



CITY OF OAKLAND

AGENDA REPORT

TO: Jestin D. Johnson
City Administrator


FROM: G. Harold Duffey
Director, Oakland Public
Works

Megan Wier
Acting Director, Transportation
Department

SUBJECT: Mayor's Hiring Blitz Results for
Oakland Public Works Department
and Oakland Department of
Transportation

DATE: March 1, 2024

City Administrator
Approval


Jestin Johnson (Mar 14, 2024 22:46 PDT)

Date: Mar 14, 2024

RECOMMENDATION

Staff Recommends That The City Council Receive An Informational Report On The Results of the Mayor's Hiring Blitz in the Oakland Public Works Department and Oakland Department of Transportation.

EXECUTIVE SUMMARY

In the Spring of 2023, the Mayor implemented a Hiring Blitz focusing on positions in Oakland Public Works (OPW) and the Oakland Department of Transportation (OakDOT). This effort led to a significant reduction to the vacancy rate in both departments.

ANALYSIS AND POLICY ALTERNATIVES

The purpose of the Hiring Blitz was to reduce abnormally the vacancy rate in each of the departments. This aligns with two Citywide priorities, **vibrant, sustainable infrastructure** and **responsive, trustworthy government**. Increased staffing allows the departments to be more responsive to requests for service to the City's infrastructure. In addition to reactive work, it also enables crews to perform preventative maintenance to City assets such as facilities, equipment, streets and sidewalks, and sanitary sewer system.

Tables 1 and 2 below outline the results of the Hiring Blitz initiative. In OPW, of the 170 full-time equivalent (FTE) staff positions that were vacant as of April 2023, 82 (48%) were filled as of February 2024. In OakDOT, of the 115.9 FTE that were vacant, 54 (47%) were filled during the

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same time period. Many of the positions which are still vacant are currently in recruitment and expected to be filled soon.

However, note that many of the classifications listed below are promotional opportunities and were filled with internal staff, so the departments’ overall vacancy rate did not change in those cases. Moreover, this analysis does not account for staff separations that occurred during the same time period between April 2023 and February 2024. Nonetheless, vacancy rates for both departments decreased significantly over the past 12 months, from 23% to 17% for OPW and from 32% to 23% for OakDOT.

Both departments continue to have difficulty recruiting in certain classifications such as Civil Engineer, Electrical Engineer, Construction Inspector and Assistant Engineer. This is largely attributed to the fact that Oakland’s compensation level is not competitive with the private sector employers.

Table 1: OPW Status of Vacancies

JOB CLASSIFICATION TITLE	4/2023 Vacant FTE	# Filled
Account Clerk II	1	1
Accountant II	1	1
Administrative Analyst II	3	2
Administrative Assistant I	1	1
Administrative Assistant II	3	2 (1 Frozen)
Administrative Services Manager I	2	1
Assistant Director, Public Works Agency	1	1
Auto Equipment Mechanic	3	4
Auto Equipment Service Worker	1	1
Business Analyst III	3	2
Capital Imp Proj Coord, Asst	1	1
Carpenter	2	
Clean Community Supervisor	1	
Construction & Maintenance Mechanic	2	
Construction Inspector (Field)	1	
Custodian	7	3
Custodian Supervisor	1	
Custodian, PPT	2	1
Electrical Painter	1	(1 Frozen)
Electrician	1	
Engineer, Assistant II (Office)	4	2
Engineer, Civil (Field)	6	
Environmental Enforcement Officer	2	
Equipment Body Repair Worker	1	
Equipment Parts Technician	3	

Facilities Complex Manager	1	
Gardener II	14	12 (1 Frozen)
Heavy Equipment Mechanic	4	3
Heavy Equipment Operator	1	1
Heavy Equipment Service Worker	4	4
Maintenance Mechanic	7	
Maintenance Mechanic, PT	2	
Management Assistant	2	2
Manager, Capital Contracts	1	1
Painter	2	(2 Frozen)
Park Attendant, PPT	3	3
Park Attendant, PT	7	4
Park Equipment Operator	1	
Park Supervisor I	3	3
Plumber	1	
Pool Technician	1	
Pool Technician, PPT	1	
Program Analyst III	2	1
Project Manager	3	
Project Manager II	1	
Public Information Officer II	2	
Public Works Maintenance Worker	13	7 (4 Frozen)
Recycling Program Specialist I	1	
Recycling Program Specialist II	3	3
Sewer Maintenance Leader	4	2
Sewer Maintenance Worker	11	7
Stationary Engineer	2	
Street Maintenance Leader	6	4 (2 Frozen)
Street Sweeper Operator	5	2 (2 Frozen)
Tree High Climber	2	
Tree Trimmer	2	
Tree Trimmer Crew Leader	2	
Tree Worker	2	
TOTAL	170	82

Table 2. OakDOT Status of Vacancies

JOB CLASSIFICATION TITLE	4/2023 Vacant	
	FTE	# Filled
Account Clerk III	2	2
Accountant III	1	1
Administrative Assistant II	0	

Administrative Services Manager II	1	1
Arboricultural Inspector	1	
Chief of Party	2	
Concrete Finisher	4	4
Construction Inspector (Field)	5	
Construction Inspector, Sr (Field)	1	
Construction Inspector, Sup II	1	
Crossing Guard, PPT	1	
Drafting/Design Technician, Sr	1	
Electrical Engineer III	2	
Electrician Leader	1	1
Engineer, Assistant II (Office)	9	8
Engineer, Civil (Field)	0	
Engineer, Civil (Office)	6	1
Engineer, Transportation	3	
Engineer, Transportation Supv	1	1
Management Assistant	1	
Manager, Transportation	1	1
Parking Control Technician	12.9	7
Parking Enforcement Supervisor II	2	2
Parking Meter Collector	1	
Parking Meter Repair Worker	2	
Process Coordinator III	1	
Program Analyst I	1	
Program Analyst III	3	1
Project Manager	0	1
Public Information Officer II	1	
Public Service Representative	1	
Public Service Representative, Senior	1	
Public Works Maintenance Worker	14	12
Public Works Supervisor I	2	
Public Works Supervisor II	2	
Sign Maintenance Worker	1	
Sign Shop Coordinator	1	
Street Construction & Maint Planner	1	
Street Maintenance Leader	5	
Surveying Technician (Field)	1	
Traffic Painter	2	
Transportation Planner II	1	
Transportation Planner III	2	
Transportation Planner, Senior	1	
Vehicle Enforcement Agency	13	11
Total Fulltime Vacancies	115.9	54

FISCAL IMPACT

This report is for informational purposes and has no direct costs or fiscal impacts.

PUBLIC OUTREACH/INTEREST

No public outreach was conducted for this report.

COORDINATION

The Department of Transportation was consulted in the preparation of this report.

SUSTAINABLE OPPORTUNITIES

Economic: There are no Economic opportunities associated with this report.

Environmental: There are no Environmental opportunities associated with this report.

Race and Equity: There are no Race and Equity opportunities associated with this report.

ACTION REQUESTED OF CITY COUNCIL

Staff Recommends That The City Council Receive An Informational Report On The Results of the Mayor's Hiring Blitz in the Oakland Public Works Department and Oakland Department of Transportation.

For questions regarding this report, please contact Tom Morgan, Agency Administrative Manager (OPW) at (510) 238-7953 or Jamie Parks, Assistant Director (DOT) at (510) 238-2239.

Respectfully submitted,


G. Harold Duffey (Mar 14, 2024 13:52 PDT)

G. HAROLD DUFFEY
Director, Oakland Public Works

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