

CITY OF OAKLAND
Oakland Public Works

TO: Marc Barach, Chair, Parks and Recreation Advisory Commission (PRAC)
FROM: Kristin Hathaway, BOE Assistant Director of Public Works (OPW)
DATE: March 11, 2026
SUBJECT: **Informational Report: OPW's Measure Q Updates**

SUMMARY

This report provides updates on delivery of Measure Q-funded park services through the second quarter of Fiscal Year 2025/2026 (October 1-December 31).

BACKGROUND / LEGISLATIVE HISTORY

Measure Q, approved by Oakland voters in March 2020, provides funding for parks maintenance, homelessness services, and water quality. The 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 updates to PRAC.

STATEMENT OF THE ISSUE

This report covers Quarters 1 and 2 of Fiscal Year 2025/2026 from July 1, 2025, to December 31, 2025. The Q2 reporting format continues the use of color coding within the tables to indicate where OPW is meeting or falling short of targets. Per PRAC's suggestion, the narrative analysis has been simplified to *target*, *results/variances*, and *addressing variances*. Similarly, this Q2 report includes equity analysis where the disparities between parks' maintenance in equity priority neighborhoods (versus others) are identified. Parks with an asterisk (*) in the tables at Attachment A, B, C, and D are in high priority equity neighborhoods based on [OakDOT's Geographic Equity Toolbox](https://www.oaklandca.gov/resources/oakdot-geographic-equity-toolbox) (available at <https://www.oaklandca.gov/resources/oakdot-geographic-equity-toolbox>) and parks with ** are in highest priority equity neighborhoods.

Staff seek PRAC's input on this report and its analysis.

1. Dedicated Staffing Per Park: Measure Q Section 3(B)(1)(m): "Providing 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 (OSCAR) Element of the Oakland General Plan."

Target: Staff define Measure Q's dedicated staffing goal as at least one full-time equivalent (FTE) devoted per month at each major park. Staff also developed a preliminary industry standard for number of parks maintenance FTEs per acre of park maintained. In 2008, the International City/County Management Association recommended a best practice of one park maintenance staff member per 12 acres of parkland and indicated a higher ratio if population density is higher. Oakland has a high population density and its parks face frequent illegal dumping, so staff adjusted the industry standard to one park maintenance staff per 10 acres. The park assessments will re-evaluate whether this is the right standard and, if not, recommend a new one.

To approximate FTEs per major park, staff track total labor hours worked by staff at each major park. Then these total labor hours per park are converted into a FTE count per park by dividing the total work hours per park by the number of hours a FTE works per month. This results in an approximate number of FTEs per park per month.

Results/Variations: Attachment A shows the results. Q2 averages show that eight of the 11 major parks are meeting both the Measure Q-derived target of one FTE per major park and the industry standard target. Three of the parks are meeting the Measure Q-derived target but not the industry standard target.

Addressing variations: The City’s two largest parks are meeting the Measure Q target but not meeting the industry standard target. This is consistent with Q1. The development of parks assessments will address the maintenance needs of these region-serving parks and, if gaps exist, consider approaches to addressing these gaps.

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

The Parks and Trees Division in Public Works’ Bureau of the Environment is responsible for ballfield mowing. Measure Q sets a priority to mow “frequently” and defines frequently as every other week (or roughly two times per month), or “as [frequently as] it may be required by the time of year.”

Target: Public Works sets a mowing target based on time of the year. During the off peak (or rainy) season from November to March, rain is likely, turf growth is slowed, and ballfields are used less, thus mowing is less frequent. Staff’s goal in the off-peak season is one mow per month at each field.

Off Peak (Rainy Season)					Peak (Dry Season)						
Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct
ballfield mowing 1x/month					ballfield mowing 2x/month						

Peak (or dry) season is April to October. Rain is unlikely, turf growth is higher, ballfield use increases, and mowing is, and should be, occurring regularly. Measure Q says mowing should be occurring “every other week.” In peak season, staff’s target is mowing ballfields twice per month.

Results/Variations: Attachment B shows the results. Q2 includes October, which is peak season, and November and December, which are off-peak. For Q2, the average of citywide mows exceeded monthly targets. For individual parks, 77-93% are meeting the monthly mow target.

Addressing variations: The data suggest that another 10 mows per month would enable every individual park to meet the Measure Q goal. Staff estimate that the one additional Park Equipment Operator is sufficient to ensure these 10 mows per month. As of June 2024, Measure Q funded seven Park Equipment Operators, six of which were filled and one vacant. The midcycle budget froze the vacant Equipment Operator position. Filling this frozen position would achieve the Measure Q-derived mowing goal for every ballfield at every park. (Note the seventh Park Operator is slated to

be unfrozen this spring pending mid-cycle budget decisions. If the unfreezing is approved, Parks will begin to onboard an additional staffer July 2026 at the very earliest).

3. Trash and Litter: Measure Q Section 3(B)(1)(b): “Collecting trash and litter several times per week, including Saturdays and Sundays, from the City’s most used parks, assuring equitable distribution of resources...”

Staff define the City’s most used parks as the community parks and regional-serving parks in the General Plan’s OSCAR element. Trash cans are emptied and litter removed at these parks every Monday and Friday by the Bureau of Environment’s Parks and Trees Division.

Target: Staff set two goals for trash and litter pickup. The baseline goal is emptying of cans and picking up litter two times per week (or eight times per month). To derive a Measure Q goal, staff took the baseline goal of two pickups per week, added a pickup on Saturday and Sunday to reflect Measure Q’s language “including Saturdays and Sundays...”, and then included an overall completion rate of 75% of the time. This Measure Q-derived goal translates into three or more weekly pickups (four pickups multiplied by 75%) at the most used parks.

Results/Variations: Attachment C shows the results. In Q2, staff emptied an average of 1,620 trash cans monthly, a couple hundred short of the baseline goal of 1,888 per month and well below the Measure Q-derived goal of 2,832 per month.

Addressing variations: Staff estimate an additional Gardener can empty an average of 560 cans per month. Based on this estimate, hiring at least three Gardeners should enable staff to meet the Measure Q-derived goal for trash can emptying. There are currently fourteen existing Gardener vacancies, however the recruitment for those positions is progressing slowly given limited resources in the city’s Department of Human Resources Management (DHRM). While awaiting the full recruitment, DHRM is supporting the hiring of nine limited duration Gardeners that have an approximate start date of the third week in March. The limited duration Gardeners will fill positions until an analyst is available to process the recruitment and those staff may compete for the permanent positions.

4. Restroom Cleaning: Measure Q Section 3(B)(1)(e): “Cleaning Park Restrooms more than once per day, especially on weekends.”

The Facilities Services Division of Public Works’ Bureau of Maintenance and Internal Services is responsible for outdoor restroom cleaning. A custodial unit is dedicated to outside restrooms and pools. Five Custodians are currently funded by Measure Q.

Target: Staff set a baseline goal of cleaning every parks’ outdoor restroom once per day. To derive a Measure Q goal, staff considered the ballot text’s language to clean park restrooms “more than once per day, especially on weekends.” Staff set a target of twice per day cleanings including weekends and then included the goal of meeting this twice-per-day standard 80% of the time.

Each cleaning count represents the restroom or restrooms being cleaned at the listed location. Where only one bathroom exists at a location, one count equals one restroom cleaning. In locations with

multiple restrooms, one count represents multiple restrooms being cleaned. No reporting is provided for the cleanings of parks restrooms that are closed or operate only seasonally or by event. These include Arroyo Viejo** (McConnell Field), Caldecott, Carter Gilmore**, DeFremery**, Joaquin Miller-Sequoia Arena, Lafayette Park**, Oakport Field*, Otis Spunkmeyer Field*, Raimondi, Officer Willie Wilkins*, Willow Park*, and Woodminster.

Results/Variances: Attachment D shows the results. In Q2, average citywide restroom cleaning counts exceeded the baseline goal. However, those citywide restroom cleaning counts continue to fall short of the Measure Q-derived goal. The citywide shortfall averaged 614 cleaning per month.

Addressing variances: Staff estimate that one custodian can clean 14 restrooms per day, which equates to ~280 cleanings per month. By hiring 3 more custodians, staff would regularly meet the Measure Q-derived goal. There is currently one vacant frozen Measure Q-funded custodian positions for outdoor restrooms. OPW will work to unfreeze this position in the spring and continue to request additional Measure Q-funded custodian positions be budgeted.

RECOMMENDATION

OPW recommends that PRAC receive this informational report.

Respectfully prepared and submitted by:

/s/ Kristin Hathaway

Kristin Hathaway

Assistant Director, Public Works

Attachments: A – Dedicated staffing at major parks

B – Ballfield mows

C – Trash can emptying

D – Restroom cleanings

Attachment A – Dedicated Staffing at Major Parks

Meets both goals Meets one goal, not other Does not meet either goal	Acres	Industry standard	MQ Goal	Measure Q-derived goal = 1 or more staff FTE per park; Industry Standard = 1 FTE/10 acres									
				Q1 FY 2025			Q2 FY 2025						
				July	Aug	Sept	Avg	Oct	Nov	Dec	Avg		
Arroyo Viejo Park**	10.1	1.0	1.0	4.69	6.20	6.13	5.67	7.29	3.70	8.49	6.49		
Brookdale Park	4.7	0.5	1.0	1.04	3.43	1.45	1.97	2.43	2.29	1.79	2.17		
Brookfield Park*	14	1.4	1.0	4.67	4.73	3.25	4.22	4.95	4.33	4.40	4.56		
Bushrod Park	10.1	1.0	1.0	1.83	2.79	2.52	2.38	4.17	2.72	2.77	3.22		
Defremery Park**	14	1.4	1.0	2.90	0.55	4.08	2.51	3.65	3.16	3.44	3.42		
Dimond Park	14.3	1.4	1.0	0.89	1.44	2.16	1.50	1.57	0.93	1.22	1.24		
Joaquin Miller Park***	150	15.0	1.0	5.08	0.79	4.93	3.60	5.41	4.56	4.55	4.84		
Lakeside Park	122	12.2	1.0	5.80	15.23	7.63	9.55	14.12	10.96	10.18	11.75		
Montclair Park	6.7	0.7	1.0	0.68	6.04	4.75	3.82	2.90	2.62	3.06	2.86		
Mosswood Park	11	1.1	1.0	0.06	5.65	6.27	3.99	6.16	5.24	0.16	3.85		
San Antonio Park*	11.62	1.2	1.0	1.70	2.80	4.35	2.95	3.43	4.68	4.47	4.19		
Parks meeting Measure Q Goal				8.0	9.0	11.0	9.3	11.0	10.0	10.0	10.3		
Parks not meeting Measure Q Goal				3.0	2.0	0.0	1.7	0.0	1.0	1.0	0.7		
% of Parks meeting Measure Q Goal				73%	82%	100%	85%	100%	91%	91%	94%		
Parks meeting Industry Standard				7	9	9	7	10	8	7	8		
Parks not meeting Industry Standard				4	2	2	3	1	3	4	3		
% of Parks meeting Industry Standard				64%	82%	82%	76%	91%	73%	64%	76%		

Attachment B – Ballfield Mows

Q2 FY 2025

Q1 FY 2025

	July	Aug	Sept		Oct	Nov	Dec	
	2+mow/mo			Q3 Avg	1+mow/mo			Q3 Avg
Allendale Rec Center Field	0	1	2	1.0	4	2	2	2.7
Arroyo Viejo-McConnell Field**	2	3	2	2.3	5	3	3	3.7
Arroyo Viejo-Ricky Henderson A's Field**	0	1	2	1.0	4	1	1	2.0
Brookdale Rec Center Field	2	1	2	1.7	2	1	1	1.3
Brookfield Rec Center Field*	3	3	2	2.7	2	9	9	6.7
Burckhalter Park Field	0	3	4	2.3	3	1	1	1.7
Bushrod- Lower Field	1	1	4	2.0	5	2	2	3.0
Bushrod-Upper Field	3	1	3	2.3	3	2	2	2.3
Central Reservoir Park Field*	0	1	2	1.0	1	1	1	1.0
Concordia Park Field*	1	1	2	1.3	2	2	2	2.0
Curt Flood Field*	2	2	3	2.3	3	2	2	2.3
Franklin Field	3	3	3	3.0	4	3	3	3.3
Garfield Ballfield**	1	2	2	1.7	1	2	2	1.7
Golden Gate Rec Center Field	3	2	3	2.7	3	2	2	2.3
Greenman Field/Carter Gilmore**	2	3	2	2.3	3	3	3	3.0
Jefferson Square Field	0	1	1	0.7	2	1	1	1.3
Joaquin Miller (Robin Perry) Field	0	1	1	0.7	0	0	0	0.0
Lowell Park Field**	3	3	4	3.3	3	1	1	1.7
Montclair Recreation Center Field	1	1	2	1.3	1	2	2	1.7
Mosswood Rec Center Field	1	1	2	1.3	3	3	3	3.0
Oakport Field*	2	3	4	3.0	2	2	2	2.0
Otis Spunkmeyer Field*	0	2	2	1.3	2	2	2	2.0
Poplar Recreation Center Field	0	0	2	0.7	0	1	1	0.7
Pinto Park (Jones Field)	1	2	3	2.0	4	2	2	2.7
Raimondi Field	2	1	2	1.7	2	2	2	2.0
San Antonio Field*	0	2	3	1.7	1	4	4	3.0
Shepherd Canyon Park Field	1	1	0	0.7	0	2	2	1.3
Sobrante Park Field*	0	1	1	0.7	2	3	3	2.7
Tassafaronga Rec Center Field**	1	1	0	0.7	3	1	1	1.7
Wade Johnson Park Field**	2	1	2	1.7	2	0	0	0.7
Total Mows	37	49	67	51	72	62	62	65
% to goal citywide	62%	82%	112%	85%	120%	103%	103%	109%
Number of parks meeting goal=	12	13	25	17	23	28	28	26
Number of parks short of goal=	18	17	5	13	7	2	2	4
% of parks meeting goal=	40%	43%	83%	56%	77%	93%	93%	88%

Attachment C: Trash Can Emptying

		Q1 FY 2025			Q2 FY 2025		
	# of trash cans	July	August	September	October	November	December
Arroyo Viejo	5	41	77	59	73	38	59
Brookdale Park	6	26	62	28	61	38	32
Brookfield Park	6	89	63	65	59	56	58
Bushrod Park	10	82	147	79	105	87	76
Defremery Park	13	120	0	240	126	169	2
Dimond Park	16	59	77	72	90	54	54
Joaquin Miller Park	49	139	0	545	518	410	490
Lakeside Park	95	170	704	522	559	350	460
Montclair Rec Center Field	13	133	167	103	112	71	81
Mosswood Park	2	0	26	56	48	64	0
San Antonio Field	21	193	210	218	168	168	126
Monthly Total		1052	1533	1987	1919	1505	1438
		Q2 Avg	1524		Q2 Avg	1620	

Attachment D – Restroom Cleanings

[illegible]