

2008 JUN 12 PM 7:38

**CITY OF OAKLAND**  
**AGENDA REPORT**

**TO:** Office of the City Administrator  
**ATTN:** Deborah A. Edgerly  
**FROM:** Finance and Management Agency  
**DATE:** June 24, 2008

**RE: An Ordinance Amending The Salary Schedule Of Ordinance No. 12187 C.M.S. (The Salary Ordinance) To Re-Title and Amend The Permanent Full Time Equivalent Classifications Of: Chief Deputy City Auditor To City Auditor, Assistant; Deputy City Auditor III To Performance Audit Manager; Deputy City Auditor II To Performance Auditor, Senior And Deputy City Auditor I To Performance Auditor**

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**SUMMARY**

An ordinance has been prepared for consideration by the City Council amending the Salary Schedule of Ordinance No. 12187 C.M.S. to re-title Chief Deputy City Auditor to Assistant City Auditor, Deputy City Auditor III to Performance Audit Manager, Deputy City Auditor II to Senior Performance Auditor and Deputy City Auditor I to Performance Auditor.

These classifications are being re-titled and have been revised to more accurately reflect the scope of duties performed in the Auditor's Office.

**FISCAL IMPACT**

The salary ranges for the proposed classification changes are unfunded.

**BACKGROUND**

Under the direction of the City Auditor, the Auditor's Office has been reorganized and the duties of the classifications assigned to the office have been modified. The changes to the titles and to the salaries reflect both the Auditor's requested reorganization and the market rates paid by comparable jurisdictions.

The salaries assigned to these classifications are internally aligned with the salaries of classifications with comparable duties and responsibilities; and are externally aligned with salaries in the Bay Area and comparable jurisdictions.

Item: \_\_\_\_\_  
Finance and Management Committee  
June 24, 2008

The salaries/pay grades assigned to the re-titled classifications in the Office of the City Auditor reflect the expanded scope of duties of the staff in the Auditor's office and are the result of research conducted by the Office of Personnel Resource Management. The scope of the classification and salary study encompassed inquiries to twenty-two bay area cities and counties, including Santa Clara County, San Mateo County, Fremont, Berkeley, Stockton and Sunnyvale. The recommendations that resulted from these findings and the needs of the City for internal alignment are reflected in the following table. Changes to titles are also noted on this table:

| Old Title                 | New Title                       | Old Bottom Step (Monthly) | New Bottom Step (Monthly) | Old Top Step (Monthly) | New Top Step (Monthly) |
|---------------------------|---------------------------------|---------------------------|---------------------------|------------------------|------------------------|
| Chief Deputy City Auditor | City Auditor, Assistant (+)     | \$7,614.82                | \$8,815.06                | \$9,348.81             | \$10,822.78            |
| Deputy City Auditor III   | Performance Audit Manager (-)   | 7,995.28                  | \$7,614.82                | 9,816.87               | \$9,348.81             |
| Deputy City Auditor II    | Performance Auditor, Senior (+) | 5,154.09                  | \$5,965.67                | 6,328.35               | \$7,324.67             |
| Deputy City Auditor I     | Performance Auditor (+)         | 4,452.01                  | \$4,675.09                | 5,466.14               | \$5,739.85             |

**KEY ISSUES AND IMPACTS**

The implementation of these new classifications will have the following related issues and impacts:

- The revised and re-titled Performance Auditor series will be responsible for performing broad auditing services for the City of Oakland. Consistent with other jurisdictions, it was determined that revising and re-titling the class specs was the appropriate solution to meet the needs of the Office of the City Auditor and the community.

**POLICY DESCRIPTION**

Ordinance No. 12187 C.M.S. establishes salaries and other terms and conditions of City employment, including the classification of positions. Amendments to the Ordinance, including changes to the salary schedule, are required periodically to keep the Salary Ordinance current.

The attached ordinance and this report have been prepared in accordance with the legislative requirements for implementing changes to the Salary Ordinance.

Copies of the classification specifications for each of the new or revised classifications are attached to this report (Attachments B-10 to B-13).

**SUSTAINABLE OPPORTUNITIES**

**Economic:** Many of these positions provide for future promotional opportunities, which in turn open up job opportunities in the City government.

**Environmental:** No environmental opportunities have been identified.

**Social Equity:** By approval of these amendments to the Salary Ordinance, Council will enhance the availability of services provided by the Auditor's office to the citizens of Oakland.

**DISABILITY AND SENIOR CITIZEN ACCESS**

There are no direct disability or senior citizen access issues associated with this report.

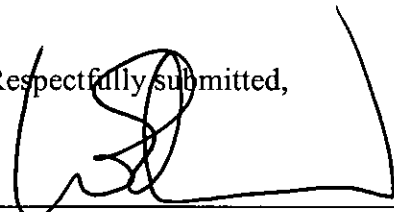
**RECOMMENDATION(S) AND RATIONALE**

Staff recommends that Council accept this report and approve the accompanying Ordinance.

**ACTION REQUESTED OF THE CITY COUNCIL**

Staff requests that the City Council approve this Ordinance in order to effect changes necessary to update and maintain the classification system for the City of Oakland.


Respectfully submitted,

  
\_\_\_\_\_  
William E. Noland, Director  
Finance & Management Agency

Reviewed by:  
Marcia L. Meyers, Director  
Office of Personnel Resource Management

Prepared by:  
D. Jacquelyn Edwards, Principal HR Analyst  
Recruitment & Classification Division, OPRM

APPROVED AND FORWARDED TO THE  
FINANCE & MANAGEMENT COMMITTEE:

  
\_\_\_\_\_  
Office of the City Administrator

Item: \_\_\_\_\_  
Finance and Management Committee  
June 24, 2008



**CITY OF OAKLAND**  
**CLASS SPECIFICATION**

Class Code: EM115 FTE

Rep. Unit: UMI

CSB Status: CU

**CITY AUDITOR, ASSISTANT**

**DEFINITION**

Under general direction in the Office of the City Auditor, the City Auditor, Assistant assists with managing the City's independent performance audit functions: audit planning and execution; project management; quality assurance; hiring, training, and evaluating audit and administrative staff; office administration; representing the City Auditor with the City Council, senior management, and the public when needed; and performing related duties as assigned.

**DISTINGUISHING CHARACTERISTICS**

This is a management level position that serves as the most senior member of the City Auditor's staff and may provide administrative policy direction in the absence of the City Auditor. The incumbent receives direction from the City Auditor and exercises supervision over audit staff, as well as technical and clerical personnel.

**EXAMPLES OF DUTIES** – *duties may include, but are not limited to, the following:*

Supply advice to the City Auditor; plan and formulate departmental policy; ensure adherence to Generally Accepted Government Auditing Standards.

Manage multiple performance audits of municipal services.

Plan, organize, direct, review, and evaluate the work of audit and administrative staff.

Direct and participate in the preparation, implementation, and monitoring of the department's budget.

Develop, implement, and monitor the department's work plan and performance measures; work with Executive Management and other City staff to develop and implement audit recommendations.

Represent the City Auditor in a variety of interdepartmental, intergovernmental, and community matters and assume responsibility for the department's operations in the absence of the City Auditor.

Develop, review and revise audit work papers and report drafts to ensure that they are in accordance with department standards.

Select, train, supervise, and evaluate subordinate staff.

Complete special projects.

**CITY AUDITOR, ASSISTANT**

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**QUALIFICATIONS**

Extensive knowledge of accounting, performance auditing, and Generally Accepted Government Auditing Standards (GAGAS).

Considerable knowledge of principles and practices of public administration and management.

Considerable knowledge of organizational structure of municipal jurisdictions.

Considerable knowledge of training practices and procedures.

Considerable knowledge of budget development and administration.

Considerable knowledge of principles of supervision and development.

Considerable knowledge of basic personal computer applications including word processing, spreadsheet, database, and presentation software applications; basic accounting and budgeting applications.

Knowledge of English syntax, language mechanics, punctuation and grammar.

Ability to plan, organize, direct, and evaluate an audit program.

Ability to communicate effectively verbally and in writing.

Ability to oversee the timely completion of complex auditing assignments.

Ability to interpret federal and state regulations pertaining to municipal audits.

Ability to analyze contracts.

Ability to prepare and administer the department's budget.

Ability to select, train, supervise, develop and evaluate staff.

Ability to work in a confidential environment and carry out the directives of the City Auditor with discretion.

Ability to organize and use time effectively meeting deadlines.

Ability to utilize basic personal computer applications including word processing, spreadsheet, database, and presentation software applications; basic accounting and budgeting applications.

**CITY AUDITOR, ASSISTANT**

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Ability to establish and maintain effective and collaborative work relationships with staff, elected officials, representatives of other organizations, and the general public.

**EDUCATION AND EXPERIENCE**

*Any combination of education and experience that is equivalent to the following minimum qualifications is acceptable.*

**Education:**

Bachelor's degree from an accredited college or university in public policy, public administration, accounting, economics, or a related field. A Master's Degree is highly desirable.

**Experience:**

Five years of professional auditing experience with a large municipality or comparable agency, including at least three of management or supervisory experience.

**LICENSE OR CERTIFICATE**

Possession of a professional designation such as a Certified Public Accountant, Certified Internal Auditor, Certified governmental Auditing Professional, Certified Information Systems Analyst, Certified Government Finance Manager or Certified Fraud Examiner is desirable.

Successful incumbents in this position are expected to operate automotive vehicles in the performance of assigned duties. Due to the nature of the assignment and the hours worked, public transportation may not be a cost effective or efficient method for traveling to the various locations required. Individuals who are appointed to this position will be required to maintain a valid California Driver's License throughout the tenure of employment OR demonstrate the ability to travel to various locations in a timely manner as required in the performance of duties.

Civil Service Board #: 12548

Date Approved/ Exempt:

Date Revised: 11/4/03

Date Revised/Re-titled: 3/6/08; # 44512



**CITY OF OAKLAND**  
**CLASS SPECIFICATION**

Class Code: AP393  
 Rep. Unit: UMI  
 CSB Status: CC

**PERFORMANCE AUDIT MANAGER**

**DEFINITION**

Under general direction in the Office of the City Auditor, the Performance Audit Manager assists with the conduct of performance audits of City operations; financial analysis of proposed major expenditures and ballot measures; conducts surveys to assess the community's satisfaction with City services; and performs related duties as assigned.

**DISTINGUISHING CHARACTERISTICS**

This is an advanced journey or first line supervisory level professional classification in the Performance Auditor series. The classification differs from the Performance Auditor, Senior, in that the incumbent plans and completes the most complex assignments while supervising assigned staff. The Performance Audit Manager receives direction from the City Auditor and Assistant City Auditor. The Performance Audit Manager may exercise lead direction over assigned Performance Auditors, Senior and Performance Auditors, technical, and clerical staff.

**EXAMPLES OF DUTIES** – *duties may include, but are not limited to, the following:*

Conduct performance audits of City operations; assess whether City operations and programs are carried out effectively, efficiently, and economically.

Assess whether City operations are in compliance with applicable laws, regulations, charter provisions, ordinances, grant provisions, contract requirements, and established policies and procedures.

Manage multiple performance audits of municipal services.

Develop audit objectives, scope, and methodologies; perform appropriate audit tests to assess performance; document evidence of work performed.

Assist in the preparation of written audit reports; develop sound conclusions and recommendations.

Communicate the results of audits to City officials.

Perform financial analysis on proposed major expenditures and ballot measures.

Assist with conducting surveys to assess the community's satisfaction with City services.

Supervise staff in the preparing, conducting, and documenting audits.

Lead, train, and evaluate staff.

PERFORMANCE AUDIT MANAGER

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QUALIFICATIONS

Considerable knowledge of principles and practices of public administration, accounting and auditing, including Generally Accepted Government Auditing Standards (GAGAS).

Considerable knowledge of research techniques, performance measurement systems, program evaluation, and performance and procedural analysis.

Considerable knowledge of statistical methodology and other quantitative techniques.

Considerable knowledge of report writing techniques.

Considerable knowledge of basic personal computer applications including word processing, spreadsheet, database, and presentation software applications; basic accounting and budgeting applications.

Knowledge of principles of supervision and development.

Knowledge of municipal government operations including organizational structure, reporting relationships, budget and functions.

Knowledge of English syntax, language mechanics, punctuation and grammar.

Ability to interpret and apply laws, regulations, administrative policies and procedures.

Ability to identify causes of unsatisfactory performance and develop sound, logical, fact-based conclusions and recommendations.

Ability to communicate effectively verbally and in written form.

Ability to work effectively, both as a team member and independently.

Ability to plan, direct, and evaluate an audit program.

Ability to oversee the timely completion of complex auditing assignments.

Ability to analyze contracts.

Ability to analyze and resolve problems.

Ability to work in stressful situations and under strict deadlines.

Ability to work in a confidential environment and maintain discretion.



**PERFORMANCE AUDIT MANAGER**

**PAGE 3**

Ability to utilize basic personal computer applications including word processing, spreadsheet, database, and presentation software applications; basic accounting and budgeting applications.

Ability to analyze and compile information, facts, and data; resolve problems; prepare written reports including results of analysis.

Ability to train, supervise, and evaluate staff.

Ability to establish and maintain effective and collaborative work relationships with staff, elected officials, representatives of other organizations and the general public.

**EDUCATION AND EXPERIENCE**

*Any combination of education and experience that is equivalent to the following minimum qualifications is acceptable.*

**Education:**

Bachelor's degree from an accredited college or university, in public policy, public administration, accounting, economics, or a related field. A Master's Degree is highly desirable.

**Experience:**

Four years of experience in a government performance auditing environment including at least two years of experience equivalent to a Performance Auditor, Senior.

**LICENSE OR CERTIFICATE**

Possession of a professional designation such as a Certified Public Accountant, Certified Internal Auditor, Certified Governmental Auditing Professional, Certified Information Systems Analyst Certified Government Finance Manager or Certified Fraud Examiner is desirable.

Successful incumbents in this position are expected to operate automotive vehicles in the performance of assigned duties. Due to the nature of the assignment and the hours worked, public transportation may not be a cost effective or efficient method for traveling to the various locations required. Individuals who are appointed to this position will be required to maintain a valid California Driver's License throughout the tenure of employment OR demonstrate the ability to travel to various locations in a timely manner as required in the performance of duties.

Analyst initials: AG  
Civil Service Board #:  
Date Approved/ Exempt:  
Date Revised/Re-titled: 3/6/08; #44511



**CITY OF OAKLAND**  
**CLASS SPECIFICATION**

Class Code: AP392  
Rep. Unit: TW1  
CSB Status: CC

**PERFORMANCE AUDITOR, SENIOR**

**DEFINITION**

Under general direction in the Office of the City Auditor, the Performance Auditor, Senior, assists with the conduct of performance audits of all City operations, financial analysis of proposed major expenditures and ballot measures; conducts surveys to assess the community's satisfaction with City services; and performs related duties as assigned.

**DISTINGUISHING CHARACTERISTICS**

This is the journey level professional classification in the Performance Auditor series. This classification differs from the Performance Auditor in that the incumbent will be expected to apply acquired skills in planning and completing more complex audits. The Performance Auditor, Senior, receives general supervision from the City Auditor or other management staff. The Performance Auditor, Senior, may exercise lead direction over the Performance Auditor.

**EXAMPLES OF DUTIES** – *duties may include, but are not limited, to the following:*

Conduct performance audits of City operations; assess whether City operations and programs are carried out effectively, efficiently, and economically.

Assess whether City operations are in compliance with applicable laws, regulations, charter provisions, ordinances, grant provisions, contract requirements, and established policies and procedures.

Develop audit objectives, scope, and methodologies; perform appropriate audit tests to assess performance; document evidence of work performed.

Assist in the preparation of written audit reports; develop sound conclusions and recommendations.

Communicate the results of audits to City officials.

Perform financial analysis on proposed major expenditures and ballot measures.

Assist with conducting surveys to assess the community's satisfaction with City services.

**QUALIFICATIONS**

Knowledge of principles and practices of public administration, accounting and auditing, including Generally Accepted Government Auditing Standards (GAGAS).

Knowledge of research techniques, performance measurement systems, program evaluation, and performance and procedural analysis.

**PERFORMANCE AUDITOR, SENIOR**  
**PAGE 2**

Knowledge of statistical methodology and other quantitative techniques.

Knowledge of report writing techniques.

Knowledge of municipal government operations including organizational structure, reporting relationships, budget, and functions.

Knowledge of English syntax, language mechanics, punctuation and grammar.

Knowledge of basic personal computer applications including word processing, spreadsheet, database, and presentation software applications; basic accounting and budgeting applications.

Ability to interpret and apply laws, regulations, administrative polices and procedures.

Ability to identify causes of unsatisfactory performance and develop sound, logical, fact-based conclusions and recommendations.

Ability to communicate effectively verbally and in written form.

Ability to work effectively, both as a team member and independently.

Ability to work in stressful situations and under strict deadlines.

Ability to work in a confidential environment and maintain discretion.

Ability to utilize basic personal computer applications including word processing, spreadsheet, database, and presentation software applications; basic accounting and budgeting applications.

Ability to analyze and compile information, facts, and data; prepare written reports including results of analysis.

Ability to establish and maintain effective and collaborative work relationships with staff, elected officials, representatives of other organizations and the general public.

**EDUCATION AND EXPERIENCE**

*Any combination of education and experience that is equivalent to the following minimum qualifications is acceptable.*

**Education:**

Bachelor's degree from an accredited college or university, in public policy, public administration, accounting, economics, or a related field. A Master's Degree is highly desirable.

**PERFORMANCE AUDITOR, SENIOR**

**PAGE 3**

**Experience:**

Two years of experience in a government performance auditing environment or private sector experience in either financial auditing or an internal auditing environment equivalent to the duties of a Performance Auditor.

**LICENSE OR CERTIFICATE**

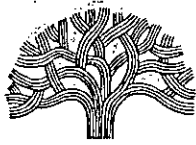
Possession of a professional designation as a Certified Public Accountant, Certified Internal Auditor, Certified Governmental Auditing Professional, Certified Information Systems Analyst, Certified Government Finance Manager or Certified Fraud Examiner is desirable.

Successful incumbents in this position are expected to operate automotive vehicles in the performance of assigned duties. Due to the nature of the assignment and the hours worked, public transportation may not be a cost effective or efficient method for traveling to the various locations required. Individuals who are appointed to this position will be required to maintain a valid California Driver's License throughout the tenure of employment OR demonstrate the ability to travel to various locations in a timely manner as required in the performance of duties.

Civil Service Board #:

Date Approved/ Exempt:

Date Revised/Re-titled: 3/6/08; #44510



**CITY OF OAKLAND**  
**CLASS SPECIFICATION**

Class Code: AP391  
 Rep. Unit: TW1  
 CSB Status: CC

**PERFORMANCE AUDITOR**

**DEFINITION**

Under general direction in the Office of the City Auditor, the Performance Auditor assists with the conduct of performance audits of City operations; financial analysis of proposed major expenditures and ballot measures; conducts surveys to assess the community's satisfaction with City services; and performs related duties as assigned.

**DISTINGUISHING CHARACTERISTICS**

This is the entry level professional classification in the Performance Auditor series. The incumbent receives general supervision from a Performance Auditor, Senior, Performance Audit Manager, or other management staff, and lead direction from a Performance Auditor, Senior.

**EXAMPLES OF DUTIES** – *duties may include, but are not limited to, the following:*

Conduct performance audits of City operations; assess whether City operations and programs are performing effectively, efficiently, and economically.

Assess whether City operations are in compliance with applicable laws, regulations, charter provisions, ordinances, grant provisions, contract requirements, and established policies and procedures.

Develop audit objectives, scope, and methodologies; perform appropriate audit tests to assess performance; document evidence of work performed.

Assist in the preparation of written audit reports; develop sound conclusions and recommendations.

Communicate the results of audits to City officials.

Perform financial analysis on proposed major expenditures and ballot measures.

Assist with conducting surveys to assess the community's satisfaction with City services.

**QUALIFICATIONS**

Knowledge of principles and practices of public administration, accounting and auditing, including Generally Accepted Government Auditing Standards (GAGAS).

Knowledge of research techniques, performance measurement systems, program evaluation, and performance and procedural analysis.

Knowledge of statistical methodology and other quantitative techniques.

**PERFORMANCE AUDITOR**

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Knowledge of report writing techniques.

Knowledge of municipal government operations including organizational structure, reporting relationships, budget, and functions.

Knowledge of English syntax, language mechanics, punctuation and grammar.

Knowledge of basic personal computer applications including word processing, spreadsheet, database, and presentation software applications; basic accounting and budgeting applications.

Ability to interpret and apply laws, regulations, administrative policies and procedures.

Ability to identify causes of unsatisfactory performance and develop sound, logical, fact-based conclusions and recommendations.

Ability to communicate effectively verbally and in written form.

Ability to work effectively, both as a team member and independently.

Ability to work in stressful situations and under strict deadlines.

Ability to work in a confidential environment and maintain discretion.

Ability to utilize basic personal computer applications including word processing, spreadsheet, database, and presentation software applications; basic accounting and budgeting applications.

Ability to analyze and compile information, facts, and data; resolve problems, and prepare written reports including results of analysis.

Ability to establish and maintain effective and collaborative work relationships with staff, elected officials, representatives of other organizations and the general public.

**EDUCATION AND EXPERIENCE**

*Any combination of education and experience that is equivalent to the following minimum qualifications is acceptable.*

**Education:**

Bachelor's degree from an accredited college or university in public policy, public administration, accounting, economics, or a related field. A Master's Degree is highly desirable.

**Experience:**

None required.

**LICENSE OR CERTIFICATE**

Possession of a professional designation as a Certified Public Accountant, Certified Internal Auditor,

**PERFORMANCE AUDITOR**  
**PAGE 3**

Certified Governmental Auditing Professional, Certified Information Systems Analyst, Certified Government Finance Manager or Certified Fraud Examiner is desirable.

Successful incumbents in this position are expected to operate automotive vehicles in the performance of assigned duties. Due to the nature of the assignment and the hours worked, public transportation may not be a cost effective or efficient method for traveling to the various locations required. Individuals who are appointed to this position will be required to maintain a valid California Driver's License throughout the tenure of employment OR demonstrate the ability to travel to various locations in a timely manner as required in the performance of duties.

Civil Service Board #:  
Date Approved/ Exempt:  
Date Revised/Re-titled: 3/6/08; #44509

INTRODUCED BY COUNCILMEMBER \_\_\_\_\_

OFFICE OF THE CITY CLERK

**DRAFT**

City Attorney

2008 JUN 12 PM 7:38

# OAKLAND CITY COUNCIL

ORDINANCE No. \_\_\_\_\_ C.M.S.

**AN ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 (THE SALARY ORDINANCE) TO ADD THE PERMANENT FULL TIME EQUIVALENT CLASSIFICATIONS OF: CHIEF DEPUTY CITY AUDITOR TO CITY AUDITOR, ASSISTANT; DEPUTY CITY AUDITOR III TO PERFORMANCE AUDIT MANAGER; DEPUTY CITY AUDITOR II TO PERFORMANCE AUDITOR, SENIOR AND DEPUTY CITY AUDITOR I TO PERFORMANCE AUDITOR.**

**THE COUNCIL OF THE CITY OF OAKLAND DOES ORDAIN AS FOLLOWS:**

**Section 1.** Effective, date of passage, the title Chief Deputy, City Auditor, in Unit UM1.75.19 is re-titled and the salary is adjusted in Ordinance No. 12187 C.M.S. to the Unit UM1.75.020 Pay Grade Table to read as follows:

| <u>Classification Name</u> | <u>Class No.</u> | <u>Pay Steps/Range</u> |
|----------------------------|------------------|------------------------|
| City Auditor, Assistant    | EM115 - FTE      | 1 8,815.06             |
|                            |                  | 2 10,822.78            |

**Section 2.** Effective, date of passage, the title Deputy City Auditor, III in Unit UM1.75.18 is re-titled and the salary is adjusted in Ordinance No. 12187 C.M.S. to the Unit UM2.75.017 Pay Grade Table to read as follows:

| <u>Classification Name</u> | <u>Class No.</u> | <u>Pay Steps/Range</u> |
|----------------------------|------------------|------------------------|
| Performance Audit Manager  | AP393 - FTE      | 1 7,614.81             |
|                            |                  | 2 8,015.81             |
|                            |                  | 3 8,437.33             |
|                            |                  | 4 8,882.13             |
|                            |                  | 5 9,348.81             |

**Section 3.** Effective, date of passage, the title Deputy City Auditor, II in Unit TW1.75.009 is re-titled and the salary is adjusted in Ordinance No. 12187 C.M.S. to the Unit TW1.75.012 Pay Grade Table to read as follows:

| <u>Classification Name</u>  | <u>Class No.</u> | <u>Pay Steps/Range</u> |
|-----------------------------|------------------|------------------------|
| Performance Auditor, Senior | AP392 - FTE      | 1 5,965.67             |
|                             |                  | 3 6,280.45             |
|                             |                  | 3 6,610.27             |
|                             |                  | 4 6,959.26             |
|                             |                  | 5 7,324.68             |



**Section 4.** Effective, date of passage, the title Deputy City Auditor, I in Unit TW1.75.006 is re-titled and the salary is adjusted in Ordinance No. 12187 C.M.S. to the Unit TW1.75.007 Pay Grade Table to read as follows:

| <u>Classification Name</u> | <u>Class No.</u> | <u>Pay Steps/Range</u> |
|----------------------------|------------------|------------------------|
| Performance Audit Manager  | AP391 - FTE      | 1 4,675.09             |
|                            |                  | 4 4,920.07             |
|                            |                  | 3 5,180.10             |
|                            |                  | 4 5,452.45             |
|                            |                  | 5 5,739.85             |

IN COUNCIL, OAKLAND, CALIFORNIA, \_\_\_\_\_, 20\_\_\_\_\_

**PASSED BY THE FOLLOWING VOTE:**

AYES- BROOKS, BRUNNER, CHANG, KERNIGHAN, NADEL, QUAN, REID, and PRESIDENT DE LA FUENTE

NOES-

ABSENT-

ABSTENTION-

**DRAFT**

ATTEST: \_\_\_\_\_  
LaTonda Simmons  
City Clerk and Clerk of the Council  
of the City of Oakland, California

**AN ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 (THE SALARY ORDINANCE) TO ADD THE PERMANENT FULL TIME EQUIVALENT CLASSIFICATIONS OF: CHIEF DEPUTY CITY AUDITOR TO CITY AUDITOR, ASSISTANT; DEPUTY CITY AUDITOR III TO PERFORMANCE AUDIT MANAGER; DEPUTY CITY AUDITOR II TO PERFORMANCE AUDITOR, SENIOR AND DEPUTY CITY AUDITOR I TO PERFORMANCE AUDITOR.**

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**Digest**

An ordinance amending the salary schedule of Ordinance No. 12187 (the Salary Ordinance) to add the permanent full time equivalent classifications of: Chief Deputy City Auditor to City Auditor, Assistant; Deputy City Auditor III to Performance Audit Manager; Deputy City Auditor II to Performance Auditor, Senior and Deputy City Auditor I to Performance Auditor.

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