



Office of the City Manager

CONSENT CALENDAR
July 29, 2025

To: Honorable Mayor and Members of the City Council

From: Paul Buddenhagen, City Manager

Submitted by: Terrance Davis, Director, Public Works

Subject: Project Implementation Staffing for Measure FF, the SAFE STREETS Initiative

RECOMMENDATION

Adopt a Resolution to amend the FY 2026 budget to authorize the City Manager to add three permanent full-time employees, expending \$932,630.73, to support the implementation of prioritized projects associated with Measure FF, the SAFE STREETS Initiative.

FISCAL IMPACTS OF RECOMMENDATION

Total expenses for three permanent full-time employees (FTE) with salary projections at mid-range, taken from "Step 3" within the City's Salary Schedules, as agreed upon in their respective Public Employee Memorandums of Understanding (MOUs), including benefits, for FY 2025-2026 would be approximately \$932,630.73. All identified positions recommended for Measure FF, Fund 166, are existing classifications in the City's civil service system, and would increase in cost over time subject to any wage or benefit increases associated with the classification's bargaining unit agreement.

Requested Positions

Position Classification	Rate/Hour (Step 3)	Annual Salary	Annual Benefits	Total Annual Cost
Principal Program Manager	\$86.3546	\$179,617.57	\$147,825.26	\$327,442.83
Supervising Civil Engineer	\$83.8038	\$174,311.90	\$143,458.70	\$317,770.60
Associate Transportation Engineer	\$75.7989	\$157,661.71	\$129,755.59	\$287,417.30
TOTALS	-	\$511,591.18	\$421,039.55	\$932,630.73

To meet the extensive staffing needs of Measure FF, two additional roles will be repurposed within the department's existing staffing allocation. These positions are currently funded by Measure T1, which is sunsetting in 2026. This rebalancing of staffing funds will take place in the first amendment to the Annual Appropriation Ordinance (AAO1). (See table on following page.)

Existing Staff Allocations To Be Repurposed in AAO1

Position Classification	Rate/Hour (Step 3)	Annual Salary	Annual Benefits	Total Annual Cost
Program Manager I**	\$67.0967	\$139,561.14	\$114,858.81	\$254,419.95
Associate Management Analyst*	\$56.5435	\$117,610.48	\$96,793.43	\$214,403.91
TOTALS	-	\$257,171.62	\$211,652.24	\$468,823.86

*Associate Management Analyst is an existing, budgeted position within Public Works, that is currently working on Measure T1 projects within both the Parks, Recreation and Waterfront and Public Works Departments. As T1 projects are completed, this position will transition to Measure FF.

**Program Manager 1 is a position that was developed and approved as result of transitioning existing unfilled roles, following Department staffing reorganizations.

CURRENT SITUATION AND ITS EFFECTS

Measure FF, also known as the known as the Sustainable and Accountable Funding for Equitable Street Transformation, Revitalization, Enhancements, and Essential Traffic Safety (SAFE STREETS) Initiative requires additional staffing in Public Works for implementation. Specifically, the contracting requirements and management of Measure FF projects for street and sidewalk repairs, safety improvements, and environmental infrastructure projects require additional staff.

To initiate and maintain the work required by Measure FF, a staffing plan was developed with input from current staff and leadership. The positions are as follows:

- Principal Program Manager – This position will be assigned to oversee Measure FF and the newly created SAFE STREETS Citizens Oversight Committee. This position will report directly to the Deputy Director of Public Works. Along with Measure FF oversight, this position will be responsible for supervising large-scale projects with Citywide impact. The Principal Program Manager will work alongside department leadership in managing organizational change to meet the needs of Measure FF implementation.
 - Allocation of Position: One FTE with benefits
- Supervising Civil Engineer – This position will oversee the technical work of the Measure FF projects, such as plan reviews and specifications before going out to bid, oversight of technical staff and consultants, any design and construction contracts, and other tasks as assigned. This position will report directly to the Principal Program Manager.
 - Allocation of Position: One FTE with benefits

- Associate Transportation Engineer – This position will function as a project leader for professional and technical support staff and as a technical expert in the traffic and transportation engineering field with responsibility for administrative and technical work in traffic and transportation engineering, as well as for planning, design, and specification. This position will report directly to the Principal Program Manager.
 - Allocation of Position: One FTE with benefits
- Program Manager I - This position will be responsible for all outreach, marketing and communications related to Measure FF projects and adjacent needs in the department. One of the most critical components of this position is advance notification to the community, City Council and City Manager’s Office of any project implementation needs or issues that may arise. This position will report to the Principal Program Manager.
 - Allocation of Position: One FTE with benefits
- Associate Management Analyst – This position will maintain all administrative paperwork for reporting, in alignment with Measure FF guidelines. This position will also serve as supporting staff to the newly created SAFE STREETS Citizens Oversight Committee and may report to the Director of Public Works or designee.
 - Allocation of Position: One FTE with benefits

The hiring and repurposing of these positions is in alignment with the City’s Strategic Plan Priorities, advancing our goal to provide state-of-the-art, well-maintained infrastructure, amenities, and facilities.

BACKGROUND

Measure FF, also known as the known as the Sustainable and Accountable Funding for Equitable Street Transformation, Revitalization, Enhancements, and Essential Traffic Safety (SAFE STREETS) Initiative, was passed by voters on November 5, 2025, and adopted as Ordinance 7,952-N.S. on December 10, 2025.

The SAFE STREETS Initiative authorizes an annual parcel tax of \$0.17 per square foot for residential properties and \$0.25 per square foot for other properties over a 14-year period. This measure is projected to generate approximately \$15 million annually, dedicated to funding street and sidewalk repairs, safety improvements, and environmental infrastructure projects.

The SAFE STREETS Citizens’ Oversight Committee was established on March 18, 2025, when Council adopted Resolution No. 71,695–N.S., in compliance with Section 7.11.040(B) of City Ordinance 7,952-N.S. The Citizens’ Oversight Committee will meet no less than four times per year. An annual independent report is required to be drafted by the SSCOC members with assistance from the Committee Secretary.

On July 2, 2025, the SSCOC received a presentation on these proposed positions. The Commission recommended that recruitment efforts and job descriptions for staff assigned to work on Measure FF explicitly state that knowledge about accessibility requirements and collaboration with the Department's experts in ADA compliance are essential to ensuring successful implementation of projects. Additionally, the SSCOC requested that the Department consider opening the position of Program Manager I to applicants with less traditional work experience, in order to find a candidate with a broad ability to connect with diverse communities.

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

All City departments strive to reduce paper usage. Staff will work towards operating with a digital document retention practice, rather than traditional paper records, unless otherwise required for accessibility purposes. Additionally, existing desk spaces will be utilized for the new staff, reducing the need for additional office space in currently unused facilities.

RATIONALE FOR RECOMMENDATION

Current staffing levels cannot meet the needs associated with implementation of Measure FF, the SAFE STREETS Initiative.

ALTERNATIVE ACTIONS CONSIDERED

Adding FTEs is in alignment with existing City practice and current MOUs, ensuring that long term work that is able to be assigned to full time benefitted staff is not assigned to outside contractors. Contractors cannot be hired for the work referenced within this report.

CONTACT PERSON

Terrance Davis, Director, Public Works, (510) 981-6302

Attachments:

1: Resolution

RESOLUTION NO. ##,###-N.S.

PROJECT IMPLEMENTATION STAFFING FOR MEASURE FF, THE SAFE STREETS INITIATIVE

WHEREAS, Measure FF, also known as the known as the Sustainable and Accountable Funding for Equitable Street Transformation, Revitalization, Enhancements, and Essential Traffic Safety (SAFE STREETS) Initiative, was passed by voters on November 5, 2025 and adopted by Council as Ordinance 7,952-N.S. on December 10, 2025; and

WHEREAS, the SAFE STREETS Citizen Oversight Committee (SSCOC) per Section 7.11.040 of Ordinance 7,952-N.S., was established by Council on March 18, 2025 with the adoption of Resolution No. 71,695–N.S.; and

WHEREAS, the oversight, contracting requirements and management of Measure FF projects for street and sidewalk repairs, safety improvements, and environmental infrastructure projects require additional staff; and

WHEREAS, the positions of Principal Program Manager, Supervising Civil Engineer, and Associate Transportation Engineer are new positions requiring full time employees and not contractors; and

WHEREAS, all identified positions recommended for Measure FF, Fund 166, are existing classifications in the City’s civil service system, and would increase in cost over time subject to any wage or benefit increases associated with the classification’s bargaining unit agreement.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the FY 2026 City budget is amended to authorizing the City Manager to add the positions of Principal Program Manager, Supervising Civil Engineer, and Associate Transportation Engineer to Public Works, expending \$932,630.73, in order to ensure ongoing implementation of prioritized projects associated with Measure FF, the SAFE STREETS Initiative.

