

City of Oakland

*Office of the City Clerk
Oakland City Hall,
1 Frank H. Ogawa Plaza, Room 201
Oakland, California 94612*



CITY OF OAKLAND

Meeting Agenda - FINAL

Monday, October 10, 2022

1:30 PM

Please See The Agenda To Participate In The Meeting

Virtual Tele- Conference Via Zoom

***Finance & Management Committee**

Pursuant to California Government Code Section 54953(e), the City Council has found that an imminent risk to the health of attendees due to the COVID-19 pandemic continues to exist. Therefore, all City Councilmembers will participate in the meeting via phone/video conference without notice of their teleconference locations

PUBLIC PARTICIPATION

The public may observe and/or participate in this meeting many ways.

OBSERVE:

- To observe, the public may view the televised video conference by viewing KTOP channel 10 on Xfinity (Comcast) or ATT Channel 99 and locating City of Oakland KTOP - Channel 10
- To observe the meeting online from the City's Agenda Meeting Calendar, at the noticed meeting time, please click on <https://oakland.legistar.com/calendar.aspx> and click on the "In Progress" link under "Video" for the corresponding meeting.
- To observe the meeting by video conference, please click on this link: <https://us02web.zoom.us/j/86494500271> at the noticed meeting time.
- To listen to the meeting by phone, please call the numbers below at the noticed meeting time: Dial (for higher quality, dial a number based on your current location):US: +1 669 900 6833 or +1 253 215 8782 or +1 346 248 7799 or +1 929 436 2866 or +1 301 715 8592 or +1 312 626 6799 or 833 548 0282 (Toll Free) or 877 853 5247 (Toll Free) or 888 788 0099 (Toll Free) or 833 548 0276 (Toll Free) Meeting ID: 864 9450 0271

If asked for a participant ID or code, press #.

COMMENT:

ALL PUBLIC COMMENT ON ACTION ITEMS WILL BE TAKEN AT THE BEGINNING OF THE MEETING UNDER ITEM 1. COMMENT FOR ITEMS NOT ON THE AGENDA WILL BE TAKEN UNDER OPEN FORUM AT THE END OF THE MEETING

There are three ways to submit public comments.

- eComment. To send your comment directly to Council members and staff BEFORE the meeting starts please click on <https://oakland.legistar.com/calendar.aspx> and click on the "eComment" link for the corresponding meeting. Please note that eComment submission closes twenty four (24) hours before posted meeting time.
- To comment by Zoom video conference, click the "Raise Your Hand" button to request to speak when Public Comment is being taken on a eligible agenda item at the beginning of the meeting. You will be permitted to speak during your turn, allowed to comment, and after the allotted time, re-muted. Instructions on how to "Raise Your Hand" is available at: <https://support.zoom.us/hc/en-us/articles/205566129-Raise-Hand-In-Webinar>.
- To comment by phone, please call on one of the above listed phone numbers. You will be prompted to "Raise Your Hand" by pressing "*9" to speak when Public Comment is taken. You will be permitted to speak during your turn, allowed to comment, and after the allotted time, re-muted. Please unmute your self by pressing *6.

If you have any questions, please email the Agenda Management Unit at cityclerk@oaklandca.gov

- Office of the City Clerk

COMMITTEE MEMBERSHIP:

**Council President Nikki Fortunato Bas, District 2; Councilmember Treva Reid, District 7; President Pro Tempore Sheng Thao, District 4; Chairperson: Vice Mayor Rebecca Kaplan, At-Large*

Roll Call / Call To Order

1 PUBLIC COMMENT: COMMENTS ON ALL ITEMS WILL BE TAKEN AT THIS TIME. COMMENTS FOR ITEMS NOT ON THE AGENDA WILL BE TAKEN DURING OPEN FORUM

2 Approval Of The Draft Minutes From The Committee Meeting Of June 13, 2022

[22-0663](#)

3 Determination Of Schedule Of Outstanding Committee Items

[22-0664](#)

Attachments: [View Report](#)

4 Subject: Vacancy Rates Of Transportation, Planning And Building, And Public Works Departments
 From: President Pro Tempore Thao, Councilmember Gallo, Fife And Reid
 Recommendation: Receive An Informational Report From The City Administrator Regarding (1) The Vacancy Rates Of All City Departments, (2) The Vacancy Rates Of Similar Departments Of Local Public Entities, (3) And Attrition/Separation Of Staff From All City Departments From January 1, 2018 To March 31, 2022 To Include Race, Ethnicity, Religion And Gender And Pay Scale
 [NEW TITLE]
[21-0585](#)

- Attachments:**
- [View Report](#)
 - [View Attachments A-H](#)
 - [View Supplemental Report - 3/30/2022](#)
 - [View Supplemental Report Attachment A - 3/30/2022](#)
 - [View Supplemental Report Attachment B - 3/30/2022](#)
 - [View Supplemental Report Attachment C - 3/30/2022](#)
 - [View Supplemental Report Attachment D - 3/30/2022](#)
 - [View Supplemental Report Attachment E - 3/30/2022](#)
 - [View Supplemental Report Attachment F - 3/30/2022](#)
 - [View Supplemental Report Attachment G - 3/30/2022](#)
 - [View Supplemental Report Attachment H - 3/30/2022](#)
 - [View Supplemental Report Attachment I - 3/30/2022](#)
 - [View Supplemental Report - 6/9/2022](#)
 - [View Supplemental Attachment A - 6/9/2022](#)
 - [View Supplemental Report - 6/15/2022](#)
 - [View Supplemental Report - 8/26/2022](#)
 - [View Supplemental Report Attachment A - 8/26/2022](#)
 - [View Supplemental Report Attachment B - 8/26/2022](#)
 - [View Supplemental Report Attachment C - 8/26/2022](#)
 - [View Supplemental Report Attachment D - 8/26/2022](#)
 - [View Supplemental Report Attachment E - 8/26/2022](#)

Legislative History

7/22/21	*Rules & Legislation Committee <i>The Rules and Legislation Committee Scheduled this item to Public Works Committee Pending List</i>	Scheduled to the *Public Works Committee
9/16/21	*Rules & Legislation Committee	Scheduled to the *Finance & Management Committee
9/23/21	*Rules & Legislation Committee	* Withdrawn and Rescheduled to the *Finance & Management Committee

10/7/21	*Rules & Legislation Committee <i>The Rules and Legislation Committee Approved a Title Change and to withdraw and reschedule this item to the First Finance & Management Committee Meeting February 2022; And</i>	* Withdrawn and Rescheduled to the *Finance & Management Committee
	<i>Councilmember Gallo was added as a Co-Sponsor</i>	
2/7/22	*Special Finance & Management Committee <i>The Committee approved to continue staffs recommendations to include the following supplemental report:</i>	Continued to the *Finance & Management Committee
	<i>1. What efforts are being taken to increase community out-reach underemployed areas</i>	
	<i>2. Status update on how off site cannabis use relates to Hiring</i>	
	<i>3. Break down of exit strategy to help improve retention</i>	
	<i>4. Request to separate the Attachments in the report and include in the vacancy reports going forward Attachment D - Classifications with 5 or more positions and over 20%</i>	
	<i>5. Analysis on Cash hiring incentives compared to surrounding cities</i>	
	<i>6. What is the goal, break down and time line to fill vacancies</i>	
	<i>7. What are the Attrition Rates for departments</i>	
	<i>8. Data analysis of the Oakland Coliseum Job Fair</i>	
	<i>9. Analysis of strategic recruiting efforts and partnering on specific job training programs; and</i>	
	<i>10. Any additional information not previously included</i>	
	<i>On the April 11, 2021 Finance & Management Committee Agenda</i>	
2/10/22	*Rules & Legislation Committee	Continued to the *Finance & Management Committee
4/11/22	*Special Finance & Management Committee <i>The Committee continued the recommendation of staff to the May 9, 2022 Finance & Management Committee</i>	Continued to the *Finance & Management Committee
4/14/22	*Rules & Legislation Committee	Scheduled to the *Finance & Management Committee
4/28/22	*Special Rules and Legislation Committee <i>This item was withdrawn and rescheduled to the June 13, 2022 Finance and Management Committee.</i>	* Withdrawn and Rescheduled to the *Finance & Management Committee

A title change was also read into record, and council member Fife was added as a co author.

- 6/13/22 Concurrent Meeting of the Oakland Redevelopment Successor Agency and Finance and Management Committee
The Committee approved this item to be continued to the September 12, 2022 Finance And Management Committee Meeting with following supplemental report:

 1. Explain how HR is working with Non-Profits to do outreach for applicants
 2. Update on cannabis testing
 3. Update on positions being filled in Oakdot
 4. Provide a prioritized list of positions by department
 5. Work with Race and Equity department for hiring
- 6/16/22 *Special Rules and Legislation Committee
The Committee approved this item to be continued to the September 12, 2022 Finance And Management Committee Agenda

Councilmember Reid was added as a Coauthor
- 9/15/22 *Rules & Legislation Committee
The Committee approved that this item be placed on the October 10, 2022 Finance And Management Committee Agenda

5 Subject: Status Of Required Audits
From: Office Of The City Auditors
Recommendation: Receive An Informational Report From The City Auditor On The Status Of Required Audits
[22-0531](#)

Attachments: [View Report](#)

Legislative History

- 6/13/22 Concurrent Meeting of the Oakland Redevelopment Successor Agency and Finance and Management Committee
Scheduled to the *Finance & Management Committee
- 6/16/22 *Special Rules and Legislation Committee
The Committee approved this item to be withdrawn and rescheduled to the September 12, 2022 Finance And Management Committee Agenda
* Withdrawn and Rescheduled to the *Finance & Management Committee
- 9/15/22 *Rules & Legislation Committee
The Committee approved that this item be placed on the October 10, 2022 Finance And Management Committee Agenda
Scheduled to the *Finance & Management Committee

6 Subject: Status Of Citywide Performance Management System
 From: Councilmember Taylor
 Recommendation: Receive An Oral Report On The Status Of Planning And Deployment Of A Citywide Performance Management System Per Resolution No. 87688 C.M.S. [22-0751](#)

Legislative History

9/22/22	*Rules & Legislation Committee	Scheduled to the *Finance & Management Committee
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A title change was read into record to reflect an oral report.

Open Forum

Adjournment

*** In the event of a quorum of the City Council participates on this Committee, the meeting is noticed as a Special Meeting of the City Council; however no final City Council action can be taken.**

Americans With Disabilities Act

If you need special assistance to participate in Oakland City Council and Committee meetings please contact the Office of the City Clerk. When possible, please notify the City Clerk 5 days prior to the meeting so we can make reasonable arrangements to ensure accessibility. Also, in compliance with Oakland's policy for people with environmental illness or multiple chemical sensitivities, please refrain from wearing strongly scented products to meetings.

Office of the City Clerk - Agenda Management Unit

Phone: (510) 238-6406

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Recorded Agenda: (510) 238-2386

Telecommunications Relay Service: 711

MATERIALS RELATED TO ITEMS ON THIS AGENDA SUBMITTED TO THE CITY COUNCIL AFTER DISTRIBUTION OF THE AGENDA PACKETS MAY BE VIEWED IN THE OFFICE OF THE CITY CLERK, 1 FRANK H. OGAWA PLAZA, 1ST AND 2ND FLOOR, OAKLAND, CA 94612 FROM 8:30 A.M. TO 5:00 P.M.