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OAKLAND

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APPROVED AS TO FORM AND LEGALITY

Gray Chinn
CITY ATTORNEY

ORDINANCE NO. 12629 C.M.S.

AN ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12298 C.M.S. (THE SALARY ORDINANCE) TO PROVIDE A FIFTY PERCENT SALARY RANGE TABLE FOR EXECUTIVE MANAGEMENT EMPLOYEE JOB CLASSIFICATIONS IN UNIT UK1, UNIT UN1 AND UNIT UR1 AND TO AMEND THE CLASSIFICATION OF CITY MANAGER, ASSISTANT CITY MANAGER, DEPUTY CITY MANAGER, ASSISTANT TO THE CITY MANAGER, EXECUTIVE ASSISTANT TO THE CITY MANAGER, RECEPTIONIST TO THE CITY MANAGER, CITY MANAGER ANALYST, DIRECTOR OF AGING HEALTH & HUMAN SERVICES, DIRECTOR OF PARKS & RECREATION, AGENCY DIRECTOR OF FINANCIAL SERVICES AND ADD THE CLASSIFICATIONS OF DIRECTOR OF DEVELOPMENT, DIRECTOR OF REDEVELOPMENT & ECONOMIC DEVELOPMENT, CITIZENS POLICE REVIEW BOARD EXECUTIVE DIRECTOR AND ADMINISTRATIVE ASSISTANT TO THE CITY ADMINISTRATOR

SECTION 1. Effective, date of passage, the following salary range table is added in Ordinance No. 12298 C.M.S. for Units UK1, UN1 And UR1 to read as follows:

**CITY OF OAKLAND
SALARY RANGE TABLE
EXECUTIVE MANAGEMENT**

Salary Range	Minimum	Midpoint	Maximum	Salary Range	Minimum	Midpoint	Maximum
1	\$40,000	\$50,000	\$60,000	32	\$86,000	\$107,500	\$129,000
2	\$41,000	\$51,250	\$61,500	33	\$88,150	\$110,188	\$132,225
3	\$42,025	\$52,531	\$63,038	34	\$90,354	\$112,943	\$135,531
4	\$43,076	\$53,845	\$64,613	35	\$92,613	\$115,766	\$138,919
5	\$44,153	\$55,191	\$66,229	36	\$94,928	\$118,660	\$142,392
6	\$45,256	\$56,570	\$67,884	37	\$97,301	\$121,627	\$145,952
7	\$46,388	\$57,985	\$69,582	38	\$99,734	\$124,667	\$149,601
8	\$47,547	\$59,434	\$71,321	39	\$102,227	\$127,784	\$153,341
9	\$48,736	\$60,920	\$73,104	40	\$104,783	\$130,979	\$157,174
10	\$49,955	\$62,443	\$74,932	41	\$107,403	\$134,253	\$161,104
11	\$51,203	\$64,004	\$76,805	42	\$110,088	\$137,610	\$165,131
12	\$52,483	\$65,604	\$78,725	43	\$112,840	\$141,050	\$169,260
13	\$53,796	\$67,244	\$80,693	44	\$115,661	\$144,576	\$173,491
14	\$55,140	\$68,926	\$82,711	45	\$118,552	\$148,190	\$177,828
15	\$56,519	\$70,649	\$84,778	46	\$121,516	\$151,895	\$182,274
16	\$57,932	\$72,415	\$86,898	47	\$124,554	\$155,693	\$186,831
17	\$59,380	\$74,225	\$89,070	48	\$127,668	\$159,585	\$191,502
18	\$60,865	\$76,081	\$91,297	49	\$130,860	\$163,574	\$196,289
19	\$62,386	\$77,983	\$93,580	50	\$134,131	\$167,664	\$201,197
20	\$63,946	\$79,933	\$95,919	51	\$137,484	\$171,855	\$206,227
21	\$65,545	\$81,931	\$98,317	52	\$140,921	\$176,152	\$211,382
22	\$67,183	\$83,979	\$100,775	53	\$144,444	\$180,556	\$216,667
23	\$68,863	\$86,079	\$103,294	54	\$148,056	\$185,070	\$222,083
24	\$70,584	\$88,231	\$105,877	55	\$151,757	\$189,696	\$227,635
25	\$72,349	\$90,436	\$108,524	56	\$155,551	\$194,439	\$233,326
26	\$74,158	\$92,697	\$111,237	57	\$159,440	\$199,300	\$239,160
27	\$76,012	\$95,015	\$114,018	58	\$163,426	\$204,282	\$245,139
28	\$77,912	\$97,390	\$116,868	59	\$167,511	\$209,389	\$251,267
29	\$79,860	\$99,825	\$119,790	60	\$171,699	\$214,624	\$257,549
30	\$81,856	\$102,320	\$122,784	61	\$175,992	\$219,989	\$263,987
31	\$83,903	\$104,878	\$125,854	62	\$180,391	\$225,489	\$270,587

Midpoint % Spread
2.50%

Range Spread
50.00%

SECTION 2. Effective, date of passage, the following classification titles are amended in Ordinance No. 12298 C.M.S. in Unit UK1 to read as follows:

<u>Classification Name</u>	<u>Class No.</u>
City Administrator	EM108
Assistant City Administrator	EM128
Deputy City Administrator	EM138
Agency Director, Finance & Management	EM103
Director of Human Services	EM153
Director of Recreation Services	EM158

SECTION 3. Effective, date of passage, the following classification title is added to Ordinance No. 12298 C.M.S. in Unit TW1 to read as follows:

<u>Classification Name</u>	<u>Class No.</u>
Administrative Assistant to the City Administrator	SS176

SECTION 4. Effective, date of passage, the following classification titles are amended in Ordinance No. 12298 C.M.S. in Unit U31 to read as follows:

<u>Classification Name</u>	<u>Class No.</u>
Executive Assistant to the City Administrator	SS126
City Administrator Analyst	MA109
Assistant to the City Administrator	EM117

SECTION 5. Effective, date of passage, the following classifications are added in Ordinance No. 12298 C.M.S. in Unit UK1 to read as follows:

<u>Classification Name</u>	<u>Class No.</u>
Citizens Police Review Board Executive Director	EM229
Director of Development	EM111
Director of Redevelopment & Economic Development	EM112

SECTION 6. Effective, date of passage, the following pay grade assignments are amended in Ordinance No. 12298 C.M.S. for Units UK1, UN1 and UR1 to read as follows:

Class	Class Number	Paygrade
City Administrator	EM108	61
Assistant City Administrator	EM128	53
Agency Director, Fire Services	EM105	52
Agency Director, Finance & Management	EM103	52
Agency Director, Police Services	EM107	52
Agency Director, Public Works	EM108	52
Director of Development	EM111	50
Director of Redevelopment & Economic Development	EM112	50
Director of Library Services	EM155	46
Director of Human Services	EM153	46
Director of Personnel Resource Management	EM159	46
Director of Museum Services	EM157	46
Director of Recreation Services	EM158	46
Director of Building Services	EM228	45
Deputy City Administrator	EM138	45
CPRB Executive Director	EM229	41
City Clerk	EM126	38

The actual salary for any incumbent in an Executive Management class shall not be more than 20 percent higher than the top of the range for that class' immediate subordinate class. Any exceptions to this policy must be approved by City Council.

NOV 16 2004

AYES- *Brunner, Chang, Nadel, Quan, Reid, Wan, De La Fuente - 7*

NOES- *0*

ABSENT- *0*

ABSTENTION- *0*

Excused - Brooks - 1

ATTEST

CEDA FLOYD

 CEDA FLOYD

City Clerk and Clerk of the Council
 of the City of Oakland, California

Digest

An Ordinance Amending The Salary Schedule of Ordinance No. 12298 C.M.S. (The Salary Ordinance) To Provide A Fifty Percent Salary Range Table For Executive Management Employee Job Classifications In Unit UK1, Unit UN1 And Unit UR1 And To Amend The Classification Of City Manager, Assistant City Manager, Deputy City Manager, Assistant to the City Manager, Executive Assistant To The City Manager, Receptionist To The City Manager, City Manager Analyst, Director Of Aging Health & Human Services, Director Of Parks & Recreation, Agency Director Of Financial Services And Add The Classifications of Director of Development, Director of Redevelopment & Economic Development, Citizens Police Review Board Executive Director And Administrative Assistant To The City Administrator