Human Relations Commission Agenda

The Human Relations Commission is a citizen commission appointed by the Fremont City Council. Human Relations Commission business is conducted in a public forum and operates within the provisions of the Brown Act. Information on the Brown Act may be obtained from the City Clerk’s office at 3300 Capitol Avenue (phone 284-4060).

General Order of Business

1. Secretary Check for Quorum
2. Call to order – 7:00 p.m.
3. Roll call
4. Approval of Minutes
5. Oral Communications
6. Written Communications
7. Announcements
8. Consent Items
9. Old Business
10. New Business
11. Commission Referrals
12. Commission Reports
13. Staff Reports
14. Referral to Staff
15. Adjournment

Order of Discussion

Generally, the order of discussion after introduction of an item by the Chair will include comments and information by staff followed by Human Relations Commissions questions, inquiries or discussion. The applicant, authorized representative, or interested citizens may then speak on the item. At the close of public discussion, the item will be considered by the Commission and action taken.

Oral Communications

Any person desiring to speak on a matter which is not scheduled on this agenda may do so under Oral Communications. The Human Relations Commission will take no action on an item which does not appear on the agenda. The item will be agendized for the next regular meeting or at a special meeting called in accordance with the terms of the Brown Act. The Human Relations Commission may establish time limits of presentations.

Information

Regular scheduled meetings of the Human Relations Commission are conducted at 3300 Capitol Avenue in the Large HR Training Room. Meetings are held at 7:00 on the third Monday of the month. Meetings may be tape recorded at the discretion of the Chair.

Copies of the Agenda are available at the Human Services Department at 3300 Capitol Avenue and online, three days preceding the regularly scheduled meeting.
Assistance will be provided to those requiring accommodations for disabilities in compliance with the American Disabilities Act of 1990. Interested persons must request the accommodation at least 2 working days in advance of the meeting by contacting Human Services Department at (510) 574-2050.

Information about the City or items scheduled on the Agenda may be referred to:

Suzanne Shenfil, Director  
Human Services Department  
3300 Capitol Ave  
Fremont, CA 94538  
(510) 574-2051

Arquimides Caldera, Deputy Director  
Human Services Department  
3300 Capitol Ave.  
Fremont, CA 94538  
(510) 574-2056

Your interest in the conduct of your City’s business is appreciated.

<table>
<thead>
<tr>
<th>Human Relations Commission</th>
<th>City Staff</th>
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<tr>
<td>Dharminder Dewan</td>
<td>Suzanne Shenfil, Human Services Director</td>
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<td>Tejinder Dhami</td>
<td>Arquimides Caldera, Deputy Human Services Director</td>
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<td>Paddy Iyer</td>
<td>Laurie Flores, Recording Secretary</td>
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<td>Dr. Sonia Khan</td>
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<td>Julie Moore – Vice Chair</td>
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<td>Shobana Ramamurthi</td>
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<td>Cullen Tiernan</td>
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Mission Statement

The City of Fremont’s Human Relations Commission (HRC) strives to prevent discrimination and ensure that the rights of all individuals and groups in Fremont are protected under the law. The HRC promotes, supports, and helps create a compassionate community environment where diversity is honored and respected, neighbors reach out and support each other, and the most vulnerable receive services; to allow all a high quality of life in a community where we live, learn, work, and play in peace and harmony.
AGENDA
HUMAN RELATIONS COMMISSION
REGULAR MEETING
MONDAY, JANUARY 28, 2019
TRAINING ROOM
3300 CAPITOL AVE., BUILDING B
FREMONT, CALIFORNIA
7:00 P.M.

1. SECRETARY CALL FOR QUORUM

2. CALL TO ORDER

3. ROLL CALL

3.1 Introduction of new Commissioner – Shobana Ramamurthi

4. APPROVAL OF MINUTES of October 15, 2018 and November 19, 2018

5. ORAL COMMUNICATIONS

6. WRITTEN COMMUNICATIONS

Enclosure: 6.1.1 – Community Emails – Concerns Over Youth Tobacco Use

7. ANNOUNCEMENTS

Harmony Day, an HRC sponsored event, is scheduled for Saturday, February 2, 2019.

8. CONSENT ITEMS

8.1 Nominations for HRC Chair and Vice Chair

BACKGROUND: On November 30, 2018, the HRC Nominating Committee, comprised of Commissioners Iyer, Tiernan, and Dewan, provided their nominations of Julie Moore for Chair and Sonia Khan for Vice Chair. Both Commissioners accepted their nominations. The Commission needs to approve the nominations for them to be finalized.

RECOMMENDATIONS: Approve Nominating Committee recommendations for Chair and Vice Chair.

9. OLD BUSINESS

9.1 Tobacco Control

BACKGROUND: At the May 21, 2018 HRC meeting, Commissioners received a presentation from the Tri City Health Center (TCHC) Youth Advisory Group, on youth-targeted tobacco marketing and how it
disproportionately affects vulnerable communities like LGBTQ youth. The HRC voted to endorse the TCHC education campaign and directed staff to develop an ordinance to make it more difficult for youth to purchase tobacco products.

Staff has been working with TCHC and Commissioner Khan to review data and research how other California jurisdictions implement tobacco control. Staff also met internally with city departments to assess the feasibility of policies proposed by TCHC. The three policies proposed by TCHC are:

1. **Set Minimum Price or Pack Sizes for Tobacco Products** to $7.00 minimum for: pack of 20 cigarettes, 20 little cigars, or 5 cigars (including all taxes and fees)

2. **Require Tobacco Retailers to have City Tobacco Retail Licenses (TRL)** and renew the license annually.

3. **Restrict or Ban the Sale of Flavored Tobacco Products of all Retailers in Fremont, including Adult-only Tobacco shops, of which there are eight (8) in the City.** A tobacco product is currently defined in Fremont’s Municipal Code as, “cigarettes, cigars, little cigars, chewing tobacco, pipe tobacco, snuff, snus, electronic cigarettes or electronic cigarette products. “Tobacco product” does not include a product that has been approved by the United States Food and Drug Administration for sale as a tobacco cessation product and is being marketed and sold solely for that approved purpose.” Any flavored variation of the products defined above would be banned from sale. TCHC is proposing to include Menthol as a flavored tobacco product.

TCHC is also concerned that non-adult tobacco retailers might carve out adult-only spaces within their stores (as they have in other cities), thereby circumventing the ban on flavored products.

Staff is proposing the following:

1. **Set Minimum Price or Pack Sizes for Tobacco Products:** Staff is proposing to make changes, administratively, to the existing smoking ordinance chapter of the Municipal Code to include setting a minimum price of $8.00 per pack of 20 cigarettes, 20 little cigars, or 5 cigars. This policy has been viewed as a best practice from advocates, with little opposition from retailers.

2. **Utilize Municipal Code Changes in Lieu of Requiring Tobacco Retailers to have City Tobacco Retail Licenses (TRL):** Staff is proposing to meet enforcement interest of advocacy groups by strengthening existing Smoking Ordinance language in Section
3. **Restrict the Sale of Flavored Tobacco Products:** Staff is proposing to restrict the sale of flavored tobacco products, including menthol flavored products. Existing adult-only retailers in Fremont will be exempt. The City previously placed a moratorium on adding additional Adult-only tobacco retailers in Fremont. The eight current adult-only retailers are “grandfathered” in and are exempted from the moratorium. In effect, this moratorium prohibits non-adult stores from carving out “Adult-only” sections. The sale of flavored tobacco products will be banned from all other retailers.

**RECOMMENDATIONS:** Accept Staff proposed amendment to the Municipal Code to include policies setting a minimum price on cigar and cigarillo packs and restricting the sale of flavored tobacco products.

**10. NEW BUSINESS** (Items on which the Commission has not yet had an agendized discussion or taken action)

10.1 **Make a Difference Day 2019**

**BACKGROUND:** Last year, the funders of the national Make A Difference Day event ended their support. The HRC decided to continue to support the event and considered changing the date. Make a Difference Day has traditionally taken place on the fourth Saturday in October and is tentatively scheduled for October 26, 2019. Commissioners have considered dates that align with other national days of volunteering and service as well as moving MADD to the spring.

**Enclosure:** None

**RECOMMENDATION:** Decide on a date for MADD 2019.

**11. COMMISSION REFERRALS** (Referrals from the City Council to the Commission)

None

**12. COMMITTEE REPORTS AND ACTIONS**
12.1 **Financial Resources Committee**

RECOMMENDATION: Receive update

12.2 **LGBTQ Committee**

RECOMMENDATION: Receive update

12.3 **Ad Hoc Committee Reports**

12.3.1 **Racial Equity Emerging Leaders (REEL)**

RECOMMENDATIONS: Receive update

12.4 **Liaison Reports**

12.4.1 **Union City HRC**

RECOMMENDATION: Receive update

12.4.2 **FRC CAEB**

RECOMMENDATION: Receive update

12.4.3 **FUSD Student Support Services Department**

RECOMMENDATION: Receive update

13. **STAFF REPORTS**

13.1 **Attendance Summary (Attachment 13.1.1)**

13.2 **Calendar (Attachment 13.2.1) of HRC regular/special meetings and events.**

13.3 **Staff Referral Updates**

13.3.1 As directed at the November 19, 2018 HRC meeting, staff submitted a proclamation, which was read by Mayor Mei at the January 15, 2019 City Council meeting, recognizing January 22, 2019 as a Day of Racial Healing. The proclamation was accepted by representatives of the California School for the Deaf.

13.3.2 As directed at the November 19, 2018 HRC meeting, staff submitted a public comment to the U.S. Citizenship and Immigration Services Agency on the proposed Public Charge Rule titled Inadmissibility on
Public Charge Grounds. This proposed change would expand the federal government’s ability to deny visas or residency to immigrants, based on individuals benefitting from non-cash assistance, including Medicaid, Medicare Part D, food assistance, or housing assistance. This would have a severe impact on new/recent arrivals. It would also provide immigration officers broad discretion to evaluate an immigrants “economic prospects” and reject and immigrants application for admission (temporary visas) or Legal Permanent Residence status.

Enclosure 13.3.2 – Public Comment Re: Inadmissibility of Public Charge

13.4 Homeless Services Updates

13.4.1 HEAP. California SB850 established the Homeless Emergency Aid Program (HEAP), which provides $500 million in one-time flexible block grant funds for local jurisdictions to address their immediate homelessness challenges.

The City of Oakland, as one of California’s 11 largest cities, received a direct allocation of $8.7 million. Alameda County also received a $16.2 million regional allocation, for a combined total of $24.9 million allocated to jurisdictions within the county.

On November 20, 2018, the Alameda County Board of Supervisors voted to allocate HEAP funds to all cities using a proportionate share of homeless in each City and the combined total of $24.9 million. Based on this formula, the City of Fremont was allocated approximately $2.08 million, including $230,000 for the City of Newark. The City will also administer the City of Newark’s share of funding.

13.4.2 Winter Shelter. On January 16th, the Winter shelter transitioned from the Senior Center to the Teen Center in Central Park. The shelter has served over 300 unduplicated clients, ranging from 6 months to 79 years of age.

Enclosure: 13.4.2.1 Winter Shelter December 2018 Report

13.4.3 Mobile Hygiene Unit. Through a $125,000 Alameda County Homeless Immediate Impact grant, as well as City of Fremont Affordable Housing funds, the City of Fremont and City of Newark are planning a mobile hygiene unit program, that will provide showers and laundry services 4 to 5 days per week at multiple services sites. Each site, typically a faith-based organization or similar service site, would commit not only to providing a parking space for the unit, but also
volunteers to help with laundry and shower coordination. A volunteer component is critical to community buy-in as the City continues to implement programs to help those experiencing homelessness.

The City has received its Mobile Hygiene unit trailer, truck and generator. Three of five service sites have committed to hosting the trailer. Staff is also considering contracting with Project WeHope’s Dignity on Wheels program to help launch the unit, which has a tentative start date of February or March 2019.

13.5 Minimum Wage Ordinance Update

At the July 17, 2018 City Council meeting, HRC recommended to the City Council, that they direct staff to perform community outreach and gather more information before making a decision between developing an accelerated minimum wage schedule or following the State of California timeline to increase Fremont’s minimum wage to $15 by 2023. The City Council subsequently directed staff to perform community outreach and come back to the City Council in less than six months.

On January 14th, 2019, the City Council voted unanimously to speed-up increases to the minimum wage ahead of the currently schedule State-wide changes. The state minimum wage will increase to $15 per hour for large businesses by Jan. 1, 2022, and by Jan. 1, 2023 for small businesses.

Under the new City of Fremont schedule:
- Fremont businesses with 26 or more employees will be required to pay workers $13.50 per hour by July 1, 2019 and $15 per hour by July 1, 2020.
- Fremont businesses with 25 or fewer employees will have one additional year to adapt to the changes, and must pay workers $15 per hour by July 1, 2021.
- Fremont nonprofits may continue to pay workers less than the increased minimum wage if the employee is age 21 or under. Those nonprofits would still need to comply with state wage requirements.

13.6 Social Service Grant Timeline

The agency deadline to submit applications for a Social Service Grant was January 24, 2019. The first Zoom Grants training is on January 28, 2019. Enclosed is the timeline for the full Social Service Grant process.

Enclosure: 13.6.1 Social Service Grant Timeline

13.7 Rent Review Ordinance
On October 3, 2017, the City Council voted to repeal and replace the Residential Rent Increase Dispute Resolution Ordinance (RRIDRO) with the Rent Review Ordinance (RRO). The RRO enhanced the rent review process in the following ways:

- Establishes a Rent Review Board: Provides tenants the right to present matters to a Rent Review Board in a public meeting if the proposed rent increase exceeds 5% in any 12-month period.
- Enhances Rent Increase Notice Requirements: Requires that rent increase notices exceeding 5% include a statement of the reason for the rent increase. All rent increase notices must provide information about the availability of the Rent Review Board.
- Increases Retaliation Penalties: Prohibits retaliation by the landlord against any tenant who uses any of the remedies in the RRO and increases the civil penalty from $1,000 to $2,000 for retaliatory conduct.
- Annual Report to Council: Requires staff to prepare an annual report to the City Council assessing the effectiveness of the Ordinance.

On February 5, 2019, staff will present the Rent Review Ordinance Annual Report to the City Council. The report provide a program and operation update, as well as an evaluation of the effectiveness of the rent review program to date.

In 2018, the Rent Review office received a total of seventy-one requests for rent review related services, and forty-seven of them qualified as rent review cases. 45% of the rent review cases were resolved with a lowered rent increase. The average rent increase for these cases prior to the rent review process was 11.5%, and decreased to 8.7% after the process.

14. **REFERRALS TO STAFF** (a request to have items placed on a future Commission agenda as an item of new business. A vote against means it will be dropped without consideration).

15. **ADJOURNMENT**
Laurie Flores

From: Elisa Castillo-Gamboa
Sent: Thursday, January 24, 2019 12:30 AM
To: HRC
Cc: 
Subject: Please consider passing Tobacco Retail Licensing (TRL) law in Fremont to protect our youth from getting hooked on tobacco products for life

Fremont, January 24th 2019

Dear Fremont Human Relations Commissioners:

Illegal tobacco product sales to underage youth is a problem in Fremont. When the police last performed a youth decoy operation, 11.1% of the stores they visited sold to the underage decoy. This is higher than the state average every year since 2008.

The tobacco industry targets youth and vulnerable communities with flavored tobacco products such as menthol cigarettes, cigarillo-type cigars that sell in packs of two or more for 99 cents or less, and electronic cigarette liquids used in products like JUUL, which are increasingly being used by middle and high school students in class and on school grounds.

Flavors including grape, menthol, and cotton candy mask the harsh taste of tobacco and appeal to youth. Tobacco companies have everything to gain from addicting young people. Research shows that the earlier a person starts using tobacco, the higher the risk of addiction, and the harder it is to quit.

A 2018 survey of 82 Fremont tobacco retailers found that 20 stores did not display the proper signs indicating that tobacco would not be sold to people below 21 years of age. Other findings included: that 111 flavors of cigarillos are sold for as little as 99 cents for a pack of six, and that 195 flavors of electronic cigarettes, including JUUL, are widely available, as are 72 flavors of cigar wraps (often used to smoke marijuana). Menthol and mint were the two most common flavors among electronic cigarette products. Three of the top five smokeless flavors were mint-related.

According to California Healthy Kids Survey results for the Fremont Unified School District (FUSD) (2017-2018), 43% of 11th graders, 36% of 9th graders and 16% of 7th graders believe that it is either very easy or fairly easy to obtain cigarettes. The same source shows that over 1 in 10 FUSD 11th graders have used an e-cigarette, with 6% of juniors having used one 4 or more times.

Among 170 students surveyed at Walters Junior High School in Fremont during February, 2018:
- 24% know someone under 18 years old who has bought tobacco from a Fremont retailer
- 29% believe that it is either very easy or fairly easy to obtain cigarettes
- 39% know someone under 18 years old who “vapes”
- 31% know someone under 18 years old who smokes cigarillos or uses them for marijuana

95% of Black youth smokers, 61% of Asian youth smokers and 58% of Hispanic youth smokers report smoking menthol-flavored cigarettes. Tobacco companies have historically targeted and continue to target communities of color with aggressive marketing of mentholated tobacco products. As a result, vulnerable communities bear a disproportionate burden of tobacco-
related disease and death. More than 47,000 African Americans die annually from smoking-related illnesses, making tobacco use the largest preventable cause of death among African Americans.

Research indicates that 71% of LGBTQ youth smokers smoke menthol cigarettes, making that very vulnerable population even more susceptible to tobacco-related disease.

Over 140 cities and counties in California have passed Tobacco Retail Licensing (TRL) laws to create a sustainable system for enforcement and monitoring of retailers of this deadly product. The yearly fee paid by tobacco retailers in these communities ensures that enforcement activities will be performed on a consistent basis.

Over a dozen California cities and counties have included a restriction of the sale of flavored tobacco products -- including menthol cigarettes -- in their TRL. A small but growing number of jurisdictions (including San Leandro and Alameda) have a TRL that includes a minimum price requirement raising prices for tobacco products to make them less accessible to youth.

As the wife a person who started smoking around age 15 and who is still a smoker today more than 35 years later despite saying repeatedly that he could stop any time if he really wanted to (this is of course not true), I urge you to strongly consider passing a TRL law here in Fremont to prevent our youth from getting hooked to such destructive products.

Sincerely,

Elisa Castillo
Fremont CA 94536
To: HRC
Subject: Tobacco Product Sales

Dear Human resources committee,

Please vote to crack down on illegal tobacco sales. I have seen many of my friends who started smoking cigarettes at a young age become addicted and ruin their lives. Their smoking made them toxic (both socially and physically) to spend time with and caused then to always be in debt. Estranged from their friends, they felt no motivation to quit their addiction and only allowed it to get worse and worse.

Thank you,
Nicholas Hoffman
1/22/19
From: Elaine Lau
Sent: Wednesday, January 23, 2019 10:21 PM
To: HRC

1-23-2019

Dear Fremont Human Relations Commissioners:

Illegal tobacco product sales to underage youth is a problem in Fremont. When the police last performed a youth decoy operation, 11.1% of the stores they visited sold to the underage decoy. This is higher than the state average every year since 2008.

The tobacco industry targets youth and vulnerable communities with flavored tobacco products such as menthol cigarettes, cigarillo-type cigars that sell in packs of two or more for 99 cents or less, and electronic cigarette liquids used in products like JUUL, which are increasingly being used by middle and high school students in class and on school grounds.

Flavors including grape, menthol, and cotton candy mask the harsh taste of tobacco and appeal to youth. Tobacco companies have everything to gain from addicting young people. Research shows that the earlier a person starts using tobacco, the higher the risk of addiction, and the harder it is to quit.

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Research indicates that 71\% of LGBTQ youth smokers smoke menthol cigarettes, making that very vulnerable population even more susceptible to tobacco-related disease.

Over 140 cities and counties in California have passed Tobacco Retail Licensing (TRL) laws to create a sustainable system for enforcement and monitoring of retailers of this deadly product. The yearly fee paid by tobacco retailers in these communities ensures that enforcement activities will be performed on a consistent basis.

Over a dozen California cities and counties have included a restriction of the sale of flavored tobacco products -- including menthol cigarettes -- in their TRL. A small but growing number of jurisdictions (including San Leandro and Alameda) have a TRL that includes a minimum price requirement raising prices for tobacco products to make them less accessible to youth.

Sincerely,

Elaine Lau
January 25, 2019

Dear Fremont Human Relations Commissioners:

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Sincerely,

Racquel Laxamana
Jan. 24, 2019

Dear Fremont Human Relations Commissioners:

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Sincerely,

Erica Wooding
Dear Fremont Human Relations Commissioners:

As a resident of Fremont, with three children, I am concerned about illegal tobacco sales to minors in Fremont. Illegal tobacco product sales to underage youth is a problem in Fremont. When the police last performed a youth decoy operation, **11.1% of the stores they visited sold to the underage decoy.** This is higher than the state average every year since 2008.

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Over 140 cities and counties in California have passed Tobacco Retail Licensing (TRL) laws to create a sustainable system for enforcement and monitoring of retailers of this deadly product. The yearly fee paid by tobacco retailers in these communities ensures that enforcement activities will be performed on a consistent basis.

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Sincerely,

Tarrah Henrie
Laurie Flores

From: Bryan Kuo  
Sent: Wednesday, January 23, 2019 8:53 AM  
To: HRC  
Cc:  
Subject: Youth Tobacco Access and Use in Fremont

January 23, 2019

Dear Fremont Human Relations Commissioners:

My name is Bryan Kuo, and I am a senior at Irvington High School.

In eighth grade, I would sometimes see my fellow peers smoking e-cigarettes in the locker room while I changed for PE. I realized that a few of the smokers were friends whom I have known since first grade. I would leave the locker room feeling concerned for my friends because they were unaware of the harmful chemicals in tobacco products. I knew that if they continued to smoke, they would significantly increase their risk of developing chronic diseases in the future.

Later, in my earlier years in high school, I would only occasionally see students using tobacco products on campus during school hours and across the street after school, which gave me the impression that the issue wasn't very serious. However, in recent years, especially now as a senior, I have heard about and seen many of my peers casually talk about and use vaping devices, especially JUULs.

Illegal tobacco product sales to underage youth is a problem in Fremont. When the police last performed a youth decoy operation, 11.1% of the stores they visited sold to the underage decoy. This is higher than the state average every year since 2008.

The tobacco industry targets youth and vulnerable communities with flavored tobacco products such as menthol cigarettes, cigarillo-type cigars that sell in packs of two or more for 99 cents or less, and electronic cigarette liquids used in products like JUUL, which are increasingly being used by middle and high school students in class and on school grounds.

Flavors including grape, menthol, and cotton candy mask the harsh taste of tobacco and appeal to youth. Tobacco companies have everything to gain from addicting young people. Research shows that the earlier a person starts using tobacco, the higher the risk of addiction, and the harder it is to quit.

A 2018 survey of 82 Fremont tobacco retailers found that 20 stores did not display the proper signs indicating that tobacco would not be sold to people below 21 years of age. Other findings included: that 111 flavors of cigarillos are sold for as little as 99 cents for a pack of six, and that 195 flavors of electronic cigarettes, including JUUL, are widely available, as are 72 flavors of cigar wraps (often used to smoke marijuana). Menthol and mint were the two most common flavors among electronic cigarette products. Three of the top five smokeless flavors were mint-related.

According to California Healthy Kids Survey results for the Fremont Unified School District (FUSD) (2017-2018), 43% of 11th graders, 36% of 9th graders and 16% of 7th graders believe that it is either
very easy or fairly easy to obtain cigarettes. The same source shows that over 1 in 10 FUSD 11th graders have used an e-cigarette, with 6% of juniors having used one 4 or more times.

Among 170 students surveyed at Walters Junior High School in Fremont during February, 2018:
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Research indicates that 71% of LGBTQ youth smokers smoke menthol cigarettes, making that very vulnerable population even more susceptible to tobacco-related disease.

Over 140 cities and counties in California have passed Tobacco Retail Licensing (TRL) laws to create a sustainable system for enforcement and monitoring of retailers of this deadly product. The yearly fee paid by tobacco retailers in these communities ensures that enforcement activities will be performed on a consistent basis.

Over a dozen California cities and counties have included a restriction of the sale of flavored tobacco products -- including menthol cigarettes -- in their TRL. A small but growing number of jurisdictions (including San Leandro and Alameda) have a TRL that includes a minimum price requirement raising prices for tobacco products to make them less accessible to youth.

Sincerely,
Bryan Kuo
January 25, 2019

Dear Fremont Human Relations Commissioners:

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Sincerely,

Benjamin Lei
1/24/2019

Dear Fremont Human Relations Commissioners:

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The tobacco industry targets youth and vulnerable communities with flavored tobacco products such as menthol cigarettes, cigarillo-type cigars that sell in packs of two or more for 99 cents or less, and electronic cigarette liquids used in products like JUUL, which are increasingly being used by middle and high school students in class and on school grounds.

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I am a former Fremont resident (I live in Newark now), but I would hate to see this issue get any worse. Please consider taking any necessary action.

Sincerely,

Conrad Sun
Dear Fremont Human Relations Commissioners:

Illegal tobacco product sales to underage youth is a problem in Fremont. My younger brother was part of MSJ’s class of 2018, and I’ve gotten to know many of his friends over the years. From my interactions with them personally as well as through social media, it’s exceedingly obvious that Fremont youth have a serious issue with tobacco addiction. In one of the many Instagram stories my brother’s friends have posted about their JUUL use, they opened a drawer in their dorm room (they’re all freshmen in college now) to show an entire drawer full of JUUL flavored tobacco pods. In another Instagram story posted by a different friend, their little sister (still in early high school!) gifted them a JUUL, personally “bejeweled” for Christmas.

When the police last performed a youth decoy operation, 11.1% of the stores they visited sold to the underage decoy. This is higher than the state average every year since 2008.

The tobacco industry targets youth and vulnerable communities with flavored tobacco products such as menthol cigarettes, cigarillo-type cigars that sell in packs of two or more for 99 cents or less, and electronic cigarette liquids used in products like JUUL, which are increasingly being used by middle and high school students in class and on school grounds.

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Over 140 cities and counties in California have passed Tobacco Retail Licensing (TRL) laws to create a sustainable system for enforcement and monitoring of retailers of this deadly product. 

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Over a dozen California cities and counties have included a restriction of the sale of flavored tobacco products -- including menthol cigarettes -- in their TRL. A small but growing number of jurisdictions (including San Leandro and Alameda) have a TRL that includes a minimum price requirement raising prices for tobacco products to make them less accessible to youth. 

Sincerely,

Lucy Shen

--

Lucy Shen

they/them/she/her
1-23-19

Dear Fremont Human Relations Commissioners:

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Anything you can do to curb these statistics will positively impact countless lives in our community. Thank you!

Sincerely,
Richard Wei
1/24/2019

Dear Fremont Human Relations Commissioners:

Fremont has a problem with selling tobacco products illegally to youth. When the police last performed a youth decoy operation, 11.1% of the stores they visited sold to the underage decoy. This is higher than the state average every year since 2008.

Furthermore, the tobacco industry targets youth and vulnerable communities with flavored tobacco products (e.g. menthols), cheap cigarillo-type cigars, and electronic cigarette liquids used in vapes and JUULs. Most notably, middle and high school students are increasingly using JUULs in class and on school grounds.

Tobacco products with flavors such as grape, mint, menthol, cotton candy, and more especially appeal to youth. Research shows that the earlier a person starts using tobacco, the higher the risk of addiction, and the harder it is to quit. Research also indicates that the vast majority of Black, Asian, and Hispanic youth smokers use menthol cigarettes (95%, 61%, and 58%, respectively). Likewise, the vast majority of LGBTQ+ youth smokers (71%) use menthol cigarettes.

Over 140 cities and counties in California have passed Tobacco Retail Licensing (TRL) laws to create a sustainable system for enforcement and monitoring of tobacco retailers. The yearly fee paid by tobacco retailers in these communities ensures that enforcement activities will be performed on a consistent basis. In over a dozen California cities and counties, the TRL restricted the sale of flavored tobacco products as well. Furthermore, a small but growing number of jurisdictions (including San Leandro and Alameda) have a TRL that includes a minimum price requirement, raising prices for tobacco products to make them less accessible to youth.

I urge the Fremont HRC to address the issue of youth access to tobacco products and implement a local TRL like so many other cities in California.

Thank you,

Kathleen Kao
Dear Fremont Human Relations Commissioners:

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Hubert Le
January 23, 2019

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This issue is personal to me because I have watched family members struggle to quit smoking traditional cigarettes. If they had had better methods to avoid starting to smoke in the first place, then they wouldn't have had to struggle so much to quit. Quitting is a complicated and messy process that is not always as simple as wanting to be done with something, and it upsets me to think that the troubling task of quitting will have to affect a vulnerable population like Fremont's youths.

Sincerely,

Lucy Wu
1/25/2019

Dear Fremont Human Relations Commissioners:

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Beyond statistics, tobacco products and their accessibility is a matter of personal concern to me. I have many family members who began smoking at a young age. Some of my earliest memories are of waiting for them to finish their cigarettes, and slamming my window shut so the smoke wouldn’t get into the house. Their addictions have always crushed countless efforts to quit. Any steps that Fremont can take to prevent young people from going down this path are worth taking.

Sincerely,

Leo MacPherson

Fremont resident
January 25, 2019

Dear Fremont Human Relations Commissioners:

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The tobacco industry targets youth and vulnerable communities with flavored tobacco products such as menthol cigarettes, cigarillo-type cigars that sell in packs of two or more for 99 cents or less, and electronic cigarette liquids used in products like JUUL, which are increasingly being used by middle and high school students in class and on school grounds.

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A 2018 survey of 82 Fremont tobacco retailers found that 20 stores did not display the proper signs indicating that tobacco would not be sold to people below 21 years of age. Other findings included: that 111 flavors of cigarillos are sold for as little as 99 cents for a pack of six, and that 195 flavors of electronic cigarettes, including JUUL, are widely available, as are 72 flavors of cigar wraps (often used to smoke marijuana). Menthol and mint were the two most common flavors among electronic cigarette products. Three of the top five smokeless flavors were mint-related.

According to California Healthy Kids Survey results for the Fremont Unified School District (FUSD) (2017-2018), 43% of 11th graders, 36% of 9th graders and 16% of 7th graders believe that it is either very easy or fairly easy to obtain cigarettes. The same source shows that over 1 in 10 FUSD 11th graders have used an e-cigarette, with 6% of juniors having used one 4 or more times.

Among 170 students surveyed at Walters Junior High School in Fremont during February, 2018:
- 24% know someone under 18 years old who has bought tobacco from a Fremont retailer
- 29% believe that it is either very easy or fairly easy to obtain cigarettes
- 39% know someone under 18 years old who “vapes”
- 31% know someone under 18 years old who smokes cigarillos or uses them for marijuana

95% of Black youth smokers, 61% of Asian youth smokers and 58% of Hispanic youth smokers report smoking menthol-flavored cigarettes. Tobacco companies have historically targeted and continue to target communities of color with aggressive marketing of mentholated tobacco products. As a result, vulnerable communities bear a disproportionate burden of tobacco-related disease and death. More than 47,000 African Americans die annually from smoking-related illnesses, making tobacco use the largest preventable cause of death among African Americans.
Research indicates that 71% of LGBTQ youth smokers smoke menthol cigarettes, making that very vulnerable population even more susceptible to tobacco-related disease.

Over 140 cities and counties in California have passed Tobacco Retail Licensing (TRL) laws to create a sustainable system for enforcement and monitoring of retailers of this deadly product. The yearly fee paid by tobacco retailers in these communities ensures that enforcement activities will be performed on a consistent basis.

Over a dozen California cities and counties have included a restriction of the sale of flavored tobacco products -- including menthol cigarettes -- in their TRL. A small but growing number of jurisdictions (including San Leandro and Alameda) have a TRL that includes a minimum price requirement raising prices for tobacco products to make them less accessible to youth.

Sincerely,

Alvin Zhu
January 24, 2019

Dear Fremont Human Relations Commissioners:

It was just after Thanksgiving, the year my daughter was nine years old -- and she was participating in the DARE program at the elementary school she attended in Alameda. She came home from school each day, brimming with information about the dangers of drugs, tobacco, and alcohol -- eager to share her new-found knowledge.

One evening at dinner, I said "Amanda, what would you like for Christmas?" expecting to hear a long list of items including Legos, roller skates, and that highly coveted item -- a Cabbage Patch Doll.

She looked at me with her big brown eyes, and without missing a beat, said "I want you to quit smoking."

At that time, I had been a smoker since my teens -- so well over a dozen years. But when your child is willing to forgo the most wildly popular doll in toy history because she had learned about the deadly effects of tobacco use, well there is no choice but to go cold turkey. Together, we tore up several packs of cigarettes and tossed them into the trash. Thirty years later -- I am still a non-smoker.

My daughter was fortunate to learn about the perils of nicotine addiction at a young age, and she was growing up at a time when tobacco companies did not market directly to children. Today, the tactics of Big Tobacco are far more overt.

The tobacco industry targets youth and vulnerable communities with flavored tobacco products such as menthol cigarettes, cigarillo-type cigars that sell in packs of two or more for 99 cents or less, and electronic cigarette liquids used in products like JUUL, which are increasingly being used by middle and high school students in class and on school grounds.

Flavors including grape, menthol, and cotton candy mask the harsh taste of tobacco and appeal to youth. Tobacco companies have everything to gain from addicting young people. Research shows that the earlier a person starts using tobacco, the higher the risk of addiction, and the harder it is to quit.

Illegal tobacco product sales to underage youth is a problem in Fremont. When the police last performed a youth decoy operation, 11.1% of the stores they visited sold to the underage decoy. This is higher than the state average every year since 2008.

A 2018 survey of 82 Fremont tobacco retailers found that 20 stores did not display the proper signs indicating that tobacco would not be sold to people below 21 years of age. Other findings included: that 111 flavors of cigarillos are sold for as little as 99 cents for a pack of six, and that 195 flavors of electronic cigarettes, including JUUL, are widely available, as are 72 flavors of cigar wraps (often used to smoke marijuana). Menthol and mint were the two most common flavors among electronic cigarette products. Three of the top five smokeless flavors were mint-related.
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Oh, and Amanda did get the Cabbage Patch doll that Christmas -- Santa had to put something under the tree, after all!!

Sincerely,

Linda Dewlaney

Fremont CA 94538
Laurie Flores

From: Bhagvat Maheta  
Sent: Sunday, January 20, 2019 2:22 PM  
To: HRC  
Cc:  
Subject: Tobacco has ruined the lives of many of my friends

1/20/19

Dear Fremont Human Relations Commissioners:

So many of my closest friends have had their lives completely changed because of tobacco use. Most of them started because they were attracted to the flavors and they believed that the electronic products were safer than conventional cigarettes. Over the years, they have become addicted and have been forced to quit many of the activities they love, such as sports. Even in class, they are unable to focus and suffer from severe withdrawal symptoms because they haven't been able to take a hit from their product for a couple hours. Teenage tobacco use has had a huge impact on the lives of my friends and I hope you do everything possible to reduce this issue.

Illegal tobacco product sales to underage youth is a problem in Fremont. When the police last performed a youth decoy operation, 11.1% of the stores they visited sold to the underage decoy. This is higher than the state average every year since 2008

The tobacco industry targets youth and vulnerable communities with flavored tobacco products such as menthol cigarettes, cigarillo-type cigars that sell in packs of two or more for 99 cents or less, and electronic cigarette liquids used in products like JUUL, which are increasingly being used by middle and high school students in class and on school grounds.

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Thank you,
Bhagvat Maheta
Arquimides Caldera

From: Arquimides Caldera
Sent: Monday, December 10, 2018 3:47 PM
To: Suzanne Shenfil; Laurie Flores
Subject: FW: Your Comment Submitted on Regulations.gov (ID: USCIS-2010-0012-0001)

FYI,

For the HRC’s records:

I submitted the following comment online today, on behalf of the Human Relations Commission. The language is consistent with the U.S. Conference of Mayors letter that Mayor Mei signed in October.

Thanks,

Quimi

From: no-reply@regulations.gov [mailto:no-reply@regulations.gov]
Sent: Monday, December 10, 2018 3:45 PM
To: Arquimides Caldera
Subject: Your Comment Submitted on Regulations.gov (ID: USCIS-2010-0012-0001)

Your comment was submitted successfully!

Comment Tracking Number: 1k2-971b-5jio

Your comment may be viewable on Regulations.gov once the agency has reviewed it. This process is dependent on agency public submission policies/procedures and processing times. Use your tracking number to find out the status of your comment.

Agency: U.S. Citizenship and Immigration Services (USCIS)
Document Type: Rulemaking
Title: Inadmissibility on Public Charge Grounds
Document ID: USCIS-2010-0012-0001

Comment:
December 10, 2018

The Honorable Kirstjen M. Nielsen
Secretary
U.S. Department of Homeland Security
3801 Nebraska Ave NW
Washington, DC 20528
Dear Secretary Nielsen:

We, the City of Fremont Human Relations Commission, write to register strong opposition to the new regulations on "public charge" that your Department is proposing. While we understand the intent of the "public charge" test that has been in place for decades, the new proposed rule takes this principle to an extreme and, if adopted, would ultimately punish immigrants for accessing non-cash benefits designed to help families succeed and thrive in the United States and become contributing members of our communities.

Many great Americans came to this country as immigrants, arriving with nothing and starting their journey from the bottom rung of the economic ladder. Our history has shown us that access to critical benefits is often necessary for a short time in order to help immigrants become integrated and ultimately prosper in their new country. Clearly, it would not be in the best interest of our communities to impose further restrictions on non-cash benefits that would limit immigrants' growth, economic prosperity, and pursuit of happiness as Americans.

Fremont, California, is a great example of a thriving community that has embraced immigrant cultures from throughout the world. Our city has one of the most diverse populations of any mid-size American city. Over 49% of our resident are foreign born, and 58% speak a language other than English at home. Immigrants and refugees bring tremendous assets to our vibrant city and the City works to promote the successful integration, health and prosperity of these community members for both their well-being and that of the City that benefits from such a cosmopolitan composition.

In our view, this proposal will compromise children's health, nutrition, and development; impact access to health care; reduce housing options; and negatively affect our local economies. It will force families to choose between the help they need and the people they love. Further, by disrupting many people's pathways to citizenship, the proposed rule would also deprive immigrants and cities alike of the well-documented benefits of naturalization on earnings, employment, and homeownership.

Furthermore, an attempt to enact this new regulation that significantly expands the definition of "public charge" via a federal rule is wrong and prevents a more appropriate study of this issue with proper Congressional involvement.

As Fremont residents and commissioners, we see firsthand, every day, the positive impact that immigrants have on our communities. They contribute in countless ways to our economic and cultural strength. Our cities and our great nation were built by immigrants and are continually re-energized by them. This misguided policy will hurt our people, our cities, and our nation. It denies our history and jeopardizes our future.

With this letter, we urge you to abandon this misguided rule now.

Uploaded File(s):
No files uploaded

This information will appear on Regulations.gov:

Submitter's Representative: John R. Smith

This information will not appear on Regulations.gov:

First Name: Arquimides
Last Name: Caldera
Organization Name: City of Fremont Human Relations Commission
Government Agency Type: Local
Government Agency: City of Fremont Human Relations Commission

For further information about the Regulations.gov commenting process, please visit [https://www.regulations.gov/faqs](https://www.regulations.gov/faqs).
Fremont Winter Shelter – December 2018 Report

On December 10, the Fremont Winter Shelter opened on a 7-day a week basis. Now fully staffed, we continue to recruit and hire Monitors to have enough workers to overcome possible staffing changes or losses throughout the Winter.

In December 2018 we served 117 new clients, with an average of 36 clients per night, which included families with multiple small children. Fremont Winter Shelter is one of the few programs that accepts families with children. We have received families from Richmond, Oakland, and a family escaping the fires in Butte County. Efforts are made to put families with children in the Senior Center multi-purpose room while singles sleep in Wing A. When this is not possible because conflicting events are occurring in the multi-purpose room, families are screened with partial partitions to give them a bit more privacy.

In previous years, filling of this program has ramped up over the first few weeks of operation. This year, the shelter was almost at capacity from the first day of operation. For the first time we have had to turn people away letting them know, while they could have dinner, we were at capacity and they could not spend the night. We communicated to 211 to hold referrals, and increased communication to participants that we were reaching capacity each night and if they couldn’t make it to the shelter by 6:30 p.m. when we opened, they might have to plan for alternatives. We also experimented with different cot configurations within our space in order to maximize space usage in our facility, while maintaining safety parameters.

As part of the City of Fremont’s Crisis Shelter Ordinance, adopted in 2018, we encouraged Faith Communities to “step-up” and help us in temporarily housing homeless persons. We revised our planning review process so churches could easily apply to house up to 9 homeless persons without paying fees. Additionally, the fire department developed an inspection checklist and allowed facilities that meet basic fire safety inspections to use monitors during night-time hours to serve as “fire watch”. During the holidays, Centerville Presbyterian Church, which hosts a homeless feeding program on Tuesday and Thursday evenings, agreed to take 9 participants, on a trial basis. They were able to get through our new streamlined application and review process in 3 days. After two weeks of service the church realized they needed to develop internal protocols for their staff and volunteers in working with the homeless population. They discontinued their efforts but have indicated a willingness to work, this year on developing in-house procedures and training they need for their volunteers. The City has agreed to incorporate them next year in its monitor training, as well as pay for consistent monitors for next year.

In December the Fremont site served a total of 1373 dinners with a nightly average of 49 dinners. We had 1,019 bed nights of service, and the same number of breakfasts were provided. Hot breakfasts are provided on Tuesday and Thursday by the Senior Center chef and the other days, to go food is provided which participants can take with them as they exit at 7:00 a.m. or earlier.
We also developed and implemented a “phone tree” protocol with Kaiser and Washington Hospital Emergency Rooms to facilitate a discharge of a homeless patient to our shelter. We believe this interest was partially generated by the passage of SB 1152, which was slated for implementation in January 2019. This new law requires hospitals to work with homeless patients and to have a specific agreed upon location to be sent upon discharged. The law also requires homeless patients be given a meal and be adequately clothed and transported when they are discharged. Our procedure requires the hospital to call a shelter lead to confirm there is space for that patient before they discharge them to us. In return, we will confirm with the hospital when the patient has arrived. We are also improving outside signage so taxi drivers can more easily find the entrance to our shelter at late night hours.

Fifteen of our participants completed Coordinated Entry Assessments in December. The Human Services Department has scheduled an Assessor training in January to expand trained staff and increase completed assessments for our participants.

We have multiple partnerships that support participants’ access to meals, health services, and street outreach/housing assessments.

- City Serve’s Compassion Network continues to coordinate our volunteers and evening food donors.

- Tri City Health Center (TCHC) is contracted to come to the shelter on Monday, Wednesday and Friday nights. Since opening in November, through December 31st, TCHC has seen 30 patients with a variety of conditions, consisting of heartburn, cold, sore throat, wheezing, jaw pain, elbow pain, stomach pain, cough, emergency room follow-ups, back pain, STD testing, knee pain, flu vaccine, rash, lab results, high blood pressure, re-establishing care, foot pain and an allergic skin reaction.

- Abode Services visits the shelter every Tuesday and Thursday to perform outreach, check in with Housing Navigation clients, and complete Coordinated Entry Assessments. Through this partnership we successfully transitioned 11 participants to more permanent shelters. One family of 5 was placed in Livermore, the other family of 4 was placed in Alameda. Both families had 3 children under the age of 6. Another single participant was transitioned to Abode’s Sunrise Village in Fremont.

- On December 5th, Human Services social workers responded to a call of an elderly homeless gentleman who took a taxi to the shelter but was unable to take care of his own personal needs and required more support than our shelter could provide. Through their work and advocacy, we were able to transition him to an in-home care facility.

- On December 26th, a participant who was extremely helpful, was reunited with his wife.
• We are aware of at least one participant who was able to make her appointment to apply for GA, after providing transit vouchers for her and her family.
### December Cumulative Season

<table>
<thead>
<tr>
<th>Days open:</th>
<th>December</th>
<th>Cumulative Season</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>28</td>
<td>37</td>
</tr>
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<table>
<thead>
<tr>
<th>dinners served:</th>
<th>December</th>
<th>Cumulative Season</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>1373</td>
<td>1756</td>
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</table>

<table>
<thead>
<tr>
<th>beds:</th>
<th>December</th>
<th>Cumulative Season</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1019</td>
<td>1278</td>
</tr>
</tbody>
</table>

<table>
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<th>breakfasts served:</th>
<th>December</th>
<th>Cumulative Season</th>
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<tbody>
<tr>
<td></td>
<td>1019</td>
<td>1278</td>
</tr>
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### CEA's Completed

<table>
<thead>
<tr>
<th>Prior to Shelter Opening</th>
<th>42</th>
</tr>
</thead>
<tbody>
<tr>
<td>November 11/21-11/30 2018</td>
<td>4</td>
</tr>
<tr>
<td>December 2018</td>
<td>21</td>
</tr>
<tr>
<td>Total</td>
<td>68</td>
</tr>
</tbody>
</table>

### December New Clients

<table>
<thead>
<tr>
<th>Returning Clients:</th>
<th>80</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cumulative Non Dup count:</td>
<td>228</td>
</tr>
</tbody>
</table>

### DECEMBER 2018

#### Race/Ethnicity

<table>
<thead>
<tr>
<th>White/Caucasian</th>
<th>40</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black/African American</td>
<td>24</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>26</td>
</tr>
<tr>
<td>Asian</td>
<td>15</td>
</tr>
<tr>
<td>Native American</td>
<td>4</td>
</tr>
<tr>
<td>Pacific Islander</td>
<td>3</td>
</tr>
<tr>
<td>Mixed Race</td>
<td>12</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
</tr>
<tr>
<td>Declined</td>
<td>72</td>
</tr>
</tbody>
</table>

#### Last permanent residence

<p>| Alameda            | 1  |
| Berkeley           | 3  |
| Brentwood          | 1  |
| Castro Valley      | 1  |
| Dublin             | 1  |
| Fremont            | 89 |
|                    | 89 |
| Hayward            | 15 |
| Livermore          | 3  |
| Los Gatos          | 1  |
| Milpitas           | 1  |
| Newark             | 12 |
|                    | 12 |
| Oakland            | 11 |
| Oakley             | 1  |
| Petaluma           | 1  |
| Redwood City       | 1  |
| San Francisco      | 4  |
| San Jose           | 3  |
| San Leandro        | 2  |
| Union City         | 8  |
| Declined to State  | 11 |
| Out of Bay Area    | 21 |
| Out of State       | 4  |
| Total              | 195 |
|                    | 109 |</p>
<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Friday December 7, 2018</td>
<td>All RFPs Available to Public</td>
<td>Human Services Department</td>
</tr>
<tr>
<td>Tuesday December 11, 2018</td>
<td>RFP Orientation All agencies are encouraged to attend</td>
<td>Training Room</td>
</tr>
<tr>
<td>Thursday January 24, 2019 (5:00 p.m.)</td>
<td>Agency Deadline: FY 19-22 Social Service funding applications due to City of Fremont via Zoomgrants</td>
<td>Human Services Department</td>
</tr>
<tr>
<td>Monday January 28, 2019</td>
<td>Regular Meeting: HRC No Social Service Grant Agenda Items</td>
<td>Training Room</td>
</tr>
<tr>
<td>Monday January 28, 2019 (6:00 p.m.)</td>
<td>Zoomgrants Training</td>
<td>ITS Admin B Learning Center</td>
</tr>
<tr>
<td>Tuesday January 29, 2019 (10:00 a.m.)</td>
<td>Zoomgrants Training</td>
<td>ITS Admin B Learning Center</td>
</tr>
<tr>
<td>Monday February 11, 2019</td>
<td>Staff questions will be sent to HRC via email for review and to add additional questions</td>
<td></td>
</tr>
<tr>
<td>Wednesday February 20, 2019</td>
<td>HRC sends additional questions to staff via email</td>
<td></td>
</tr>
<tr>
<td>Monday February 25, 2019</td>
<td>Staff and Commissioner Questions sent to Agencies</td>
<td></td>
</tr>
<tr>
<td>Monday March 4, 2019</td>
<td>Agency Deadline: Applicant responses to HRC/SCC and staff questions due to the City of Fremont via Zoomgrants</td>
<td></td>
</tr>
<tr>
<td>Monday March 11, 2019 (6:00 p.m.)</td>
<td>Special Meeting: HRC • Interview applicants regarding proposals; interviews start at 6:30 (dinner to be provided to HRC)</td>
<td>HR Training Room, Bldg B</td>
</tr>
<tr>
<td>Wednesday March 13, 2019 (6:00 pm)</td>
<td>Special Meeting: HRC • Interview applicants regarding proposals; interviews start at 6:30 (dinner to be provided)</td>
<td>HR Small Training Room, Bldg B</td>
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<tr>
<td>Friday March 22, 2019</td>
<td>Scores from Commissioners are due in ZoomGrants</td>
<td></td>
</tr>
<tr>
<td>Monday April 15, 2019</td>
<td>Regular Meeting: HRC • Develop FY 19-22 funding recommendations for May 14, 2019 City Council meeting</td>
<td>City Council Chambers</td>
</tr>
<tr>
<td>Tuesday May 7, 2019</td>
<td>City Council Public Hearing: Consider HRC and SCC FY 19-22 Social Service funding recommendations</td>
<td>City Council Chambers</td>
</tr>
</tbody>
</table>
## 2019 HRC Calendar

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
<th>Time</th>
<th>Location</th>
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<tbody>
<tr>
<td>January 28, 2019</td>
<td>Regular Meeting</td>
<td>7:00 PM</td>
<td>HR Training Room</td>
</tr>
<tr>
<td>February 25, 2019</td>
<td>Regular Meeting</td>
<td>7:00 PM</td>
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</tr>
<tr>
<td>March 18, 2019</td>
<td>Regular Meeting</td>
<td>7:00 PM</td>
<td>HR Training Room</td>
</tr>
<tr>
<td>April 15, 2019</td>
<td>Regular Meeting</td>
<td>7:00 PM</td>
<td>HR Training Room</td>
</tr>
<tr>
<td>May 20, 2019</td>
<td>Regular Meeting</td>
<td>7:00 PM</td>
<td>HR Training Room</td>
</tr>
<tr>
<td>June 17, 2019</td>
<td>Regular Meeting</td>
<td>7:00 PM</td>
<td>HR Training Room</td>
</tr>
<tr>
<td>July 4, 2019</td>
<td>Fourth of July Parade</td>
<td></td>
<td></td>
</tr>
<tr>
<td>July 15, 2019</td>
<td>Regular Meeting</td>
<td>7:00 PM</td>
<td>HR Training Room</td>
</tr>
<tr>
<td>August 29, 2019</td>
<td>Cancelled</td>
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</tr>
<tr>
<td>September 16, 2019</td>
<td>Regular Meeting</td>
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</tr>
<tr>
<td>October 21, 2019</td>
<td>Regular Meeting</td>
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<td>HR Training Room</td>
</tr>
<tr>
<td>November 18, 2019</td>
<td>Regular Meeting</td>
<td>7:00 PM</td>
<td>HR Training Room</td>
</tr>
<tr>
<td>December 16, 2019</td>
<td>Regular Meeting</td>
<td>7:00 PM</td>
<td>HR Training Room</td>
</tr>
</tbody>
</table>