



Office of the City Manager

CONSENT CALENDAR

March 26, 2024

To: Honorable Mayor and Members of the City Council

From: Dee Williams-Ridley, City Manager

Submitted by: Aram Kouyoumdjian, Director of Human Resources

Subject: Appointment of Director of Public Works

RECOMMENDATION

Adopt a Resolution confirming the appointment of Terrance Davis as the Director of Public Works to be effective April 15, 2024 at an annual salary of \$260,000.

FISCAL IMPACT

The salary and benefits for the Director of Public Works are included in the departmental budget, and the proposed salary for Mr. Davis is within the salary range designated for the classification.

CURRENT SITUATION AND ITS EFFECTS

In accordance with City Charter Article VII, Section 28(b), the City Manager is submitting her selection for the Director of Public Works to the City Council for confirmation.

Terrance Davis has over 20 years of local government management experience, including serving as a Public Works Director, with oversight of capital projects, water/sewer utilities, transportation, and real property. He has extensive familiarity with policy and budget development, and legislative affairs.

Mr. Davis currently serves as Assistant City Manager, and was previously Public Works Director, for the City of Vallejo, where he has been employed since 2017. In his capacity as Public Works Director, he was responsible for managing 74 employees working in the realms of engineering, street maintenance, transportation, traffic signals, real estate, landscape districts, 600-slip municipal marina, facilities, and fleet procurement and maintenance.

Previously, he was the Integrated Waste General Manager / Sustainability Manager for the City of Sacramento from 2014-2017; Assistant City Manager with the City of

Compton (2012-2013); and has held various management positions within Public Works in the City of Sacramento (2002-2012).

The holder of a Bachelor of Arts degree in American Ethnic Studies from the University of Washington in Seattle and a Master's in Business Administration from the City University of Seattle, Mr. Davis is a member of the American Public Works Association and the International City/County Management Association.

### BACKGROUND

The City retained the executive search firm of Peckham & McKinney in the effort to fill this key vacancy. Peckham & McKinney initiated a broad-ranged search that involved placement of ads with leading industry organizations, including American Public Works Association, American Society of Civil Engineers, California Municipal Utilities Association, and Women in Government, among many others; leveraged social media outlets; and conducted personal outreach through candidate databases and contact with potential candidates in surrounding jurisdictions.

The search yielded 48 applicants, and after initial rounds of screening the pool was narrowed to eight candidates, who were screened for qualifications that ranged from operational experience and technical skills, to collaborative leadership, strategic thinking, communication and management style, responsiveness, public engagement, and transparency.

Five candidates then interviewed with three panels: (1) an internal City panel; (2) a community panel; and (3) a panel of subject matter experts. Mr. Davis subsequently underwent another round of interviews with the City Manager and the Deputy City Managers.

Upon his selection, Mr. Davis met with the Mayor and Council in closed session.

### ENVIRONMENTAL SUSTAINABILITY

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

### RATIONAL FOR RECOMMENDATION

The Public Works Department has a budget of approximately \$189 million and nearly 350 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.

With more than 20 years of municipal experience, Mr. Davis possesses knowledge and skills in every realm of Public Works, from engineering and transportation to facilities, fleets, and zero waste; moreover, his experience as a City administrator affords him deep familiarity with legislative and budget processes. He espouses a communicative and collaborative style of management and brings an innovative, forward-thinking, and solution-oriented approach to public works.

Appointment of Director of Public Works

Consent Calendar  
March 26, 2024

ALTERNATIVE ACTIONS CONSIDERED

None.

CONTACT PERSON

Aram Kouyoumdjian, Director of Human Resources, (510) 981-6807.

ATTACHMENTS

Resolution

RESOLUTION NO. xxxxx - N.S.

APPOINTMENT OF DIRECTOR OF PUBLIC WORKS

WHEREAS, the Public Works Department has a budget of approximately \$189 million and nearly 350 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.

WHEREAS, the City Manager has selected Terrance Davis for appointment as Director of Public Works,

WHEREAS, Mr. Davis has over 20 years of local government management experience, including as Public Works Director, and oversight of capital projects, water/sewer utilities, transportation, and real property, and he has extensive familiarity with policy and budget development, and legislative affairs;

WHEREAS, Mr. Davis currently serves as Assistant City Manager and was previously Public Works Director for the City of Vallejo – where he has been employed since 2017 – and in his capacity as Public Works Director was responsible for managing 74 employees working in the realms of engineering, street maintenance, transportation, traffic signals, real estate, landscape districts, 600-slip municipal marina, facilities, and fleet procurement and maintenance;

WHEREAS, Mr. Davis was the Integrated Waste General Manager / Sustainability Manager for the City of Sacramento from 2014-2017; Assistant City Manager with the City of Compton (2012-2013); and held various management positions within Public Works in the City of Sacramento (2002-2012);

WHEREAS, Mr. Davis is the holder of a Bachelor of Arts degree in American Ethnic Studies from the University of Washington in Seattle and a Master's in Business Administration from the City University of Seattle, and is a member of the American Public Works Association and the International City/County Management Association.

WHEREAS, with more than 20 years of municipal experience, Mr. Davis possesses knowledge and skills in every realm of Public Works, from engineering and transportation to facilities, fleets, and zero waste; and espouses a communicative and collaborative style of management and brings an innovative, forward-thinking, and solution-oriented approach to public works.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that it hereby confirms the City Manager's appointment of Terrance Davis as the Director of Public Works with an annual salary of \$260,000 on the same terms and conditions as other regular at-will employees effective April 15, 2024.