



Office of the City Manager

CONSENT CALENDAR
June 16, 2020

To: Honorable Mayor and Members of the City Council
From: Dee Williams-Ridley, City Manager
Subject: Appointment of Director of Public Works

RECOMMENDATION

Adopt a Resolution confirming the appointment of Liam Garland as the Director of the Public Works Department to be effective July 13, 2020, at an annual salary of \$205,000.

FISCAL IMPACTS OF RECOMMENDATION

The salary and benefits for the Director of Public Works are included in the Fiscal Year 2020 and 2021 Department Budget. The position is paid from the following key Department Funds: Sewer Fund 830, Refuse Fund 820, Equipment Maintenance Fund 865; and from several other smaller Department funding sources. The monthly salary will be \$17,083.

CURRENT SITUATION AND ITS EFFECTS

Phillip Harrington directed the Public Works Department from January 31, 2016 to May 1, 2020 when he retired. He agreed to return immediately as a retired annuitant to continue to support the Public Works Department and has agreed to stay until the new Director is in place.

In accordance with the City Charter, Section 28(b) of Article VII, I am submitting my selection for the Director of Public Works to the City Council for confirmation. I have selected Liam Garland for appointment to the vacant Director position, to be appointed with a monthly salary of \$17,083. I am requesting confirmation of this appointment so that I may formally offer this regular at-will benefited department head position to Mr. Garland.

The City retained CPS HR Consulting, an executive search firm, to conduct an extensive, nationwide search for a new Director. The City conducted a competitive interview process consisting of three interview panels including community stakeholders, technical experts and city department directors. Top candidates were recommended for final interviews conducted by the City Manager and Deputy City Managers.

BACKGROUND

The Public Works Department has a \$133,000,000+ budget, includes more than 330 full time equivalent employees and is responsible for maintaining and improving the City's physical assets and infrastructure in a safe and serviceable condition. The Department provides services ranging from property management to equipment maintenance and solid waste collection and disposal. Some significant objectives recently accomplished by the department include: design and construction of the city's Center Street Garage facility; completion of the Measure M Paving and Green Infrastructure Programs; implementation of the new sewer maintenance and rehabilitation work plans in accordance with the negotiated consent decree; oversight of the design and build for the downtown BART Plaza improvements; complete design and begin construction of the 1947 Center Street Renovation Project; completion of the Vision Zero Action plan; launched the T1 program and in design and/or construction of all of the phase 1 projects; and completion of first phase of the public process for design of a new Transfer Station.

The Department is organized into eight operating divisions:

Office of the Director: This office provides department-wide leadership, management, oversight, leadership and direction to all divisions including strategic planning, policy direction and implementation; administrative systems, accreditation programs, disability programs coordination and employee training and development.

Administrative & Fiscal Services: The division is responsible for the department's budget and fiscal oversight, regulatory compliance and reporting, and analytical support for routine and special projects in all of the operating divisions.

Engineering: This division is comprised of the following programs and responsibilities: street pavement infrastructure management, sanitary sewer capital and regulatory compliance programs, storm water capital and regulatory compliance, creeks/watershed management, sidewalk capital program, buildings/facilities capital programs, disability compliance and program coordination, construction management and inspection, land development and plan review, land surveying and more.

Zero Waste Division: This division is an enterprise funded operation with more than 90 staff and 80+ vehicles. The ZWD provides weekly curbside collection service of refuse and compost for over 23,000 single family residential customers and multi-day per week collection service of refuse, dual-stream recyclables and compost for over 5,000 multi-family and commercial customers. ZWD also manages several nonprofit contractors for recyclables collections.

Transportation Division: The division is responsible for traffic engineering, transportation planning, bicycle and pedestrian planning, project development and parking management services that supports the safe, effective, equitable and environmentally thoughtful movement of people and goods in and through Berkeley.

Facility Management Division: The Facilities Management Division includes electrical maintenance and the radio shop, building maintenance and janitorial service and property management support. The division maintains 900,000 square feet of public service facilities, installs and maintains traffic signals and pedestrian control devices at 140 intersections, maintains 8,000 LED streetlights and installs and maintains Police and Fire department vehicle infrastructure.

Streets & Utilities Division: This division maintains and repairs the City's 653 miles of streets, curbs, sidewalks and pathways, as well as 388 sanitary sewers, 78 miles of storm

water systems, 5,800 storm structures and 200 bio-swales. It also manages the Clean City Program which provides services for our Downtown Business Districts, street and sidewalk sweeping and cleaning services, including pressure washing, managing unattended property removal/storage, encampments services and illegal dumping.

Equipment Maintenance Division: The equipment maintenance division operates facilities at the Corporation Yard and Transfer Station. The division is responsible for maintenance and vehicle purchases in support of the City's 706 strong fleet, including heavy duty trucks, fire and police vehicles and equipment and large construction equipment.

The Public Works Department staffs 4 different commissions: Commission on Disability; Public Works Commission; Transportation Commission and Zero Waste Commission.

ENVIRONMENTAL SUSTAINABILITY

There are no identifiable environmental effects or opportunities associated with the subject of this report.

RATIONALE FOR RECOMMENDATION

The City retained CPS HR, an executive search firm, to conduct a search for the Director of Public Works. CPS HR discussed the position with City of Berkeley stakeholders, industry leaders, and executives from various professional associations, potential candidates and other sources to identify and recruit candidates for the Director of Public Works position. Forty eight applications were received; sixteen initial screening interviews were conducted by CPS HR; seven applicants were selected for interviews, each of which was three hours long conducted by three interview panels including community stakeholders, technical experts and city staff. Final interviews were conducted by the City Manager and Deputy City Managers.

Based upon the results of that process, I am pleased to recommend that the Council confirm the appointment of Mr. Garland.

Mr. Garland has worked for the City of Alameda since 2012, holding the Deputy Director of Public Works position from 2013 through the end of 2016. He then became the director of the Public Works Department in Alameda in 2017, a position he still holds.

Mr. Garland is a committed public servant, with deep public works experience and a strong commitment to equity and sustainability. He has provided legal representation to people suffering from housing discrimination, taught in inner-city schools, helped clean up blighted neighborhoods, and connected education organizations with talented leaders.

Mr. Garland has a JD from the University of California, Berkeley School of Law and a BA from Cornell. He is a Berkeley resident, married to a UC Berkeley professor, has two children in our public schools, and is deeply committed to improving his community.

With extensive public sector management experience, a first rate education and a broad and varied background, Mr. Garland clearly is a fantastic choice to support people living in Berkeley and the staff in our Public Works Department from the Director position.

ALTERNATIVE ACTIONS CONSIDERED

None.

CONTACT PERSON

Dee Williams-Ridley, City Manager, City Manager's Office (510) 981-7000

Attachments:

1: Resolution

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

CONFIRMING THE APPOINTMENT OF LIAM GARLAND AS DIRECTOR OF THE
PUBLIC WORKS DEPARTMENT

WHEREAS, Mr. Garland has nearly 13 years of public sector experience and 12 years of nonprofit experience with expertise in public works, law, education, budgeting and systems development; and

WHEREAS, Mr. Garland previously served as Director of Public Works for the City of Alameda with a \$51 million capital budget in fiscal year 2020; and

WHEREAS, Mr. Garland has a JD from the University of California, Berkeley School of Law and a BA from Cornell.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that it hereby confirms the appointment of Liam Garland as the Director of the Public Works Department to be effective July 13, 2020, at an annual salary of \$205,000 on the same terms and conditions as other regular at will employees.

