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Office of the City Manager  
Deborah A. Edgerly  
Interim City Manager

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December 12, 2003

To: Oakland City Council  
From: Finance & Management Agency/City Manager's Office  
Re: Attachments to Item S-24, Salary Plan Recommendations  
Oakland City Council Agenda of December 16, 2003

Enclosed are the attachments to Item S-24, the unrepresented salary plan recommendations, as requested by City Council. The attachments are being provided to all agenda subscribers by email from the City Clerk.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'W. Noland', enclosed within a rectangular box.

William Noland  
Interim Director  
Finance & Management Agency

APPROVED FOR FORWARDING  
TO THE CITY COUNCIL

A handwritten signature in black ink, appearing to read 'Deborah A. Edgerly', written over a horizontal line.  
Office of the City Manager

Item S-24  
City Council  
December 16, 2003

**ATTACHMENT A****Proposed vs. Current Salary Ranges  
Unit UK1 Employees**

<b>Title</b>	<b>Current Ranges</b>			<b>50% Range</b>		
	<b>Low</b>	<b>Mid</b>	<b>High</b>	<b>Low</b>	<b>Mid</b>	<b>High</b>
City Manager	187,944	217,416	246,888	179,148	223,932	268,728
City Manager, Assistant	154,620	178,872	203,112	147,384	184,236	221,076
Agency Director, Fire Services	160,464	178,728	196,992	147,276	184,092	220,908
Agency Director, Econ & Comm Dev	147,252	164,016	180,792	135,156	168,936	202,728
Agency Director, Finance and Mgt	147,252	164,016	180,792	135,156	168,936	202,728
Agency Director, Public Works	147,252	164,016	180,792	135,156	168,936	202,728
Agency Director, Police Services	142,968	159,252	175,524	131,220	164,028	196,836
Director, Citizens Police Review Board	140,244	156,216	172,176	128,712	160,896	193,080
Director of Museum Services	127,212	141,696	156,180	116,760	145,944	175,128
Director AHHS	121,140	134,940	148,740	111,192	138,984	166,788
Director of Library Services	121,140	134,940	148,740	111,192	138,984	166,788
Director, City Planning	121,140	134,940	148,740	111,192	138,984	166,788
Director of Building	121,140	134,940	148,740	111,192	138,984	166,788
Director of Housing & Comm Dev	121,140	134,940	148,740	111,192	138,984	166,788
Director of Parks & Recreation	121,140	134,940	148,740	111,192	138,984	166,788
Director of Retirement Services	115,380	128,508	141,648	105,900	132,372	158,844
City Clerk	115,380	128,508	141,648	105,900	132,372	158,844

**Mid Point Spread  
For Current and Proposed 50% Ranges  
Unit K1 Employees**

<b>Title</b>	<b>Current Range Mid</b>	<b>Direct Report Mid</b>	<b>Spread</b>	<b>50% Range Mid</b>	<b>Direct Report Mid</b>	<b>Spread</b>	<b>Direct Report Class</b>
City Manager	217,416	178,416	18%	223,932	178,416	21%	Assistant City Manager
City Manager, Assistant	178,872	161,658	10%	184,236	161,658	13%	Agency Dir., Fire Srvc.
Agency Director, Fire Services	178,728	161,658	10%	184,092	161,658	13%	Dep.Chief of Fire
Agency Director, Econ & Comm Dev	164,016	151,813	7%	168,936	151,813	11%	Director of Bld. & Pln.
Agency Director, Finance and Mgt	164,016	137,701	17%	168,936	137,701	18%	Controller
Agency Director, Public Works	164,016	131,141	21%	168,936	131,141	23%	Asst. Director of PW
Agency Director, Police Services	159,252	143,821	10%	164,028	143,821	13%	Dep. Chief of Police
Director, Citizens Police Review Board	156,216	89,566	43%	160,896	89,566	44%	Complaint Inv. III*
Director of Museum Services	141,696	105,831	26%	145,944	105,831	28%	Manager, Museum Op.
Director AHHS	134,940	100,795	26%	138,984	100,795	28%	Admin. Services Mgr. II
Director of Library Services	134,940	111,128	18%	138,984	111,128	21%	Administrative Librarian Dep.Director/City Planner
Director, City Planning	134,940	128,645	5%	138,984	128,645	7%	
Director of Building	134,940	124,941	7%	138,984	124,941	10%	Prin. Civil Engineer
Director of Housing & Comm Dev	134,940	128,645	5%	138,984	128,645	7%	Dep. Dir. Of Housing
Director of Parks & Recreation	134,940	116,681	14%	138,984	116,681	17%	Park Services Manager Human Resource Manager
Director of Retirement Services	128,508	118,957	7%	132,372	118,957	11%	
City Clerk	128,508	87,068	32%	132,372	87,068	35%	Assistant City Clerk*

\* This class is on steps. Step 5 is used as market step.