Harrison (Co-Sponsor), Councilmember Taplin (Co-Sponsor), and Councilmember Robinson (Co-Sponsor)

Recommendation: 1. Refer to the City Manager and the Transportation Commission to consider the extension of paid metered parking to include all days of the week, paralleling the calendar for off-street parking garages.

2. Consider a pilot, phasing-in, and/or exempting certain areas, and conduct broad outreach to merchants, faith-based and other institutions and organizations, neighborhood groups, and others potentially supported or impacted by change.

3. Consider allocation of potential additional revenues to help offset losses to the Parking Meter Fund incurred during COVID. Once the Fund has recovered, consider allocations to support pedestrian and bicycle facilities to help achieve Berkeley's Climate Action and Vision Zero goals on an accelerated basis.

Financial Implications: See report

Contact: Sophie Hahn, Councilmember, District 5, (510) 981-7150

Action: Approved recommendation.

39. Letter to UC President Michael Drake in Support of Student Researchers United-UAW

From: Councilmember Robinson (Author) and Councilmember Hahn (Co-Sponsor)

Recommendation: Send a letter to UC President Drake and Provost Michael Brown in support of the full recognition of the Student Researchers United-UAW labor union.

Financial Implications: None

Contact: Rigel Robinson, Councilmember, District 7, (510) 981-7170

Action: Councilmembers Harrison and Taplin added as co-sponsors. Approved recommendation.

Council Consent Items

40. Support for H.R. 4194: The People's Response Act

From: Councilmember Robinson (Author) and Councilmember Hahn (Co-Sponsor)

Recommendation: Adopt a Resolution supporting H.R. 4194, the People's Response Act, which would create a Division of Community Safety and provide grants to local governments, state governments, and community-based organizations to support non-carceral approaches to public safety. Furthermore, send a letter of support to Representative Cori Bush, Representative Barbara Lee, Senator Alex Padilla, and Senator Dianne Feinstein.

Financial Implications: None

Contact: Rigel Robinson, Councilmember, District 7, (510) 981-7170

Action: Adopted Resolution No. 70,173–N.S.

Action Calendar

The public may comment on each item listed on the agenda for action as the item is taken up. For items moved to the Action Calendar from the Consent Calendar or Information Calendar, persons who spoke on the item during the Consent Calendar public comment period may speak again at the time the matter is taken up during the Action Calendar.

The Presiding Officer will request that persons wishing to speak use the "raise hand" function to determine the number of persons interested in speaking at that time. Up to ten (10) speakers may speak for two minutes. If there are more than ten persons interested in speaking, the Presiding Officer may limit the public comment for all speakers to one minute per speaker. Speakers are permitted to yield their time to one other speaker, however no one speaker shall have more than four minutes. The Presiding Officer may, with the consent of persons representing both sides of an issue, allocate a block of time to each side to present their issue.

Action items may be reordered at the discretion of the Chair with the consent of Council.

Action Calendar – Public Hearings

Staff shall introduce the public hearing item and present their comments. This is followed by five-minute presentations each by the appellant and applicant. The Presiding Officer will request that persons wishing to speak use the "raise hand" function to be recognized and to determine the number of persons interested in speaking at that time.

Up to ten (10) speakers may speak for two minutes. If there are more than ten persons interested in speaking, the Presiding Officer may limit the public comment for all speakers to one minute per speaker. Speakers are permitted to yield their time to one other speaker, however no one speaker shall have more than four minutes. The Presiding Officer may with the consent of persons representing both sides of an issue allocate a block of time to each side to present their issue.

Each member of the City Council shall verbally disclose all ex parte contacts concerning the subject of the hearing. Councilmembers shall also submit a report of such contacts in writing prior to the commencement of the hearing. Written reports shall be available for public review in the office of the City Clerk.

Action Calendar – Public Hearings

41. **Proposed Ordinance Rescinding Ordinance 7,788-N.S. and Amending Paragraph ‘NN’ of Berkeley Municipal Code Section 19.48.020 (“Amendments to the California Fire Code”) to Restore Language Which Existed Prior to October 26, 2021**

From: City Manager

Recommendation: Conduct a public hearing and upon conclusion, adopt the second reading of an Ordinance No. 7,791-N.S. which rescinds Ordinance 7,788-N.S. and modifies the language of Paragraph ‘NN.’ of Berkeley Municipal Code Section 19.48.020 (“Amendments to the California Fire Code”) by adopting a building standard which is more restrictive than that standard currently contained in the California Fire Code and restores language which existed prior to October 26, 2021.

First Reading Vote: All Ayes

Financial Implications: None

Contact: Abe Roman, Fire, (510) 981-3473

Public Testimony: The Mayor opened the public hearing. 8 speakers.

M/S/C (Arreguin/Robinson) to close the public hearing.

Vote: All Ayes.

Action: M/S/C (Arreguin/Wengraf) to adopt the second reading of Ordinance No. 7,791-N.S.

Vote: All Ayes.

42. **Public Hearing: Implement Residential Preferential Parking (RPP) Program on the 1600 Block of Lincoln Street**

From: City Manager

Recommendation: Conduct a public hearing and upon its conclusion, adopt a Resolution amending Resolution No. 56,508-N.S. Section 25E by adding a subsection to implement Residential Preferential Parking (RPP) on both sides of the 1600 block of Lincoln Street in Area E.

Financial Implications: See report

Contact: Liam Garland, Public Works, (510) 981-6300

Public Testimony: The Mayor opened the public hearing. 1 speaker.

M/S/C (Arreguin/Robinson) to close the public hearing.

Vote: All Ayes.

Action: M/S/C (Arreguin/Bartlett) to adopt Resolution No. 70,174–N.S.

Vote: All Ayes.

Action Calendar – Public Hearings

43. Fees: Vital Records

From: City Manager

Recommendation: Conduct a public hearing and upon conclusion, adopt a Resolution establishing a new fee schedule for Vital Records effective January 1, 2022 and rescinding Resolution No. 70,116-N.S. This fee adjustment is to become effective January 1, 2022 pursuant to Assembly Bill (AB) 128 (Chapter 21, Statutes of 2021), and Health & Safety (H&S) Codes, § 103627, 100425, 100430, and 100435.

Financial Implications: See report

Contact: Lisa Warhuus, Health, Housing, and Community Services, (510) 981-5400

Public Testimony: The Mayor opened the public hearing. 0 speakers.
M/S/C (Arreguin/Wengraf) to close the public hearing.

Vote: All Ayes.

Action: M/S/C (Arreguin/Robinson) to adopt Resolution No. 70,175–N.S.

Vote: All Ayes.

Recess 8:10 p.m. – 8:21 p.m.

Action Calendar – New Business

44. FY 2021 Year-End and FY 2022 First Quarter Budget Update

From: City Manager

Recommendation: Discuss and determine the funding allocations for FY 2022 based on the FY 2021 Excess Equity and Excess Property Transfer Tax for the following: 1) the General Fund Reserves 2) City Manager Budget Recommendations and 3) the Council Budget Referrals approved during FY 2022 to be considered in November 2021.

Financial Implications: See report

Contact: Rama Murty, Budget Office, (510) 981-7000

Action: M/S/C (Arreguin/Robinson) to accept supplemental material from the City Manager on Item 45.

Vote: All Ayes.

Action: M/S/C (Arreguin/Robinson) to suspend the rules and extend the meeting to 11:15 p.m. to complete Items 44 and 45; and to continue Items 46 and 47 to January 18, 2022.

Vote: All Ayes.

Action: 23 speakers. M/S/C (Arreguin/Kesarwani) to adopt the budget recommendations for excess equity as contained in the supplemental materials submitted at the meeting with the amendment that funding of the security cameras is conditioned on development and implementation of a Use Policy prior to deployment and Siting of Cameras in District 1, District 2 and District 8 locations as proposed by the Police Department and at 62nd & King (District 3). Policy will be adopted administratively and presented to the City Council as an off-agenda memo; repayment of the Workers Comp fund will be a top priority in the June budget process.

Vote: All Ayes.

Action Calendar – New Business

45. Amendment: FY 2022 Annual Appropriations Ordinance

From: City Manager

Recommendation: Adopt first reading of an Ordinance amending the FY 2022 Annual Appropriations Ordinance No. 7,779–N.S. for fiscal year 2022 based upon recommended re-appropriation of committed FY 2021 funding and other adjustments authorized since July 1, 2021, in the amount of \$177,309,914 (gross) and \$163,076,585 (net).

Financial Implications: See report

Contact: Rama Murty, Budget Office, (510) 981-7000

Action: 2 speakers. M/S/C (Arreguin/Robinson) to adopt first reading of Ordinance No. 7,795–N.S. as presented in the supplemental materials from the City Manager. Second reading scheduled for January 18, 2021.

Vote: Ayes – Kesarwani, Taplin, Bartlett, Hahn, Wengraf, Robinson, Arreguin; Noes – None; Abstain – None; Absent – Harrison, Droste.

Councilmember Harrison absent 11:10 p.m. – 11:13 p.m.

Councilmember Droste absent 11:10 p.m. – 11:13 p.m.

Action Calendar – Public Hearings

46. Response to City Council Action on October 26, 2021 regarding Short Term Referral for Amendments to Accessory Dwelling Unit (ADU) Ordinance

From: City Manager

Recommendation: Conduct a public hearing and, upon conclusion, adopt the first reading of a local Accessory Dwelling Unit (ADU) Ordinance [Berkeley Municipal Code (BMC) Chapter 23.306] and amendments to relevant Defined Terms [BMC Chapter 23.502.020] in the Zoning Ordinance.

Financial Implications: None

Contact: Jordan Klein, Planning and Development, (510) 981-7400

Action: Item 46 continued to January 18, 2022 including supplemental material from Councilmember Kesarwani.

47. Response to City Council Action on October 26, 2021 regarding Short Term Referral for Amendments to Accessory Dwelling Unit (ADU) Ordinance to Address Public Safety Concerns

From: City Manager

Recommendation: Conduct a public hearing and, upon conclusion, adopt the first reading of a local Ordinance enacting Chapter 12.99 (Accessory Dwelling Units in Wildfire Hazard Areas) Accessory, and amending (BMC) Chapter 23.306.

Financial Implications: None

Contact: Jordan Klein, Planning and Development, (510) 981-7400

Action: Item 47 continued to January 18, 2022 including supplemental material from the City Manager.

Action Calendar – New Business

48. Ratification of Police Accountability Board’s Standing Rules

From: Police Accountability Board

Recommendation: Review and approve Standing Rules of the Police Accountability Board.

Financial Implications: None

Contact: Katherine Lee, Interim Director of Police Accountability, (510) 981-4950

Action: Moved to Consent Calendar. Referred the item to the Police Accountability Board with the revisions submitted at the meeting by Mayor Arreguin.

Information Reports

49. City of Berkeley, State Tobacco Prevention Program (STPP) Overview

From: City Manager

Contact: Lisa Warhuus, Health, Housing, and Community Services, (510) 981-5400

Action: Received and filed.

Public Comment – Items Not Listed on the Agenda - 0 speakers.

Adjournment

Action: M/S/C (Arreguin/Robinson) to adjourn the meeting.

Vote: Ayes – Kesarwani, Taplin, Bartlett, Hahn, Wengraf, Robinson, Arreguin; Noes – None; Abstain – None; Absent – Harrison, Droste.

Adjourned at 11:13 p.m.

Communications – December 14, 2021

Council rules limit action on Communications to referral to the City Manager and/or Boards and Commissions for investigation and/or recommendations. All communications submitted to Council are public record.

Item #41: Proposed Ordinance Rescinding Ordinance 7,788-N.S. and Amending Paragraph ‘NN’ of Berkeley Municipal Code Section 19.48.020 (“Amendments to the California Fire Code”) to Restore Language Which Existed Prior to October 26, 2021

1. Patricia Hart and Hans Stahlschmidt

Support the Berkeley Plastic Bag Ordinance

2. 30 similarly-worded form letters

Solano-Peralta Park

3. Amber Turley
4. Carol Hirth

5. Alyse Jacobson
6. Holly Smith
7. Csilla Kenny
8. Finn Michaelson
9. Mary Foretich
10. Kim Thompson
11. Janice Murota
12. Cherilyn Parsons
13. Jason Gardner & Maureen Phelan

Tenant Opportunity to Purchase Act (TOPA)

- 14.4 similarly-worded form letters

Free Speech

15. Nilang Gor

Alta Bates Hospital

16. Praveen Soo, Chair of the Human Welfare Community Action Commission

Crime Suppression Unit

17. Diana Bohn

Fee Parking at Marina

18. Nancy Bartell

Traffic Safety Enforcement

19. Keith Nickolaus

Hopkins Street Traffic and Placemaking Study

20. Ben, Karen, Chuck, and Liza on behalf of Walk Bike Berkeley
21. Barbara Fritz

Housing & Absentee Investors

22. V. Sommer

Happy Thanksgiving

23. Dirk Neyhart

Leonard Powell

24. Diana Bohn

No masks

25. David Lerman

Elmwood Parking

26. Dona Bretherick

Pilot for Transportation Dept.

27. Sheila Goldmacher

GoBerkeley SmartSpace Parking Pilot

28. Jean H.

Banning Gendered Language

29. Jo Foley

Rapid Rehousing Funding

30. Diana Bohn

November Newsletter

31. Eden I&R

East Bay Community Energy

32. Board of Directors Agenda

Climate Change

33. Thomas Lord

Housing Crisis

34. JE

Supplemental Communications and Reports 1

Item #44: FY 2021 Year-End and FY 2022 First Quarter Budget Update

35. Revised material, submitted by City Manager

36. Elizabeth Dillon

37. Catherine Betts

38. Joshua Miller

39. Leslie Roulias

40. Rachel Gold

41. Norman Gold

42. Mari Vlastos

43. Brick Conway

44. Liz Grubin

45. EJ Holowicki

46. Simona Nass

47. Niccole Blanchet

48. Jessica Jennings

49. Phoebe Tussey

Item #45: Amendment: FY 2022 Annual Appropriations Ordinance

50. Joe Rapoza

51. Julia Goodman
52. Tanya Stiller
53. Michael Rodriguez
54. Susan Black
55. Regina Fletcher
56. 20 similarly-worded form letters

Supplemental Communications and Reports 2

Item #16: Contract: Statewide and Early Intervention Project Participation Agreement – California Mental Health Services Authority

57. Supplemental material, submitted by Health, Housing and Community Services Department

Item #35: Commit the City of Berkeley to a Just Transition from the Fossil Fuel Economy

58. Supplemental material, submitted by Councilmember Taplin

Item #41: Proposed Ordinance Rescinding Ordinance 7,788-N.S. and Amending Paragraph ‘NN’ of Berkeley Municipal Code Section 19.48.020 (“Amendments to the California Fire Code”) to Restore Language Which Existed Prior to October 26, 2021

59. Christina Bucey, Greenfire Law, PC

Item #44: FY 2021 Year-End and FY 2022 First Quarter Budget Update

60. Revised material, submitted by the City Manager’s Office
61. Supplemental material, submitted by the Mayor
62. Angie Garling
63. Sheridan Pauker
64. Alfred Twu
65. Homeless Commission
66. Nathan Tsuizaki
67. Jason Spangenthal
68. Amy Petersen
69. Timothy Burroughs
70. Paku Khan
71. Chizu Hamada
72. Phyllis Stowell
73. Ben Werner
74. Carolyn Werner
75. Shelley Golomb
76. John Sterns
77. Jacalyn Thompson
78. Beth Rhine

Item #45: Amendment: FY 2022 Annual Appropriations Ordinance

- 79. 14 similarly-worded form letters
- 80. Brian LaFranchi
- 81. Frances Haselsteiner
- 82. Lauren Salvo
- 83. Sam Kang

Item #46: Response to City Council Action on October 26, 2021 regarding Short Term Referral for Amendments to Accessory Dwelling Unit (ADU) Ordinance

- 84. Supplemental material, submitted by Councilmember Kesarwani
- 85. Debra Sanderson

Item #47: Response to City Council Action on October 26, 2021 regarding Short Term Referral for Amendments to Accessory Dwelling Unit (ADU) Ordinance to Address Public Safety Concerns

- 86. Revised material, submitted by Planning and Development Department

Supplemental Communications and Reports 3

Item #7: City of Berkeley's 2022 State and Federal Legislative Platform

- 87. Supplemental material, submitted by the Mayor

Item #44: FY 2021 Year-End and FY 2022 First Quarter Budget Update

- 88. Paul Preston
- 89. David Williamson
- 90. Laurie Nardinelli
- 91. Andrea Mullarkey
- 92. Leah Zoller
- 93. Kira Deutch
- 94. Mary Zernicke
- 95. Ira Serkes
- 96. Dennis Weikel
- 97. Pat Hill
- 98. Stephen Jahn
- 99. Yuri Murphy
- 100. Kathryn Murphy
- 101. Frances Haselsteiner
- 102. Jane Scantlebury
- 103. Robbin Henderson
- 104. William Springer
- 105. Allie Pape
- 106. Elisa Mikiten
- 107. Angad Bhalla
- 108. Akiko Minaga
- 109. Jen Antonuccio
- 110. Michael Dillingham

111. Doug Woos
112. Linda Franklin (3)
113. Tonette Vazquez
114. Igor Tregub, on behalf of the Sierra Club
115. Holly Scheider
116. Terri Saul
117. Alfred Twu
118. Mark Misoshnik
119. Zoe Stahl
120. Kasey Harboe
121. Beth Auclair
122. Izzy Meckler
123. Kathy Dervin, on behalf of 350 East Bay
124. Anita Ayers
125. Juli Dickey
126. Tome Luce

Item #45: Amendment: FY 2022 Annual Appropriations Ordinance

127. Revised material, submitted by the City Manager's Office
128. Michelle Schurig
129. Carol Cho
130. Debra and David Summers
131. Greg Martin
132. Arabelle Mailinis
133. hakiah@

Item #47: Response to City Council Action on October 26, 2021 regarding Short Term Referral for Amendments to Accessory Dwelling Unit (ADU) Ordinance to Address Public Safety Concerns

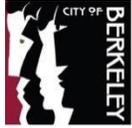
134. Steven Segal
135. Lisa Goodman
136. Robert Sonderegger and Joanna Moss
137. George Porter
138. Robert Sonderegger
139. Catherine Lazio

Item #48: Ratification of Police Accountability Board's Standing Rules

140. Supplemental material, submitted by the Mayor

Miscellaneous

141. Presentation on Homeless Response Team, submitted by the City Manager



BERKELEY CITY COUNCILMEMBER
TERRY TAPLÍN
DISTRICT 2

**SUPPLEMENTAL
AGENDA MATERIAL
For Supplemental Packet 2**

Meeting Date: December 14, 2021

Item Number: 35

Item Description: Resolution Committing the City of Berkeley to a Just Transition from Fossil Fuels and the Creation of a West Berkeley Green New Deal

Submitted by: Councilmember Taplin

Amendment would make the following additions to the referral:

- Change in title
- Addition of recommendations for future Just Transition policies
- Formatting changes



BERKELEY CITY COUNCILMEMBER
TERRY TAPLÍN
DISTRICT 2

CONSENT CALENDAR

December 14, 2021

To: Honorable Mayor and Members of the City Council

From: Councilmember Terry Taplin (Author), Councilmember Ben Bartlett,
Councilmember Sophie Hahn, and Mayor Jesse Arreguín (Co-Sponsors)

Subject: Resolution Committing the City of Berkeley to a Just Transition from Fossil Fuels and the Creation of a West Berkeley Green New Deal
~~Commit the City of Berkeley to a Just Transition from the Fossil Fuel Economy~~

RECOMMENDATION

Adopt a resolution committing the City of Berkeley to a Just Transition from the fossil fuel economy and establishing a West Berkeley Green New Deal; that secures a livable future for all Berkeleyans, combats environmental racism, ensures access to good paying jobs, and cultivates economic and social prosperity for Berkeley in the 21st century and beyond.

POLICY COMMITTEE RECOMMENDATION

On June 2, 2021, the Facilities, Infrastructure, Transportation, Environment & Sustainability Policy Committee took the following action: M/S/C (Harrison/Robinson) to send the item to Council with a positive recommendation as submitted in the supplemental material and further revised to include a recommendation that all Council reports related to climate include a just transition section.

BACKGROUND

Climate Change is Here

At this moment, our atmosphere has a higher concentration of carbon dioxide than ever before in human history. This concentration, and the fossil fuel emissions that have caused it, is rapidly making our planet into a hotter and more volatile place for all of its inhabitants. Estimates of the degree of warming that we can expect over the course of the next century vary and are contingent on how policymakers respond to the growing threat in the next decade. Still, there is enormous consensus that a certain amount of warming is inevitable and that rising sea levels, higher frequency of extreme weather events, declining public health, and economic volatility will certainly follow. With estimates ranging from increases in temperature between 1.4 and 5.8 degrees Celsius

by 2100, global warming will have severe impacts at even the most modest of estimates.¹

Here in the Bay Area, we are already seeing a wide range of impacts including more extreme El Niño seasons some years, dramatic droughts in other years, a decline in coastal fog, 8 inches of sea-level rise, and more intense fire seasons in the rest of the state which have regularly brought smoke and ash to Berkeley.² Just this year, Berkeley's Echo Lake Camp near Lake Tahoe narrowly escaped the ravaging impacts of the Caldor Fire that burned 221,775 acres in the Lake Tahoe area. This year also marked the 30th anniversary of the Oakland firestorm of 1991, which took 25 lives and remains a dark memory for many who have lived in the East Bay their whole lives. Even though the Berkeley hills have avoided cataclysmic events in recent years, the Oakland firestorm reminds us of the real dangers in our backyard. These effects, which are already impossible to ignore, are just the beginning. The future will bring deeper and longer droughts, unreliable precipitation, an overall increase in temperature, and as much as 3 meters of sea-level rise by 2100.³ On top of the weather and climate-related impacts, projections paint a grim picture for national economies under extreme warming scenarios. The reach of global warming will leave no stone unturned, with consequences for agriculture, trade, and industry internationally and at the national and local levels. At the national level, estimates currently project -0.1 to 1.7% GDP loss at 1.5 degrees Celsius of warming, 1.5 to 5.6% loss at 4 degrees, and 6.4 to 15.7% loss at 8 degrees.⁴ All who call Berkeley and the Bay Area home are feeling the early impacts of climate change and will continue to be affected as warming intensifies, but not all effects are felt equally across demographic groups.

Unequal Impacts: Environmental Racism and Economic Dangers

Poor Americans and people of color have always had a relationship with their environments characterized by poor health and unique exposures to environmental hazards and extreme weather conditions, often in ways designed and perpetuated by government policies that seek to segregate and discriminate against people of color. As the effects of climate change intensify in the coming decades, this relationship will only be exacerbated as extreme weather, declining public health, and economic devastation disproportionately harm poor Americans and drag more and more into poverty. As the economy takes on damage, the unemployment rate will rise and bring the poverty rate

¹ <https://www.nature.com/articles/nature04188>

² https://www.energy.ca.gov/sites/default/files/2019-11/Reg_Report-SUM-CCCA4-2018-005_SanFranciscoBayArea_ADA.pdf

³ https://www.energy.ca.gov/sites/default/files/2019-11/Reg_Report-SUM-CCCA4-2018-005_SanFranciscoBayArea_ADA.pdf

⁴ <https://science.sciencemag.org/content/356/6345/1362>

up with it.⁵ Economic damage at the scale of climate change will subject millions more to the poor health, extreme weather vulnerabilities, and general ruin that is all but guaranteed for those who enter the coming decades already in impoverished conditions.

Climate justice is inextricably linked to racial justice and housing justice. To illustrate just one facet of this, Hoffman et al (2020) find that “94% of 108 urban regions in the United States display consistent city-scale patterns of elevated land surface temperatures in formerly redlined areas relative to their non-redlined neighbors by as much as 7 degrees Celsius...Nationally, land surface temperatures in redlined areas are approximately 2.6 degrees Celsius warmer than in non-redlined areas.”⁶ As heat waves intensify, low income neighborhoods and communities of color subjected to legacies of racial segregation will bear the worst impacts due to well-documented disparities of urban heat island effects. Surveying neighborhoods in Baltimore, Dallas, and Kansas City, Wilson (2020) also finds: “Areas of these cities that were targeted for systematic disinvestment in the past have higher mean land surface temperatures than those that received more favorable ratings. Poor and minority residents are also overrepresented in formerly redlined areas in each of the three study cities.”⁷

The disparate impacts of extreme weather between racial and economic groups have been repeatedly demonstrated in recent history, with dire warnings for Berkeley’s approach to climate resilience. In the summer of 1995, a year when global temperatures had already increased by nearly half a degree Celsius above pre-industrial levels, Chicago, Illinois was hit by a record-breaking heat wave.⁸ “Temperatures reached 106 degrees; the heat index, or experienced heat, climbed to 120 degrees; uncommonly ‘high lows’ (daily low temperatures that were themselves dangerously high), sparse cloud cover, and a dearth of cooling winds kept the city broiling, without relief, for a full week”⁹. After a week of intense heat, “medical examiners confirmed that over five-hundred Chicagoans had died directly from the heat, public health workers reported over seven-hundred deaths in excess of the weekly average, and hospitals registered thousands of visits for weather-related problems”¹⁰. The entire Chicago area felt the 1995 heat wave, but the effects of this extreme weather event were not leveled evenly across the entire area of the event. It was reported very quickly during and after the event that the victims of the heat wave were mostly elderly, poor, and Black¹¹. The more

⁵ <https://www.aeaweb.org/articles?id=10.1257/089533006776526102>

⁶ Hoffman, J. S., Shandas, V., & Pendleton, N. (2020). The effects of historical housing policies on resident exposure to intra-urban heat: a study of 108 US urban areas. *Climate*, 8(1), 12.

⁷ Wilson, B. (2020). Urban heat management and the legacy of redlining. *Journal of the American Planning Association*, 86(4), 443-457.

⁸ <https://link.springer.com/article/10.1023/A:1006995507723>

⁹ <https://link.springer.com/article/10.1023/A:1006995507723>

¹⁰ <https://link.springer.com/article/10.1023/A:1006995507723>

¹¹ <https://journals.sagepub.com/doi/abs/10.1177/000312240607100407?>

fragile health of the elderly makes the raised vulnerability of older residents of Chicago less of a surprise, but the disproportionately poor and Black victimhood during this disaster further demonstrates the incredible exposure these groups have during extreme weather events.

The unequal effects of the 1995 heat wave in Chicago were neither wholly natural nor apolitical despite occurring in the early years of global climate change. The disproportionate victimhood of poor people of color in this case occurred as a result of political decisions. On top of the financial conditions that limit healthcare access and quality air-conditioning in the homes of the groups that ended up most vulnerable to the heat wave, the Chicago and Illinois government also acted in ways that led to an excess of deaths among elderly, poor, and Black residents during the heat crisis. The Chicago Police Department's own senior assistance unit was neglected to be activated at all and the Department of Human Services failed to contact isolated seniors or transport them to any of the few public cooling centers that the city erected.¹² State and local governments have demonstrated both a lack of preparedness for extreme weather events and a bias against poor people and people of color in the few preparation policies they do have. Governments can learn from their mistakes, but they must do so in a way that moves faster than escalating global warming. The impacts of environmental racism and the unique relationship between poverty and ecological hazards has continued to this day and will continue under more and more extreme climate change. Chicago's 1995 heat wave is just one example among many demonstrating the ways in which climate change has already begun to exacerbate poverty and racism in the United States.

Beyond the unique vulnerability of people of color and the poor to climate change, the deeply embedded nature of fossil fuels in our economy means that the jobs of many in Berkeley are dependent on carbon-emitting industries. While Berkeley may not be home to any coal mines, oil refineries, or other industries widely associated with climate change, Berkeley's economy is no less reliant on fossil fuel extraction and combustion. Transitioning off of fossil fuels will inevitably mean existing jobs and businesses will have to radically change or cease to exist at all. Berkeley's transition must take into account the economic consequences of all of its climate initiatives, not to stifle what the City must do to curb climate change, but to ensure that the workers most proximate to those economic consequences are supported as we rework our economy for a carbon neutral world. The transition off of fossil fuels can ignore the economic realities of the dramatic changes that are necessary to fight warming no more than it can ignore the unequal threat that climate change poses to the poor and people of color.

¹² <https://link.springer.com/article/10.1023/A:1006995507723>

On a broader scale, studies indicate that a national transition to a 100%-renewable energy sector would likely result in the loss of around 3.9 million jobs while creating 5.9 million jobs.¹³ Exact job loss and gain forecasts in Berkeley are unknown, but it stands to reason that the job impacts will be comparable to the national figures if the transition is done proactively. The net gain in employment opportunities from the fossil fuel transition provides an optimistic vision for the transition, but does not mean that the road to net-zero will be easy. Not every lost job will be immediately accompanied by the creation of a new job, nor is it guaranteed that those who lose their job will automatically be offered employment in newly created industries or that those new jobs will offer the same wages and benefits as the jobs that are lost. Governments, including the City of Berkeley, must play an active role in ensuring that their transitions provide a net-gain in quality, good-paying jobs and that those who lose their job to the transition are prioritized for newly created jobs. Job losses are not a reason not to transition off of fossil fuels. To secure a prosperous future and save millions of lives, the transition must continue at an aggressive pace. Reckoning with future job losses, however, will help ensure that those losses are overshadowed by the benefits of the transition and that an ample supply of new jobs are available for all.

Governments have a small window that they can and should take advantage of to justly transition their economies, industries, and infrastructures to net-zero carbon emissions. This is the bare minimum, and will only stop the most extreme levels of climate change towards the end of this century. A properly planned and justly executed transition should stand to be an economic opportunity for Berkeley rather than an economic downturn. Berkeley must recognize what is coming, and the unique vulnerabilities of people of color and the poor, and enact policies to mitigate damages to these communities from warming and the transition to carbon neutrality.

The Green New Deal

Congresswoman Alexandria Ocasio-Cortez's House Resolution recognizing the duty of the federal government to create a Green New Deal calls for a fair and just transition for all communities and workers to achieve net-zero greenhouse gas emissions and the creation of millions of high-wage union jobs to ensure prosperity and economic opportunity.¹⁴ It also calls for investments in infrastructure and 21st century industry to secure resilience for generations to come, the spurring of massive growth in clean manufacturing, and the remediation of hazardous and abandoned sites to ensure economic development and sustainability on said sites.

¹³ <http://web.stanford.edu/group/efmh/jacobson/Articles/I/USStatesVWS.pdf>

¹⁴ <https://www.congress.gov/bill/116th-congress/house-resolution/109/text>

The success of the Green New Deal hinges on the Just Transition and close partnership and consultation with front line and vulnerable communities, indigenous peoples, labor unions, worker cooperatives, business leaders, academia, civil society groups, and climate justice activists to prevent further harm to vulnerable and frontline communities, curtail the reliance of persons in our communities on the benefits of fossil fuel jobs, and mobilize the Green New Deal at the Local Level.

Here in Berkeley we are well positioned to model a Just Transition towards a regenerative green economy. The West Berkeley Plan has been the foundation for the City's industrial land use and economic development policies. West Berkeley has long been a major center for jobs and remains an economic driver in the region. However, due to the history of redlining and environmental racism, adverse health impacts of proximity to I-80 and polluting industries have disproportionately impacted the low income and families of color who have called this part of the city home. Sites such as Pacific Steel have shut down, taking their jobs with them and leaving behind acres of contaminated soil and health disparities in their wake.

When the West Berkeley Plan was created, numerous stakeholders including the faith community, environmentalists, labor leaders, neighborhood organizations, business leaders and more came together to articulate a collective vision to guide the future of growth. The time has come for us to return to this work under the guiding principles of equity, sustainability, and climate justice in the pursuit of a Green New Deal for West Berkeley.

What is a Just Transition?

At varying levels, the consumption of fossil fuels is immersed in every aspect of daily life in modern society. Shifting our entire way of life towards carbon-neutrality will require significantly more than changing our energy sources to renewables. The truly comprehensive embeddedness of fossil fuels in our lives means that achieving net-zero fossil fuel emissions within just a few decades will be difficult, but not necessarily equally difficult for everyone.

Due to historic discrimination, impoverishment, and proximity to environmental hazards, people of color and poor people are disproportionately vulnerable to the impacts of climate change. In rebuilding our economy, policymakers at every level must be intentional in ensuring that the fossil-free economy of the future does not reproduce the same inequities and societal harms of today. There are wrong ways to fight the climate crisis. Governments can achieve net-zero emissions in such a way that enriches those who profited off of fossil fuel extraction and consumption and protects the already well-

off from warming while abandoning the historically disadvantaged to the ravages of extreme weather and economic chaos. The transition away from fossil fuels must ensure that the vulnerable in our society are protected from both the turbulence of restructuring our entire economy and the effects of global warming that are already set in stone. “After centuries of global plunder, the profit-driven industrial economy rooted in patriarchy and white supremacy is severely undermining the life support systems of the planet. Transition is inevitable. Justice is not.”¹⁵ The environmental justice movement calls this approach to the climate crisis a “Just Transition.”

The Climate Justice Alliance, a climate organization at the forefront of the fight for a Just Transition, lays out the following Just Transition principles:

A Just Transition moves us toward Buen Vivir

Buen Vivir means that we can live well without living better at the expense of others. Workers, community residents, women and Indigenous Peoples around the world have a fundamental human right to clean, healthy and adequate air, water, land, food, education and shelter. We must have just relationships with each other and with the natural world, of which we are a part. The rights of peoples, communities and nature must supersede the rights of the individual.

A Just Transition creates Meaningful Work

A Just Transition centers on the development of human potential, creating opportunities for people to learn, grow, and develop to their full capacities and interests. We are all born leaders, and a regenerative economy supports and nurtures that leadership. In the process, we are transforming ourselves, each other, our communities, and our society as a whole. Meaningful work is life-affirming.

A Just Transition upholds Self Determination

All peoples have the right to participate in decisions that impact their lives. This requires democratic governance in our communities, including our workplaces. Communities must have the power to shape their economies, as producers, as consumers, and in our relationships with each other. Not only do we have the right to self determination, but self determination is one of our greatest tools to realize the world we need. The people who are most affected by the extractive economy — the frontline workers and the frontline communities — have the resilience and expertise to be in the leadership of crafting solutions.

A Just Transition equitably redistributes Resources and Power

We must work to build new systems that are good for all people, and not just a few. Just Transition must actively work against and transform current and historic social inequities based on race, class, gender, immigrant status and other forms of oppression. Just Transition fights to reclaim capital and resources for the regeneration of geographies and sectors of the economy where these inequities are most pervasive.

¹⁵ https://climatejusticealliance.org/wp-content/uploads/2018/06/CJA_JustTransition_Principles_final_hi-rez.pdf

A Just Transition requires Regenerative Ecological Economics

Just Transition must advance ecological resilience, reduce resource consumption, restore biodiversity and traditional ways of life, and undermine extractive economies, including capitalism, that erode the ecological basis of our collective well-being. This requires a re-localization and democratization of primary production and consumption by building up local food systems, local clean energy, and smallscale production that are sustainable economically and ecologically. This also means producing to live well without living better at the expense of others.

A Just Transition retains Culture and Tradition

Capitalism has forced many communities to sacrifice culture and tradition for economic survival. It has also defaced and destroyed land held as sacred. Just Transition must create inclusionary spaces for all traditions and cultures, recognizing them as integral to a healthy and vibrant economy. It should also make reparations for land that has been stolen and/or destroyed by capitalism, colonialism, patriarchy, genocide and slavery.

A Just Transition embodies Local, Regional, National and International Solidarity

A Just Transition must be liberatory and transformative. The impacts of the extractive economy knows no borders. We recognize the interconnectedness of our communities as well as our issues. Therefore, our solutions call for local, regional, national and global solidarity that confronts imperialism and militarism.

A Just Transition builds What We Need Now

We must build the world we need now. This may begin at a local small scale, and must expand to begin to displace extractive practices. We must build and flex the muscles needed to meet our communities' needs.¹⁶

Embarking on a Just Transition would make Berkeley a leader on climate action done right, but existing Just Transition examples from around the world can provide much guidance. In Poland, a 75% decline in coal mining jobs was coupled by a mining social package and special privileges for mining communes. Canada's efforts to phase out coal-powered electricity have been accompanied by a national stakeholder task force that has travelled the country to hear from Canadians on how to justly shepherd the transition. Egypt's fuel price increases were paired with minimum wage boosts, food stipends, and progressive taxation.¹⁷

Climate Action Plan and Policies to Date

In 2006, Berkeley voters issued a call to action on the climate change challenge by overwhelmingly endorsing ballot Measure G: Reduce our entire community's greenhouse gas emissions by 80% below 2000 levels by 2050. The Berkeley Climate Action Plan was written through a community-wide process and was adopted by City Council on June 2, 2009.

¹⁶ https://climatejusticealliance.org/wp-content/uploads/2018/06/CJA_JustTransition_Principles_final_hi-rez.pdf

¹⁷ <https://www.iisd.org/articles/just-transition-examples>

On June 12, 2018, City Council adopted a resolution¹⁸ establishing the goal of becoming a Fossil Fuel-Free city. On June 12, 2018, City Council adopted a Climate Emergency Declaration.¹⁹ On May 11, 2021, City Council adopted a resolution to commit to the C40 Race to Zero Campaign, including a commitment to reaching net-zero emissions in 2045 or sooner.

CALeVIP

East Bay Community Energy (EBCE) is making electric vehicle charging more accessible in Alameda County through a partnership with the California Electric Vehicle Infrastructure Project (CALeVIP). Funded by the California Energy Commission and implemented by the Center for Sustainable Energy (CSE), the project promotes access to electric vehicle (EV) charging infrastructure by providing rebates for Level 2 (L2) and DC Fast Chargers (DCFC) for businesses and property owners, with additional rebates available for disadvantaged and low-income communities.²⁰

West Berkeley Plan

Adopted in 1993, the West Berkeley Plan establishes land use patterns and aspirational policy goals for Berkeley's industrial job center and surrounding residential areas. Given its concentration of manufacturing and Research & Development, updating this plan will be central to meeting Berkeley's climate action goals.

Using granular data from the 1980 census, the West Berkeley Plan reported that employees in this area were 30% more likely to drive alone to work than in other parts of the city. Reducing single-occupancy automobile trips, encouraging workforce housing closer to jobs and promoting more public transit use has been central to the Plan's goals for decades, but several policies outlined in the Plan were either not adopted or are anachronistic given current policies.

The Plan correctly notes that the larger share of workers who do not live in the community will result in increased traffic congestion. Pursuant to SB 743, the state now mandates that California jurisdictions can no longer use automobile delay – commonly measured by Level of Service (LOS) – in transportation analysis under the California Environmental Quality Act (CEQA). The State has issued guidelines calling for the use

¹⁸ https://www.cityofberkeley.info/Clerk/City_Council/2018/06_June/Documents/06-12_Annotated_Agenda.aspx

¹⁹ chrome-extension://efaidnbnmnibpcjpcglclefindmkaj/viewer.html?pdfurl=https%3A%2F%2Fwww.cityofberkeley.info%2FuploadedFiles%2FCouncil_2%2FLevel_3_-_General%2FClimate%2520Emergency%2520Declaration%2520-%2520Adopted%252012%2520June%25202018%2520-%2520BCC.pdf&clen=424348

²⁰ <https://ebce.org/drive-electric-business/>

of a broader measure called Vehicle Miles Traveled (VMT), which measures the total amount of driving over a given area. These changes became mandatory on July 1, 2020.

The West Berkeley Plan's transportation section²¹ is outdated in its use of LOS, but it does caution that "LOS is a moving target" because "drivers are continually seeking uncongested routes."

Indeed, the Plan was prescient in calling for a VMT reduction in its policy goals. Policy 1.1 of the transportation section states: "Seek trip reduction--reduction of single occupant automobile trips--through a variety of education and regulatory efforts including implementation of a City of Berkeley Trip Reduction Ordinance, cooperation with the Air Quality Management District's transportation control measures, conditions on development and other mechanisms." While a Trip Reduction Ordinance does not exist, SB 743 now makes VMT reduction one of the default "conditions on development" for certification of Environmental Impact Reports.

The City Council has recently adopted policies that are consistent with the West Berkeley Plan's policy goals. Policy 5.1 states: "Adopt and implement a revised Truck Route Ordinance." On October 12, 2021, the City Council adopted an Ordinance "Amending BMC Section 14.56.070 for 3-Ton Commercial Truck Weight Limit on Berkeley's Bicycle Boulevards and on At-Risk West Berkeley Residential Streets."²²

By committing to a Green New Deal framework, the City can establish climate justice and equity parameters for future revisions of the West Berkeley Plan.

Potential policy directives for a Just Transition

Policies aimed at resource redistribution and infrastructure investment to eliminate carbon emissions should be calibrated to maximize carbon reduction for funds allocated to support a Just Transition.

Reducing car use

According to the Climate Action Plan 2020 Update staff report, Berkeley has made significant progress in reducing greenhouse gas emissions since 2000, but more progress is needed: "The residential sector decreased electricity usage by 20% and natural gas usage by 26%, and the commercial and industrial sectors decreased electricity usage by 32% and natural gas usage by 2%...Transportation accounts for

²¹ https://www.cityofberkeley.info/Planning_and_Development/Home/West_Berkeley_-_Transportation.aspx

²² https://www.cityofberkeley.info/Clerk/City_Council/2021/10_Oct/Documents/2021-10-12_Item_02_Amending_BMC_Section_14_56_070.aspx

59% of Berkeley's total 2018 GHG inventory. This is the largest sector of GHG emissions and the most challenging to tackle."²³

Electrifying the car and truck fleet is critical to reducing emissions, but even with aggressive vehicle electrification, we will not come close to meeting the 2045 net-zero goal. Changing out our entire vehicle fleet will take decades. Auto manufacturers are not even planning on having full electric lines until 2035²⁴ and the most aggressive state and federal plans are on similar timetables²⁵. The vast majority of the vehicles on the road will be gas powered far beyond 2030.²⁶ Additionally, electric cars and trucks continue to produce particulate emissions, deteriorate our already vulnerable roads, lead to congestion, and critically, injure and kill Berkeley residents just as frequently as gas powered vehicles do. Only by reducing car use, regardless of fuel source, can Berkeley meet its many goals of becoming a safer and healthier city.

Berkeley can help its residents reduce their dependence on car trips through a three pronged approach of

- a) building infill housing to reduce distances that residents need to travel to meet their needs,
- b) building a network of pedestrian and micromobility infrastructure throughout the city with safe bike lanes and crossings and secure storage in neighborhoods and destinations and
- c) affordable access to e-bikes and other microbilty technology options.

Infill housing: Because urban core areas such as Berkeley present major opportunities for households to meet their needs with fewer Vehicle Miles Traveled (VMT), Wheeler et al (2018) find that infill housing is the most effective policy tool our local government has to reduce emissions: "Low carbon footprint cities that make housing available at all income levels help share the burden of meeting housing demand, while lessening the impact on the climate across the population...Mixed income urban core cities (e.g., Berkeley) hold the most potential for urban infill, with statewide GHG benefits."²⁷

²³ https://www.cityofberkeley.info/Clerk/City_Council/2020/07_Jul/Documents/2020-07-21_Special_Item_05_Climate_Action_Plan_pdf.aspx

²⁴ For example, General Motors Sets All-Electric Target For Vehicles By 2035, NPR, February 1, 2021 <https://www.npr.org/2021/02/01/962946561/general-motors-sets-all-electric-target-for-vehicles-by-2035>

²⁵ California to phase out sales of new gas-powered cars by 2035, Washington Post, Sept 23, 2020 <https://www.washingtonpost.com/climate-environment/2020/09/23/california-electric-cars/>

²⁶ Even if we do succeed in stopping selling all gas powered cars by 2035, our transportation sector will not reach zero emissions until at least 2050. Electric Cars Are Coming. How Long Until They Rule the Road? New York Times, March 10, 2021 <https://www.nytimes.com/interactive/2021/03/10/climate/electric-vehicle-fleet-turnover.html>

²⁷ Wheeler, S. M., Jones, C. M., & Kammen, D. M. (2018). Carbon footprint planning: quantifying local and state mitigation opportunities for 700 California cities. *Urban Planning*, 3(2), 35-51.

The California Air Resources Board (CARB) has reported: “Even if the share of new car sales that are ZEVs grows nearly 10-fold from today, California would still need to reduce VMT per capita 25 percent to achieve the necessary reductions for 2030”²⁸ to meet state emissions targets pursuant to Senate Bill 375.

Reducing VMT per capita even beyond the minimum that CARB recommends will require a holistic policy approach to reduce the marginal cost of modal shifts from single-occupancy vehicles to cycling, walking, and public transit.

A network of safe active transportation infrastructure: The potential benefits of Berkeley’s urban core area and additional infill housing for reduced VMT can not be realized if people do not feel they can safely get to their destinations outside of a car. The vast majority of Berkeley residents (71%) are interested in using bicycles but are concerned that the infrastructure does not currently feel safe enough²⁹. Secure storage is also needed in neighborhoods and at destinations for bikes, e-bikes and other micromobility devices. Creating walking, bicycling, and other micromobility infrastructure that both feels safe and easily links all residential areas with schools, retail, and workplaces, and accompanying these efforts with secure storage throughout the city, can facilitate major shifts in VMT.

Affordable micromobility: E-bikes - and to some extent other micromobility modes - overcome many of the challenges people have with traditional bicycles. E-bikes are great at climbing hills, beating headwinds, hauling kids & loads and tackling long commutes all with no sweat (unless you want it). Plus e-bike riders feel safer navigating traffic with the extra acceleration power. They do all this at significant savings over electric cars. E-bikes get 1000 to 4000 MPGe and are 20 times more efficient than electric cars - meaning they can go twenty times farther than an electric car for the same charging electricity carbon emissions.³⁰ The manufacture of an e-bike takes at least an order of magnitude less embodied energy and carbon. With all that they offer, e-bikes are a bargain compared to cars, with prices ranging from \$1,000 to \$5,000 for a good cargo e-bike. Nevertheless, this investment remains out of reach for many low and some middle income residents. Targeted subsidies can unlock this potential while helping make up for historical lack of mobility access.

Support home electrification retrofits

²⁸ https://ww2.arb.ca.gov/sites/default/files/2018-11/Final2018Report_SB150_112618_02_Report.pdf

²⁹ Page 11: https://www.cityofberkeley.info/uploadedFiles/Public_Works/Level_3_-_Transportation/Berkeley-Bicycle-Plan-2017-Executive%20Summary.pdf

³⁰ E-Bike 1000 MPG Study-Results, <https://sites.google.com/view/ebikestudy/results>, E-Bike 1000 MPG Project

On November 3, 2021 the Budget & Finance Policy Committee passed a qualified positive recommendation to the full council for a Budget Referral and Resolution Establishing a Pilot Existing Building Electrification Installation Incentives and Just Transition Program with Pre-Qualified Contractors Meeting Minimum Labor Standards to Assist New Property Owners, Renters and Existing Property Owners with Transition to Zero-Carbon Buildings.³¹

In the realm of mitigating climate change, the retrofitting of residential buildings for electrification and enhanced energy efficiency is a necessary – and expensive – component of any transition towards a sustainable Berkeley. Estimates suggest that all-electric single-family homes can “reduce annual GHG emissions by 33 - 56% in 2020 and by 76 – 88% in 2050 compared to a natural gas-fueled home.”³² Residential emissions can also be reduced through the densification of our community and a long-term shift away from single-family homes as a primary form of living, but Berkeley’s existing stock of single-family homes isn’t just going to go away.³³ Retrofitting and electrifying our existing housing stock is important, but is too expensive a lift for the City to expect or require all homeowners to go about alone.³⁴ A Just Transition in building electrification would involve the City dedicating its own resources as well as engaging the state and federal governments to fund retrofits and support residential homeowners through the process of electrifying their homes, particularly low- and middle-income households.

Advance equitable mobility access

Berkeley’s Electric Mobility Roadmap appropriately identifies improved infrastructure safety and connectivity and support for access to e-bikes and other micromobility as key to addressing Berkeley’s transportation emissions. From recreational bike paths to electric car and truck subsidies, this country’s efforts to reduce transportation emissions have too often focused on supporting wealthier communities and consumers. Berkeley can both improve cost effectiveness and address historical inequities by prioritizing safe connectivity and secure bike parking for under-resourced communities as it accelerates implementation and expansion of its pedestrian and bicycle plans and by targeting its efforts to subsidize access to e-bikes and other micromobility on low income residents.

Strengthen worker protections

While Berkeley has been at the forefront of guaranteeing a generous minimum wage, any Just Transition must ensure that all workers in Berkeley earn a living wage into the future as the global economy is shaken by the impacts of climate change. On top of the direct economic impacts of climate change, the ongoing shift in employment

³¹ https://www.cityofberkeley.info/Clerk/City_Council/2021/11_Nov/Documents/2021-11-30_Item_21_Budget_Referral_and_Resolution_Establishing_a_Pilot_Existing_Building.aspx

³² https://www.ethree.com/wp-content/uploads/2019/04/E3_Residential_Building_Electrification_in_California_April_2019.pdf

³³ <https://www.pnas.org/content/117/32/19122>

³⁴ <https://www.nahb.org/-/media/NAHB/nahb-community/docs/committees/construction-codes-and-standards-committee/home-innovation-electrification-report-2021.pdf? ga=2.114118479.990433442.1620163394-283412800.1620163394>

opportunities toward gig-based and contractor work that does not always guarantee a living wage and good benefits presents a threat to the livelihoods of workers in Berkeley and elsewhere. On a warming planet with rapidly intensifying weather conditions, access to food, shelter, and quality healthcare will be more important – and more precarious – than ever before. Local and state policies, such as ensuring that minimum wage laws apply to app-based contract work³⁵, will go a long way in a warming-afflicted future towards shoring up the health and economic stability of workers. Additionally, Berkeley’s Living Wage Ordinance, which ensures “that businesses in a contractual relationship with the City pay their employees a wage that can support a family at, or above, the poverty level”³⁶, is an important labor policy that can be upheld and even strengthened as economic stresses require more support for employees on the part of employers. Beyond the active role that Berkeley’s City government must play in ensuring a Just Transition, workers themselves need to be empowered to ensure that the sweeping economic changes of the transition to a sustainable economy does not leave them behind. Berkeley must, at every turn, protect the rights of workers to organize and bargain collectively and support the efforts of workers in the private-sector to assert their rights in every instance possible.

Develop just and climate sensitive smart growth policies

There is a wealth of potential policies in academic literature and real-world examples that the City Council can draw upon in enacting a Just Transition for Berkeley. “Smart growth” strategies offer effective and just climate mitigation and adaptation policies that Berkeley can draw upon to effectively manage its transition off of fossil fuels and foster economic opportunities for the City. These include planning for a denser city, preserving green spaces, discouraging new construction in areas at risk of extreme weather conditions such as wildfires, upgrading stormwater systems, and generally encouraging energy efficient land use patterns.³⁷

Areas of the city that are zoned for lower densities and single-family residential contribute disproportionately to carbon emissions from automobile travel. The City’s upcoming Housing Element will have to align with its Climate Action Plan and pursue decarbonization of transportation by permitting density in formerly single-family neighborhoods such that increased transit access, micromobility, and pedestrian safety infrastructure can reduce Vehicle Miles Traveled. Moreover, the City will need to reallocate subsidies for private automobile travel, such as free or underpriced parking and road space, and dedicate these resources to housing and infrastructure that enables VMT reduction.

Identifying new local revenue streams for zero-carbon transport

Most carbon pollution in Berkeley comes from cars, both those driven by city residents and by the commuters who come to the city for work or school. In many cases, the city

³⁵ <https://cities-today.com/seattle-passes-minimum-wage-for-rideshare-drivers/>

³⁶ https://www.cityofberkeley.info/Finance/Home/Vendors_Living_Wage_Ordinance.aspx#:~:text=Effective%20July%201%2C%202021%2C%20the,of%20not%20less%20than%20%2419.67.

³⁷ <https://www.epa.gov/smartgrowth/smart-growth-and-climate-change#:~:text=Smart%20growth%20policies%20contribute%20to,effects%20of%20a%20changing%20climate.>

incentivizes driving by subsidizing its cost. Free or below-cost parking in retail/commercial and residential zones, streets that omit higher-throughput bus and bike lanes, and mandates for parking in new developments are all a form of subsidy for driving. Both the California Department of Transportation (Caltrans)³⁸ and California Air Resources Board (CARB) have found that parking pricing strategies have the potential to reduce VMT and encourage a modal shift that reduces greenhouse gas emissions.³⁹

According to UCLA parking scholar Donald Shoup, motorists searching for underpriced or free parking rather than paying demand-based parking prices in a parking garage can increase the average VMT of a local trip by as much as 0.5 miles per trip⁴⁰, or 5 additional miles per day per curb space.⁴¹ Collecting parking fees based on fair market value can reduce the overcrowding of parking spaces, increase parking availability, and increase funding for public services.⁴² According to the US Department of Transportation⁴³, over 59% of automobile trips were six miles or less, and three-fourths of trips by any mode were less than ten miles, suggesting a major potential for emissions reductions by shifting transportation modes for short trips away from private automobiles. Shoup's research has also found that market-priced curb parking can yield 5-8% of a city's total land rent.⁴⁴

Berkeley can equitably address these subsidies by enacting fees, phased in over time, that charge the cost to the city and its residents of building and maintaining car infrastructure, including the "hidden" costs of pollution, public health impacts, and traffic-related violence. Since lower-income households will have less ability to pay these fees, the city could determine a methodology to phase-in fees by household income and car registration, and use the revenues to provide lower-cost mobility subsidies to lower-income households.

These fees must be coupled with transportation policy reforms that prioritize bus lanes, bike lanes, and "safe routes to school" on streets owned and maintained by the city. By re-allocating public rights-of-way to zero-carbon forms of mobility, and phasing out city subsidies for driving, the city can chart a path to zeroing out its emissions from transportation. ~~Identifying new local revenue streams for zero-carbon transport~~

³⁸<https://dot.ca.gov/-/media/dot-media/programs/research-innovation-system-information/documents/preliminary-investigations/final-pricing-parking-management-to-reduce-vehicles-miles-traveled-pi-a11y.pdf>

³⁹https://ww2.arb.ca.gov/sites/default/files/2020-06/Impacts_of_Parking_Pricing_Based_on_a_Review_of_the_Empirical_Literature_Policy_Brief.pdf

⁴⁰ Newton, D. (2008). Professor Donald Shoup: How About Congestion Parking? Streetsblog LA. Retrieved from <https://la.streetsblog.org/2008/01/12/professor-donald-shoup-how-about-congestion-parking/>

⁴¹ Shoup, D. C. (2006). Cruising for parking. *Transport policy*, 13(6), 479-486.

⁴² Shoup, D., Yuan, Q., & Jiang, X. (2017). Charging for parking to finance public services. *Journal of Planning Education and Research*, 37(2), 136-149.

⁴³ <https://www.energy.gov/eere/vehicles/articles/fotw-1042-august-13-2018-2017-nearly-60-all-vehicle-trips-were-less-six-miles>

⁴⁴ Shoup, D. C. (2004). The ideal source of local public revenue. *Regional Science and Urban Economics*, 34(6), 753-784.

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⁴⁵<https://dot.ca.gov/-/media/dot-media/programs/research-innovation-system-information/documents/preliminary-investigations/final-pricing-parking-management-to-reduce-vehicles-miles-traveled-pi-a11y.pdf>

⁴⁶https://ww2.arb.ca.gov/sites/default/files/2020-06/Impacts_of_Parking_Pricing_Based_on_a_Review_of_the_Empirical_Literature_Policy_Brief.pdf

⁴⁷Newton, D. (2008). Professor Donald Shoup: How About Congestion Parking? Streetsblog LA. Retrieved from <https://la.streetsblog.org/2008/01/12/professor-donald-shoup-how-about-congestion-parking/>

⁴⁸Shoup, D. C. (2006). Cruising for parking. *Transport policy*, 13(6), 479-486.

⁴⁹Shoup, D., Yuan, Q., & Jiang, X. (2017). Charging for parking to finance public services. *Journal of Planning Education and Research*, 37(2), 136-149.

⁵⁰<https://www.energy.gov/eero/vehicles/articles/fofw-1042-august-13-2018-2017-nearly-60-all-vehicle-trips-were-less-six-miles>

⁵¹Shoup, D. C. (2004). The ideal source of local public revenue. *Regional Science and Urban Economics*, 34(6), 753-784.

~~subsidies for driving, the city can chart a path to zeroing out its emissions from transportation.~~

~~Whether branded as a Just Transition or not, Berkeley can draw plenty of inspiration from around the world in its efforts to ensure that workers, people of color, and the poor are elevated and protected in our fight against climate change, rather than left behind.~~

RATIONALE FOR RECOMMENDATION

In 2006, Berkeley residents voted in favor of Measure G, which committed the City of Berkeley to reduce its emissions by 80% below 2000 levels by 2050. The City Council, staff, and the community subsequently worked in tandem to develop the Berkeley Climate Action Plan, which lays out the City's path to achieving the stated goal on Measure G.⁵² In 2018, the City Council voted to declare a Climate Emergency citing an "existential Climate Emergency that threatens our city, state, nation, civilization, humanity, and the natural world."⁵³ Both the establishment of the Berkeley Climate Action Plan and the declaration of a Climate Emergency put the City leagues ahead of other cities, states, and even the country on initiating climate action, but we're still nowhere near enough.

At the state level, California's environmental efforts place it well ahead of most other states. Even California's efforts, however, are insufficient at best and ineffective at reducing emissions at worst.⁵⁴ The City of Berkeley must lead the state and the country both in aggressive and ambitious climate legislation that gets us to net-zero carbon emissions as soon as possible as well as climate mitigation and adaptation efforts that overcome and reverse historic environmental racism and lessen the economic turbulence that will accompany reshaping our economy in the coming decades so that all working Berkeleyans have the right to a good job and secure future. Past and future efforts to eliminate ~~reach net-zero~~ fossil fuel emissions must be examined in an active pursuit of a Just Transition for Berkeley.

ENVIRONMENTAL IMPACTS

This proposal advances and enhances Berkeley's climate goals.

FISCAL IMPACTS

None.

CONTACT

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ATTACHMENTS

⁵² <https://www.cityofberkeley.info/climate/>

⁵³ https://www.cityofberkeley.info/uploadedFiles/Council_2/Level_3_-_General/Climate%20Emergency%20Declaration%20-%20Adopted%2012%20June%202018%20-%20BCC.pdf

⁵⁴ <https://www.kqed.org/science/1972957/state-auditor-says-california-air-regulator-overstated-emission-reductions>

1. Resolution
2. California's Fourth Climate Change Assessment: San Francisco Bay Area Region Report
3. Climate Justice Alliance: Just Transition Principles

RESOLUTION NO. ##,###-N.S.

COMMIT THE CITY OF BERKELEY TO A JUST TRANSITION FROM THE FOSSIL FUEL ECONOMY

WHEREAS, a national Green New Deal calls for a fair and just transition for all communities and workers to achieve net-zero greenhouse gas emissions and the creation of millions of high-wage union jobs to ensure prosperity and economic opportunity; and

WHEREAS, in Berkeley, fossil fuel-driven global warming has already caused sea level rise, droughts, extreme weather conditions, and longer and more intense fire seasons; and

WHEREAS, business-as-usual fossil fuel emissions will lead to major increases in temperature, more dramatic droughts, more frequent extreme weather, and up to 3 meters of sea level rise; and

WHEREAS, historic inequities and environmental racism leave people of color and the poor in a uniquely vulnerable position when faced with dramatic warming, economic turbulence, and extreme weather; and

WHEREAS, the transition off of fossil fuels will have inevitable economic consequences including the loss of jobs and industries that are reliant on fossil fuel extraction and consumption; and

WHEREAS, the COVID-19 pandemic has demonstrated the vulnerability of the global economy to sudden natural events and the need for proactive preparation for economic shocks; and

~~WHEREAS, the COVID-19 pandemic has demonstrated the vulnerability of the global economy to sudden natural events and the need for proactive preparation for economic shocks; and~~

~~WHEREAS, a proactively planned and equitably executed transition away from the fossil fuel economy can be an opportunity to correct historic wrongs and boost Berkeley's economy; and~~

WHEREAS, Berkeley voters approved Measure G in 2006, calling for the City to "reduce our entire community's greenhouse gas emissions by 80% below 2000 levels by 2050," and the Berkeley Climate Action Plan was adopted by City Council on

June 2, 2009, and the City will need to eliminate its emissions at an even more ambitious scale; and

WHEREAS, the City of Berkeley was among the founding member-jurisdictions of East Bay Community Energy (EBCE), the community choice electricity provider serving Alameda County, all of its eligible cities, and the City of Tracy in San Joaquin County; and

WHEREAS, the City of Berkeley can lead by example to equitably reduce community-wide greenhouse gas emissions by utilizing the local programs and electric service options provided by EBCE. These include, but are not limited to 1) partnering with EBCE to make its 100% renewable energy option the City-wide default for most residential and commercial electric accounts; 2) electrifying the City's buildings and municipal fleets; and 3) advancing the deployment of publicly available electric vehicle (EV) charging infrastructure; and

WHEREAS, the City of Berkeley has been a regional leader in building electrification by prohibiting natural gas lines in new residential construction and exploring building electrification subsidies for middle- and lower-income households, and

WHEREAS, transportation accounts for 59% of Berkeley's total 2018 greenhouse gas inventory and Berkeley's Electric Mobility Roadmap recognizes that active transportation - walking and bicycling, including e-bikes and other micromobility technologies - is key to reducing those emissions; and

WHEREAS, the California Air Resources Board (CARB) has reported that even with a tenfold increase in market share of new electric vehicles, "California would still need to reduce Vehicle Miles Traveled (VMT per capita) by 25 percent to achieve the necessary reductions for 2030" to meet emissions reduction targets pursuant to Senate Bill 375; and

WHEREAS, both government agencies and leading academic researchers have found that parking pricing strategies have the potential to reduce VMT per capita; and

WHEREAS, the City will need to reallocate subsidies for private automobile travel toward active transportation infrastructure and infill housing in order to achieve VMT per capita reductions needed to eliminate transportation emissions; and

WHEREAS, the City adopted the West Berkeley Plan in 1993, which calls for a "reduction of single occupant automobile trips", and

WHEREAS, a proactively planned and equitably executed transition away from the fossil fuel economy can be an opportunity to correct historic wrongs and boost Berkeley's economy; and

WHEREAS, the principles of a Just Transition offer Berkeley a path towards eliminating fossil fuel emissions that minimizes economic shock, leaves no one behind, and plants the seeds of a resilient Berkeley;

NOW THEREFORE, BE IT RESOLVED, that the City Council commits the City of Berkeley to a Just Transition to ~~net~~-zero carbon emissions that secures a livable future for all Berkeleyans, pursues a Green New Deal for West Berkeley, combats environmental racism and the unique vulnerabilities of people of color, and ensures that all Berkeleyans have access to good paying jobs and equitable living standards free from the fossil fuel economy;7

BE IT FURTHER RESOLVED, that all City Council reports with a section on Climate and Environmental Impacts include a Just Transition analysis wherein maximum potential for reducing greenhouse gas emissions while advancing equity is evaluated.

WORKFORCE DEVELOPMENT RECOMMENDATIONS TO ADVANCE THE CITY OF BERKELEY'S GREEN NEW DEAL POLICY

AUGUST 2024



The West Berkeley Vision 2020



ACKNOWLEDGMENTS

Our understanding of residents' priorities was deeply informed by the insights shared by numerous community leaders and members, both named and unnamed. We extend our gratitude to the residents of West and South Berkeley and the many organizations that contributed to this effort, including the Councilmember Terry Taplin's Office, Just Cities, Dellums Clinic, McGee Baptist Church, Student Environmental Resource Center, Green the Church, Ecology Center, Rising Sun, the City of Berkeley Economic Development Department, Alameda County Workforce Development, Goldman School of Public Policy, the Berkeley Food Network, Environment of Planning, Vice Chancellor's Office, Climate Center - Reimagining Public Safety Community Task Force, Homeless Force Coalition, Berkeley Unified School District Board Member, the Confederated Villages of Lisjan, Healthy Black Families, Alameda County Workforce Development Boards, and many others.



EXECUTIVE SUMMARY

The City of Berkeley's Green New Deal (GND) is a transformative policy initiative that addresses climate change and social inequities, focusing on vulnerable communities in West and South Berkeley. Since the passage of the city-wide Green New Deal Resolution in 2021, Councilmember Terry Taplin has advocated for targeted efforts to address historical environmental injustices and ensure a just transition for the area's most impacted populations. However, gaps remain in how these policies address the needs of low-income and marginalized residents, particularly in the area of workforce development.

Key challenges include high unemployment rates in West and South Berkeley, especially among Black and other underrepresented communities. Interviews with city staff and community members revealed that the current reliance on the Alameda County Workforce Investment Board (WIB) does not adequately serve Berkeley residents, with a lack of data on the number of local beneficiaries and insufficiently targeted job training programs for emerging green jobs.

Recommendations

The City of Berkeley should **prioritize job training for low-income residents** to prepare them for employment opportunities in the growing green economy. Specifically:

- 1) **The City of Berkeley should prioritize job training for low-income residents to access new jobs in the green economy.** The City should have its own job-training programs and create a new local funding stream for Berkeley residents rather than only utilizing the current Alameda County Workforce Investment Board programs.
- 2) **Create a dedicated local funding stream** to support these job-training initiatives rather than relying solely on Alameda County Workforce Investment Board programs, which have not adequately addressed the City's unique workforce needs.

By adopting these recommendations, Berkeley can take proactive steps to ensure that all Berkeley residents, particularly those from historically marginalized communities, secure a livable future, combat environmental racism, and have access to good-paying jobs. This approach addresses unemployment and fosters an equitable transition to a sustainable economy.

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1. Introduction

Workforce development is a critical component in advancing the City of Berkeley’s Green New Deal, as it directly aligns with the initiative’s goals of promoting environmental sustainability and economic equity. To achieve a transformative impact, it is essential to not only implement green policies but also ensure that the local workforce is equipped with the skills and knowledge required to thrive in a green economy. This entails creating job training programs that focus on emerging industries such as renewable energy, sustainable construction, and green technology, while also addressing the needs of vulnerable populations. By strategically developing and implementing these workforce initiatives, Berkeley can support its Green New Deal objectives, drive economic growth, and foster a more inclusive and resilient community.

A. Background

I. The City of Berkeley’s Green New Deal

Councilmember Terry Taplin has made the Berkeley Green New Deal a central initiative, particularly addressing the distinct needs of West Berkeley. The City of Berkeley introduced and passed a city-wide Green New Deal Resolution in 2021, which commits to a Just Transition and a West Berkeley Green New Deal, acknowledging the severity of environmental injustice. Vulnerable residents, including seniors, disabled individuals, and those with low incomes, face barriers to accessing climate change mitigation programs¹. The Green New Deal Project emphasizes targeted strategies, aligning with a Just Transition within the local context. This approach ensures inclusivity and addresses the unique challenges faced by West Berkeley’s vulnerable populations, demonstrating a commitment to balancing industrial activities, transportation pollution, and sustainability in the area.

A **Green New Deal** is a transformative policy initiative designed to tackle economic inequality and climate change simultaneously. It aims to shift from fossil fuels to clean energy by mobilizing public resources to create dignified jobs and promote sustainable industries. Cities cannot wait for the federal government to act, so the City of Berkeley lays out a framework for tackling climate change while securing a livable future for ALL Berkeleyans by repairing societal injustices, like economic inequality and environmental racism. With five goals, the primary goals

1. **Goal #1: Achieve Net Zero Emission**
2. **Goal #2: Secure Basic Needs**
3. **Goal #3: Increase Access to Quality Jobs**

¹Taplin, Council Member Terry . “Resolution Committing the City of Berkeley to a Just Transition from Fossil Fuels and the Creation of a West Berkeley Green New Deal,” December 14, 2021

4. **Goal #4: Invest in Green Infrastructure**
5. **Goal #5: Repair environmental oppression**

Figure 1: Summary of Green New Deal

Figure 1 presents the five major goals developed through interactions with Berkeley residents, reflecting their needs and understanding of the Green New Deal. This figure also includes an overview of existing Green New Deal policies, highlighting those that have been passed and those that have failed at both the federal and city levels. These insights help illustrate the alignment between community priorities and broader policy outcomes.



The Office of Councilmember Taplin partnered with the Goldman School of Public Policy (GSPP) and the College of Environmental Design (CED) at UC Berkeley through the Dellums Clinic, and the Just Cities Institute (Just Cities) to engage in research, analysis, development and rollout the steps of the implementation of Green New Deal policies and plans. In the initial proposal presented by Councilmember Terry Taplin office, focused on implementing a Green New Deal with a specific emphasis on prioritizing communities of color and the construction of decarbonized homes for low-income families². This partnership will benefit Berkeley residents by incorporating the values of social justice, equity, and ethics into the vision and plan of how Berkeley government, led by D2’s Green New Deal, can design its city, infrastructure, and public services in ways that not only sustainable and climate resilient, but accessible and inclusive as well. The target population for this project are low- and middle-income residents of D2. The geographic area of the project is bounded by University Avenue on the north side, Sacramento

² Council Member Terry Taplin Grant Application, February 6, 2023.

Street on the east side, Alcatraz Avenue/Haskell Street on the south side, and extending to the Berkeley Marina and Waterfront. As of the 2020 Census, there are 16,177 residents within District 2, of which 17.9% are Black (2,902), 17.4% are Latino (2,809), and 12.9% are Asian (2,082).³

II. Addressing Historical Inequities: Why Prioritize West and South Berkeley Needs

West Berkeley, represented by Council Member Terry Taplin, has long borne the scars of historical injustices, primarily due to redlining and the ongoing impact of environmental racism. For example, this area has suffered disproportionately from air pollution caused by nearby sources like Interstate 80 and soil and groundwater contamination stemming from a legacy of heavy industrial activities.⁴

U.S. Census data from 2010 to 2020 reveals that Census Tract 4220 in West Berkeley experienced the fastest growth during this period.⁵ However, this growth comes with significant environmental risks, including rising sea levels and toxic groundwater exposure. Recognizing these challenges, Councilmember Taplin saw the need to specify just transition goals for these areas to ensure that development is both equitable and sustainable.

Recognizing the intersection of environmental justice and economic development, the City Council has expanded its focus to include South Berkeley in its resolutions. This broader scope acknowledges the shared struggles of historically marginalized communities in both regions and underscores the necessity of implementing equitable strategies for a just transition.

The data also shows a dramatic decline in the Black population across various Berkeley neighborhoods from the 1970s to 2020. In West Berkeley-Industrial, the Black population decreased, dropping from 29.25% in the 1970s to 18.7% in 2020. South Berkeley experienced similar trends, reflecting a significant demographic shift and displacement of the Black community over the past five decades.

Figure 5: The Environmental Justice Urgency

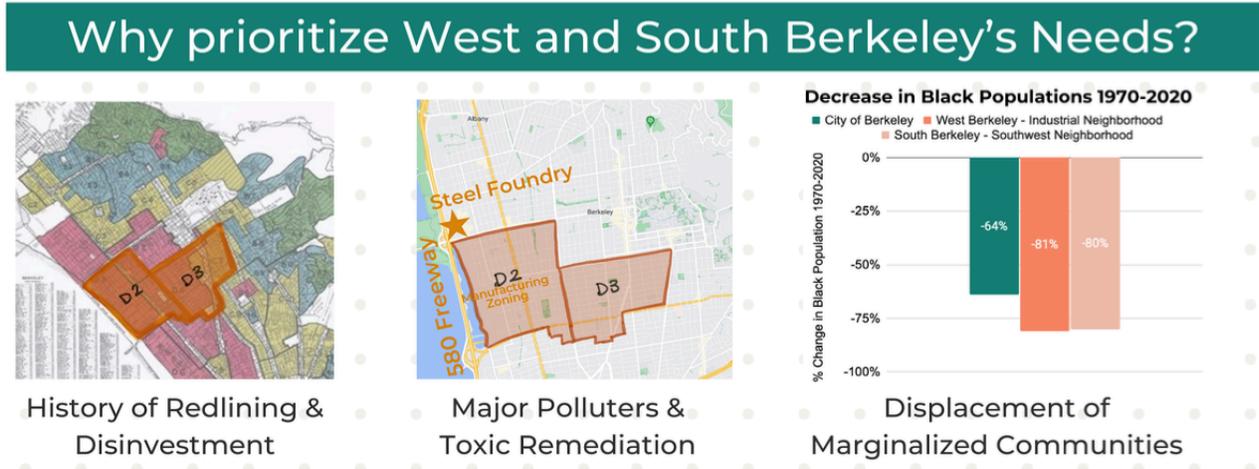
Figure 5 illustrates the severity of historical redlining in Districts 2 and 3, encompassing West and South Berkeley, and highlights how these areas have been disproportionately impacted by

³ Taplin, Council Member Terry . “Resolution Committing the City of Berkeley to a Just Transition from Fossil Fuels and the Creation of a West Berkeley Green New Deal,” December 14, 2021

⁴ Hernandez Story, Ruben (Chief of staff, Council Member Terry Taplin), December 5, 2023

⁵Barber, J. (2023, February 27). Redlining: The history of Berkeley’s segregated neighborhoods. *Berkeleyside*. <https://www.berkeleyside.org/2018/09/20/redlining-the-history-of-berkeleys-segregated-neighborhoods>

major pollutants. The figure also shows a significant decline in the Black population in these districts, spanning from 1970 to 2020, underscoring the long-lasting effects of both environmental and social inequities.



This stark reduction points to systemic issues such as gentrification, rising housing costs, and economic pressures that have disproportionately impacted Black residents. These figures underscore the pressing challenges faced by the remaining Black community in these areas, reflecting broader trends of displacement and economic inequity.

Figure 6: The Decline of Black Berkeley Residents from 1970 to 2020

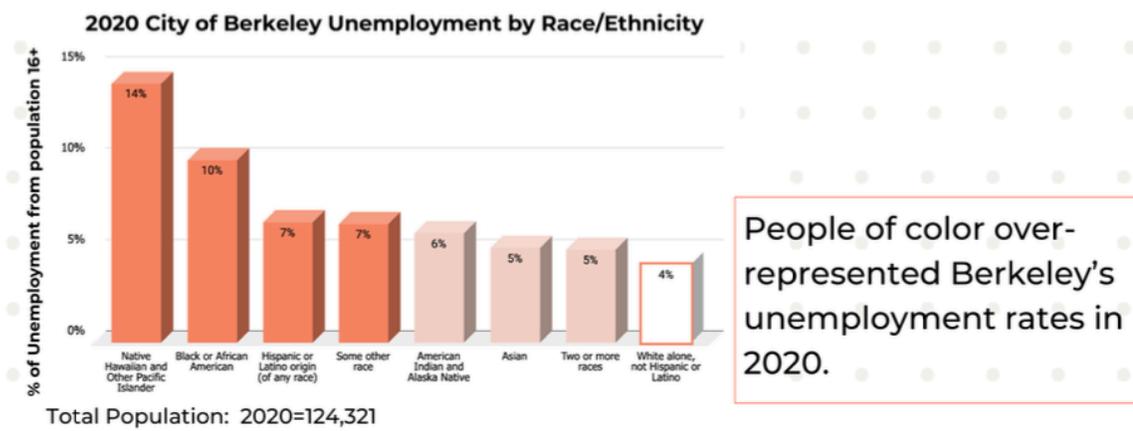
Figure 6 illustrates how Black residents have been particularly marginalized by practices such as redlining and gentrification, which have endured for decades..

Black Population 1970s		Black Population 2020		Change Between 1970 to 2020
West Berkeley-Industrial	29.25%	West Berkeley-Industrial	18.7%	-36.07%
San Pablo Park	85.7%	San Pablo Park	21.7%	-74.68%
Southwest Berkeley	88.1%	Southwest Berkeley	17.4%	-80.25%

South Berkeley	78.8	South Berkeley	19.9%	-74.75%
West Berkeley- south		West Berkeley- south	16.9%	

Figure 7 shows The 2020 unemployment data for Berkeley shows marked racial disparities. Black or African American residents had a 10% unemployment rate, and Native Hawaiian and Other Pacific Islanders faced the highest rate at 14.2%, compared to 4.3% for White (non-Hispanic) residents. Other groups, including Hispanic or Latino (6.6%) and American Indian or Alaska Native (6%), also had elevated unemployment rates. These figures indicate ongoing inequities in employment, suggesting a need for targeted workforce support for affected communities.

Figure 7: 2020 City of Berkeley Unemployment by Race/ Ethnicity



Evidence and community needs—Surveys and interviews indicate a strong need for localized workforce development solutions and for examining unemployment rates by race and geography.

B. The Problem

Councilmember Taplin’s initial proposal highlighted the importance of centering communities of color in the Green New Deal policy, particularly by constructing decarbonized homes for

low-income families.⁶ However, the existing resolution did not specify clear goals for achieving a Just Transition, nor did it outline the steps needed to address and reverse historical environmental racism. To address these gaps, it is essential to identify the top priorities for unhoused and low-income tenants in West Berkeley and other low-income communities. The goal is to ensure that Green New Deal policies in Berkeley promote a livable future for all residents, combat environmental racism, and provide access to well-paying jobs.

C. This Report

This report seeks to provide actionable implementation recommendations that translate the broader City of Berkeley Green New Deal policy into specific, practical strategies. The primary goal is to develop clear, detailed recommendations that address the immediate needs of Berkeley's diverse communities, particularly those who are District 2 and District 3. These recommendations will focus on creating targeted initiatives that ensure equitable access to jobs, and environmental justice. By outlining actionable steps, the report aims to guide policymakers, community organizations, and stakeholders in effectively implementing the Green New Deal, ensuring that the policy not only addresses climate change but also promotes social and economic equity for all Berkeley residents.

⁶ Taplin, Council Member Terry . “Resolution Committing the City of Berkeley to a Just Transition from Fossil Fuels and the Creation of a West Berkeley Green New Deal,” December 14, 2021

2. Methods, Analysis, & Findings

To develop these recommendations, this analysis utilizes a methodology that emphasizes the importance of empathy, inclusivity, and community-centered approaches. Lived experiences of marginalized communities such as the impacts of historical redlining, exposure to toxic pollutants, and the displacement of BIPOC residents from Berkeley, are crucial to creating equitable policies. These experiences highlight long-standing racial inequities and emphasize the need for policies that directly confront these systemic challenges to ensure a more just and inclusive future.

This report develops policy recommendations rooted in the realities faced by those most affected by systemic inequities. This approach ensures that our initiatives are responsive to immediate needs and aligned with long-term goals of community empowerment and equity.

The authors conducted extensive community engagement and demographic analysis, and identified a critical need for new job creation, particularly in light of significant demographic shifts, including a decline in Black or African American, American Indian, and Alaska Native populations.

A. Interviews

I. Interviews with Community Members

This report reflects interviews with diverse stakeholders including long-term residents, displaced individuals, community leaders, environmental advocates, and founders of non-profit organizations. These conversations were instrumental in identifying the immediate needs for environmental resilience, assessing existing community resources, and uncovering the root causes of service gaps. The Berkeley Subpopulation Needs and Service Matrix was developed to translate these insights into actionable strategies.⁷ This tool enabled us to systematically organize and analyze information about various subpopulations, including the unhoused, seniors, disabled individuals, youth, rent-burdened tenants, and low-income residents. By identifying their unique needs and evaluating the availability of services, we were able to craft targeted approaches to address these challenges. We identified six critical needs for each subpopulation, including job creation and training, food security, health, electricity/energy, resilient housing, and recycling/repurposing (refer to **Appendix B** for a detailed analysis of our findings). These findings provide a comprehensive framework for addressing community concerns and promoting a more equitable and sustainable future.

⁷https://docs.google.com/spreadsheets/d/1tTxvowllIAFush_dvhGyEDaZUIrWJ3WYhmUKiAFCE5c/edit?usp=share_link

II. Key Insights from Interviews with Community Members

Common themes include the need for localized services, better communication between agencies and residents, and tailored support for different community segments—all united around the community perspective that the Green New Deal should prioritize basic human needs, including job training so that low-income residents could access jobs in the new green economy. This priority aligns with the broader issue of supporting BIPOC, low-income residents in securing a livable future, combating environmental racism, and accessing well-paying jobs, as outlined in the problem statement: “What are the top priorities for West Berkeley’s unhoused and low-income tenants within the Berkeley Green New Deal policies that allow all residents to secure a livable future?”

Our analysis also revealed that while non-BIPOC residents shared many concerns with their BIPOC counterparts, such as affordable housing and energy security, they also expressed additional interests in environmental sustainability and job creation with the evolving green economy. Notably, the concept of “energy” differed significantly across subpopulations: for example, for the unhoused, energy access might mean finding locations to charge mobile devices, while for rent-burdened tenants, it could involve managing high utility costs. These nuanced needs underscore the importance of developing inclusive strategies and tailored solutions that address the specific challenges faced by each group, ensuring that our initiatives are responsive to both the unique and shared concerns across Berkeley's diverse population.

After engaging with residents, feedback highlighted the community’s most pressing concerns. While decarbonization was recognized as important, it was not an immediate priority. Instead, residents emphasized more urgent needs, such as access to Job training, food security, and reliable electricity. There was broad agreement on the importance of workforce development programs to better integrate unhoused and low-income populations into the local economy. This feedback underscored the necessity of addressing practical, immediate needs before focusing on long-term environmental goals.

Council Member Terry Taplin has been responsive to these findings, acknowledging that decarbonization, while vital, does not address the community’s immediate concerns and agreed for a shift in focus towards more pressing issues, particularly workforce development, as a key strategy to address local needs. His support reflects a commitment to aligning city policies with the real-time needs of the community, specifically by empowering low-income and unhoused residents through job training and employment opportunities. This shift in focus will help stabilize these populations and build a more inclusive, resilient community.

Workforce development plays a pivotal role within the Green New Deal (GND) framework, particularly in the context of Berkeley's commitment to sustainability and social equity. At its

core, the GND aims to reduce greenhouse gas emissions and promote green infrastructure, which Berkeley actively pursues through initiatives in energy and sustainable development. However, crucially expanding the GND's scope, Berkeley recognizes that true sustainability includes ensuring equitable access to green jobs. These jobs not only contribute to environmental goals but also provide a pathway to economic stability and social inclusion for all residents, including BIPOC communities disproportionately affected by historical inequities and gentrification pressures. By focusing on workforce development initiatives that create accessible pathways to green employment, Berkeley not only strengthens its environmental resilience but also fosters a more inclusive community where diverse populations can thrive economically and contribute to the city's sustainable future. This integrated approach aligns with Berkeley's commitment to addressing both environmental challenges and social justice, ensuring that the benefits of a green economy are shared equitably among all Berkeleyans.

III. Interviews with City of Berkeley Staff and Alameda County Workforce Development Board

Discussions with Berkeley City staff from the Economic Development Department have revealed a significant gap in data regarding the number of Berkeley residents benefiting from job training programs facilitated through partnerships between the City and other organizations. No City staff could identify who represents Berkeley on the Alameda County Workforce Development Board. County officials confirmed that the Board currently does not have dedicated personnel or a specific representative for the City of Berkeley. This lack of representation exacerbates the problem of inadequate advocacy for Berkeley's specific workforce development needs at the county level.

IV. Insights from Interviews with City of Berkeley Staff and Alameda County Workforce Development Board

Berkeley relies on the Alameda County Workforce Development Board, unlike Oakland and Richmond, which have more localized workforce development programs. This board serves multiple municipalities across the county, resulting in a less targeted approach to Berkeley's specific needs. While Berkeley benefits from workforce-related activities facilitated by the Office of Economic Development, including talent recruitment and support for STEM education, these efforts are not part of a unified, city-wide strategy. Additionally, while institutions like Berkeley City College offer various training opportunities, there is no coordinated approach to address the specific needs of Berkeley's low-income residents. This fragmented approach limits the effectiveness of workforce development initiatives in the city, as programs often operate in silos, lacking alignment with community-specific challenges. Without a unified strategy that

directly targets the economic barriers and skill gaps faced by low-income residents, these initiatives struggle to provide long-term, sustainable solutions for upward mobility.

Initiatives like the Berkeley Startup Cluster, which aims to foster inclusive growth in the tech sector, also operate independently with separate fiscal oversight rather than being directly managed by the city. Although the Alameda County Workforce Development Board provides training programs and support for individuals facing employment barriers, there remains a disconnect between these programs and local hiring practices.

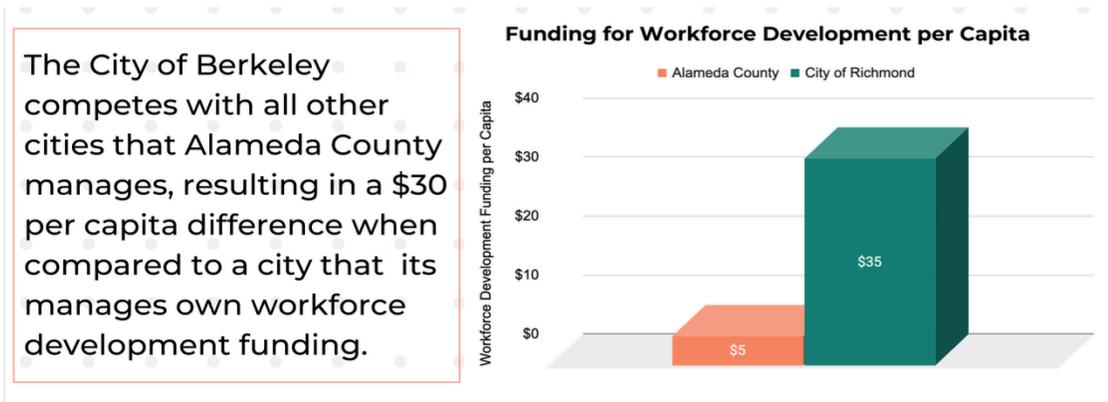
Alameda County funds its workforce development with *a \$7.2 million budget for 2023-2024, projected to increase to \$8 million*. This budget covers special programs and staffing across four sub-regions, aiming to distribute services equitably based on demographic and economic factors;⁸ the absence of specific data on the number of Berkeley residents served by these programs makes it challenging to assess their direct impact on Berkeley's workforce needs.

Examining the current allocation of federal dollars for job training in Alameda County reveals that workforce development is relatively small, which limits the scope and impact of the programs that can be implemented. With such limited funding, it's challenging to address the diverse and complex needs of the county's workforce.

Richmond Workforce Development Board provides a useful comparison, illustrating the need for a localized job training strategy in Berkeley. *With a \$4 million budget, Richmond invests approximately \$35 per resident, serving a smaller population. In contrast, Alameda County's job training funding is just \$4.93 per resident.* This significant discrepancy in per capita funding highlights the pressing need for a localized job training strategy for Berkeley. Berkeley should explore the possibilities of establishing local job training programs and allocating a substantially higher budget per resident. By doing so, the city can provide more comprehensive and effective training opportunities tailored to its residents' specific needs. This localized approach will enable Berkeley to equip its workforce with the relevant skills necessary to thrive in the evolving green economy.

⁸ ALAMEDA COUNTY WORKFORCE DEVELOPMENT BOARD. (2024, April 10). acwdb.org. Retrieved May 6, 2024, from <https://acwdb.org/wp-content/uploads/2024/04/4.10.24-OE-Packet.pdf>

Figure 8: Funding for Workforce Development per Capita



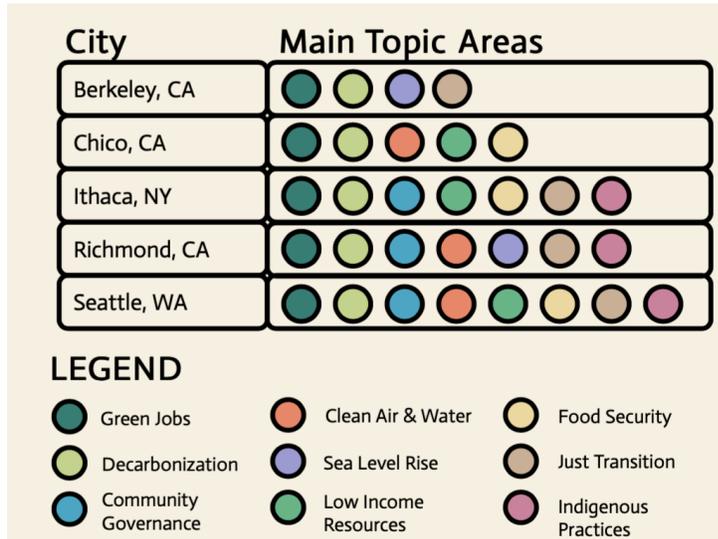
Such a program would advocate for Berkeley’s diverse populations, including low-income, BIPOC, formerly incarcerated, and unhoused residents, and align workforce development efforts with the city’s socioeconomic landscape. It would also foster collaboration between local businesses, educational institutions, and community organizations to create a more integrated and effective approach to workforce development. This strategy could pave the way for Berkeley to make a significant impact, akin to the successes of neighboring towns like Richmond and Oakland. Investing more heavily in residents' skills development will be crucial in positioning Berkeley with greater control over its economic development strategies, fostering inclusive growth, and better equipping its workforce for success in an evolving job market and sustainability initiatives.

B. Comparative Analysis

To better understand this we reviewed comparable city-based resolutions to understand better how other cities are addressing equity-focused Green New Deals and Just Transitions. Our analysis mapped key environmental policy themes present in these resolutions, including green jobs, decarbonization, sea level rise, and Just Transition initiatives.

Figure 2 compares how cities are addressing equity-focused Green New Deals and Just Transitions. We analyzed city-based resolutions, mapping key environmental policy themes. While Berkeley’s resolution covers green jobs, decarbonization, sea level rise, and a Just Transition, it falls short of the more comprehensive vision seen in other cities. This comparison highlights areas where Berkeley’s approach could be further developed to align with more robust frameworks seen elsewhere

Figure 2; Green New Deal Policies From Other Jurisdictions



While Berkeley's resolution includes language on these important themes, it falls short in offering a holistic vision compared to the more detailed and enforceable frameworks in other cities like Richmond and Seattle. This absence of specificity makes Berkeley's resolution feel less accountable and actionable. For example, Richmond's resolution emphasizes a planning process to establish a clear vision and actionable steps, likewise Ithaca's Green New Deal provides specific targets and timelines for achieving its goals. Appendix A provides a comparative analysis highlighting the particular targets, timelines, and enforceable measures included in the Green New Deals from other cities.

This mapping exercise highlights these discrepancies and assists council members in drafting a more comprehensive Green New Deal resolution for Berkeley. Such a resolution would capture the full breadth of the community's needs and ensure that the city's commitments are clear, enforceable, and aligned with the best practices observed in other leading cities.

3. Targeted Recommendations– Prioritizing Local Job Training and Addressing Historical Inequities

A. Recommendations

The City of Berkeley should prioritize job training for low-income residents to access new jobs in the green economy. The City should have its own job-training programs and create a new local funding stream for Berkeley residents rather than only utilizing the current Alameda County Workforce Investment Board programs.

B. Rationale: Why Should the City of Berkeley Take the Recommended Action?

I. Lack of Data on Berkeley Residents Served by Alameda County Workforce Investment Board WIB Programs:

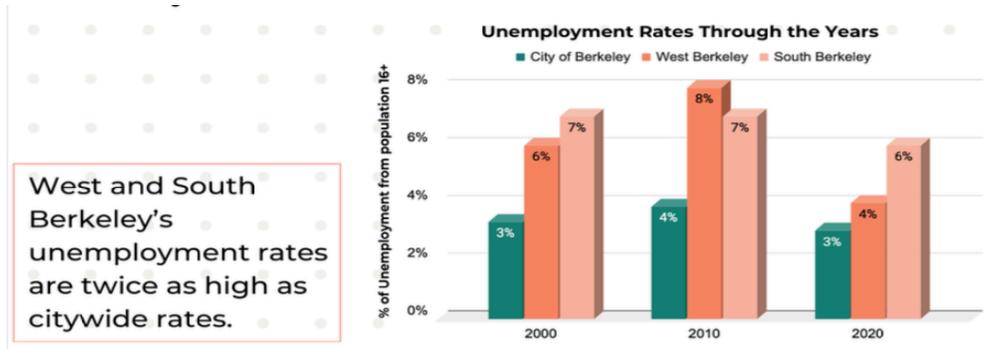
- The City of Berkeley currently lacks data on how many residents benefit from Alameda County Workforce Investment Board (WIB) programs.
- The Alameda County WIB does not track the information of residents who have benefitted from the training programs at the municipal level, and no city office explicitly addresses the basic, immediate workforce needs of Berkeley residents, mainly through the lens of environmental sustainability and resilience.

II. Berkeley residents who are unemployed or underemployed need help.

- The Unemployment Disparities By Neighborhood and Race Data below confirms this.

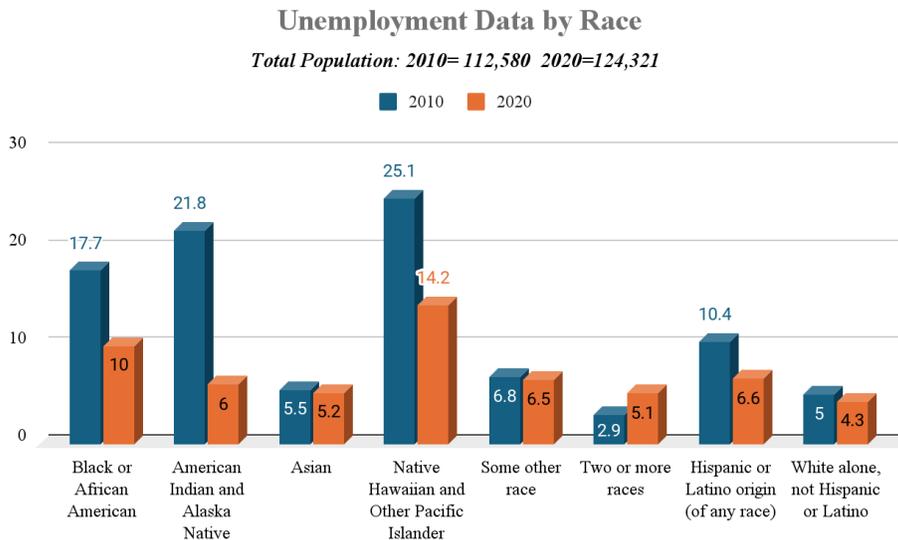
Figure 3 reveals that citywide unemployment in Berkeley has remained relatively steady, but regional disparities persist. West Berkeley, in particular, experienced fluctuations, with unemployment rates rising from 6% in 2000 to 8% in 2010 before dropping to 4% in 2020. In contrast, South Berkeley's rates have been more stable, slightly decreasing from 7% to 6% over the same period.

Figure 3: Unemployment Disparities By Neighborhood⁹



Similarly, **Figure 4** highlights significant racial disparities in unemployment across Berkeley between 2010 and 2020. Substantial gaps remain despite unemployment rates decreasing for Native Hawaiian, Other Pacific Islander, American Indian, and Alaska Native populations. Moreover, Black or African American unemployment has also declined yet remains disproportionately high. Meanwhile, Asian unemployment rates have remained stable, and unemployment among individuals of two or more races has increased.

Figure 4: City of Berkeley's Unemployment Data by Race



⁹Explore Census Data. (n.d.). <https://data.census.gov/>

The persistent disparities in unemployment rates across Berkeley indicate underlying systemic issues beyond mere fluctuations. Research identifies several factors contributing to high unemployment rates, including barriers related to access to job skills, inadequate training opportunities, and limited resources for job search and career advancement.¹⁰ For example, communities experiencing higher unemployment rates often have lower levels of formal education and fewer opportunities for skill development.¹¹

In areas like West Berkeley and South Berkeley, where conditions are more fragile, these gaps are exacerbated by the lack of targeted job training programs. Evidence suggests that without tailored workforce development initiatives, residents may struggle to acquire the skills necessary for high-demand jobs, which can contribute to persistent employment disparities.¹² Addressing these issues through localized job training programs is crucial for providing residents with the necessary skills and support. By investing in such programs, Berkeley can work towards bridging skill gaps and improving employment outcomes, particularly for its most vulnerable populations.

- III. Financial stability is fundamental to all basic needs uplifted from community interviews.**
- IV. Green workforce development is a main tenet of Green New Deal definitions across all governmental levels.**
- V. Developing a new revenue stream provides the city with greater spending flexibility than federal or state funding, allowing for investment in resources tailored to local needs.**

¹⁰ Smith, A., Jones, B., & Davis, C. (2022). *Barriers to Employment and Skill Development in Urban Areas*. Journal of Labor Economics, 45(2), 123-145

¹¹ Johnson, Robert. *Educational Attainment and Employment Outcomes in High-Unemployment Areas*. Boston: Academic Publications, 2021.

¹² Brown, Lisa, and Michael Lee. *Barriers to Employment: The Role of Job Training Programs in Addressing Unemployment Disparities*. New York: Employment Studies Press, 2023.

4. Case Study: How Local Job Training Programs Make a Difference for Low-Income Communities of Color

To illustrate the transformative potential of local job training programs, the Richmond case study provides a compelling example of how workforce development initiatives can positively impact low-income communities of color. Richmond's approach highlights the benefits of tailored, community-focused strategies that address both immediate employment needs and long-term economic resilience. This case study was selected because of its relevance to Berkeley, particularly in demonstrating how comprehensive workforce development can reduce unemployment, improve economic mobility, and support marginalized populations.

Richmond Case Study

Richmond is a compelling example of the transformative impact of well-planned workforce development initiatives on a community. Since its establishment in 2017, the Richmond Workforce Development Board (RWDB) has consistently addressed the diverse needs of job seekers and employers in the region.¹³ In response to the challenges posed by the COVID-19 pandemic and ongoing economic difficulties, the RWDB swiftly adapted to virtual platforms, ensuring the continued delivery of vital workforce services. This responsiveness and dedication illustrate the significant benefits of localized, tailored workforce development strategies.

The RWDB was established with a clear vision and defined goals. It initially operated with a budget of \$4 million to maximize its impact on the local economy and workforce. Key objectives include maintaining strong ties with the City of Richmond, leveraging resources to create customized pre-apprenticeship programs, and fostering collaborative relationships with employers, educational institutions, unions, and community organizations.

The RWDB's primary goals underscore a commitment to building a skilled labor force that meets the evolving needs of the job market. These efforts include year-round employment opportunities, career advancement training programs, and support services for youth. The RWDB also focuses on forming partnerships with regional organizations to help individuals enter high-growth, well-paying industries and prepare residents for careers in the construction trades.

¹³COMMUNITY SERVICES - EMPLOYMENT & TRAINING. (2024, January). City Richmond Ca Budget Book. Retrieved February 6, 2024, from <https://city-richmond-ca-budget-book.cleargov.com/9811/departments/library-and-community-services-employment-training>

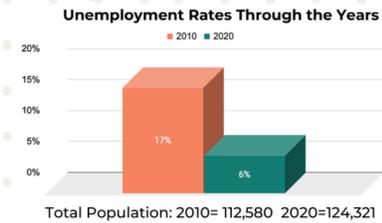
In 2023, the RWDB developed a targeted strategy to address the specific needs of Richmond residents. This plan included establishing training programs to enhance technical skills, creating job opportunities with competitive wages and benefits, and providing comprehensive workforce preparation services aligned with local labor market demands. Additionally, the RWDB aimed to provide work-based learning opportunities to 500 youth and train 100 residents for careers in the construction and renewable energy sectors.

The RWDB’s achievements illustrate its significant impact on the Richmond community, allocating over \$4 million to employment and training services for diverse individuals, including adult workers, youth, dislocated workers, ESL learners, individuals with disabilities, and formerly incarcerated individuals. The RWDB’s initiatives, such as the Richmond Beautification Program and support for the Richmond Housing Authority, highlight its holistic approach to community development. The RWDB also served more than 7,000 individuals at their career center, providing professional development, occupational skills training, and paid work experience opportunities to 500 youth across Richmond.¹⁴

Workforce Development Model

Richmond Workforce Development Board

Established in 2017, Richmond’s WFDB has contributed to an 11% improvement in unemployment.



Results of Investment

- Served over 7000 people in the Career Center
- Served over 500 youth providing career development
- Awarded over \$4 million dollars to provide employment and training services to Richmond residents: Adult workers, Youth, Dislocated Workers, ESL, Formerly Incarcerated, Construction Trades

The Regional Workforce Development Board's (RWDB) success is largely due to its well-structured organizational framework, led by the Deputy Director for Employment and Training. This framework includes key departments such as fiscal services, youth programs, construction initiatives, and contract compliance. To enhance its reach and effectiveness, the RWDB has established partnerships with 14 organizations, including the EASTBAY Works One-Stop Career Centers, the business community, and labor representatives.

The RWDB is committed to inclusivity, strictly following the Workforce Innovation and Opportunity Act (WIOA) requirements.¹⁵ These requirements prioritize services for vulnerable

¹⁴ *COMMUNITY SERVICES - EMPLOYMENT & TRAINING*. (2024, January). City Richmond Ca Budget Book. Retrieved February 6, 2024, from <https://city-richmond-ca-budget-book.cleargov.com/9811/departments/library-and-community-services-employment-training>

¹⁵ *COMMUNITY SERVICES - EMPLOYMENT & TRAINING*. (2024, January). City Richmond Ca Budget Book. Retrieved February 6, 2024, from <https://city-richmond-ca-budget-book.cleargov.com/9811/departments/library-and-community-services-employment-training>

populations, including low-income individuals, English language learners, veterans, and individuals with disabilities. Through programs like Accelerating Careers through Essential Skills Academy and YouthBUILD, the RWDB aims to empower individuals from diverse backgrounds to achieve economic mobility and self-sufficiency.

Comparison of Richmond Unemployment Data by Race Before and After The Establishment of Local WFDB

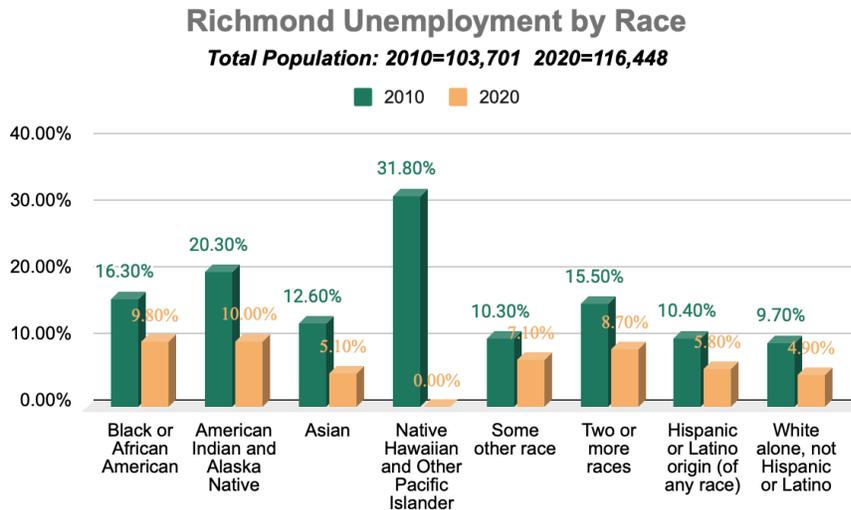
Richmond's employment data demonstrates a significant decline in unemployment rates from 2010 to 2020, coinciding with the establishment of the local workforce development board. **In 2010, the total unemployed population stood at 9,108, accounting for 16.53% of the workforce. By 2020, this number had significantly decreased to 3,733 individuals, representing a much lower unemployment rate of 6.32%.** The creation of RWDB in 2017 likely substantially impacted this decline. The introduction of workforce development programs and initiatives played a crucial role in providing job opportunities, skills training, and support services, thereby reducing unemployment.

Figure 8: Richmond's Unemployment and Employment Data from 2010 to 2020¹⁶

Year	Employment Status Population 16+ = Civilian Labor Force	Unemployment Status Population 16+ =Civilian Labor Force	Percent
2010	55111	9108	16.53%
2020	59042	3733	6.32%

¹⁶ *Black Census Berkeley Analysis*. (n.d.). https://darrelowensrcd.github.io/infoTransit/1970_vs_2020.html

Figure 9: Richmond Unemployment Data By Race



Census data on race from 2010 to 2020 shows significant reductions in unemployment rates across various racial groups in Richmond. Notable decreases were observed for Black or African American individuals (16.30% to 9.80%), American Indian and Alaska Native individuals (20.30% to 10.00%), Asian individuals (12.60% to 5.10%), Some other race (10.30% to 7.10%), Two or more races (15.50% to 8.70%), Hispanic or Latino origin (10.40% to 5.80%), and White alone, not Hispanic or Latino individuals (9.70% to 4.90%). These reductions suggest positive employment opportunities and economic growth trends across various racial demographics in Richmond over the past decade, amplifying the positive impact the RWDB has made.

What Berkeley Can Learn:

Richmond's experiences and successes, mainly through the work of the RWDB, provide valuable insights from which Berkeley could benefit. Richmond's commitment to comprehensive workforce development has significantly impacted its community, evidenced by the reduction in unemployment rates and the creation of numerous opportunities for diverse groups, including youth, low-income individuals, and those facing employment barriers. The RWDB's strategic partnerships, targeted training programs, and inclusive initiatives serve as a model for effectively addressing local economic challenges.

Berkeley stands to gain considerably by adopting a similar approach. By establishing a dedicated local workforce development board, Berkeley can ensure that the unique needs of its residents, especially the unhoused and low-income populations, are met more effectively. This could involve creating customized pre-apprenticeship programs, forming robust partnerships with employers, educational institutions, and community organizations, and focusing on industries

poised for growth, such as renewable energy and construction. Emulating Richmond's model would address immediate employment needs and foster long-term economic stability and inclusivity. Such a strategic shift would align with Berkeley's goals of providing sustainable livelihoods, combating environmental racism, and ensuring that all residents have access to well-paying jobs and a secure future.

5. Implementation Considerations: Financial, Staffing, and Economic Impacts of Localized Job Training

A. Financing: Tax Revenue Models

To understand how cities can fund essential services, especially those targeting vulnerable populations, this section examines case studies that highlight progressive tax policies. These models provide useful lessons on how targeted tax initiatives can generate substantial revenue for homelessness services, workforce development, and other critical programs. By analyzing these policies, potential strategies for Berkeley to ensure sustainable funding for its community programs can be identified.

I. Case Study 1: San Francisco, CA Proposition C, Special Tax for Homelessness Services

In November 2022, Proposition C, a gross receipts business tax initiative to fund homelessness services, was voted into law with 61% approval. This policy imposes an additional tax on San Francisco individuals and businesses earning more than **\$50 million** in total annual income. It impacts roughly 300 to 400 businesses (2-3%) of the 13,000 already paying gross receipts tax before the proposition was approved. The additional tax on businesses earning more than **\$50 million** ranges from 0.175 to 0.69 percent. For businesses earning more than **\$50 million** and that pay the payroll tax instead of the gross receipts tax, their payroll tax rate would increase by 1.5%. This increase in business tax is estimated to generate \$250 million to \$300 million annually. The newly generated revenue is deposited into the City, The Home Fund, distributed across Housing and Community Development, Homelessness and Supportive Housing, and the Department of Public Health to support shelters, hygiene programs, mental health services, and permanent affordable housing.¹⁷

This municipal tax policy increased the tax burden on high-earner businesses and individuals, creating a new local revenue stream dedicated to a specific set of services reserved for unhoused individuals. The strategic tax increase structure and focus on businesses and individuals earning more than **\$50 million** introduce a more progressive tax policy than applying a flat tax increase across all individuals or businesses that pay the gross receipts or payroll tax. This tax policy differs from a general tax change or charter amendment because it reserves the generated revenue for a specific purpose. Proposition C establishes a baseline level of funding for homelessness programs, ensuring that this revenue remains dedicated to these initiatives rather

¹⁷ Spur. (2023, December 16). *San Francisco Prop C - Business Tax for Homeless Services*. SPUR. <https://www.spur.org/voter-guide/2018-11/sf-prop-c-business-tax-homeless-services>

than being diverted to other city programs. This strategy actively redistributes wealth from some of San Francisco's highest-earning entities to its lowest-income residents.

This policy received some litigation when a taxpayer association raised a lawsuit that argued its special tax nature required a $\frac{2}{3}$ majority vote instead of a simple majority vote ($\frac{1}{2} + 1$ vote) to pass. The California State Supreme Court ultimately denied the review, upholding San Francisco's right to use a majority vote since the proposition was placed on the ballot through a citizen signature petition. The Coalition on Homelessness, Flide, and other homeless advocates gathered voter signatures to put the measure on the ballot, citing the California Supreme Court's Upland decision determined that a tax measure placed on a local ballot by citizen petition only requires a simple majority to pass. The ruling in Proposition C's lawsuit confirmed that the two-thirds supermajority vote requirement for local special taxes in California applies to tax measures referred to the ballot by lawmakers but not to citizen initiatives.¹⁸

In reviewing San Francisco's successful models, it becomes clear that strategic and well-planned workforce development and funding initiatives can significantly enhance community support services. San Francisco's Proposition C demonstrates the power of leveraging high-earning businesses to fund critical services for the unhoused population.

By imposing a progressive tax on businesses earning over \$50 million, San Francisco has created a dedicated revenue stream annually, generating \$250 million to \$300 million for homelessness

San Francisco: Special Tax Policy
Proposition C: Special Tax Increase for Homelessness Services

<p>Option 1: Impose special tax increase businesses earning more than \$50 million through citizen signature petition</p>	<p>Option 2: Impose special tax increase on businesses earning more than \$50 million through city council petition</p>
<p>SIMPLE MAJORITY (50% + 1 votes to pass)</p>	<p>2/3 MAJORITY (66% votes to pass)</p>

services. This initiative ensures a consistent funding baseline for shelters, hygiene programs, mental health services, and permanent affordable housing, illustrating a robust model for addressing homelessness through

¹⁸San Francisco, California, Proposition C, *Gross Receipts Tax for Homelessness Services*. (2018, November). BALLOTPEdia. Retrieved March 2024, from [https://ballotpedia.org/San_Francisco,_California,_Proposition_C,_Gross_Receipts_Tax_for_Homelessness_Services_\(November_2018\)](https://ballotpedia.org/San_Francisco,_California,_Proposition_C,_Gross_Receipts_Tax_for_Homelessness_Services_(November_2018))

strategic taxation and dedicated funding.

Given San Francisco's successes, the City of Berkeley should consider adopting similar strategies since establishing and maintaining a local job training system will require significant funding. Berkeley could explore implementing a **progressive tax on high-earning businesses to create a dedicated fund** for homelessness services and other critical community needs.

II. Case Study 2: Oakland Progressive Business Tax

In November 2022, a Ballot Measure was introduced by 4 Councilmembers and was unanimously voted for placement on the ballot by the Council on May 26, 2022. The objective is to modernize Oakland's 20-year-old, regressive business tax structure and raise nearly \$22 million to protect and expand essential city services to address homelessness, fix, and clean streets, and provide tax relief and COVID recovery support to more than 20,000 struggling small businesses, many owned by women and people of color.¹⁹

Oakland's proposed progressive business tax increase offers a critical opportunity to promote fiscal equity while sustaining the city's long-term economic vitality. By introducing a tiered-rate structure, this initiative ensures that larger businesses, particularly multi-million-dollar corporations that have experienced significant profit growth during the pandemic, contribute more fairly to the city's tax base. Currently, 18% of businesses, representing a small fraction of taxable gross receipts, contribute 34% of all business taxes. In contrast, larger businesses, which account for 82% of gross receipts, contribute a disproportionately smaller share. This imbalance highlights the need for reform.²⁰

The new tax structure is designed to relieve small businesses from excessive tax burdens. Over 20,000 small enterprises comprising 39% of all businesses in Oakland are expected to benefit from reduced taxes. Retailers, restaurants, grocers, wholesalers, and various service firms with up to \$2.5 million in gross receipts and manufacturers with up to \$1 million in gross receipts will see tax cuts. This policy ensures that 97% of Oakland businesses will either maintain their current tax rates or experience reductions, fostering a more supportive environment for local enterprises.

The proposal introduces higher tax rates for the top 3% of Oakland's largest businesses, which generate \$100 million or more annually. The goal is to balance fiscal responsibility with maintaining regional competitiveness. Increased contributions from these high-revenue

¹⁹Oakland, C. O. (2022, May 26). *Progressive Business Tax Proposal*. City of Oakland.
<https://www.oaklandca.gov/resources/progressive-business-tax-proposal>

²⁰ Oakland, C. O. (2022, May 26). *Progressive Business Tax Proposal*. City of Oakland.
<https://www.oaklandca.gov/resources/progressive-business-tax-proposal>

businesses are expected to enhance city services without imposing additional tax burdens on homeowners and renters.

However, the proposed tax increases, which could reach up to 760% for some businesses, have sparked valid concerns about their potential impact on Oakland's economic landscape.²¹ The substantial rise in tax rates may lead some large employers to reconsider their presence in the city, possibly resulting in job losses and a slowdown in economic activity. The city must closely monitor these effects to ensure the tax policy does not inadvertently hinder the region's business growth or economic expansion.

This progressive business tax proposal represents a significant step forward for Oakland by increasing taxes on higher gross income levels and promoting a fairer tax system. By implementing a tiered-rate structure, the city aims to ensure that the largest and most profitable businesses contribute their fair share of revenue, addressing existing disparities. This approach not only supports small businesses with tax reductions but also strengthens the city's revenue base in a manner that is progressive and consistent with Oakland's economic and fiscal objectives.

III. Alternatives: Richmond, CA Measure H, and Measure E – General Tax Increase and Charter Amendment

In June 2018, Measure E, a charter amendment authorizing the city to dedicate a portion of the city's general funds for youth programs and services, was voted into law with 76% approval. This measure proposed a gradual increase in the portion of city funds that would be dedicated to youth services, beginning with \$700,000 in its first year of implementation, 1% of the general fund in its second year, 2% of the general fund in its third year, and then 3% of the general fund in its 3rd year and every year after. The funding was intended to establish a department of children and youth within the city manager's office and a 15-member oversight board, also known as the Kid's First Initiative²². Then, in November 2018, Measure H, a property transfer tax initiative to increase the transfer tax for properties valued at more than **\$1 million**, was voted into law with 64% approval. Properties valued over \$1 million would experience some tax increase between 0.55%-2.3%, while properties valued below \$1 million would see no change in their existing 0.7% transfer tax fee. This increase in property transfer tax is estimated to generate \$4.8 million annually and had no determined specific use for the revenue as it would be

²¹An Analysis of Oakland's Proposed Business Tax Increase. (2022). In *Bay Area Council Economic Institute – Oakland Business Tax – March 2022*.

https://www.bayareaeconomy.org/files/pdf/Oakland_BusinessTaxAnalysis_BACEI_March2022.pdf

²²*Richmond Kids Initiative Fund: The Richmond Fund for Kids and Youth*. (n.d.). Retrieved February 2024, from <https://www.ci.richmond.ca.us/DocumentCenter/View/48207/Richmond-Kids-First-Measure-E?bidId=>

deposited into the city's general fund “for a public purpose”.²³

Tax Revenue Models

Richmond: General Tax Policy

Measure H and Measure E: Charter Amendment & General Tax Increase

Step 1: Amend charter to create a new distribution of general fund to a specific cause	Step 2: Impose general tax increase on transfer tax for properties valued more than \$1 million.
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SIMPLE MAJORITY
(50% + 1 votes to pass)
SIMPLE MAJORITY
(50% + 1 votes to pass)

This policy strategy combined a charter amendment that dedicated a portion of the city’s general fund to a specific purpose and a general tax increase in the form of a property transfer tax to increase the general fund’s overall value. This set of policies had a similar objective to San Francisco’s Proposition C: they generated a new local revenue source to fund a specific purpose. However,

by going the general tax and charter amendment route, this policy strategy avoided the challenges of special taxes. No citizen signature petitions were needed to get the measures on the ballot, and no two thirds $\frac{2}{3}$ votes were required to pass the measures. Also, charter amendments to distribute existing funding to causes that voters care about often result in more easily adopted campaigns than introducing new taxes. So, Measure H being introduced before Measure E was both a tactical move and a risk if Measure E did not pass because then the Kid’s First Initiative would be dipping into the existing general fund already supporting other needed services. Measure E had an advantage in getting approved as a general tax since it only required a simple majority to pass one half plus one vote ($\frac{1}{2} + 1$ vote).

B. Implementation Consideration

The case studies of San Francisco’s Proposition C, Oakland’s progressive business tax, and Richmond’s Measures H and E collectively offer valuable insights into innovative funding mechanisms for municipal services. Proposition C demonstrates the effectiveness of leveraging high-earning businesses through a targeted gross receipts tax to generate substantial revenue for homelessness services. Oakland's progressive business tax illustrates how a tiered-rate structure can balance fiscal equity by ensuring that large businesses contribute more fairly to city revenues. Richmond’s Measures H and E highlight a dual approach where a charter amendment

²³Rosales, B. M. (2018, December 12). *The breakdown: three local ballot measures explained*. Richmond Confidential. <https://richmondconfidential.org/2018/10/13/the-breakdown-three-local-ballot-measures-explained/>

dedicates funds to specific services while a general tax increase enhances overall revenue, demonstrating flexibility in funding strategies.

These case studies underscore several key takeaways for the City of Berkeley. First, targeted tax initiatives, such as progressive taxes on high-earning businesses or property transfer taxes, can create dedicated revenue streams for essential services without overburdening small businesses or residents. Second, combining specific allocations with broader revenue increases can offer a balanced approach to addressing diverse community needs. Finally, ensuring a clear connection between revenue sources and their intended purposes can increase public support and the effectiveness of funding initiatives.

In light of these insights, Berkeley should consider implementing a multifaceted funding strategy that integrates elements from these case studies. This could involve introducing a progressive tax on high-earning businesses to support targeted community programs, such as homelessness services or workforce development. Additionally, exploring general revenue-enhancing measures, like a property transfer tax, could provide a supplementary funding source for broader municipal needs. By adopting these strategies, Berkeley can create a sustainable and equitable funding framework that supports its diverse community needs and promotes long-term economic stability.

The Economic Impact of a Local Job Training Program

Investing in job training programs can enhance the skill set of the local workforce, potentially leading to benefits for both businesses and the broader economy. By focusing on training programs in high-demand fields such as renewable energy, technology, and healthcare, the City of Berkeley can help residents acquire valuable skills that align with current job market needs. This approach may improve the employability of the local workforce and create an environment that attracts businesses seeking skilled talent. Additionally, a well-trained workforce has the potential to contribute to increased productivity and innovation within local businesses. This, in turn, could support job creation and contribute to economic growth. While these outcomes are promising, the actual impact will depend on the effectiveness of the training programs and their alignment with industry requirements. The broader economic benefits could include improved employment rates and increased consumer spending, which would contribute to a more resilient local economy.

Appendices

Appendix A: Summary of Green New Deal Policy Comparison Matrix From Other Jurisdictions

City and Policy Name	Main Policy Areas	Bill Language	Enforceability
Berkeley, CA- Commit The City of Berkeley to A Just Transition from The Fossil Fuel Economy	Green Jobs Decarbonization/ Electrification Sea level Just Transition	NOW THEREFORE, BE IT RESOLVED that the City Council commits the City of Berkeley to a Just Transition to zero carbon emissions that secures a livable future for all Berkeleyans, pursue a Green New Deal for West Berkeley, combats environmental racism and the unique vulnerabilities of people of color, and ensures that all Berkeleyans have access to good-paying jobs and equitable living standards free from the fossil fuel economy. BE IT FURTHER RESOLVED that all City Council reports with a section on Climate and Environmental Impacts include a Just Transition analysis wherein maximum potential for reducing greenhouse gas emissions while advancing equity is evaluated.	Not implemented
Richmond, CA-Resoluti on To Begin A Planning Process To Establish A Vision And	Green Jobs Decarbonization/ Electrification Community Governance Clean Air and Water Access	BE IT RESOLVED, that such a plan will Draft a principled and practical concrete implantation plan (including both low-hanging fruit and long-term projects) to address the climate crisis with a multi-year approach to new job	The City Manager's office released a Request for Proposal in October 2021 to solicit professional services to develop/implement a

<p>Identify Actions To Implement A Local Green-Blue New Deal That Will Provide 21 St Century Jobs For Our Richmond Community</p>	<p>Sea level Just Transition</p>	<p>creation.</p> <ul style="list-style-type: none"> • Maintain a responsibility to deliver environmental justice and equity through an inclusive economy, producing results at the community level, guided by communities themselves. • Provide a pathway to the green and blue economies, creating pipelines to good paying, sustainable jobs with labor and union-friendly agreements, such as PLAs and a just transition as we enter an era of changing work trends. • Provide ideas for public investment in good jobs for our residents, as well as policy ideas for advancing the latest sustainability practices and regulation of polluting industries, as we begin to shift away from dependency on the fossil fuel industry so that no workers and no communities are left behind. • Demonstrate a resolve to demonstrate the art of the possible and lead the way, walking the walk and using our people and our budget to drive change. <p>BE IT FURTHER RESOLVED that such a planning process will include reaching out to:</p> <ul style="list-style-type: none"> • Experts, authors and other specialists on the Green New Deal and the Blue New Deal. • The overall Richmond community and stakeholders through community meetings, town hall gatherings, workshops, webinars and other outreach methods. Stakeholder meetings should include (but not be limited 	<p>community-based workforce development plan using the Green-Blue New Deal/JT Framework. Appraccel, LLC was awarded the contract in April 2022.</p>
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		<p>to) Richmond environmental justice and environmental health organizations, climate change organizations, shoreline groups, neighborhood councils, unions (public sector and private sector), the business community, and nonprofits.</p> <p>BE IT FINALLY RESOLVED that this planning process should be approximately a one (1) year to 18-month process with study session updates presented to the City Council every 6 months to update the Council and the public at large. Given the urgency of the climate crisis, these updates should also advise the Council on potential implementation of certain recommendations, even prior to the end of the planning process.²⁴</p>	
<p>Seattle, WA -Resolution For Green New Deal For Seattle</p>	<p>Green Jobs Decarbonization/ Electrification Community Governance Clean Air and Water Access Resource for Low Income Food Security Just Transition</p>	<p>BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SEATTLE THAT:</p> <p>Section 1. The City of Seattle (“City”) supports policies that promote strong families and communities, including paid family and sick leave, affordable child care, universal health care, and high-quality, free educational opportunities for all as laid out by the federal Green New Deal resolution and urges the United States Congress to pass the Green New Deal.</p> <p>Section 2. The City recognizes</p>	<p>Green New Deal Executive Order²⁶</p>

²⁴ <https://www.ci.richmond.ca.us/ArchiveCenter/ViewFile/Item/11284>

²⁶Durkan, J. A. (2020). *Executive Order 2020-01: Advancing a Green New Deal for Seattle*. https://wayback.archive-it.org/3241/20211218155953/https://durkan.seattle.gov/wp-content/uploads/sites/9/2020/01/Final-Executive-Order-2020-01-Advancing-a-Green-New-Deal-for-Seattle_.pdf

		<p>that, while it has made some progress towards reducing its dependence on fossil fuels, that progress is insufficient to make the necessary changes to shift Seattle’s economy to be more equitable and ecologically sustainable.</p> <p>Section 3. The City envisions a future where Seattle residents can live healthy, prosperous lives, free of toxic chemicals and fossil fuels, and all people's social and ecological well-being is prioritized over the profit of private corporations.</p> <p>Section 4. To achieve this vision, the City commits to creating a Green New Deal for Seattle with the following goals:</p> <p>A. Make Seattle free of climate pollutants, meaning those that cause shifts in climate patterns, including carbon dioxide, black carbon, methane, nitrogen oxides, and fluorinated gasses, by 2030;</p> <p>B. Prioritize investment in communities historically most harmed by economic, racial, and environmental injustice;</p> <p>SEATTLE CITY COUNCIL Page 5 of 12 Printed on 4/2/2022²⁵</p>	
<p>Ithaca, NY- Adoption of Ithaca Green New Deal-Resolution)</p>	<p>Green Jobs Decarbonization/ Electrification Community Governance Resource for Low Income Food Security</p>	<p>RESOLVED, That the City of Ithaca endorses the following actions to achieve these goals: Create a climate action plan (CAP) in 2020 to provide details on how to achieve the Ithaca Green New Deal, and update the CAP regularly;</p>	<p>City's department of Planning and development released Ordinance to Amend Chapter 8 (Advisory Commission) of Part I (Administrative Legislation) of the</p>

²⁵SEATTLE CITY COUNCIL - Office of the City Clerk (n.d.). <http://seattle.legistar.com/Default.aspx>

	<p>Just Transition</p>	<p>Track and annually report on progress towards the goals listed above Adopt a Green Building Policy for new buildings in 2019; Adopt a Green Building Policy for existing buildings by 2021; and Assign additional staff as needed to implement the plan ; and, be it further RESOLVED, That the Mayor and Common Council will work with department heads and city staff, members of appropriate boards and commissions, businesses, community groups, academic institutions, organizations, and other local governments to develop a comprehensive public input process to enable achievement of these goals; · and, be it further RESOLVED, That the City of Ithaca will ensure that the benefits of the Ithaca Green New Deal are shared among all of our local communities to reduce historical social and economic inequities; and, be it further²⁷</p>	<p>Code of the City of Ithaca to Establish a Sustainability and Climate Justice Commission²⁸</p>
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Appendix B: Brief High-level Analysis of Findings Berkeley Subpopulation Needs Matrix

Unhouse People

Analyzing the unhoused need matrix reveals that alongside the immediate needs of emergency shelter and long-term housing, addressing access to food security, clean water, and reliable electricity is paramount for the well-being of the unhoused population. Moreover, comprehensive

²⁷Adoption of the Ithaca Green New Deal- Resolution. (n.d.). cityofithaca.org. Retrieved October 2023, from <https://www.cityofithaca.org/DocumentCenter/View/11052/Ithaca-Green-New-Deal-Resolution-FINAL-cert?bidId=>

²⁸Proposed Amendment to §258-10 of the City Code (By L. Nicholas,). (2022, November 28). cityofithaca.org. Retrieved October 2023, from

<https://www.cityofithaca.org/DocumentCenter/View/14501/Chapter-8-Circulation-Memo-with-Ordinance?bidId=>

health services are crucial for addressing their physical and mental health needs. Furthermore, the analysis highlights the nuanced understanding of energy needs among the unhoused population, where access to electricity is crucial for charging essential devices. Mobility justice is also substantial, particularly for disabled individuals who require assistive devices like wheelchairs and walkers, which rely on access to electricity. However, equally important is the emphasis on workforce development programs, which play a pivotal role in facilitating the integration of unhoused individuals into society and breaking the cycle of

Homelessness. While specific West Berkeley community services/resources tailored to the unhoused population may be limited, existing city services such as Health, Housing, and Community Services play a crucial role in providing essential support.

By prioritizing access to workforce development initiatives, such as job training programs and employment assistance services, we can empower unhoused individuals to acquire the skills and resources necessary for sustainable employment opportunities. This enhances inclusion in the green economy and economic stability and fosters a sense of dignity and purpose, facilitating their transition towards self-sufficiency and long-term stability.

It's imperative to recognize that addressing the multifaceted needs of the unhoused population requires a comprehensive and holistic approach. By combining efforts to provide essential services like housing and healthcare with targeted interventions in workforce development, we can create pathways toward a brighter and more secure future for individuals experiencing homelessness. Through collaboration and innovation, we can work towards building inclusive communities where every individual has the opportunity to thrive.

Rent Burdened Residents

Analyzing the needs of rent-burdened residents in Berkeley reveals that, alongside addressing food security, health, and access to utilities, there is a crucial demand for high-paying jobs and a sustainable cash flow. One resident emphasized, "Quality jobs are essential for us to break the cycle of financial instability. It's not just about paying rent; it's about building a future." Organizations such as Rising Sun and SERC, with the support of the Office of Economic Development, are pivotal in providing quality job opportunities that can help alleviate the financial stress experienced by these residents. Ensuring access to well-paying employment allows individuals to manage their rent more effectively and contributes to their overall economic stability and well-being.

In addition to job opportunities, the need for sustainable living conditions remains paramount. The Ecology Center and other local entities are instrumental in promoting energy efficiency, water savings, and recycling practices. Another community member noted, "Sustainable jobs

mean we can care for our families and the planet simultaneously." By integrating workforce development initiatives with these sustainability efforts, residents can benefit from a holistic approach that addresses immediate financial needs and long-term environmental goals. This comprehensive strategy empowers rent-burdened individuals by providing them with the necessary skills and resources to secure stable employment, thereby reducing rent burdens and fostering a more resilient and inclusive community.

Low-Income Homeowners

Examining the low-income homeowners' subpopulation highlights a multifaceted landscape of needs essential for improving their well-being and socio-economic stability. Beyond addressing fundamental requirements like food security and access to clean water, ensuring affordable and sustainable housing options remains a priority. Additionally, energy concerns extend beyond mere access to electricity; for low-income homeowners, it translates to lower utility bills, enabling them to allocate savings towards critical expenses such as mortgage payments. Moreover, the significance of quality job opportunities cannot be overstated. Empowering low-income homeowners with access to stable and well-paying employment is integral to breaking the cycle of poverty and fostering long-term financial security. Health services also emerge as a crucial component, necessitating accessible and affordable healthcare options tailored to their needs.

Despite this, there seems to be a scarcity of community services/resources tailored explicitly to low-income homeowners in West Berkeley. Nonetheless, certain city services such as Planning and Development - Office of Energy & Sustainable Development play a crucial role in addressing some of these needs. Integrating workforce development programs into the equation becomes imperative, as it provides individuals with the skills and resources necessary for securing stable employment and contributes to broader community development efforts. Addressing these multifaceted needs comprehensively creates a more inclusive and equitable environment for low-income homeowners in West Berkeley.

These voices served as reminders that basic needs lay in the heart of the Green New Deal. These insights inspired us to develop a Subpopulation Service Need Matrix tailored to Berkeley's unique demographics. We sought to understand their distinct needs and how they tie into the Green New Deal and evaluate existing community services to fill any gaps.

Analysis from the Service Need Matrix

One need that ran similar across the subpopulation was **workforce development**, as this also was one way to help BIPOC low-income residents of South and West Berkeley meet the more extensive umbrella of our problem statement **“What are the top priorities for West Berkeley unhoused and low-income tenants and low income in Berkeley Green New Deal policies**

that allow all Berkeley residents to secure a livable future, combat environmental racism, and access to good paying jobs.”

After engaging with residents in West Berkeley to understand their priority areas, we received a range of reactions that highlighted the community's immediate concerns. Many residents expressed that while decarbonization is essential, it is perceived as expensive and not an urgent priority for them. Instead, they emphasized the need for immediate support, particularly in areas such as access to affordable housing, food security, and reliable electricity. There was a strong consensus on the importance of comprehensive health services and targeted workforce development programs to help integrate the unhoused and low-income populations into the local economy. The feedback underscored that practical and immediate needs should precede long-term environmental goals.

We would also like to acknowledge Council Member Terry Taplin’s responsiveness to our findings. Recognizing that decarbonization, though crucial, does not represent the most immediate concerns of the residents, he supported the redirection of efforts toward more pressing needs. Council Member Taplin highlighted the importance of workforce development as a core component of addressing the community's issues. His willingness to adjust priorities based on resident feedback demonstrates a commitment to ensuring that city policies align with the community's needs, particularly in empowering low-income and unhoused individuals through job training and employment opportunities. This alignment will support the residents' journey toward stability and self-sufficiency while building a more inclusive and resilient community.

This became our project's narrowed scope and focus, with the definition of a more tailored problem solution: *“The creation of green jobs is happening right now through building decarbonization, retrofits, and investment in green infrastructure. Green job training organizations and apprenticeship programs like Rising Sun have expressed that the interest to enter the construction industry is non-existent in Berkeley, not because they believe there are no people interested in finding quality jobs in this industry, but because they are having trouble connecting with people who would benefit most from filling these types of roles.”*

In analyzing what specific policy solution, we scanned through two leading solutions: 1) *Expanding the City’s current First Source Hire policy and programs to expand concrete opportunities for low-income youth, formerly incarcerated, formerly unhoused (the people in critical job training programs)* 2) *New sustainable funding stream such to invest in publicly funded green construction projects and increase funding for impactful job training programs.*

Workforce development plays a pivotal role within the Green New Deal (GND) framework, particularly in the context of Berkeley's commitment to sustainability and social equity. At its core, the GND aims to reduce greenhouse gas emissions and promote green infrastructure, which

Berkeley actively pursues through energy and sustainable development initiatives. However, crucially expanding the GND's scope, Berkeley recognizes that true sustainability includes ensuring equitable access to green jobs. These jobs not only contribute to environmental goals but also provide a pathway to economic stability and social inclusion for all residents, including BIPOC communities disproportionately affected by historical inequities and gentrification pressures. By focusing on workforce development initiatives that create accessible pathways to green employment, Berkeley strengthens its environmental resilience. He fosters a more inclusive community where diverse populations can thrive economically and contribute to the city's sustainable future. This integrated approach aligns with Berkeley's commitment to addressing environmental challenges and social justice, ensuring that the benefits of a green economy are shared equitably among all Berkeleyans.

Appendix C: Defining Green

Green New Deal: Cities cannot wait for the federal government to act, so the City of Berkeley lays out a framework for tackling climate change while securing a livable future for ALL Berkeleyans by repairing societal injustices, like economic inequality and environmental racism. With five goals, the primary goals

6. **Goal #1: Achieve Net Zero Emission**
7. **Goal #2: Secure Basic Needs**
8. **Goal #3: Increase Access to Quality Jobs**
9. **Goal #4: Invest in Green Infrastructure**
10. **Goal #5: Repair environmental oppression**

Green Industry: New and traditional industry sectors that are implementing environmentally conscious and/or energy-efficient standards. Green industries can include, but are not limited to, sustainable construction, transportation, clean and renewable energy, water conservation, waste management, sustainable farming and food production, bio pharm, and tech companies.

Green Jobs: any living-wage, family-supporting job within a green industry company or environmentally conscious small business that assists with environmental protection and renewable energy development or promotion. Examples of Green Jobs include solar panel designers and small green business owners to wind turbine facility janitors and home energy auditors. Most construction and installation-based green jobs are likely to be “middle-skill” jobs, requiring workers to possess training or education beyond a high school diploma but less than a 4-year college degree.²⁹

²⁹ Center for American Progress. Green Recovery: A Program to Create Good Jobs and Start Building a Low-Carbon Economy. September 2008

Green Workforce Training: Any private or publicly financed professional effort to train current or potential employees in technical skills and “soft skills” appropriate for emerging green industry sectors. Green workforce training can be provided in a classroom, at the workplace, online, or through internships, residential programs and apprenticeships.³⁰

Inclusive Green Workforce Training: Any professional training program that actively recruits and serves a significant portion of low-income individuals in gaining technical and “soft skills” appropriate for emerging green industry sectors. Inclusive green workforce training includes options for wrap-around services such as childcare, transportation assistance and case management for participants needing additional services.³¹

Appendix D: Policy Summary: Racial Equity Impact Assessment for Seattle’s Building Emissions Performance Standard (BEPS) Ordinance

As part of Seattle’s building decarbonization effort under their Green New Deal goals, Seattle’s Building Emissions Performance Standard (BEPS) seeks to transition Seattle’s large buildings (over 20,000 sqft) to net-zero emissions by 2050. Buildings make up 37% of Seattle’s greenhouse emissions, and large buildings³² – including commercial, municipal, multifamily and affordable housing – comprise 27% of overall building emissions.³³ The policy establishes greenhouse gas intensity targets (GHGIT) – levels of buildings emissions per square foot) – which scale incrementally to net-zero over three compliance periods, each 5 years. Each compliance interval begins with the largest buildings (with the greatest emissions impact) reporting progress towards their GHGITs first and ends with smallest buildings.³⁴

To provide flexibility to building owners, especially of affordable housing, low-income market-rate housing, and buildings providing social services like shelters, the BEPS offers several “pathways” to achieving net-zero:

³⁰ “Soft Skills” refers to any training in office/workplace etiquette– ranging from punctuality and computer skills to language development.

³¹ Renee Willette Inclusive Green Jobs, May 2009

³² Office of Sustainability & Environment, “City of Seattle Draft Ordinance on a Building Emissions Performance Standard,” *OSE* (June 5, 2023), 1, https://www.seattle.gov/documents/Departments/OSE/Building%20Energy/1-Draft_BEPS_Ordinance_06.05.23.pdf.

³³ Climate Solutions and Rocky Mountain Institute, “Technical recommendations for Seattle’s BEPS proposal,” (April 14, 2023).

³⁴ Seattle Office of Sustainability & Environment, “Director’s Report: Seattle Building Emissions Performance Standard Policy Proposal,” *OSE* (May 30, 2023), 6, <https://www.seattle.gov/documents/Departments/OSE/Building%20Energy/2-Seattle-BEPS-Directors-Report-Draft-05.30.23-with-appendix.pdf>.

- Large Non-commercial buildings allowed an ACP during the first compliance period (funds from which will go to low income building upgrades).
- Affordable multi-family housing and buildings supporting social services may claim an exemption from the first compliance period (2031-35) and request an extension (shifting their final compliance period into 2045-50).³⁵
- All multifamily buildings may adopt prescriptive options (e.g., replacing hot water heating) in lieu of meeting targets in each compliance period.
- Low-income housing, affordable housing, and buildings in financial distress, can waive GHGIs altogether if they adopt an approved Decarbonization Compliance Plan to get to net-zero or low emissions by 2045-2050.
- The policy also outlines several revenue streams and enforcement mechanisms to support implementation, which we discuss subsequently.

Seattle’s Office of Sustainability and Environment (OSE) released a draft version of the BEPS in May 2023, and plans to finalize the policy by December 2023. This analysis was conducted as OSE was collecting comments before submitting an updated version of the policy to the Mayor’s Office and City Council in November 2023.

REIA Component	Analysis
<p>1 Identify Stakeholders Which racial/ethnic groups may be most affected by and concerned with the issues related to this proposal?</p> <p>Have stakeholders from different racial/ethnic groups—especially those most adversely affected—been informed, meaningfully involved and authentically represented in the development of this</p>	<p>The policy will apply to building owners with more than 20,000 square feet (SF) that are already required to comply with Seattle Energy Benchmarking & Reporting." This equates to approximately 1,650 nonresidential structures, 1,885 multifamily structures, and 45 campuses (representing approximately 600 structures). This includes the majority of large nonresidential and multifamily buildings downtown and in denser urban neighborhoods such as Capitol Hill, the Chinatown International District, First Hill, and SODO, as well as some buildings in the heart of Seattle's many urban villages such as Ballard and Columbia City. Private entities, nonprofits, affordable housing, market rate apartments, condominiums, municipal and public-school buildings, universities, and hospitals are all examples of ownership. Exempt are buildings used for industrial and manufacturing purposes.</p> <p>OSE currently does not have race-based information about the owners of approximately 4,135 buildings that must comply with these mandates. Therefore, OSE utilizes several proxies to target outreach, technical</p>

³⁵ Seattle Office of Sustainability & Environment, “Director’s Report,” 7.

<p>proposal?</p>	<p>assistance, and early compliance engagement to reduce the burden of non-compliance fines and ensure OSE is not enforcing regulations in disparate ways across our community. Key data used includes the City’s Race and Social Equity Index Map to identify Racial & Social Equity (RSE) priority communities and ownership criteria, such as community-based organization, nonprofit, Women-Minority Owned Businesses (WMBE). These tools enable us to systematically flag priority businesses, target customized support, and mitigate disproportionate impacts.³⁶</p> <p>In accordance with the prioritized focus areas outlined by the RSE, the Duwamish Valley emerges as a prominent region characterized by elevated levels of disadvantage, experiencing persistent climate injustices over the years. Within these most disadvantaged areas, 55% of its residents identify as people of color, with a median income of \$89,756. It is noteworthy that 15% of these inhabitants fall below the poverty line. Additionally, 35% of residents are homeowners, while the majority, constituting 65%, are renters.</p>
<p>2) Engage stakeholders Who’s missing and how can they be engaged?</p>	<p>Phase 1 - Stakeholder Engagement Prior to Policy Proposal: From June 2022 to June 2022, this phase included OSE's two online open houses, which were attended by approximately 550 people in total, six technical advisory group meetings, and six meetings of the Housing Development Consortium's affordable housing task force. Climate advocates, labor organizations, building owners, building professionals, government partners, and utilities were also met by OSE. This included equity-focused interactions with non-profit owners, community-based organizations, and residential tenants.</p> <ul style="list-style-type: none"> • Phase 2 - Focused Stakeholder Engagement to Refine Draft Policy: From July to Mid-May 2023, this phase included two online webinars attended by approximately 330 people, which shared details about the draft greenhouse gas intensity targets as well as an overview of the proposed policy. OSE also solicited feedback from stakeholders on specific aspects of the draft policy. This feedback has resulted in changes that will be included in the final policy draft. <p>Acknowledging the significance of the influence and representation of particular racial groups in stakeholder engagement, and comprehending the consideration given to feedback from marginalized communities, is imperative. Despite the directors' report underscoring the conduct of over 100 meetings with more than 500 participants, a conspicuous omission is observed concerning information pertaining to the racial identities of the attendees. Furthermore, there is a lack of concrete evidence demonstrating the effectiveness of these meetings in addressing the needs and concerns</p>

³⁶ Seattle Office of Sustainability & Environment, “Director’s Report,” 18.

	<p>of these representatives in the implementation of the ordinance. The absence of transparency raises questions about the elements influencing equity and justice in the decision-making process.</p>
<p>3) Identify & document racial inequities Which racial/ethnic groups are currently most advantaged and most disadvantaged by the issues this proposal seeks to address? How are they affected differently? What quantitative and qualitative evidence of inequality exists? What evidence is missing or needed?</p>	<p>This policy applies to all commercial, municipal, multifamily and affordable housing buildings across the city, so racial demographic mixes and associated inequities will vary by location and neighborhood, but will be prevalent citywide.</p> <p>A Racial and Social Equity (RSE) Index created for Seattle’s BEPS details that the highest and second highest disadvantaged areas in Seattle include downtown, SODO, South Park, Rainier Valley area, parts of the Central District and northern areas near Lake City. These areas have been identified in the director’s report as priority areas to assess for disparate outcomes of this policy.</p> <p>Based off feedback from community outreach performed by Seattle, the following inequities that this policy could further exacerbate are as follows:</p> <ul style="list-style-type: none"> ● Small businesses have less available staff and funding to comply with reporting standards. <ul style="list-style-type: none"> ○ Based on reporting from prior building performance programs, class B and C commercial buildings tend to collect lower rents, thus resulting in less disposable finances to dedicate to the administrative efforts of reporting. Also, smaller business owners tend to not have a formal sustainability manager in place to dedicate skills and time to compliance.⁷ ● Older buildings that have older heating and cooling systems will have higher upgrade or remedy costs than newer buildings that may already have the proper infrastructure to meet emission goals. <ul style="list-style-type: none"> ○ Older buildings are more likely to be the most affordable than new buildings and thus, more likely to be owned by lower income people of color and non-profits⁷. ○ Multi-family residential buildings that fall into this category also tend to have smaller unit sizes than newer apartment buildings since they often pre-date the 1990s. This results in units renting for less than market rate, thus making them the most affordable for low income residents. If building owners increase rents to pay for building upgrades, then this could greatly reduce the already short supply for these types of affordable units, thus resulting in

	<p>displacement of rent burdened Seattle residents.</p> <ul style="list-style-type: none"> ○ Lastly, these older buildings tend to be unsubsidized due to their age pre-dating the 1990s, which limits the availability to resources like sustainability staff and assistance with retrofits or housing expansion that subsidized buildings get access to. <ul style="list-style-type: none"> ● Low-income building owners don't have disposable financial capacity to pay for alternative compliance payments (ACP) to defer meeting the requirements of this ordinance in its first year when compared to larger and wealthier business owners in Seattle. <ul style="list-style-type: none"> ○ Seattle's BEPS explains that ACP revenue will be dedicated to funding technical assistance and financial support for under-resourced buildings to support emissions reductions efforts in communities experiencing climate change first and worst. However, there is no clarity around when those building owners will receive that support and under-resourced buildings are already being granted a multi-year extension to meet their compliance standards. So the concern is that under-resourced buildings will be waiting years to see funding support to even get started on their upgrades.⁷
<p>4) Examine the causes of the racial inequities What factors may be producing and perpetuating racial inequities associated with this issue? How did the inequities arise? Are they expanding or narrowing? Does the proposal address root causes? If not, how could it?</p>	<p>Although this is not an exhaustive list, below are some causes that have been identified to perpetuate racial inequities in this type of policy.</p> <ul style="list-style-type: none"> ● Insufficient representation of all people who could be negatively impacted by a proposed piece of policy. <ul style="list-style-type: none"> ○ It was noted in the Racial Equity Toolkit organized for Seattle's BEPS that previous building policy development processes have primarily relied on input from professional organizations, owners of larger buildings and portfolios of buildings, established engineering firms, and climate organizations.³⁷ This left out the voices of nonprofits, buildings serving lower-income and/or BIPOC communities, and affordable housing (both subsidized and unsubsidized), as well as engagement with residential and small business tenants who would also be held accountable to building performance policy. ● Historic acts of environmental racism and discrimination that have lasting intergenerational effects that are still lived today. <ul style="list-style-type: none"> ○ Longstanding systemic and structural racism have historically meant that BIPOC are far more likely to have

³⁷ Seattle Office of Sustainability & Environment, "Director's Report," Appendix

	<p>less generational wealth and be less able to afford leasing in buildings with higher rents. With Seattle’s high rents, for both residential and commercial tenants, and with an affordable housing shortage, lower rent buildings are also at greatest risk for redevelopment which can further exacerbate inequities, displacement and create more shortage for housing. BIPOC tenants with lower incomes/lower wealth have less access to the benefits of Energy-efficient, due to the costs of upgrades and capital needed for building owners to make these upgrades.³⁸ The following are just a few examples of this type of cause.</p> <ul style="list-style-type: none"> ● Seattle was built on stolen indigenous land from the still living Suquamish and Duwamish Tribes. ● Seattle economically developed and expanded from the growth of pretty heavy industrial sites located around neighborhoods that were most impacted by redlining and racially restrictive covenants
<p>5) Clarify the proposed policy/plan purpose What does the proposal seek to accomplish? Will it reduce disparities or discrimination?</p>	<p>The proposed policy targets the significant contribution of buildings, comprising 37% of the City's core greenhouse gas emissions. Seattle aims to cut building emissions by 39% from 2008 levels, reaching zero net emissions by 2050, in line with Council Resolution 31895's endorsement of a Green New Deal for the city. The policy prioritizes decarbonization in historically disadvantaged communities, collaborating with building owners, including non-profits and providers for lower-income or BIPOC communities. It also involves engaging affected residential and small business tenants. Additionally, <i>the policy aims to create jobs in the clean energy sector, emphasizing an inclusive workforce with a focus on women and BIPOC individuals to address environmental, racial, and economic injustices.</i></p> <p>The policy's objective is to reconcile the swift decarbonization imperative with the concerns of building owners and the vulnerabilities of residents facing climate impacts, displacement, and housing insecurity. The delicate balancing act inherent in this approach is identified as a key factor contributing to adverse impacts on the communities we prioritize.</p>
<p>6) Consider adverse impacts of the proposed policy/plan What adverse impacts</p>	<p>Although this is not an exhaustive list, below are possibly impacts that this policy can have on low in-come people of color:</p> <ul style="list-style-type: none"> ● 65% of Seattle’s building emissions come from large/mid size nonresidential buildings, but this policy applies equally to

³⁸ Seattle Office of Sustainability & Environment, “Director’s Report,” Appendix

<p> or unintended consequences could result from this policy? Which racial/ethnic groups could be negatively affected? </p>	<p> multifamily, affordable housing, nonprofit, and small commercial buildings. The policy could place a disproportionate burden on under-resourced building owners to retrofit their buildings for little reduction in emissions compared to larger commercial or industrial building owners committing a larger share of Seattle’s emissions. Further, larger commercial buildings should have more intensive GHG reduction goals and a faster timeline. </p> <ul style="list-style-type: none"> ● Affordable housing and multifamily buildings may apply for exemptions or deferrals to comply with the building standards detailed in the BEPS. Although it is beneficial to support under-resourced buildings to meet the BEPS standards, without penalty for non-compliance due to lack of resources, this form of support can prolong low income residents of color exposure to gas heating and cooking, with adverse health long-term impacts. ● Rental costs and property values for unsubsidized affordable housing units may increase if landlords need to offset costs of updates or are opportunistic. This could result in the displacement of individuals who are rent burdened or live below the poverty line. ● Displacement of tenants during retrofit upgrades can occur if there is no transitional housing or lodging support that building owners can offer tenants. ● Establishing a white male dominated workforce in the renewable energy sector with fewer future renewable energy jobs than existing fossil fuel related jobs. With the deprecation of jobs in the fossil fuel sector and the expansion of new jobs in the renewable energy sector, there will be a need to ensure that the new green workforce is inclusive of women, BIPOC, formerly incarcerated, and unhoused individuals. It must be ensured that burdened populations are well positioned to have access to training and clean energy/trade jobs, through investments in apprenticeships and partnerships with organized labor organizations⁷. ● “Gas Pruning”, which means that as wealthier people electrify and move away from gas, neighbors who rely on gas now have to pay more to maintain gas infrastructure and transport to their neighborhood ● No real reductions in GHG’s in the atmosphere as fuels like renewable natural gas still result in harmful GHG. Also, off ramps like ACPs can have ineffective impacts similar to those cited around the carbon credit economy.
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<p>7) Advancing equitable impacts What positive impacts on equality and inclusion, if any, could result from this proposal? Which racial/ethnic groups could benefit? Are there further ways to maximize equitable opportunities and impacts?</p>	<p>If the OSE proactively addresses the adverse impacts summarized above, the BEPS has the potential to benefit low-income residents and communities of color by:</p> <ul style="list-style-type: none"> ● Reducing a substantial portion of emissions that exacerbate climate impacts (including extreme heat, flooding, and wildfire smoke)³⁹ that low-income communities of color are disproportionately vulnerable to. ● Enhancing climate resilience by prioritizing “community facing” municipal buildings and those that can serve as resilience hubs (over other municipal buildings).⁴⁰ ● Improving health outcomes through building and unit-level upgrades. Replacing gas-based cooking and heating systems should lead to a reduction in respiratory illnesses, and energy efficiency upgrades can reduce the impact of extreme heat and cold on health outcomes. Heat pumps, which provide much more efficient heating and cooling, can also provide air filtration that will benefit communities burdened by air pollution or wildfire smoke.⁴¹ ● Reducing electricity bills through energy efficiency upgrades, and eliminating gas bill costs by replacing gas-based stoves and heating systems with electric ones. <p>To further these impacts, we recommend that OSE and other City departments take several steps outlined below.</p>
<p>8) Examining alternatives or improvements Are there better ways to reduce racial disparities and advance racial equity? What provisions could be changed or added to ensure positive</p>	<p>Unless OSE proactively addresses the above mentioned adverse impacts, the BEPS may not achieve its intended equity benefits, and may instead perpetuate patterns of extraction, displacement, and environmental injustice.</p> <p>We recommend that the OSE:</p> <p>(1) Build structures and processes to empower low-income communities of color to participate meaningfully in the finalization of the ordinance, as well as in monitoring its</p>

³⁹ Ann Grodnik-Nagle, “Is Seattle Prepared for Climate Change?,” Yale Insights, October 5, 2021, <https://insights.som.yale.edu/insights/is-seattle-prepared-for-climate-change>.

⁴⁰ Seattle Office of Sustainability & Environment, “Director’s Report,” 18.

⁴¹ CBC News, “Can a Heat Pump Beat the Heat and Wildfire Smoke at Home?,” *CBC*, July 20, 2023, <https://www.cbc.ca/news/canada/british-columbia/bc-heat-pumps-explainer-2023-1.6911499>.

<p>impacts on racial equity and inclusion?</p>	<p>implementation. These could include establishing a resident advisory council that holds decision making power alongside OSE, or working with community-based organizations to conduct community engagement and community-led monitoring.</p> <p>(2) Explore modifications to ‘frontload’ upgrades that meet residents’ stated needs, while avoiding displacement from affordable housing and low-income multifamily housing buildings. In a recent City survey of low-income multifamily building tenants, tenants identified several urgent needs which can be addressed through BEPS upgrades, including: need for air conditioning, broken boilers (no hot water or heat), utility costs, old windows, and mold.⁴²</p> <p>The current draft policy allows owners of low-income and affordable multifamily housing to postpone upgrades that our most vulnerable neighbors deserve by claiming an exemption from the 2031-35 compliance period and extending their last period out to 2045-50. OSE should consider eliminating the extension/exemption options, and instead allow those buildings to pursue prescriptive options (heat pumps, electric cooking and heating systems, sealing windows, and energy efficiency) in lieu of meeting targets – which it already allows these buildings in other compliance periods.</p> <p>Adequate funding will be critical to supporting these buildings to making these upgrades on an earlier timetable. OSE should conduct an analysis of existing revenue for the BEPS and identify additional revenue streams as needed to ensure that low-income and affordable multi-family buildings can begin making these upgrades during the first compliance period. OSE should also prioritize utilizing Inflation Reduction Act (IRA) funding while available.</p> <p>(3) Add additional measures to avoid triggering temporary relocation and preventing longer term displacement. These measures should be co-created with residents and anti-displacement advocates, but could include: ensuring that landlords and/or city are fully covering costs of temporary relocations, requiring in-situ or incremental upgrades, legally ensuring just-cause eviction, and regulating or barring pass-through costs among others.</p>
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⁴² Seattle Office of Sustainability & Environment, “Stakeholder Engagement Summary,” 7.

	<p>(4) Incentivize alternatives to renewable natural gas. While the ordinance legally cannot prescribe specific decarbonization pathways,⁴³ it can create additional incentives to encourage building owners to pursue efficiency and electrification upgrades over relying on renewable natural gas. OSE should conduct an analysis on how to establish rebates, tax credits, or subsidies – including through IRA funds – to support residents’ needs (as outlined in Recommendation 2).</p> <p>(5) Impose stricter compliance periods and fees to ensure speedy decarbonization. Several stakeholders have raised concern that OSE’s choices to extend the compliance timeline by an extra 3 years, allow an ACP during the first compliance period, and impose lax non-compliance fees will prevent the BEPS from hitting its goal of decarbonizing large buildings in time to avert the worst climate impacts. We recommend that OSE:</p> <ul style="list-style-type: none"> • Eliminate the ACP option for non-residential large buildings in the first compliance period, and reinstating the original compliance timeline of 2027-2042 for all building types. • Raise the non-compliance fees to a level that incentivizes compliance, and conduct an analysis if needed to identify how to structure the fees. Several stakeholders who commented on the draft BEPS have cautioned that these fines are too low to incentivize compliance,⁴⁴ and substantially lower than fines from other BEPS policies across the country. In D.C. the fine for non-compliance is \$10/sqft. • Revenue from fines should be reinvested into environmental justice priority areas to assist lower-income building owners with their compliance efforts.
<p>9) Ensuring viability & sustainability Is the proposal realistic, adequately funded, with mechanisms to ensure successful</p>	<p>The BEPS is supported by several funding streams as well as several mechanisms to ensure implementation and enforcement. However, its reporting process is not public and it does not specify any mechanisms for public accountability or stakeholder participation.</p> <p><u>Support for Building Owners</u> To support building owners to meet their GHGITS, the BEPS specifies that</p>

⁴³ Syris Valentine, “Seattle Releases Plan to Curb Climate Pollution from Buildings,” *The Urbanist*, September 19, 2023, <https://www.theurbanist.org/2023/06/09/the-battle-over-building-climate-pollution>.

⁴⁴ Valentine, “Seattle Releases Plan to Curb Climate Pollution from Buildings.”

<p>implementation and enforcement. Are there provisions to ensure ongoing data collection, public reporting, stakeholder participation and public accountability?</p>	<p>OSE will conduct “outreach, education, and compliance assistance...to all owners, including outreach materials, a phone and email helpdesk, training workshops for owners and service providers, and fact sheets, tools, and case studies on topics such as financial support and calculating building emissions.⁴⁵ OSE will also provide “deeper levels of technical assistance, funding for engineering analysis, and direct capital investments...towards supporting building owners and tenants that are in or serve frontline communities.⁴⁶</p> <p><u>Reporting & Monitoring</u> To track buildings’ progress towards their GHGITS, the BEPS relies on an Energy Benchmarking program that already covers impacted buildings and has been “successfully running for a decade with over 93% compliance in 2021.”⁴⁷ The BEPS specifies that results from the Benchmarking must be independently verified by a “qualified person” to ensure accuracy. To limit the administrative burden placed on building owners from this requirement, the City will streamline overlapping reporting requirements from other programs.⁴⁸ While this reporting system is robust and reliable, it is not publicly accessible, and we urge the OSE to release all compliance data collected under the BEPS.</p> <p><u>Non-Compliance Fees</u> For building owners who do not properly report or meet their GHGITS, the BEPS imposes the following penalties:⁴⁹</p> <ul style="list-style-type: none"> • For failure to meet goals, \$2.50/sqft for multifamily buildings and \$3.33/sqft for non-residential buildings. • Flat fines for failure to report (\$15,000) or inaccurate reporting (\$7,500) <p>As noted in Section 8 of this analysis, it is likely that these fees are too low to incentivize compliance, and OSE should consider raising them.</p> <p><u>External Accountability Mechanisms</u> In its Directors Report on the Draft BEPS, OSE acknowledges that Seattle’s Green New Deal Oversight Board (GNDOB) “commits to continue to monitor that there is enough funding for low-income owners and tenants to make the transition.”⁵⁰ While the GNDOB membership includes residents from “impacted communities,” it is not clear what power the GNDOB has to direct implementation of the plan or involve</p>
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⁴⁵ Seattle Office of Sustainability & Environment, “Director’s Report,” 8.
⁴⁶ Seattle Office of Sustainability & Environment, “Director’s Report,” 22.
⁴⁷ Seattle Office of Sustainability & Environment, “Director’s Report,” 10.
⁴⁸ Ibid.
⁴⁹ Seattle Office of Sustainability & Environment, “Director’s Report,” 8.
⁵⁰ Seattle Office of Sustainability & Environment, “Stakeholder Engagement Summary,” 9.

greater numbers of impacted residents in implementation and monitoring. As noted in Section 8 of this analysis **we recommend that OSE establish fora and structures for low-income residents and communities of color to participate in implementation and monitoring, to ensure that the BEPS best serves their needs.**

Funding Streams

OSE identifies several funding streams that will support BEPS implementation, which are summarized below. **We recommend that OSE conduct an analysis to identify any additional funds to frontload needed upgrades to low-income residents of color, and to understand whether and how the BEPS might impact funding/implementation of other racial justice-relevant policies.** For example, Seattle’s Office of Housing has raised concern that the costs of meeting the BEPS requirement “may conflict with their funding priorities towards creating new units.” and with upgrades that could trigger building code substantial alteration requirements.⁵¹

Major funding streams include:

- *\$6-12M in revenue from the ACP* depending on how many owners opt to use the ACP.
- *\$8.8M in capital funding* through 2024 alone to support building owners, especially of affordable housing, to make needed upgrades. This includes “\$4.5 million/year in the endorsed 2024 budget, for in-depth engineering design and capital support for nonprofit and affordable housing buildings serving low-income and BIPOC communities.”⁵²
- *\$2M from the 2022 adopted budget* (Seattle Payroll Expense Tax-PET Opportunity Fund) for multi-family affordable housing electrification, starting in 2023.⁵³
- *2023 budget increases for Clean Buildings Accelerator* including funding for a new full-time position and consultant support to make the Accelerator into a “robust resource hub” for building owners.⁵⁴
- *\$1M for workforce development* in the 2022 budget, and another \$1M annually in the 2023 budget for pre-apprenticeship and job readiness programs for clean energy careers.
- *Federal infrastructure and inflation reduction funds*, as available.⁵⁵

⁵¹ Seattle Office of Sustainability & Environment, “Stakeholder Engagement Summary,” 7.

⁵² Seattle Office of Sustainability & Environment, “Director’s Report,” 8.

⁵³ Seattle Office of Sustainability & Environment, “Director’s Report,” 25.

⁵⁴ Seattle Office of Sustainability & Environment, “Director’s Report,” 8.

⁵⁵ Seattle Office of Sustainability & Environment, “Director’s Report,” 24.

10) Identifying success indicators

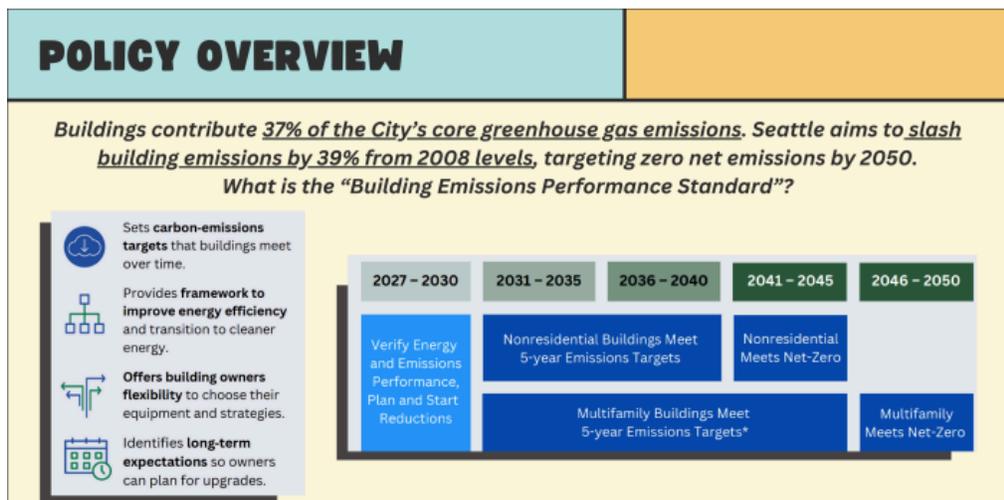
What are the success indicators and progress benchmarks? How will impacts be documented and evaluated? How will the level, diversity and quality of ongoing stakeholder engagement be assessed?

The BEPS evaluates buildings’ emissions reductions progress using greenhouse gas intensity (GHGI). GHGI is defined as “the total of the weather-normalized energy for each fuel source to the building (e.g., electric, gas, district steam) multiplied by the emissions factor of each fuel source divided by the building gross floor area” and measured in kgCO₂e/SF/year). GHGI is a well-established metric already collected by the city of Seattle and recommended by the EPA.

While GHGI may help measure emissions reductions, it is insufficient to measure whether the benefits and costs of building decarbonization are being spread equitably. **We recommend that OSE work with residents to co-create and implement additional indicators** that measure whether and how the BEPS meets the needs of low-income residents and communities of color. As an example, these indicators could include:⁵⁶

- Energy bill savings and change in energy burden (the ratio of energy costs to income)
- Number of gas system replacements or percentage of gas system replacements by income,
- Average days of temporary displacement during upgrades
- Changes in rent by level of market-rate housing
- Unit turnover in affordable and low-income multifamily buildings, above a pre-BEPS baseline
- Percentage of local hires per project

Seattle Green New Deal Policy Roadmap



⁵⁶ https://greenlining.org/wp-content/uploads/2019/10/Greenlining_EquitableElectrification_Report_2019_WEB.pdf

Appendix E: Berkeley Green New Deal Infographic

WHAT IS THE GREEN NEW DEAL?

Cities cannot wait for the federal government to act, so the City of Berkeley lays out a framework for tackling climate change while also securing a livable future for ALL Berkeleyans through the repair of societal injustices, like economic inequality and environmental racism.

The following photos are just examples of how the city could meet these goals, not a definitive list.

GOAL #1:
Achieve net zero emissions



Renewable Energy



Oil Free Travel



Preserved & Restored Nature

GOAL #2:
Secure basic needs



Reliable Income



Healthy Food



Safe Shelter



Clean Water & Air

GOAL #3:
Increase access to quality jobs



Job Training



New Green Jobs



Application Assistance



Post-Placement Support

GOAL #4:
Invest in green infrastructure



Solar Capture



Home Efficiency Improvements



Public Transit

GOAL #5:
Repair historic environmental oppression



Community Reconnection



Priority Area Investment



Indigenous Land Rights

Appendix F: Berkeley Green New Deal Poster Presentation

Berkeley Green New Deal : West and South Berkeley Prioritization

Kat Cuiffo & Yaa Fremah Sarkodie | Dellums Clinic | May 3, 2024

What is a Green New Deal?

Cities cannot wait for the federal government to act, so the City of Berkeley works on laying out a framework for tackling climate change while also securing a livable future for ALL Berkeleysans through the repair of societal injustices, like economic inequality and environmental racism.

Goal #1

Achieve net zero emissions

Goal #2

Secure basic needs

Goal #3

Access to quality jobs

Goal #4

Invest in green infrastructure

Goal #5

Repair environmental racism

Policy Focus: Access to Quality Jobs

Rationale for focus on jobs for a Green New Deal:

- No other city department is addressing basic workforce needs through the lens of environmental sustainability
- Financial stability underlies all other basic needs
- Green workforce development is a tenet of all GND definitions

Berkeley's Status Quo
The City of Berkeley's residential workforce development services are provided and managed by the County of Alameda. There is no local Workforce Development Board dedicated solely to the success of Berkeley residents.

Unemployment Rates Through the Years

West and South Berkeley's unemployment rates are twice as high as citywide rates.

Workforce Development Model

Richmond Workforce Development Board
Established in 2017, Richmond's WFDB has contributed to an 11% improvement in unemployment.

Unemployment Rates Through the Years

Results of Investment

- Served over 7000 people in the Career Center
- Served over 500 youth providing career development
- Awarded over \$4 million dollars to provide employment and training services to Richmond residents: Adult workers, Youth, Dislocated Workers, ESL, Formerly Incarcerated, Construction Trades

Existing Policy Pathway

Federal Green New Deal Resolution 2019 (Failed)

Municipal Green New Deal Resolution 2021 (Passed)

Implementation Plan or Policy Bundle (TBD)

Why prioritize West and South Berkeley's Needs?

History of Redlining & Disinvestment

Major Polluters & Toxic Remediation

Decrease in Black Populations 1970-2020

Our Learning Journey

Community Interviews

Jobs, pre-employment opportunities, food sovereignty, backyard garden programs with a focus on transitional populations characterized by homelessness, former incarceration, elderly and medicare, children, and elderly!
-Mia Smith, Pastor, McKee Baptist Church

The unhoused residents of Berkeley are the least likely to slip into the new green economy - when food, shelter and survival is primary and however they can get it will be the priority!
-Beatrix Lopez-Culler, Former Berkeley Unified School District Board Member

Basic needs haven't been met yet... like housing and food needs, trauma informed care, access to reliable income, and community support!
-Jed Bennett, Linc Student Environmental Resource Center

Anti-displacement protections and mechanisms as well as better air quality for in the poorer areas of Berkeley are community needs that haven't been met yet!
-John Hawkins, Green the Church

What is Berkeley's sea level rise mitigation plan, in particular how will people who may lose their homes be rehomed and stabilized?
-Corina Gouid, Confederated Tribes of Lillooet

Policy Research

City	Main Topic Areas
Berkeley, CA	Climate Action, Transportation, Housing, Community Development, Environmental Justice, Land Use, and Planning
Chico, CA	Climate Action, Transportation, Housing, Community Development, Environmental Justice, Land Use, and Planning
Emeryville, CA	Climate Action, Transportation, Housing, Community Development, Environmental Justice, Land Use, and Planning
Richmond, CA	Climate Action, Transportation, Housing, Community Development, Environmental Justice, Land Use, and Planning
South, CA	Climate Action, Transportation, Housing, Community Development, Environmental Justice, Land Use, and Planning

Needs and Services Identification

Sub-Population	Need	Community Support	City Support
UNHoused	HOUSING	HEALTH CARE	FOOD SECURITY
ENERGY	ENERGY	ENERGY	ENERGY
TRANSPORTATION	TRANSPORTATION	TRANSPORTATION	TRANSPORTATION
COMMUNITY DEVELOPMENT	COMMUNITY DEVELOPMENT	COMMUNITY DEVELOPMENT	COMMUNITY DEVELOPMENT
ENVIRONMENTAL JUSTICE	ENVIRONMENTAL JUSTICE	ENVIRONMENTAL JUSTICE	ENVIRONMENTAL JUSTICE
LAND USE AND PLANNING			

Tax Revenue Models

Richmond: General Tax Policy
Measure H and Measure E: Charter Amendment & General Tax Increase

Step 1: Amend charter to create a new distribution of general fund to a specific cause

SIMPLE MAJORITY (50% + 1 votes to pass)

Step 2: Impose general tax increase on transfer tax for properties valued more than \$1 million.

SIMPLE MAJORITY (50% + 1 votes to pass)

San Francisco: Special Tax Policy
Proposition C: Special Tax Increase for Homelessness Services

Option 1: Impose special tax increase businesses earning more than \$50 million through citizen signature petition

SIMPLE MAJORITY (50% + 1 votes to pass)

Option 2: Impose special tax increase on businesses earning more than \$50 million through city council petition

2/3 MAJORITY (66% votes to pass)

Policy Proposal

Establish a City of Berkeley Workforce Development Board that would oversee the allocation of dedicated funding toward efforts like training and apprenticeship programs, application support, and post-placement support.

Establish a new local revenue stream that creates long-term funding for workforce development that prioritizes Berkeley's marginalized populations.

Funding for Workforce Development per Capita

The City of Berkeley competes with all other cities that Alameda County manages, resulting in a \$30 per capita difference when compared to a city that its manages own workforce development funding.

Funding for Workforce Development per Capita

2020 City of Berkeley Unemployment by Race/Ethnicity

People of color over-represented Berkeley's unemployment rates in 2020.

2020 City of Berkeley Unemployment by Race/Ethnicity

Total Population: 2020-124,321