



**CITY OF OAKLAND  
Oakland Parks & Recreation**

**TO:** Princess Allen, Chair, Parks and Recreation Advisory Commission (PRAC)  
**FROM:** Sean Maher, Oakland Public Works (OPW)  
**DATE:** May 31, 2022  
**SUBJECT: Informational Report: OPW Monthly Measure Q Hiring Matrix and Performance Measures Update**

---

**SUMMARY**

This report provides:

1. OPW's routine updates to PRAC regarding the hiring of staff related to Measure Q-funded park maintenance services.
2. In additional supplemental material, this report includes updated performance measures in the delivery of Measure Q-funded services, incorporating input the department received from PRAC Commissioners in recent presentations.

**FISCAL IMPACT**

Since this report is informational only, no fiscal impacts are included.

**BACKGROUND / LEGISLATIVE HISTORY**

Measure Q, approved by Oakland voters in March 2020, provides funding for City of Oakland services related to parks maintenance, homelessness services, and water quality, subject to civilian oversight. The Oakland City Council assigned PRAC the oversight role regarding the Measure Q expenditures related to parks maintenance and water quality services.

As a component of this oversight function, OPW routinely submits to PRAC updates on hiring of positions related to Measure Q-funded park maintenance services. This report provides an update for the PRAC's meeting of February 9, 2022. For the first time, this report now also includes a chart representing hiring trends, so that PRAC and the public can see how hiring and staffing of Measure Q positions is changing over time.

Additionally, Measure Q includes service performance requirements. OPW has been working with the PRAC Measure Q ad hoc committee and with community members to develop a reporting template for measuring and tracking performance of those services. The department's goal is a routine report that is clear, simple, and accessible to the community to provide transparent and accessible reporting on service delivery. This will be an iterative process, and OPW welcomes feedback from PRAC on how the department can continue honing that reporting template.

**RECOMMENDATION**

OPW recommends that PRAC accept this informational report.

Respectfully submitted,

/s/ Sean Maher

Prepared by:

Sean Maher

Acting Assistant to the Director

Oakland Public Works

**Identification of Support Documents:**

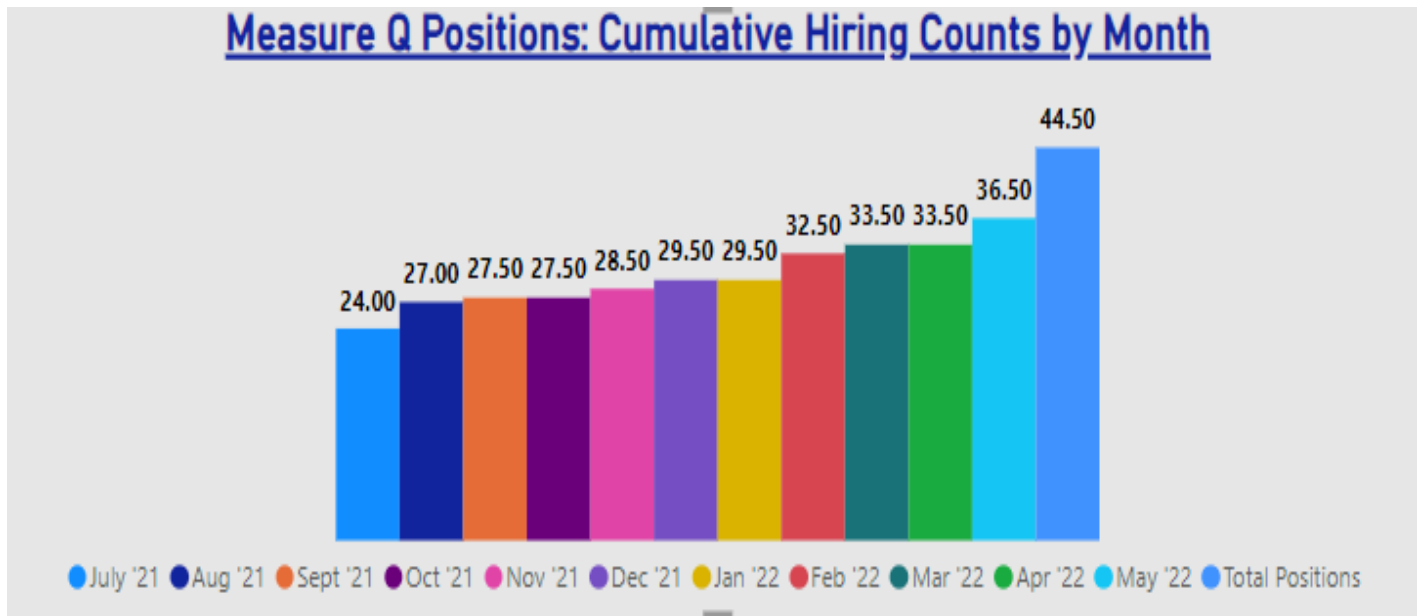
Attachments: Exhibit A – *Measure Q Hiring Progress Tracker, Updated 05/25/2022*  
(below)

Exhibit B – *Performance Measures and Service Delivery Charts, Updated May 2022*

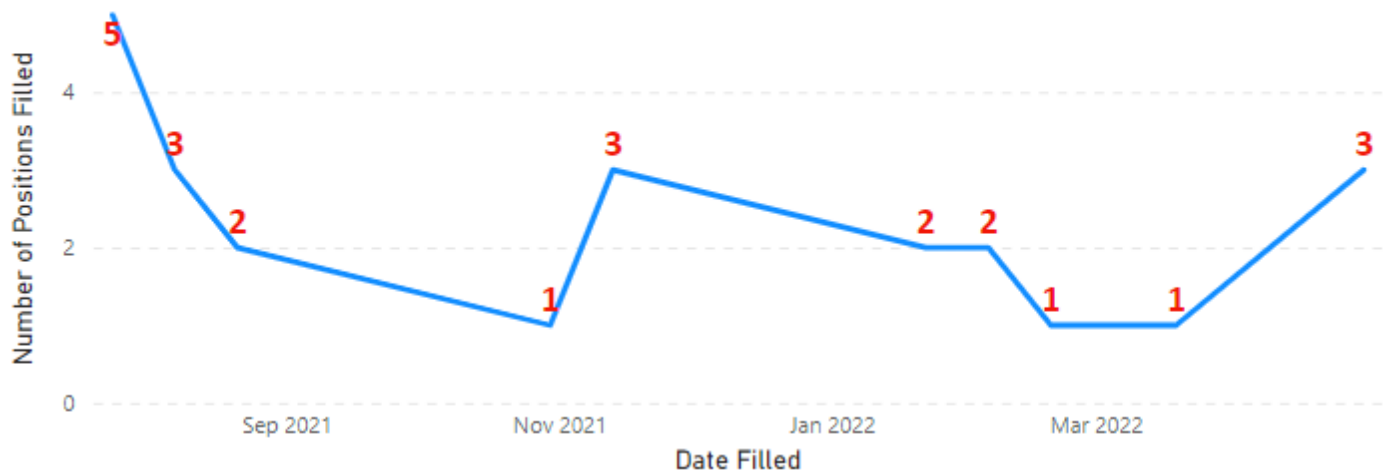
Exhibit A – Measure Q Hiring Progress Tracker, Updated 05/25/2022

DEPT	CLASSIFICATION	FTE POSITIONS	FILLED	ELIGIBLE LIST AVAILABLE	DETAILS
HSD	Budget & Grants Administrator	1	0	Yes	Referrals sent to department to review and schedule interviews.
HSD	Administrative Assistant II	1	1	Yes	Filled (8.22.2020)
HSD	Case Manager I	1	1	Yes	Filled (March 2021)
OPW	Custodian	5	2	No	2 FTE started 2/5/22, 3 FTE (6TPT) The department is moving forward with 3 full time hires, not 6 TPT hires.
OPW	Assistant Engineer I	1	0	No	Interviews scheduled for 05.31.2022
OPW	Administrative Assistant II	1	1	Yes	Filled (2.26.2021)
OPW	Construction & Maintenance Mechar	2	2	Yes	Filled (10.30.21) On Hold (11.13.21- one position on hold. Employee is currently on leave- department is trying to rescind offer)
OPW	Business Analyst II	1	1	No	Filled (11.14.2020)
OPW	Gardener Crew Leader	7	7	Yes	3 Filled 4.30.22
OPW	Gardener II	15	15	Yes	Filled (5 filled 6.12.2021, 5 filled 7.24.2021, 3 filled 8.7.2021, 2 filled 8.21.2021)
OPW	Painter	2	2	Yes	Filled 3.19.22
OPW	Park Attendant, PT (NEW)	0.5	0.5	Yes	Filled (D. Mabon effective 11.13.21)
OPW	Park Equipment Operator	2	2	No	Filled 1.22.22 ( K. Wilkerson and R.Armstrong)
OPW	Park Supervisor I	2	1	No	One of the remaining MQ positions will be filled as of 4.30.22. The other position was offered and then declined, new recruitment underway.
OPW	Park Supervisor II	1	0	No	Filled ( K. Charles effective 6.26.21)-There is a requisition to hire/replace K. Charles underway.
OPW	Tree Worker (formerly Tree Worker I)	1	1	No	Filled ( E. Rodriguez effective 11.13.21)
OPW	Tree Trimmer	1	0	Yes	The Division submitted an add/delete to convert Tree Trimmer positions to Tree Workers. Proposal included in the midcycle budget.

### Hiring Metrics (as of May 31, 2022)



### Number of Positions Filled Each Month



**\*\*\*NOTE: Data displayed is baseline data before all Measure Q positions have been filled.**

**Measure Q deliverable: “Provide dedicated staff at major parks. “Major Parks” means City operated Community Parks, Region-serving parks, and Resource Conservation Areas, as those terms are used in the Open Space Conservation & Recreation (OCSAR) Element of the Oakland General Plan.” Section (3 (B)(1) (m)**

**Community Serving Parks:** • Mosswood (11 acres) • Bushrod (10.12 acres) • DeFremery (9.4 acres) • San Antonio (11.62 acres) • Brookdale (4.66 acres) • Brookfield (14 acres) • Arroyo Viejo (18.75 acres) • Montclair (7.3 acres) • Dimond (14.31 acres)

**Region Serving:** • Lakeside (75 acres)• Joaquin Miller (improved 4 acres)

**Resource Conservation Areas:** • Glen Daniel/King Estates (75 acres) • Dimond Canyon (41 acres) • Garber (13 acres) • Beaconsfield (5 acres) • Claremont Canyon (208 acres) • Joaquin Miller (unimproved 41 acres) • Leona Heights/Open Space (50 acres)

Metrics through April 30, 2022

Facility name and address	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	Total
Arroyo Viejo Park, 7701 Krause Avenue	144.00	115.00	146.00	229.00	215.00	182.00	556.00	261.00	245.00	439.00	2,532.00
Brookdale Park, 2531 High Street	32.00	25.00	40.00	58.00	6.00	34.50	29.00	263.00	156.00	312.00	955.50
Brookfield Park, 525 Jones Avenue	147.00	174.00	151.00	113.00	158.00	167.00	170.00	812.00	767.00	337.00	2,996.00
Bushrod Park, 569 59th Street	274.00	205.00	181.00	131.00	268.00	235.00	195.00	373.00	719.00	480.00	3,061.00
Defremery Park, 1651 Adeline Street	55.00	43.00	46.00	14.00	29.00	66.00	87.00	136.00	167.00	63.00	706.00
Dimond Park, 3860 Hanley Road	34.50	73.00	65.00	36.00	96.00	121.00	384.00	257.00	239.00	150.00	1,455.50
Garber Park, Alvarado Road / Fish Camp Road									1.00		1.00
Joaquin Miller Park, 3300 Joaquin Miller Road	17.50	1.00	57.00	99.00	140.00	95.50	37.00	99.50	93.00	29.00	668.50
King Estates Park, 8501 Fontaine Street	2.00	2.00	19.00							6.00	29.00
Lakeside Park, 666 Bellevue Avenue	381.00	315.00	671.00	541.00	318.50	509.00	493.50	573.50	788.50	725.66	5,316.66
Montclair Park, 6300 Moraga Avenue		6.00	34.00	98.00	62.00	70.00	35.00	146.00	55.00	51.00	557.00
Mosswood Park, 3612 Webster Street	106.50	149.00	225.50	118.00	152.50	173.00	490.00	425.50	307.00	639.00	2,786.00
San Antonio Park, 1701 E 19th Street	8.00	22.00	34.50	34.00	29.00	129.00	154.00	416.00	46.00	72.00	944.50
<b>Total</b>	<b>1,201.50</b>	<b>1,130.00</b>	<b>1,670.00</b>	<b>1,471.00</b>	<b>1,474.00</b>	<b>1,782.00</b>	<b>2,630.50</b>	<b>3,762.50</b>	<b>3,583.50</b>	<b>3,303.66</b>	<b>22,008.66</b>

### Staff Labor Hours per Park Acre FY 21-22

Facility name and address	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	Total
Arroyo Viejo Park, 7701 Krause Avenue	7.58	6.05	7.68	12.05	11.32	9.58	29.26	13.74	12.89	23.11	133.26
Brookdale Park, 2535 High Street	6.40	5.00	8.00	11.60	1.20	6.90	5.80	52.60	31.20	62.40	191.10
Brookfield Park, 525 Jones Avenue	10.50	12.43	10.79	8.07	11.29	11.93	12.14	58.00	54.79	24.07	214.00
Bushrod Park, 569 59th Street	27.40	20.50	18.10	13.10	26.80	23.50	19.50	37.30	71.90	48.00	306.10
Defremery Park, 1651 Adeline Street	6.11	4.78	5.11	1.56	3.22	7.33	9.67	15.11	18.56	7.00	78.44
Dimond Park, 3860 Hanley Road	2.46	5.21	4.64	2.57	6.86	8.64	27.43	18.36	17.07	10.71	103.96
Garber Park, Alvarado Road / Fish Camp Road									0.08		0.08
Joaquin Miller Park, 3300 Joaquin Miller Road	0.43	0.02	1.39	2.41	3.41	2.33	0.90	2.43	2.27	0.71	16.30
King Estates Park, 8501 Fontaine Street	0.03	0.03	0.25							0.08	0.39
Lakeside Park, 666 Bellevue Avenue	5.08	4.20	8.95	7.21	4.25	6.79	6.58	7.65	10.51	9.68	70.89
Montclair Park, 6300 Moraga Avenue		0.86	4.86	14.00	8.86	10.00	5.00	20.86	7.86	7.29	79.57
Mosswood Park, 3612 Webster Street	9.68	13.55	20.50	10.73	13.86	15.73	44.55	38.68	27.91	58.09	253.27
San Antonio Park, 1701 E 19th Street	0.67	1.83	2.88	2.83	2.42	10.75	12.83	34.67	3.83	6.00	78.71
<b>Total</b>	<b>76.34</b>	<b>74.46</b>	<b>93.15</b>	<b>86.14</b>	<b>93.48</b>	<b>113.48</b>	<b>173.66</b>	<b>299.38</b>	<b>258.87</b>	<b>257.13</b>	<b>1,526.08</b>

**NOTE: Number of ballfields mowed by name of ballfield is a new metric added in February 2022.**

**Measure Q deliverable: “Mowing City operated sports fields frequently, every other week, or as may be required by the time of year.” Section (3 (B)(1) (a)**

Metrics through April 30, 2022

#### Mowing Fields: # of Times Ballfields Mowed

DATE

1/1/2022

4/30/2022



#### # of Times Ballfields Mowed

Name of Ballfield	Feb 2022	Mar 2022	Apr 2022	Total
Allendale Rec Center Field		2	3	5
Arroyo Viejo - McConnell Field		3	2	5
Arroyo Viejo - Ricky Henderson A's Field		1	3	4
Brookfield Rec Center Field		1	1	2
Burckhalter Park Field		2	2	4
Bushrod - Lower Field		1		1
Bushrod - Upper Field		1	4	5
Concordia Park Field			1	1
Curt Flood Field		2	3	5
Elmhurst (Lions) Field	1			1
Franklin Field		1	2	3
Golden Gate Rec Center Field		3	2	5
Greenman Field/ Carter Gilmore	1	3	3	7
Montclair Rec Center Field			1	1

Oakport Field		1		1
Otis Spunkmeyer Field		2		2
Pinto Park (Jones Field)		1	3	4
Ramondi Field	1	4	2	7
Stonehurst Park Field		1		1
Tassafaronga Rec Center Field		1		1
<b>Total</b>	<b>3</b>	<b>30</b>	<b>32</b>	<b>65</b>

**NOTE: # of litter pickups is a new metric added in Jan 2022. In previous years, litter pickup was not calculated as a separate metric, it was included in the work categorized as Park maintenance.**

**Measure Q Deliverable: “Collecting trash and litter several times per week, including Saturdays and Sundays, from the City’s most used parks, assuring equitable distribution of resources.”**

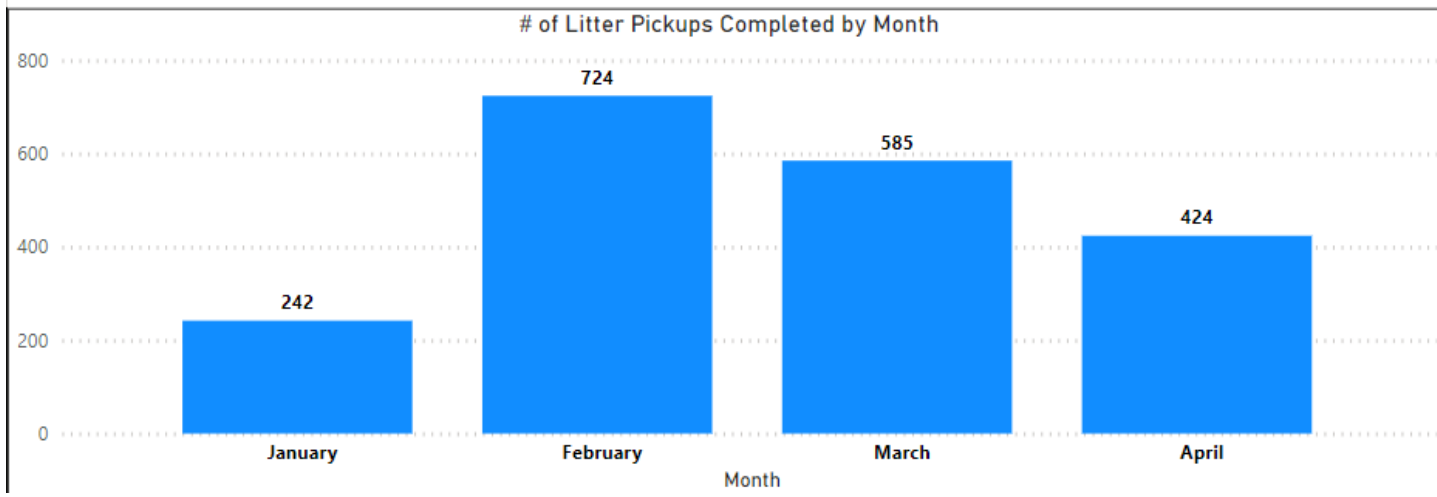
**Section 3(B)(1)(b)**

Metrics through April 30, 2022

Year	Month	# of Hours Picking up Litter	Volume of Litter (cubic yards)
2022	January	184	158.90
2022	February	605	221.40
2022	March	432	74.00
2022	April	255	398.00
<b>Total</b>		<b>1476</b>	<b>852.30</b>

Work Order Completed: Date Range

1/1/2022    4/30/2022






**Measure Q Deliverable:**

**“Cleaning park restrooms more than once per day, especially on weekends.” Section 3(B)(1)(e)**  
 Metrics through April 30, 2022

WO\_ACTUAL\_FINISH\_DATE

1/1/2022 4/30/2022

**FY 21-22 Facilities - Parks -  
 Number of Restroom Cleanings**



WO_DESCRIPTION	Jan	Feb	Mar	Apr	Total
<b>FM - Custodial - Clean Restrooms - Parks</b>	<b>13</b>	<b>153</b>	<b>303</b>	<b>112</b>	<b>581</b>
ARROYO VIEJO PARK - MCCONNELL FIELD HOUSE	1	3	3	0	7
ARROYO VIEJO PARK - RESTROOM		2	11	2	15
ASTRO PARK			3	6	9
BELLA VISTA PARK			3		3
BELLA VISTA PARK - FIELD HOUSE	1	6	9	4	20
BROOKDALE PARK	1	8	11	4	24
BURCKHALTER PARK - RESTROOM	0	7	12	5	24
CENTRAL RESERVOIR RECREATION AREA -RESTROOM	1	6	9	3	19
DIMOND PARK - RESTROOM	1	1	11	3	16
EASTSHORE PARK (AKA LAKEVIEW) - RESTROOM	1	6	7	6	20
FOOTHILL MEADOWS (CESAR E. CHAVEZ) PARK	1	5	14	4	24
FROG PARK	1	6	13	7	27
GARDEN CENTER		8	18	5	31
JOAQUIN MILLER PARK - FIRE CIRCLE RESTROOM		3	13	6	22
JOAQUIN MILLER PARK - MEADOW RESTROOM		8	14	7	29
JOAQUIN MILLER PARK - RANGER STATION		5	9	0	14
LAKESIDE PARK - SAILBOAT HOUSE		9	16	5	30
LAKEVIEW LIBRARY		1	6		7
LOWELL PARK - RESTROOM	0	3	10	1	14
MADISON SQUARE PARK			1	5	6
MAXWELL PARK - RESTROOM	1	8	11	3	23
MCCREA PARK - RESIDENCE AND RESTROOM	0	6	7	0	13
MORCOM ROSE GARDEN - FIELD HOUSE	1	8	12	7	28
OFFICER WILLIE WILKINS PARK (ELMHURST) - RESTROOM			0	2	2
PINE KNOLL PARK - RESTROOM	1	6	16	4	27
ROTARY NATURE CTR	0	7	14	7	28
SAN ANTONIO PARK - RESTROOM	0	8	11	3	22
SHEPHERD CANYON CORPORATION YARD - BLDG 3		2	7		9
SHEPHERD CANYON PARK - RESTROOM	0	7	10	5	22
SNOW PARK - RESTROOM	1	7	12	4	24
UNION POINT PARK	1	7	10	4	22
<b>Total</b>	<b>13</b>	<b>153</b>	<b>303</b>	<b>112</b>	<b>581</b>