

**TO:** Honorable Oakland City Council & Mayor Barbara Lee  
**FROM:** IFPTE Local 21 Represented Staff of OakDOT's Parking & Mobility Division  
**SUBJECT:** Unofficial Supplemental Report on the Reorganization of the Parking Division  
**DATE:** February 9, 2026

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**Receive An Informational Report From The City Administrator On The Proposed Reorganization Of The Department Of Transportation's Parking Division, Including (1) The Rationale For The Proposal; (2) A Fiscal Impact Statement Including Any New Or Unfrozen Staff Costs And An Analysis Of Operational Cost Savings; (3) A Summary Of Outreach That Occurred To Department Of Transportation Staff, The Public, And The Business Community; And (4) Information On How The Change Would Impact The Parking Division's Collaboration With Other Departments**

### **REASON FOR AN UNOFFICIAL SUPPLEMENTAL REPORT**

Officially, frontline staff and division-level supervisors and managers have been directed by senior management to accept the City Administrator's decision to abolish the Department of Transportation (OakDOT)'s Parking & Mobility Division. This decision will result in the removal of the incumbent division manager, the transfer of Parking Enforcement Unit, Parking Meter Collections Unit and the Parking & Mobility Assistance Center to a new Parking Bureau within the Finance Department and the transfer of OakDOT's Abandoned Auto Unit to the Oakland Police Department (OPD), leaving only the Mobility Management Unit and parking policy in OakDOT.

This supplemental report has been produced by International Federation of Professional and Technical and Engineers (IFPTE) Local 21 union members in OakDOT's Parking & Mobility Division in their capacity as represented employees, residents of Oakland and concerned constituents, exercising their right to free speech and carrying out what they believe is their fiduciary responsibility to uphold and protect the City's commitment to transparent, trustworthy government. The intent of the report is not adversarial but constructive.

### **EXECUTIVE SUMMARY**

This unofficial report responds to the official [Informational Report](#) on the topic of the parking reorganization, written by Bradley Johnson and Deborah Edgerly and signed by City Administrator Jestin Johnson on January 29, 2026. IFPTE Local 21-represented staff wrote this

unofficial report outside work hours and are distributing it in order to provide the City Council, Mayor Lee and the public with informed responses to the information provided by the City Administration as well as further information that we believe is important when assessing the risks and merits of the planned reorganization. Among other important considerations, the City's public parking operations now contribute nearly **\$50 million annually** to the General Purpose Fund. The fiscal and organizational impacts of the City Administration's planned action should not go unquestioned.

## **BACKGROUND/ LEGISLATIVE HISTORY**

2008 - Oakland City Attorney, City Auditor and several City Councilmembers co-authored the [Real Oakland Administrative Reform \(ROAR\)](#) report and City Council adopted [Ordinance 12908 C.M.S.](#), adding a new chapter to the Oakland Municipal Code "eliminat[ing] actual or perceived conflicts of interest, partiality or favoritism in the City workplace due to nepotism and/or cronyism and to maintain public confidence in the fairness of the City's hiring and employment practices as well as in the competence of City employees," defining **cronyism** as "participating in any employment decision that may be viewed as a conflict of interest, such as one involving a close friend, a business partner, and/or professional, political, or commercial relationship, that would lead to preferential treatment or compromise the appearance of fairness."

2012 - City Administration [Memorandum](#) and supporting documentation concerning parking reorganization cost and efficiency benefits, abolishing the former Parking Division organized within the City's Revenue Department.

2013 - City Council adopted [Resolution 84664 C.M.S.](#) establishing "Parking Principles" for City of Oakland commercial districts, including the "active management" of parking as a "part of a multi-modal approach to developing neighborhood transportation infrastructure."

2016 - City Council received an information report on the creation of the new Oakland Department of Transportation and adopted [Resolution 86225 C.M.S.](#) authorizing an agreement for consulting services to help establish the department.

2017 - City Council adopted [Ordinance 13442 C.M.S.](#) that, among other things, "delet[ed] references to divisions and bureaus to allow for greater operational flexibility" in administering the City's organizational structure.

2021 - The [Fiscal Years 2021-2023 Budget](#) included the "transfer of traffic, transportation, and vehicle related functions to the Department of Transportation from the Police Department, fulfill[ing] a recommendation of the [Reimagining Public Safety Taskforce](#)."

2022 - [Fiscal Year 2022-2023 Mid-Cycle Budget](#) further supported "the transfer of traffic, transportation, and vehicle related functions to the Department of Transportation from the Police

Department and the Parking Citation Assistance Center from the Finance Department, a recommendation of the Reimagining Public Safety Taskforce.”

April 2025 - [Finance & Management Committee receives an information report from OakDOT](#) concerning parking enforcement operations and parking revenues, including a seven-point action plan for enhancing parking services while generating millions of additional dollars annually for the General Purpose Fund.

June 2025 - [Fiscal Years 2025-2027 Budget](#) approved, including approximately \$2.5million investment in OakDOT parking operations.

October 3, 2025 - Meeting at which OakDOT Director informs the Parking & Mobility Division manager that the City Administrator had made the decision to abolish the division and move parking operations from OakDOT to the Finance Department. The incumbent division manager was also informed that he would not be moving to Finance, but would be removed from his current role and reassigned to other duties within OakDOT. At this meeting, the division manager was also directed to accept this decision and consider it final.

October 16, 2025 - City Administration sends an [Official Union Notification concerning Plans to Transfer Components of Parking Operations From OakDOT to Finance Department](#), stating that the City is planning to transfer components of the Parking Division operations currently in OakDOT to the Finance Department as a standalone Parking Bureau, adding that the “current Project Manager II will not be a part of the transfer of the Parking Division operations from OakDOT to the Finance Department therefore the reporting structure will change once in the Finance Department.”

December 17, 2025 - [Letter from Michael Ford to Mayor Barbara Lee and City Administrator Justin Johnson](#) requesting to pause and place on the public record any proposal to reorganize or abolish OakDOT’s Parking & Mobility Division.

December 30, 2025 - [City provides written responses to Local 21 request for information](#), noting that the “Project Manager II would become the Parking Administrator [and] the Program Analyst III would become a Parking Supervisor”.

January 14, 2026 - First meeting on “Transfer of Parking from OakDOT to FIN” to include Bradley Johnson, Deborah Edgerly, Josh Rowan and Jamie Parks.

January 23, 2026 - Letters start going out informing OakDOT Parking & Mobility Division staff that they will transfer to the Finance Department effective February 7, 2026.

January 27, 2026 - [Resolution honoring Michael Ford, Parking & Mobility Division manager](#), for receiving the National Parking Association’s 2025 National Innovator of the Year Award, recognizing his work using data science to improve citation collections without resorting to heavy handed legal tactics ([NPA video](#), [NPA Parking magazine article](#)).

February 1, 2026 - In support of the City Administration's decision to reorganize, OakDOT abolishes its Parking & Mobility Division by vacating the division manager position and reassigning the incumbent, Michael Ford, to other duties within the department. Until the reorganization is complete, an acting manager will oversee those units slated to go to Finance.

## **ANALYSIS AND POLICY ALTERNATIVES**

This section responds to the City Administration's information report on the parking reorganization. Responses are grouped and presented in the order reflected in the item's title.

### **(1) The Rationale For The Proposal**

The City Administration provides several rationales for their plan, none of which are backed by data, evidence or City Council direction. These rationales are summarized and addressed below.

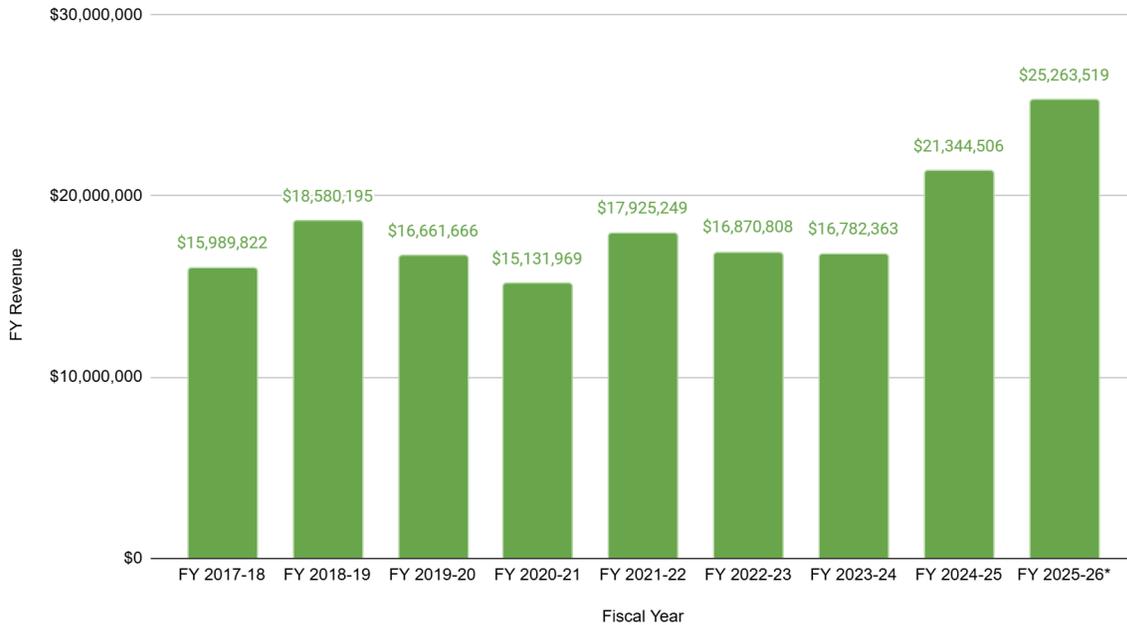
#### ***To "better align Parking operations with revenue and Collections"***

Parking operations under OakDOT have led to a dramatic increase in revenue since parking enforcement was reorganized from OPD in 2017 and the citation assistance center from the Finance Department in 2022.

Despite historically low staffing levels due to budget cuts, delays in hiring, and taking on new, Council authorized responsibilities—all factors beyond OakDOT's control—OakDOT increased revenues through improved processes, innovative use of technology and employee morale. From Fiscal Year (FY) 2017-2018 to FY2025-2026, revenue from citations increased by 57% going from \$16 million to \$25.2 million (see **Figure 1**).

Additionally, between FY20-21 and FY24-25, parking meter revenue increased 30% from approximately \$10 million to \$13 million.

**Figure 1: Parking Citation Revenue, Fiscal Years 2017-18 to 2025-26**



Citation payment transactions increased 37% from approximately \$1.6 million in September 2018 under Finance to \$2.2 million in September 2025 under OakDOT, despite dramatically fewer staff hours (see **Figure 2**).

**Figure 2: PMAC Transaction History, September Payments, 2018-2025**

| September Payments | 2018               | 2019          | 2020          | 2021          | 2022          | 2023          | 2024          | 2025               |
|--------------------|--------------------|---------------|---------------|---------------|---------------|---------------|---------------|--------------------|
| Customer Service   | 1,080              | 1,210         | 732           | 592           | 755           | 576           | 753           | 849                |
| Lockbox            | 2,578              | 2,103         | 1,222         | 1,820         | 1,009         | 509           | 720           | 1,162              |
| DMV                | 1,045              | 1,287         | 1,192         | 785           | 1,103         | 1,292         | 1,342         | 1,317              |
| Pay by Phone       | 1,985              | 2,125         | 1,199         | 1,822         | 1,612         | 1,122         | 1,513         | 1,900              |
| Pay by Web         | 10,384             | 10,862        | 6,907         | 12,388        | 12,204        | 8,455         | 12,062        | 15,704             |
| Paylock            | 224                | 280           | 239           | 70            | 290           | 0             | 0             | 0                  |
| FTB                | 61                 | 1             | 10            | 0             | 63            | 0             | 591           | 0                  |
| Kiosk              | 10                 | 0             | 0             | 28            | 22            | 0             | 0             | 0                  |
| Production Control | 0                  | 4             | 0             | 4             | 0             | 0             | 2             | 0                  |
| <b>Total</b>       | <b>17,367</b>      | <b>17,872</b> | <b>11,501</b> | <b>17,509</b> | <b>17,058</b> | <b>11,954</b> | <b>16,983</b> | <b>20,932</b>      |
| Dollars            | \$1,616,344        | \$1,707,822   | \$1,309,982   | \$1,609,577   | \$1,657,344   | \$1,305,401   | \$1,847,511   | <b>\$2,219,217</b> |
| Avg \$ per payment | \$93               | \$96          | \$114         | \$92          | \$97          | \$109         | \$109         | \$106              |
| PMAC Staff Hrs*    | 2,130              | 2,123         | 1,950         | 1,840         | 1,963         | 740           | 896           | 680                |
| \$ Per Staff HR    | \$759              | \$805         | \$672         | \$875         | \$844         | \$1,764       | \$2,062       | <b>\$3,264</b>     |
| Organization       | Finance Department |               |               |               | OakDOT        |               |               |                    |

\* Based on payroll records, total Reg and OT hrs, two pay periods in or around the month of September

OakDOT's proven track record demonstrates that it is possible to support **both** safe, equitable, and sustainable access and mobility for residents, businesses and visitors **and** increase revenues. This possibility has been realized under OakDOT's existing organization. The City's plan to abolish the Parking & Mobility Division puts both at risk.

***To “allow parking patrons to take advantage of existing City programs, such as payment plans for citations, and improve customer service.”***

Parking patrons are already able to take advantage of payment plans for citations. The City's [website](#) lists the process for applying for payment plans.

The City Administration provided no description of what the customer service issue to be improved is, why moving parking operations to Finance would be necessary to improve customer service, or how they would do so. In response to a Local 21 request for information, the City stated that the PMAC customer lobby hours remained at 10:00AM to 2:00PM despite a city-wide directive from the City Administrator dating back to September 2023 calling for the restoration of lobby hours to pre-pandemic levels. However, no evidence of such a directive was provided. Moreover, represented employees were unable to find any such directive and the department confirmed that it is not aware of such direction nor any efforts to follow up on and support such a directive.

While the PMAC customer service hours were originally reduced as a result of the pandemic, those hours continued to be limited due to historically low staffing levels. At a meeting held on August 28, 2025, the City Administrator directed OakDOT to extend the lobby hours as part of a city-wide effort and the department agreed to do so at the earliest possible date. A third Public Service Representative was hired in October (originally interviewed and requested to hire but denied in December 2024) and the unit implemented the extended lobby hours the first week of December. This was the earliest possible date given the time needed for training.

In **Figure 2** above, the row labeled “PMAC Staff Hrs” is evidence that the PMAC was staffed at historically low levels when it was directed to extend lobby hours. Using two September pay periods of data, the unit had a total of 680 regular-non-sworn and overtime hours in September 2025, compared to a total of 2,130 in September 2018 when the unit was organized in the Finance Department. Assuming one-hundred-fifty hours per staff person, that means that OakDOT had only **4.5** employees in 2025 compared to **14.2** in 2018 for Finance. Again, these low staffing levels are due to budget cuts and delays in hiring, factors beyond OakDOT's control.

***To “collocate the abandoned auto function that is being established in DOT with the recent home of that function within OPD”.***

The Administration is again attempting to override City Council direction and the will of the public by moving OakDOT's Abandoned Auto Unit back to OPD. In 2022, at the recommendation of the 2021 [“Reimagining Public Safety Report and Recommendations”](#), the City

Council moved abandoned auto tow operations out of OPD and into OakDOT as part of the Fiscal Year 2021-23 budget. Since then, years of interdepartmental work have gone into establishing OakDOT's Abandoned Auto Unit. Despite challenges including a need to rotate "acting" staff every six months and a years-long civil service effort that only recently established the new Parking Control Technician II classification, OakDOT ramped up towing operations and delivered essential services to the community, especially in historically underserved neighborhoods.

The Administration states that "OPD handles the majority of abandoned auto cases, and enhanced coordination of these efforts will improve the City's ability to remove abandoned vehicles from the rights-of-way". This statement lacks foundation and is misleading.

A [2024 information report from OakDOT to the full City Council](#) offers a data-informed analysis and tells the real story. By taking over abandoned auto duties from OPD, OakDOT took the lead in responding to service requests from the community that by 2024 number over **twenty-five-thousand** annually. The fact that OPD tows more vehicles should be obvious—after all, it has 618 officers compared to 15 OakDOT technicians. What is important to understand is that OPD is able to focus on law enforcement activities that only it can do, delegating to OakDOT tow operations that can be safely carried out by non-sworn personnel, including the removal of abandoned and blighted vehicles and the recovery of stolen vehicles. Moreover, OakDOT and OPD already coordinate when needed and when the opportunity arises, but precisely without burdening OPD with responsibilities that the [Reimagining Public Safety Task Force](#) identified as being done by other departments just as efficiently and in support of the well-being and safety of the community, "especially our Black and brown community members".

## **(2) A Fiscal Impact Statement Including Any New Or Unfrozen Staff Costs And An Analysis Of Operational Cost Savings**

The fiscal impact analysis offered by the City Administration addresses two position changes and associated costs, along with available funding. The plan offers no operational cost savings and, moreover, is silent on the matter of revenue impacts to the General Purpose Fund.

***"The administration has identified two position changes that could have fiscal impacts...a Parking Administrator...[and] a Parking Supervisor"***

Concerning the first position, the City Administration states that "the Project Manager II currently lead[ing] the DOT parking division...would be revised to a Parking Administrator within the Finance Department, with an annual incremental cost of roughly \$16,500 fully burdened." According to the City's position control report, the fully burdened cost for Fiscal Year 2026-2027 for the OakDOT Project Manager II is \$531,084. Adding the incremental cost of \$16,500 identified by the City Administration, the total annual cost will be approximately \$547,500. While the City Administration lists only the incremental cost of the upgrade from Project Manager II to

Parking Administrator, in fact the entire cost of the new position should be attributed to the reorganization, as the current Project Manager II will remain at OakDOT.

Concerning the second position, the City Administration is proposing to create a net new supervisor position for the PMAC at an annual cost of approximately \$209,000. Under OakDOT, the PMAC is being supervised by the Project Manager II.

**Figure 3: Current and Reorganized Annual Management Staff Costs**

|                    | <u>Current Costs</u> |   | <u>Reorganized Costs</u> |
|--------------------|----------------------|---|--------------------------|
| Project Manager II | \$531,084            | Parking Administrator                     | \$547,500                |
| PMAC Supervisor    | Frozen               | Parking Supervisor                        | \$209,000                |
|                    |                      | Project Manager II<br>(remains at OakDOT) | \$531,084                |
| <b>Total</b>       | \$531,084            |   | \$1,287,584              |
|                    |                      | <b>Net Annual Cost (2 FTE)</b>            | <b>\$756,500</b>         |

What the City Administration does not say is that these positions will cost the General Purpose Fund \$756,600 annually and yet are responsible for **only sixty-percent** of what the OakDOT Project Manager II has been doing for the past three years.

Beyond management costs, two other essential positions are planned to move to Finance but are funded by OakDOT department overhead and project funding. In Finance, they will need to be funded through the general purpose fund. Fully burdened, those two positions cost \$666,000 annually. Together, the fiscal impact of the planned reorganization on the General Purpose Fund due to **staffing costs alone is over \$1.42 million annually.**

***“There is substantial existing vacancy savings within the parking division in the General Purpose Fund (1010) and Multipurpose Garages Fund (1750)”***

The City Administration proposes to pay for the incremental staffing costs of the reorganization using vacancy savings from the very division that it is breaking up. This is problematic in at least three respects: first, neither the General Purpose Fund (1010) nor Multipurpose Garage Fund (1750) are running a surplus, so the idea that there are savings available in either of these funds for any use should be questioned (e.g., if there are savings, what else can these be used for other than this reorganization); second, pointing to vacancy savings as the source of funding is necessary only because the City Administration has not identified any specific cost savings or

revenue gains from the planned reorganization; and third, it is regrettable that the City Administration has put so much effort into abolishing OakDOT's Parking & Mobility Division instead of working with OakDOT to fill existing vacancies. Indeed, this is precisely what was requested of the City Administration in June of 2023, when [the division manager warned in an email](#) that the City would be forfeiting millions of dollars in citation revenues if it did not take "extraordinary" action to accelerate the hiring of Parking Control Technicians, writing: "Unless something extraordinary is done, the City must expect to come up approximately \$6 million short in citation revenue next year. Under this scenario, we could count on salary savings from the 13 vacancies of approximately \$1.8 million, but we must also expect a corresponding drop in meter revenue from lack of consistent enforcement in our meter zones." Looking again at **Figure 1** above, one can see the lost revenue by drawing a line from FY2021-2022 to FY2024-2025.

***"There is no need to undertake an add-delete positions process"***

In fact, some positions will be deleted and others added in support of the planned reorganization, regardless of the process. As we have already seen, the Program Manager II position that has served as the division manager since the Parking & Mobility Division was created in 2018 will be deleted or repurposed and replaced by a Parking Administrator. Similarly, the Program Analyst III position that serves as the supervisor for the Parking & Mobility Assistance Center and that has been frozen for the past three years will be unfrozen and replaced by a Parking Supervisor position.

There is at least one add-delete that must be done in order to carry out the planned reorganization. OakDOT must delete a vacant "Assistant to the Director" and add a "Project Manager II" at a fully-burdened net cost of approximately \$76,000 annually. This add-delete will be carried out not because OakDOT believes it is the best use of limited resources, but because the City Administration directed it to do so in order to facilitate the abolishment of the Parking & Mobility Division.

**(3) A Summary Of Outreach That Occurred To Department Of Transportation Staff, The Public, And The Business Community;**

According to the Informational Report, the City Administration did not do **any** outreach to OakDOT staff, elected officials, unions, the Bicyclist and Pedestrian Advisory Commission, transportation advocacy organizations, the business community or the general public in advance of making the decision to move the parking operations to the Finance Department. Instead, they appear to have relied solely upon the recommendation of former City Administrator and current annuitant, Deborah Edgerly.

That decision was communicated to OakDOT Director Rowan in late September or early October and then relayed to the Parking & Mobility Division Manager, Michael Ford, at a meeting held on October 3, 2025. According to Michael Ford, he was told that the City

Administrator had made the decision to move parking operations from OakDOT to the Finance Department while he would remain in OakDOT and that staff were expected to treat the decision as final.

In order to complete the reorganization, the City Administration was required to provide notification and hold meet and confer meetings with affected staff in IFPTE Local 21 and SEIU 1021 per the City's Memorandums of Understanding (MOU) with those unions. At the meet and confer held on December 11, 2025, union members were told that they could not ask questions as to why the decision was made and were limited to asking questions about the impact of the decision on their work. In that meeting, Annuitant Edgerly stated that the Parking Division "never should have moved out of Finance".

In the absence of outreach to OakDOT staff, eighty-three affected members of OakDOT's Parking & Mobility Division signed a petition opposing the reorganization. This petition was presented to the Rules Committee at the January 16, 2026 meeting (see [Attachment A](#)).

In the absence of outreach from the City Administration, the Bicycle and Pedestrian Advisory Commission (BPAC) held their own meeting on this topic on October 27, 2026. City Administrator Johnson, Finance Director Johnson and Annuitant Edgerly were invited to the meeting but did not attend. After a robust discussion in which commissioners and community members shared serious and legitimate concerns about the impact of the reorganization on bicyclist and pedestrian safety, the Commission unanimously approved a motion asking the administration to "halt all further actions to move any Parking Enforcement functions from OakDOT until after the Public Works and Transportation, Finance, and Public Safety committees have requested and agendized consideration of informational reports from the Administrator's Office and OakDOT that describe the purpose of the Administrator's Office's proposal" (see [Attachment B](#)). The BPAC Policy and Legislative Committee met again on the topic of the reorganization on January 26, 2026. City Administrator Johnson, Director Johnson and Annuitant Edgerly were again invited to the meeting but did not attend.

In the absence of outreach to transportation advocates, organizations including Bike East Bay, Traffic Violence Rapid Response, Transport Oakland, Walk Oakland Bike Oakland and East Bay for Everyone met on their own and drafted a letter asking the Administration to halt the reorganization. The letter called the reorganization "a strategic error that will undermine Oakland's transit, safety, and economic goals. Please initiate review with Council through issuing a Statement of Purpose for their review, and delay these changes until approved by Council" (see [Attachment C](#)).

In the absence of outreach to the business community, OakDOT staff addressed questions on the proposed reorganization as part of a presentation on upcoming parking changes at the Council of Business Improvement Districts (BIDs) meeting on December 12, 2025. Councilmember Unger was also present. BID members expressed serious concerns about the

reorganization, including that parking should be managed to meet safety and economic development goals, not simply to maximize revenues. The Council of BIDs subsequently met without staff present and drafted a letter calling on the Mayor and City Administrator to hold off on the reorganization until the Council could hear the proposal as part of the Fiscal Year 2026-2027 Mid-Cycle Budget proposal (see [Attachment D](#)). BID representatives attempted to meet with the City Administrator on this topic but were told to meet instead with Annuitant Edgerly. As of the writing of this report, Annuitant Edgerly did not respond to their requests.

The City Administration was prepared to carry out the reorganization without any opportunity for input from the City Council or the public. Thankfully, Councilmembers Unger and Brown co-sponsored an item requesting that the City Administration bring an informational report to the Public Works and Transportation Committee.

#### **(4) Information On How The Change Would Impact The Parking Division's Collaboration With Other Departments.**

The City Administration did not address this subject in any detail in its report, except to note that "The Administration believes that the new organizational structure will support greater functional alignment with Finance and OPD without reductions in collaboration with functions remaining in DOT". The Administration came to this conclusion without consulting the staff who will be responsible for such coordination. As staff, we have several general concerns regarding interdepartmental coordination, including but not limited to, the following:

- **A disconnect between parking policy and parking operations.** The City Administration has decided to leave parking policy such as setting on-street parking rates, curb color designation, parking meter locations with OakDOT while moving parking operations to Finance. However, policy and operations should be coordinated and located under the same department in order to maximize efficiency and avoid chain of command and decision making issues. For example, while OakDOT might prioritize meeting business needs for goods loading by installing new commercial loading zones, the Finance Department may not prioritize loading zone enforcement as it is time consuming and may provide less citation revenue per hour. Without enforcement, new loading zones would add less value to legitimate commercial delivery vehicles, resulting in double parking and obstruction of bike lanes and bus lanes.
- **Uncoordinated on-street and off-street parking rates.** Parking rates for on-street parking meters and off-street parking garages should be coordinated in order to encourage long term (2+ hour) parkers to utilize off-street lots, freeing up on-street parking for short term parking. The City Administration has proposed moving off-street parking lot and garage management and rate setting to Finance, while keeping on-street rate setting within DOT. This will create coordination issues as these two parking locations will be under different chains of command and serve different departmental goals.

- **Lack of alignment with, and oversight of, the speed safety camera pilot program.** OakDOT recently established the Speed Safety Camera Program, which has been a long-term policy goal of both City Council and City leadership is being operated by the Parking and Mobility Assistance Center. Net revenues from the speed safety camera program are required, by law, to be spent on traffic calming projects. The Finance Department will not have the same incentives as OakDOT to keep operations streamlined and cost effective, as they will not ultimately be receiving the net revenues. This may result in greater administrative costs and fewer traffic calming projects being installed.
- **City Administration resources will be needed to coordinate interdepartmental operations.** When the former Parking Division was dismantled in 2012 and units ended up in Finance, OPD and OPW, for years it required the work of an Assistant City Administrator and then a designee to convene an interdepartmental “Parking Task Force”. Assuming that the planned reorganization goes forward, the City Administration should not underestimate the demands that the new structure will put on it as well: effectively responding to challenges and opportunities shared by Finance, OPD and OakDOT will not happen naturally, but will require personnel and structure, neither of which have been identified in the City Administration's report.

#### **(5) Information on Sustainable Economic, Environmental and Racial-Equity Opportunities.**

The City Administration reports and we respond:

- ***“Economic: No direct economic opportunities have been identified.”***

**Response:** The City Administration has provided no numbers, charts, tables or graphs to justify their proposal from an economic perspective. In response to Local 21’s RFI, Finance stated “there are no new revenues identified”. Instead, the proposed reorganization jeopardizes approximately \$50,000,000 of annual revenues received through the parking system by placing this important function under unproven Finance leadership. OakDOT has demonstrated exceptional performance and revenue growth in the parking system. OakDOT’s Division Manager won a national award for innovation in the parking system from the American Parking Association. Finance leadership has no such demonstrated experience or expertise.

- ***“Environmental: No direct environmental impacts have been identified.”***

OakDOT manages the parking system to serve the City’s transportation and environmental goals. Finance has no such mission, goals or expertise.

- **“Race & Equity: No direct Race & Equity opportunities have been identified in this informational report, nor was a racial equity analysis conducted.”**

While the Administration failed to conduct a racial equity analysis in support of its plan, OakDOT’s Racial Equity Team (OakDOT RET) identified several adverse racial equity impacts resulting from this reorganization (see [Attachment E](#)), including:

(1) this decision to move Parking staff to the Finance Department does not meet the City’s **Administrative Instruction (AI) 580-Race and Equity**, goal of implementing “Fair and Just” actions in “all that it does”. The City’s own definition of “Fair and Just” in AI-580 is “...a standard for policies, practices and procedures that results in access to opportunity for all and produced outcomes that are equitable for BIPOC and other groups from whom access has been systemically withheld.” The OakDOT RET is concerned that Parking Control Technicians “are a majority low-income, Black, and Latino/a staff whose career opportunities access has been systematically withheld over time. OakDOT’s creation of full-time equivalent (FTE) positions for PCTs in 2022 was the first meaningful push towards livable wages for these staff in years. Meanwhile, there is no mention of, or guarantee that the Finance Department would maintain PCTs’ FTE status and pay rate, nor any intention of increasing their salaries to be able to afford market-rates for housing in Oakland and the Bay Area.”

(2) This proposed decision, as it is currently presented without study or data-driven rationale, would again violate AI-580 goal of “Removing barriers to advancing racial equity work across departments” by not actively improving working conditions for Parking staff.

(3) Unlike OakDOT, the Finance Department lacks a Racial Equity Team, meaning Parking Control Technicians and other staff transferring from OakDOT to Finance would have significantly reduced access to advancing racial equity work.

### **ACTION REQUESTED OF THE COUNCIL**

In light of the foregoing information and analysis, IFPTE Local 21 represented members of the OakDOT Parking & Mobility Division recommend the City Council take one or more of the following steps, presented in order of escalation:

- 1) At a minimum, forward the City Administrator’s informational report on the planned reorganization to the full City Council on the non-consent calendar, thereby allowing a larger portion of the public and other Councilmembers to be informed, ask questions and help ensure that any changes to the City’s parking and abandoned auto operations are truly in the best interest of the City;

- 2) If the City Administration carries out its plans to abolish OakDOT's Parking & Mobility Division, City Councilmembers can commit to not funding the new "Parking Administrator" and "Parking Supervisor" positions called for in its plan, whether this request comes as a stand alone item or as part of the Fiscal Year 2026-27 Mid-Cycle Budget; and
- 3) Finally, if necessary, adopt an ordinance that asserts the City Council's authority under [Section 219\(1\) of the Oakland City Charter](#) to "create, alter and abolish departments" by declaring that the City's parking operations are to be organized within the Oakland Department of Transportation. Doing so would effectively repeat [Ordinance 13442 C.M.S.](#), only in reverse. In that 2017 action, City Council acted in good faith by striking "references to divisions and bureaus" from department descriptions in [Oakland Municipal Code 2.29](#), in order "to allow for greater operational flexibility" for the City Administrator. The recommended action would add a division-level reference to parking operations in [Oakland Municipal Code 2.29.160 - Department of Transportation](#). Doing so would only minimally impact the City Administrator's operational flexibility, while sending a clear message that the City Council is willing and able to check that authority whenever it deems it is being abused or not in the best interest of the City.

Respectfully submitted,

IFPTE Local 21-represented staff,  
OakDOT Parking & Mobility Division

Attachments (5):

- A. [OakDOT Parking and Mobility staff petition with 83 signatures](#)
- B. [Letter from Bicyclist and Pedestrian Advisory Commission](#)
- C. [Letter from coalition of transportation advocacy organizations](#)
- D. [Letter from business improvement districts](#)
- E. [Letter from OakDOT Racial Equity Team](#)

A folder with this report and all supporting documentation can be found here:

<https://tinyurl.com/parkingtakeover>

The folder can also be accessed by scanning the QR code on the right:

