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CITY CLERK
OAKLAND

APPROVED AS TO FORM AND LEGALITY



CITY ATTORNEY'S OFFICE

OAKLAND CITY COUNCIL

RESOLUTION NO. 90827* C.M.S.

RESOLUTION:

1. **ADOPTING THE BIENNIAL BUDGET FOR FISCAL YEARS 2025-27 AND APPROPRIATING FUNDS TO COVER EXPENDITURES APPROVED BY SAID BUDGET;**
2. **AUTHORIZING THE CITY ADMINISTRATOR TO TRANSFER FUNDS BETWEEN DEPARTMENTS, PROGRAMS AND FUNDS AS NECESSARY TO SUPPORT OPERATIONS AS SET FORTH IN THE ADOPTED POLICY BUDGET FOR FISCAL YEAR 2025-27;**
3. **AUTHORIZING THE ESTABLISHMENT OF THE RIGHT OF WAY REPAIR AND MAINTENANCE FUND AND SUCH FUNDS NEEDED TO SUPPORT THE ISSUANCE OF BONDED INDEBTEDNESS DURING THE 2025-27 BIENNIUM;**
4. **TAKING ALL STEPS NECESSARY TO APPLY FOR AND RECEIVE ADDITIONAL FUNDS REQUIRED TO ADVANCE AND COMPLETE THE PROJECTS IDENTIFIED IN THE CAPITAL IMPROVEMENT PROGRAM AND ACCEPT AND APPROPRIATE ANY ADDITIONAL FUNDS PROVIDED THAT SUCH ACCEPTANCE IS CONSISTENT WITH AND DOES NOT OTHERWISE NEGATIVELY IMPACT THE CITY'S CAPITAL IMPROVEMENT PROGRAM;**
5. **DECLARING A STATE OF EXTREME FISCAL NECESSITY AND THE EXISTENCE OF A SEVERE AND UNANTICIPATED FINANCIAL EVENT;**
6. **SUSPENDING FOR FISCAL YEARS 2025-2027 THE CHARTER MANDATED MINIMUM STAFFING BUDGET SET ASIDES FOR THE OFFICE OF THE CITY AUDITOR;**

7. SUSPENDING FOR FISCAL YEARS 2025-2027 THE CHARTER MANDATED MINIMUM STAFFING BUDGET SET ASIDES FOR THE PUBLIC ETHIC COMMISSION; AND

8. SUSPENDING THE MINIMUM BUDGET SET ASIDES FOR THE DEMOCRACY DOLLARS FUND AND FOR NON-STAFF COSTS RELATED TO THE PUBLIC ETHICS COMMISSION'S ADMINISTRATION OF THE OAKLAND FAIR ELECTIONS ACT'S DEMOCRACY DOLLARS PROGRAM

WHEREAS, Section 801 of the Charter of the City of Oakland requires that the Oakland City Council adopt by resolution a budget of proposed expenditures and appropriations necessary for the ensuing year; and

WHEREAS, the City Council has a longstanding policy of adopting a two-year budget; and

WHEREAS, on June 26, 2023 the City Council passed Resolution No. 89804 C.M.S. adopting a two-year budget for Fiscal Year 2023 through Fiscal Year 2025, commencing on July 1, 2023 and ending on June 30, 2025; and

WHEREAS, consistent with the Council's Consolidated Fiscal Policy Ordinance, the City Council has a longstanding policy of adopting a mid-cycle budget for the second year of the biennial budget; and

WHEREAS, Section 806 of the City Charter provides that all monies received by the City shall be deposited in the City Treasury, and no monies shall be disbursed from the treasury without the approval of the City Administrator or of another officer duly authorized by him/her and that no expenditure of City funds shall be made except for the purposes and in the manner specified by an appropriation of the Council; and

WHEREAS, the City Council has reviewed departmental and non-departmental budgets in light of revenue estimates for Fiscal Years 2025-27 and has conducted multiple public budget hearings; and

WHEREAS, the City intends to apply for additional funds necessary to complete and offset costs of funded projects in the Capital Improvement Program (CIP), and leverage existing City fund sources to secure additional sources of funding for development of CIP projects that are approved but not funded; and

WHEREAS, City Charter section 403(4) provides that "[e]ffective July 2023, the budget for the Office of the City Auditor shall be sufficient to hire at least fourteen full-time equivalent ('FTE') employees of relevant classifications", and further provides that "[t]he minimum staffing budget set-aside may be suspended, for a fiscal year or two-year budget cycle, upon a finding in the budget resolution that the City is facing an extreme fiscal necessity, as defined by City Council resolution or ordinance"; and

WHEREAS, Section 3.15.060(E) of the Oakland Fair Elections Act (codified as Oakland Municipal Code Chapter 3.15) which the voters passed in November 2022 election, mandates a minimum budget set aside for the Oakland Democracy Dollars Fund ("Fund") and for non-staff costs for the Public Ethics Commission to administer the Fund, and allows the Council to suspend the aforesaid minimum budget set-asides for a fiscal year or two-year budget cycle, upon a finding in the budget resolution that the City is facing an extreme fiscal necessity as defined by City Council resolution, provided that the suspension is part of general reduction in expenditures across multiple departments; and

WHEREAS, the City was experiencing one of the largest General Purpose Fund shortfalls in its history prior to the balancing actions contained in this budget; and

WHEREAS, the reductions in revenues available to the City due to economic circumstances warrant the declaration of a state of extreme fiscal necessity, which is defined as follows: "An intervening step of fiscal austerity, such as when total projected General Purpose Fund revenues will be less than the current year's revenues, where there is an actual or projected reduction in total General Purpose Fund revenues, or when expenditure growth dramatically outpaces revenue growth, or when there is an actual or projected deficit exceeding 10% of the current fiscal year's adopted budget. It is the lessor of a catastrophic situation where the City entity would need to suspend provisions of local laws related to enhanced public services, such as Maintenance of Effort provisions or to prevent a dramatic decrease in essential services, relating to health, safety, and welfare; may include using Vital Services, Stabilization Fund "Rainy Day Funds", suspension of use of One-time Revenues policy, or suspension of accelerated liability repayments, or layoffs to achieve cost savings must be considered, in order to sustain City Services but short of accessing emergency reserve monies. A dramatic reduction is defined as a more pronounced decrease in City services characterized by substantial disruptions or limitation in service availability which may result in layoffs, and service closures to essential services that lead to noticeable hardships for residents and businesses."; and the existence of such factors constitute a severe and unanticipated financial event; and

WHEREAS, the City Council adopts the following definition for Adverse Financial Condition: "The first stage of financial uncertainty, when there is an actual or projected deficit that exceeds 5% (but less than 10%) of the current fiscal year's adopted budget, or in years when the City forecasts significant service reductions to existing service levels such that the implementation of a hiring freeze, or the enforcement of cost savings measures to prevent a significant decrease in essential services, are contemplated due to adverse financial conditions, use of the Vital Services Stabilization Fund "Rainy Day Fund" must be considered to maintain existing services. A significant decrease in essential services is defined as a level of reduction that may result in adjustments to service delivery methods, increased wait times, or minor disruptions to non-essential services, but essential services remain largely operational."; and

WHEREAS, in light of the extreme fiscal necessity the City is facing, the Council has determined it will be necessary to suspend the Charter-mandated minimum budget set-asides for the FY 2025-2027 budget cycle for the (1) Office of the City Auditor, (2) The Public Ethics Commission, and (3) the Democracy Dollars Fund and non-staff costs for the PEC to administer the Democracy Dollars Program; and

WHEREAS, the City Council has carefully considered the proposed budget for Fiscal Year 2025-2027 as set forth in the FY 2025-27 Proposed Policy Budget document; and

WHEREAS, the City Council has agreed to the Mayor's proposed budget, including the Fiscal Year 2025-2027 Corrections & Errata dated May 14, 2025, and has noted any modification or amendments in the FY 2025-27 City Council Budget Team Amendments, attached hereto as **Exhibit 1**, which together with the FY 2025-2027 Budget Policy Directives attached hereto as **Exhibit 2** constitute the Fiscal Year 2025-2027 Adopted Policy Budget; now therefore be it

RESOLVED: That the City Council hereby adopts the proposed budget as modified by **Exhibits 1 and 2** as the City of Oakland Adopted Policy Budget for Fiscal Year 2025-2027; and be it

FURTHER RESOLVED: That the City Administrator is authorized to expend City funds in accordance with the laws of the State of California and the City of Oakland, and the City of Oakland FY 2025-27 Adopted Policy Budget attached hereto; and be it

FURTHER RESOLVED: That the Council declares that the City is experiencing a severe and unanticipated financial event and state of extreme fiscal necessity; and be it

FURTHER RESOLVED: That the Council hereby suspends all Charter-mandated minimum staffing budget set-asides and suspends the minimum budget set-asides for the Democracy Dollars Fund and the non-staff costs related to the administration of the Democracy Dollars Program; and be it

FURTHER RESOLVED: That the City Administrator may transfer operating appropriations between activity programs during the fiscal year provided that such funds remain within the departments in which the funds were approved by City Council; and be it

FURTHER RESOLVED: That the City Administrator may transfer capital appropriations between the Capital Improvement Program and operating departments to the extent that such transfers are necessary to fund capital-related activities of the operating departments; and be it

FURTHER RESOLVED: That if additional grant funds become available to offset costs of Capital Improvement Program projects funded in the Capital Improvement Program, then the City Administrator is authorized to apply for accept and appropriate these additional grant funds consistent with the City's Capital Improvement Program priorities so long as there are no additional costs associated with the City's acceptance or appropriation of the additional funds beyond reserved grant matching funds, or negative impact on the City's existing funding resources funds, or negative impact on the speed and capacity to deliver funded Capital Improvement Program projects; and be it

FURTHER RESOLVED: That if additional grant funds become available to fund Capital Improvement Program projects that are approved but not funded in the Capital Improvement Program, then the City Administrator is authorized to apply for accept and appropriate these additional grant funds consistent with the City's Capital Improvement Program priorities so long

as there are no additional costs associated with the City's acceptance or appropriation of the additional funds beyond reserved grant matching funds, or negative impact on the City's existing funding resources funds, or negative impact on the speed and capacity to deliver of funded Capital Improvement Program projects; and be it

FURTHER RESOLVED: That this resolution serves as a "resolution of local support" to facilitate grant application acceptance and execute restricted grant agreements for named Capital Improvement Program projects that are funded or are approve but not funded when required by external funding agencies, including but not limited to the California Department of Transportation, the United States Department of Transportation, the Metropolitan Transportation Commission, the Alameda County Transportation Commission, etc.; and be it

FURTHER RESOLVED: That the abatement and subdivision funding received by the City of Oakland pursuant to the National Opioid Settlement Agreements, California State-Subdivision Agreements, and California Mallinckrodt Statement Abatement Agreement ("Opioid Remediation Funds") (see Resolution Nos. 88980, 89534, and 89609 C.M.S.) in Fiscal Years 2025-2026, and 2026-2027, will be appropriated to the Medical Services Division of the Oakland Fire Department as included in the proposed budget to be used consistent with the terms of the settlement and bankruptcy agreements; and be it

FURTHER RESOLVED: That the City Administrator, through the Medical Services Division of the Oakland Fire Department or as otherwise designated, will oversee the appropriate use of the Opioid Remediation Funds consistent with the terms of the settlement and bankruptcy agreements, including but not limited to annual reporting requirements, applicable guidance from the California Department of Health Care Services, and timely encumbrance within five years of receipt (or seven years for capital outlays) to ensure that monies do not revert to the State of California; and be it

FURTHER RESOLVED: That funds awarded pursuant to the National Opioid Settlement Agreements and California State-Subdivision Agreements through the Litigating Subdivision Cost Fund, Joint Global Subdivision Cost and Expense Fund, and/or the California Subdivision Fund for the reimbursement of the City Attorney's Office costs and fees incurred in its significant role in the opioid litigation and settlement negotiations will be appropriated to a project account designated for the Office of the City Attorney as included in the proposed budget; and be it

FURTHER RESOLVED: That the City Council authorizes the City Administrator to establish the Right of Way Repair and Maintenance Fund and such funds necessary to administer bonded indebtedness contained within the Capital Improvement Program, for voter-authorized bond measures; and be it

FURTHER RESOLVED: That the City Administrator may transfer operating appropriations between the Non-Departmental Organization and the City's Operating Departments to implement the services provided for in this Budget; and be it

FURTHER RESOLVED: That the City Administrator is hereby authorized to periodically transfer funds between Departments and completed projects as needed in order to clean-up negative budget balances within the same Fund; and be it

FURTHER RESOLVED: That the City Administrator is hereby authorized to use cost savings from vacant positions within a Department to procure internal or contract services to facilitate the speedy hiring of positions within that same Department; and be it

FURTHER RESOLVED: That the City Administrator may periodically transfer unexpended funds from the Unclaimed Cash Fund (Fund 7440) to the General Purpose Fund (Fund 1010); and be it

FURTHER RESOLVED: That the City Administrator is hereby authorized and directed to calculate all required set-asides and make appropriate adjustments, based on the final adopted budget amendments and accompanying legislation, as legally required, such as Kid's First!, the Vital Services Stabilization Fund, internal service allocations & distributions, and the 7.5 percent Emergency Reserve; and be it

FURTHER RESOLVED: That the City Administrator must obtain approval from the City Council before (1) substantially or materially altering the relative department allocations of funding set out in the Adopted Policy Budget, (2) substantially or materially changing the levels of service expressly prioritized and funded by the Adopted Policy Budget including but not limited to layoffs that would substantially or materially (a) change levels of service, or (b) affect programs, or (3) eliminating or suspending entire programs funded by the Adopted Policy Budget, unless such actions are deemed necessary to maintain the fiscal health of the City; and be it

FURTHER RESOLVED: That this Resolution shall take effect immediately upon its passage.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE: JUN 11 2025

AYES - BROWN, ~~FIFE~~, ~~GALLO~~, HOUSTON, RAMACHANDRAN, UNGER, WANG, AND
PRESIDENT JENKINS - 6

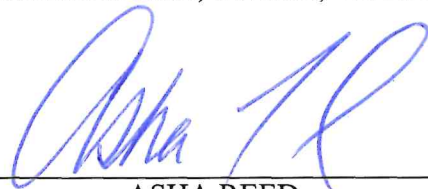
1-NOES - Gallo

ABSENT -

ABSTENTION -

1-Excused - Fife

ATTEST: _____



ASHA REED

City Clerk and Clerk of the Council of
the City of Oakland, California

EXHIBIT 1

FY 2025-27 CITY COUNCIL BUDGET TEAM AMENDMENTS
Fund 1010 - General Purpose Fund

Item #	Fund	Dept	Description	FY 2025-26 Original	FY 2025-26 One-Time	FY 2025-26 Total	FY 2026-27 Original	FY 2026-27 One-Time	FY 2026-27 Total	Notes
1	1010	EWD	Revenue from Billboard Agreement	750,000	-	750,000	750,000	-	750,000	Per terms of Becker billboard contract
2	1010	Finance	Increased Projections from Special Revenue Collections Project	1,700,000	-	1,700,000	-	-	-	
			Subtotal Revenue Adjustments	2,450,000	750,000	3,200,000	750,000	-	750,000	

EXPENDITURE REDUCTIONS (NEGATIVE #)

Item #	Fund	Dept	Description (include Job Class & FTE)	FY 2025-26 Original	FY 2025-26 One-Time	FY 2025-26 Total	FY 2026-27 Original	FY 2026-27 One-Time	FY 2026-27 Total	Notes
1	1010	City Attorney	Reduce Transfer to Self Insurance Liability Fund	(1,000,000)	-	(1,000,000)	(6,100,000)	-	(6,100,000)	Reduce contribution to Self Insurance Liability Fund due to fewer liability case expenditures
2	1010	Non-Dept	Transfer Contingency Funds	(1,003,498)	(1,003,498)	(2,006,996)	-	(2,130,000)	(2,130,000)	
3	1010	Various	Salary Step Savings	(1,561,469)	-	(1,561,469)	(1,052,225)	-	(1,052,225)	
4	1010	OPD	Reduce O&M for Legal Fees	(600,000)	-	(600,000)	(600,000)	-	(600,000)	
5	1010	OPD	Reduce 1 Police Academy in FY 26-27	-	-	-	(3,891,772)	-	(3,891,772)	
6	1010	DVP	Reduce Unassigned Allocation	(1,000,000)	-	(1,000,000)	-	-	-	
7	1010	EWD	Freeze Manager, Cultural Affairs EM 179	(293,616)	-	(293,616)	(291,502)	-	(291,502)	
8	1010	Finance	Delete Finance Manager EM 268	(135,995)	-	(135,995)	(337,538)	-	(337,538)	
			Subtotal of Expenditure Reductions	(4,591,080)	(1,003,498)	(5,594,578)	(12,273,037)	(2,130,000)	(14,403,037)	

FUNDS AVAILABLE FOR PROGRAMMING

FY 2025-26 Original	FY 2025-26 One-Time	FY 2025-26 Total	FY 2026-27 Original	FY 2026-27 One-Time	FY 2026-27 Total
7,041,080.00	1,753,493.00	8,794,573.00	13,023,037.00	2,130,000.00	15,153,037.00

EXPENDITURE ADDITIONS (POSITIVE #)

Item #	Fund	Dept	Description (include Job Class & FTE)	FY 2025-26 Original	FY 2025-26 One-Time	FY 2025-26 Total	FY 2026-27 Original	FY 2026-27 One-Time	FY 2026-27 Total	Notes
1	1010	OPD	Reverse 1 Fire Company Brown Out	4,311,750	-	4,311,750	5,979,000	-	5,979,000	All 25 stations opened in FY 25-27 with exception of 90 days in winter FY 25-26
2	1010	Various	Reverse proposed layoffs or salary reductions	1,490,000	-	1,490,000	1,480,000	-	1,480,000	Funding to prevent the layoff or salary reduction of an estimated 8.0 FTE positions
3	1010	Non-Dept	Add reserve funds for potential Federal and State grant loss	-	-	-	2,000,000	-	2,000,000	Support for any programs losing federal or state funding
4	1010	OPD	Restore 1.0 FTE Fleet Compliance Coordinator SC 257	57,609	-	57,609	228,379	-	228,379	Work currently being done by OPD sworn staff. Factors in 9 month hiring delay
5	1010	OPD	Restore 1.0 FTE Grants Coordinator AP 405	126,609	-	126,609	-	-	-	Factors in 6 month hiring delay
6	1010	OPD	Restore 4.0 FTE Police Intake Technicians	155,696	-	155,696	618,296	-	618,296	Work currently being done by OPD sworn staff. Factors in 9 month hiring delay
7	1010	OPD	Add outreach funding for OPD Academy recruitment	120,000	-	120,000	100,000	-	100,000	Funding to address urgent human trafficking related initiatives
8	1010	OPD	Add funds for Special Operations for Human Trafficking	350,000	-	350,000	350,000	-	350,000	Funding for community safety ambassador programs in commercial corridors across the city
9	1010	EWD	Add funds for Community Safety Ambassadors	500,000	-	500,000	500,000	-	500,000	Funding for weekend activations and programming in commercial corridors to encourage economic activity and improve public safety
10	1010	EWD	Add funds for Economic Opportunity Zones	500,000	-	500,000	500,000	-	500,000	
11	1010	EWD	Add funds for Business Incentives Program	1,000,000	-	1,000,000	2,000,000	-	2,000,000	
12	1010	CAO	Add 1.0 FTE Program Analyst III	-	-	-	266,090	-	266,090	For Neighborhood Enhancement Services Team
13	1010	CAO	Add 1.0 FTE City Administrator Analyst for Grant Writing	-	-	-	204,592	-	204,592	Support citywide grants coordinator with public safety, homelessness, and other grant identification, writing, and

Item #	Fund	Dept.	Description	FY 2025-26 Originate	FY 2025-26 One-Time	FY 2025-26 Total	FY 2026-27 Originate	FY 2026-27 One-Time	FY 2026-27 Total	Notes
14	1010	DRE	Add 1.0 FTE Administrative Assistant II				155,000		155,000	Support citywide racial equity initiatives
15	1010	Auditor	Add O&M for Auditor's Office		32,714	32,714	68,268		68,268	Funding to bring mandated recurring audits up to date with external auditing firm support
16	1010	Auditor	Unfreeze 1.0 Performance Auditor				170,000		170,000	
17	1010	PEC	Unfreeze 1.0 FTE Ethics Investigator				233,412		233,412	For PEC Enforcement Unit
18	1010	PEC	Restores Limited Public Financing for 2026 Election		150,000	150,000		100,000	100,000	Funding for CPRA to either create a new job classification or contract out services to have Skelly hearings expedited
19	1010	CPRA	Fund project to expedite Skelly Hearings				200,000		200,000	
Subtotal of Expenditure Additions				6,641,864	2,152,714	8,794,578	9,534,769	5,618,268	15,153,037	
				399,216	(399,216)		3,488,268	(3,488,268)		
SURPLUS / (DEFICIT)										

FY 2025-27 CITY COUNCIL BUDGET TEAM AMENDMENTS
Fund 1720 - Recycling and Cleanup Funds

REVENUE ADDITIONS (POSITIVE #) & REDUCTIONS (NEGATIVE #)

Item #	Fund	Dept	Description	FY 2025-26 Ongoing	FY 2025-26 One-Time	FY 2026-27 Ongoing	FY 2026-27 One-Time	FY 2026-27 Total	Notes
1	1720	Non-Dept	Use of Fund Balance	1,488,261	-	1,488,261	757,419	757,419	
Subtotal Revenue Adjustments				1,488,261	-	1,488,261	757,419	757,419	

EXPENDITURE REDUCTIONS (NEGATIVE #)

Item #	Fund	Dept	Description (Include Job Class & FTE)	FY 2025-26 Ongoing	FY 2025-26 One-Time	FY 2026-27 Ongoing	FY 2026-27 One-Time	FY 2026-27 Total	Notes
1	1720	Various	Salary Step Savings	(83,571)	-	(83,571)	(41,578)	(41,578)	
Subtotal of Expenditure Reductions				(83,571)	-	(83,571)	(41,578)	(41,578)	

FUNDS AVAILABLE FOR PROGRAMMING				FY 2025-26 Ongoing	FY 2025-26 One-Time	FY 2026-27 Ongoing	FY 2026-27 One-Time	FY 2026-27 Total	Notes
FUNDS AVAILABLE FOR PROGRAMMING				83,571.00	1,488,261.00	41,578.00	757,419.00	799,997.00	

EXPENDITURE ADDITIONS (POSITIVE #)

Item #	Fund	Dept	Description (Include Job Class & FTE)	FY 2025-26 Ongoing	FY 2025-26 One-Time	FY 2026-27 Ongoing	FY 2026-27 One-Time	FY 2026-27 Total	Notes
1	1720	OPW	Unfreeze 2.0 FTE Environmental Enforcement Officer for illegal dumping enforcement	209,278	-	416,834	-	416,834	Factoring in 6 months hiring delay
2	1720	OPW	Add funds for technology improvements to address illegal dumping	-	850,000	-	-	-	Budget for technological improvements to deter and prosecute illegal dumping, including more advanced cameras and drones comparable to other jurisdictions
3	1720	OPW	O&M for Environmental Enforcement Officers	-	71,472	-	-	-	Training for EEOs
4	1720	OPW	O&M for Environmental Crime Data Collection	-	150,000	-	-	-	Funds for additional staff review of surveillance footage and other data pertaining to environmental crimes
5	1720	OPW	Add 1.0 FTE Public Information Officer I	81,444	-	162,887	-	162,887	Position falls under the Oaktown PROUD Illegal Dumping Education Campaign

Item #	Fund	Dept.	Description	FY 2025-26 Ongoing	FY 2025-26 One-Time	FY 2025-26 Total	FY 2024-27 Ongoing	FY 2024-27 One-Time	FY 2024-27 Total	Notes
6	1720	OPW	Oaklawn PROUD Illegal Dumping Education Campaign	109,638	100,000	100,000				Relaunch a citywide campaign to ensure that Oakland residents are aware of available resources for bulky waste disposal, as well as preventing illegal dumping in their neighborhoods.
7	1720	OPW	Unfreeze 1.0 FTE Painter for graffiti abatement	109,638		109,638	219,276		219,276	Factoring in 6 months hiring delay
Subtotal of Expenditure Additions				400,360	1,171,472	1,571,832	799,997	-	799,997	
SURPLUS / (DEFICIT)				(316,789)	316,789	-	(757,419)	757,419	-	

FY 2025-27 CITY COUNCIL BUDGET TEAM AMENDMENTS
Fund 1870 - Affordable Housing Trust Fund

REVENUE ADDITIONS (POSITIVE #) & REDUCTIONS (NEGATIVE #)

Item #	Fund	Dept	Description	FY 2025-26 Ongoing	FY 2025-26 One-Time	FY 2025-26 Total	FY 2026-27 Ongoing	FY 2026-27 One-Time	FY 2026-27 Total	Notes
1	1870	HCD	Use of Fund Balance		1,000,000	1,000,000				
Subtotal Revenue Adjustments					1,000,000	1,000,000				

EXPENDITURE REDUCTIONS (NEGATIVE #)

Item #	Fund	Dept	Description (Include Job Class & FTE)	FY 2025-26 Ongoing	FY 2025-26 One-Time	FY 2025-26 Total	FY 2026-27 Ongoing	FY 2026-27 One-Time	FY 2026-27 Total	Notes
Subtotal of Expenditure Reductions										

FUNDS AVAILABLE FOR PROGRAMMING

FY 2025-26 Ongoing	FY 2025-26 One-Time	FY 2025-26 Total	FY 2026-27 Ongoing	FY 2026-27 One-Time	FY 2026-27 Total	Notes
	1,000,000.00	1,000,000.00				

EXPENDITURE ADDITIONS (POSITIVE #)

Item #	Fund	Dept	Description (Include Job Class & FTE)	FY 2025-26 Ongoing	FY 2025-26 One-Time	FY 2025-26 Total	FY 2026-27 Ongoing	FY 2026-27 One-Time	FY 2026-27 Total	Notes
1	1870	HCD	Add funds for Homelessness Prevention Pilot Program		1,000,000	1,000,000				
Subtotal of Expenditure Additions					1,000,000	1,000,000				

SURPLUS / (DEFICIT)

FY 2025-26 Ongoing	FY 2025-26 One-Time	FY 2025-26 Total	FY 2026-27 Ongoing	FY 2026-27 One-Time	FY 2026-27 Total	Notes

FY 2025-27 CITY COUNCIL BUDGET TEAM AMENDMENTS
Fund 2218 - Measure BB

REVENUE ADDITIONS (POSITIVE #) & REDUCTIONS (NEGATIVE #)

Item #	Fund	Dept	Description	FY 2025-26 Ongoing	FY 2025-26 One-Time	FY 2025-26 Total	FY 2026-27 Ongoing	FY 2026-27 One-Time	FY 2026-27 Total	Notes
1	2218	Non-Dept	Use of Fund Balance		1,311,945	1,311,945		1,360,787	1,360,787	
Subtotal Revenue Adjustments					1,311,945	1,311,945		1,360,787	1,360,787	

EXPENDITURE REDUCTIONS (NEGATIVE #)

Item #	Fund	Dept	Description (Includes Job Class & FTE)	FY 2025-26 Ongoing	FY 2025-26 One-Time	FY 2025-26 Total	FY 2026-27 Ongoing	FY 2026-27 One-Time	FY 2026-27 Total	Notes
1	2218	Various	Salary Step Savings	(693,248)		(693,248)	(345,050)		(345,050)	
Subtotal of Expenditure Reductions				(693,248)		(693,248)	(345,050)		(345,050)	

FUNDS AVAILABLE FOR PROGRAMMING

FY 2025-26 Ongoing	FY 2025-26 One-Time	FY 2025-26 Total	FY 2026-27 Ongoing	FY 2026-27 One-Time	FY 2026-27 Total	Notes
693,248.00	1,311,945.00	2,005,193.00	345,050.00	1,360,787.00	1,705,837.00	

EXPENDITURE ADDITIONS (POSITIVE #)

Item #	Fund	Dept	Description (Includes Job Class & FTE)	FY 2025-26 Ongoing	FY 2025-26 One-Time	FY 2025-26 Total	FY 2026-27 Ongoing	FY 2026-27 One-Time	FY 2026-27 Total	Notes
1	2218	DOT	Funding for Citywide Sideshow Prevention (traffic calming)		700,000	700,000		700,000	700,000	Sideshow prevention - physical deterrents in sideshow hotspots citywide.
2	2218	DOT	Funds Abandoned Auto Surge		300,000	300,000		300,000	300,000	
3	2218	DOT	Funding for Durable Bus Shelters		450,000	450,000				
4	2218	DOT	Funding Rapid Response Traffic Calming and Street Improvements		500,000	500,000		500,000	500,000	Rapid response traffic calming, pedestrian safety, crash prevention installations (local needs)
5	2218	DOT	Unfreeze 1.0 FTE Tree Trimmer Crew Leader	55,193		55,193	205,837		205,837	Factoring in 9 months hiring delay
Subtotal of Expenditure Additions				55,193	1,950,000	2,005,193	205,837	1,500,000	1,705,837	

SURPLUS / (DEFICIT)

FY 2025-26 Ongoing	FY 2025-26 One-Time	FY 2025-26 Total	FY 2026-27 Ongoing	FY 2026-27 One-Time	FY 2026-27 Total	Notes
638,055	(638,055)	-	139,213	(139,213)	-	

FY 2025-27 CITY COUNCIL BUDGET TEAM AMENDMENTS
Fund 2244 - Measure Q

REVENUE ADDITIONS (POSITIVE #) & REDUCTIONS (NEGATIVE #)

Item #	Fund	Dept.	Description (includes Job Class & FTE)	FY 2025-26 Ongoing	FY 2025-26 One-Time	FY 2025-26 Total	FY 2026-27 Ongoing	FY 2026-27 One-Time	FY 2026-27 Total	Notes
1	2244	Non-Dept	Use of Fund Balance	647,406	-	647,406	647,406	969,195	969,195	
Subtotal Revenue Adjustments				647,406	-	647,406	647,406	969,195	969,195	

EXPENDITURE REDUCTIONS (NEGATIVE #)

Item #	Fund	Dept.	Description (includes Job Class & FTE)	FY 2025-26 Ongoing	FY 2025-26 One-Time	FY 2025-26 Total	FY 2026-27 Ongoing	FY 2026-27 One-Time	FY 2026-27 Total	Notes
1	2244	Various	Salary Step Savings	(192,776)	-	(192,776)	(96,388)	-	(96,388)	
Subtotal of Expenditure Reductions				(192,776)	-	(192,776)	(96,388)	-	(96,388)	

FUNDS AVAILABLE FOR PROGRAMMING

Fund	FY 2025-26 Ongoing	FY 2025-26 One-Time	FY 2025-26 Total	FY 2026-27 Ongoing	FY 2026-27 One-Time	FY 2026-27 Total	Notes
	192,776.00	647,406.00	840,182.00	96,388.00	969,195.00	1,065,583.00	

EXPENDITURE ADDITIONS (POSITIVE #)

Item #	Fund	Dept.	Description (includes Job Class & FTE)	FY 2025-26 Ongoing	FY 2025-26 One-Time	FY 2025-26 Total	FY 2026-27 Ongoing	FY 2026-27 One-Time	FY 2026-27 Total	Notes
1	2244	OPW	Overtime or Contract services for tree clearing blitz and bathroom cleaning (for high usage periods)	500,000	-	500,000	150,000	-	150,000	
2	2244	OPW	Add 1.0 Administrative Assistant II	45,581	-	45,581	181,926	-	181,926	Factoring in 9 months hiring delay
3	2244	OPW	Add 1.0 FTE Park Equipment Operator	44,531	-	44,531	177,294	-	177,294	Factoring in 9 months hiring delay
4	2244	OPW	Add 1.0 FTE Gardener	36,643	-	36,643	145,889	-	145,889	Factoring in 9 months hiring delay
5	2244	OPW	Unfreeze 1.0 FTE Tree Trimmer Crew Leader	110,385	-	110,385	-	-	-	Factoring in 9 months hiring delay
6	2244	OPW	Unfreeze 2.0 FTE Tree Trimmer	103,042	-	103,042	410,474	-	410,474	Factoring in 9 months hiring delay
Subtotal of Expenditure Additions				340,182	500,000	840,182	1,065,583	-	1,065,583	

SURPLUS / (DEFICIT)

Fund	FY 2025-26 Ongoing	FY 2025-26 One-Time	FY 2025-26 Total	FY 2026-27 Ongoing	FY 2026-27 One-Time	FY 2026-27 Total	Notes
	(147,406)	147,406	-	(969,195)	969,195	-	

FY 2025-27 CITY COUNCIL BUDGET TEAM AMENDMENTS
Fund 2270 - Vacant Property Tax

REVENUE ADDITIONS (POSITIVE #) & REDUCTIONS (NEGATIVE #)

Item #	Fund	Dept.	Description	FY 2025-26 Ongoing	FY 2025-26 One-Time	FY 2025-26 Total	FY 2026-27 Ongoing	FY 2026-27 One-Time	FY 2026-27 Total	Notes
1	2270	Non-Dept	Use of Fund Balance		607,680	607,680		653,840	653,840	
Subtotal Revenue Adjustments					607,680	607,680		653,840	653,840	

EXPENDITURE REDUCTIONS (NEGATIVE #)

Item #	Fund	Dept.	Description (Includes Job Class & FTE)	FY 2025-26 Ongoing	FY 2025-26 One-Time	FY 2025-26 Total	FY 2026-27 Ongoing	FY 2026-27 One-Time	FY 2026-27 Total	Notes
1	2270	Various	Salary Step Savings	(92,320)		(92,320)	(46,160)		(46,160)	
Subtotal of Expenditure Reductions				(92,320)		(92,320)	(46,160)		(46,160)	

FUNDS AVAILABLE FOR PROGRAMMING

Fund	FY 2025-26 Ongoing	FY 2025-26 One-Time	FY 2025-26 Total	FY 2026-27 Ongoing	FY 2026-27 One-Time	FY 2026-27 Total	Notes
2270	92,320.00	607,680.00	700,000.00	46,160.00	653,840.00	700,000.00	

EXPENDITURE ADDITIONS (POSITIVE #)

Item #	Fund	Dept.	Description (Includes Job Class & FTE)	FY 2025-26 Ongoing	FY 2025-26 One-Time	FY 2025-26 Total	FY 2026-27 Ongoing	FY 2026-27 One-Time	FY 2026-27 Total	Notes
1	2270	HSD	Reserve for federal funding cuts to homelessness programs		450,000	450,000		450,000	450,000	
2	2270	OPW	Add funds for workforce development programs for neighborhood beautification careers in Public Works		250,000	250,000		250,000	250,000	
Subtotal of Expenditure Additions					700,000	700,000		700,000	700,000	

SURPLUS / (DEFICIT)

Fund	FY 2025-26 Ongoing	FY 2025-26 One-Time	FY 2025-26 Total	FY 2026-27 Ongoing	FY 2026-27 One-Time	FY 2026-27 Total	Notes
2270	92,320	(92,320)		46,160	(46,160)		

FY 2025-27 CITY COUNCIL BUDGET TEAM AMENDMENTS
Fund 2415 - Development Services Fund

REVENUE ADDITIONS (POSITIVE #) & REDUCTIONS (NEGATIVE #)		FY 2025-26		FY 2026-27		FY 2026-27		Notes	
Item #	Fund Dept.	Description	Outgoing	One-Time	Total	Outgoing	One-Time	Total	
1	2415 Non-Dept	Use of Fund Balance	-	-	-	-	2,000,000	2,000,000	
Subtotal Revenue Adjustments			-	-	-	-	2,000,000	2,000,000	

EXPENDITURE REDUCTIONS (NEGATIVE #)		FY 2025-26		FY 2026-27		FY 2026-27		Notes	
Item #	Fund Dept.	Description (includes Job Class & FTE)	Outgoing	One-Time	Total	Outgoing	One-Time	Total	
1	2415 PBD	Salary Step Savings	(1,209,000)	-	(1,209,000)	-	-	-	
Subtotal of Expenditure Reductions			(1,209,000)	-	(1,209,000)	-	-	-	

FUNDS AVAILABLE FOR PROGRAMMING		FY 2025-26		FY 2026-27		FY 2026-27		Notes	
		Outgoing	One-Time	Total	Outgoing	One-Time	Total		
		1,209,000.00	-	1,209,000.00	-	2,000,000.00	2,000,000.00		

EXPENDITURE ADDITIONS (POSITIVE #)		FY 2025-26		FY 2026-27		FY 2026-27		Notes	
Item #	Fund Dept.	Description (includes Job Class & FTE)	Outgoing	One-Time	Total	Outgoing	One-Time	Total	
1	2415 EWD	Add 1.0 FTE Special Activity Permits Coordinator	209,000	-	209,000	-	-	-	To support permitting and planning for community events
2	2415 ITD	Add various Accela Positions for ITD	1,000,000	-	1,000,000	2,000,000	-	2,000,000	To fund staff positions within IT to improve upon Accela systems for permitting and other city services
Subtotal of Expenditure Additions			1,209,000	-	1,209,000	2,000,000	-	2,000,000	

SURPLUS / (DEFICIT)		FY 2025-26		FY 2026-27		FY 2026-27		Notes	
		Outgoing	One-Time	Total	Outgoing	One-Time	Total		
		-	-	-	(2,000,000)	2,000,000	-	-	

FY 2025-27 CITY COUNCIL BUDGET TEAM AMENDMENTS
Fund 4550 - Purchasing

REVENUE ADDITIONS (POSITIVE #) & REDUCTIONS (NEGATIVE #)

Item #	Fund	Dept.	Description	FY 2025-26 Ongoing	FY 2025-26 One-Time	FY 2026-27 Ongoing	FY 2026-27 One-Time	FY 2026-27 Total	Notes
Subtotal Revenue Adjustments									
				-	-	-	-	-	-

EXPENDITURE REDUCTIONS (NEGATIVE #)

Item #	Fund	Dept.	Description (Include Job Class & FTE)	FY 2025-26 Ongoing	FY 2025-26 One-Time	FY 2026-27 Ongoing	FY 2026-27 One-Time	FY 2026-27 Total	Notes
1	4550	Non-Dept	Transfer of Contingency Funds	(198,733)	-	(198,733)	-	(197,303)	
Subtotal of Expenditure Reductions				(198,733)	-	(198,733)	-	(197,303)	

FUNDS AVAILABLE FOR PROGRAMMING

Fund	Dept.	Description	FY 2025-26 Ongoing	FY 2025-26 One-Time	FY 2026-27 Ongoing	FY 2026-27 One-Time	FY 2026-27 Total	Notes
4550			198,733.00	-	198,733.00	-	197,303.00	

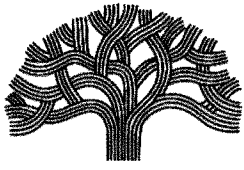
EXPENDITURE ADDITIONS (POSITIVE #)

Item #	Fund	Dept.	Description (Include Job Class & FTE)	FY 2025-26 Ongoing	FY 2025-26 One-Time	FY 2026-27 Ongoing	FY 2026-27 One-Time	FY 2026-27 Total	Notes
1	4550	Various	Reverse proposed layoffs or salary reductions	198,733	-	198,733	-	197,303	
Subtotal of Expenditure Additions				198,733	-	198,733	-	197,303	

SURPLUS / (DEFICIT)

Fund	Dept.	Description	FY 2025-26 Ongoing	FY 2025-26 One-Time	FY 2026-27 Ongoing	FY 2026-27 One-Time	FY 2026-27 Total	Notes
4550			-	-	-	-	-	

EXHIBIT 2



CITY OF OAKLAND

FROM: Councilmembers Rowena Brown (At-Large), Janani Ramachandran (District 4), Zac Unger (District 1), and Charlene Wang (District 2)

FY 2025-2027 BUDGET POLICY DIRECTIVES

From the Council Budget Team: Councilmembers Janani Ramachandran, Rowena Brown, Charlene Wang, and Zac Unger

The following policy directives will ensure Oakland effectively implements the Council's budget priorities. City Administration shall provide a status report and timeline for implementation on all adopted FY 2025-27 budget policy directives along with a status update on budget policy directives from the FY 2023-25 adopted budget to the Council's Finance Committee no later than October 2025. In addition, City Administration shall provide an informational report on the status of each of the items below at the second Council meeting in January 2026 to prepare for the mid-cycle budget process in June 2026.

OPD Academy Recruitment: Direct the City Administrator to work with the Police Department and City Council to implement new strategies to recruit qualified applicants to future OPD Academies. Specifically, OPD should target an Academy size of 40 recruits; develop enhanced marketing and outreach strategies to reach potential applicants, with a focus on Oakland-based outreach and including contracting with recruitment entities and partnerships with young adult mentorship organizations; and contact past qualified applicants who might be interested in reapplying for a future Academy. Filling police academies is crucial for reaching the minimum sworn staffing level mandated by Measure NN. The administration should adhere to the existing proposed schedule of the 195th Academy beginning in July 2025, the 196th in November 2025, the 197th in March 2026, the 198th in July 2026, and the 199th in November 2026. The proposed budget amendments include funding to implement this directive.

Civilianization of Eligible OPD Positions: Direct the City Administrator to work with the Police Department and Human Resources and return to City Council with a detailed plan, costing, and any necessary budget amendments to increase the number of OPD positions filled

by qualified civilian staff. Every effort must be taken to ensure that as many sworn OPD officers as possible are available for patrol, special operations, or conducting criminal investigations. Shifting administrative and other non-law enforcement responsibilities to civilian staff will help to further this objective while increasing employment opportunities for qualified Oakland residents and ensuring greater cost savings for the City.

Direct the City Administrator to form a task force to facilitate implementation of Council direction to transition the functions of OPD's Internal Affairs Division (IAD) to the Community Police Review Agency (CPRA) for investigations. The task force should include representatives from the City Council, City Attorney's Office, City Administration, Police Commission, OPD, CPRA, and the Inspector General. The task force should produce a plan and timeline for the implementation of this transition by June 30, 2026. In addition, transferring IAD functions to CPRA would remove any conflicts of interest (real or perceived) that might exist with OPD officers investigating their fellow officers.

Abandoned Auto Surge: Direct the City Administrator to implement a surge to conduct focused corridor work on removing abandoned automobiles, recreational vehicles, and related blight, thereby clearing public rights-of-way and supporting a clean, safe city. The proposed budget amendments include funding to implement this directive.

Illegal Dumping: Direct the City Administrator to work collaboratively with the Alameda County District Attorney to ensure enforcement of illegal dumping violations in Oakland. Utilize relevant staff positions and contract services to ensure that evidence on illegal dumping violations and other environmental crimes can be gathered, including through the review of surveillance camera footage. Improve training for Environmental Enforcement Officers (EEOs) in order to more effectively carry out their duties and collect evidence on violators, including appropriate OSHA and HazMat training and technology. Implement more effective technology for monitoring illegal dumping hotspots and supporting appropriate enforcement actions, identify and utilize best practices from comparable jurisdictions, partner with community organizations, engage in meaningful community outreach and education, and develop workforce programs to train marginalized Oaklanders to gain meaningful employment with the City in this work. The proposed budget amendments include funding to implement this directive.

External Funding for Homelessness Solutions: Direct the City Administrator to engage with Alameda County to expand efforts that will foster effective and sustainable collaboration around the provision of homelessness services in the City of Oakland. These coordinated efforts would ensure greater opportunities for funding, direct outreach and engagement, health and medical services, and potential housing placements. Additionally, this City-County collaboration would

also engage with State and Federal stakeholders around opportunities for expanded coordination and additional funding sources to benefit Oakland's homeless population.

Human Resources: Direct the City Administrator to create policies that address our staffing crisis and promote efficiency in hiring key positions citywide, including more effective marketing and proactive community engagement with Oakland residents to provide information about the availability of City positions, as well as increased strategic engagement with labor partners and department leadership to identify and close process gaps.

Salary Step Changes for New Hires: Direct the City Administrator to ensure that all classified employees are hired at the salary step that complies with the respective MOU. Direct the City Administrator to develop a policy to ensure that all exempt employees are hired at no higher than Step 3, subject to any legal requirements and with a waiver provision if a candidate presents exceptionally high qualifications.

Economic Incentives for Small Business: Direct the City Administrator to schedule the informational report described in Resolution No. 90693 on limited tax abatements, fee and permit holidays, business expansion streamlining, and other mechanisms to encourage business to start up, relocate to, and expand in Oakland - including a strategy to match local businesses with available commercial spaces.

Fiscal Contingencies: Direct the City Administrator to work with the Finance Department and City Council to proactively develop potential alternatives in FY 2026-2027 to address a revenue shortfall incurred if the proposed tax measure does not pass. Providing potential alternatives should occur well in advance of a measure being placed on the ballot.

Human Trafficking: Direct the City Administrator to work with the Police Department, the Department of Violence Prevention, Human Services, and the Department of Transportation to develop an action plan and interdepartmental strategy focused on identifying and combating human trafficking in Oakland – including a focus on trafficking and commercial sexual exploitation occurring on International Blvd. City departments should work to expand street outreach teams that connect with victims of commercial sexual exploitation, expand ambassadors in affected areas, and reduce demand through environmental design infrastructure. City departments should collaborate with regional and federal law enforcement, nonprofits, faith organizations, and the Oakland community to identify potential exploitation, break up organized criminal efforts, and provide appropriate aid to survivors and victims of trauma.