

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

FILED  
OFFICE OF THE CITY CLERK  
OAKLAND

2004 NOV -4 PM 6:51

TO: Office of the City Administrator  
ATTN: Deborah Edgerly, City Administrator  
FROM: Finance & Management Agency  
DATE: November 16, 2004

RE: A SUPPLEMENTAL REPORT CONTAINING INFORMATION ON THE RELATIONSHIP BETWEEN THE RECOMMENDED SALARY RANGES FOR CERTAIN JOB CLASSIFICATIONS AND THEIR RESPECTIVE SUBORDINATE AND SUPERVISING CLASSIFICATIONS

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**SUMMARY**

At the October 26, 2004, Finance & Management Committee meeting, the Salary Ordinance was approved for forwarding to the City Council with an amendment to provide additional information concerning the compensation relationship between the recommended salary ranges for certain job classifications and their respective subordinate and supervising classifications.

**FISCAL IMPACTS**

There is no fiscal impact associated with the addition of the classification of Systems Analyst II, PPT. In addition, there is no fiscal impact associated with the amendment of the Fire Communications Dispatcher, Senior and the Fire Communications Supervisor classifications. Departments anticipated the changes listed above and have already made the appropriate adjustments in the FY 2003-05 Adopted Budget.

Based on the result of a compensation study, the approximately fifteen percent salary increase recommended for the Fire Suppression District Inspector classification has a maximum fiscal impact of \$45,801 per year. The increase will be funded out of the General Fund (1010) in Organization Code 20371, Vegetation Management.

Based on the result of a classification and compensation study, the approximate twenty percent salary increase recommended for the Public Works Operations Manager classification has an estimated fiscal impact of \$43,243 per year. The increase will be absorbed within the Public Works Agency's current operations and maintenance appropriations: Sewer Services (Fund 3100) and Comprehensive Cleanup (Fund 1720), Organization Codes: Infrastructure Maintenance Administration (Org Code: 30531) and Street Cleaning and Graffiti Abatement Administration (Org Code: 30671).

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**KEY ISSUES AND IMPACTS**

The City Council recently approved a recommendation that requires that the actual salary for Executive Management incumbents not be more than twenty percent higher than the top of the salary range for the immediate subordinate classification and that exceptions must be approved by the City Council.

This report does not implicate positions considered to be in the Executive Management category. In the majority of cases throughout the City, the salary level for supervisory classes is typically 10 percent - 15 percent greater at the top step than the subordinate classifications. However, in some cases, a lesser or greater spread was established based upon factors including, but not limited to, the number of classes within a series, comparable market value, or comparable internal alignment.

The current recommendation to increase the salary level for the Fire Suppression District Inspector would not raise the salary level for its supervisory classification of Vegetation Management Supervisor, which the Fire Department is not currently utilizing. Attachment A details the relationship between the top step for Fire Suppression District Inspector and the salary for the Vegetation Management Supervisor class. The chart also details the salary relationship between the Public Works Operations Manager classification with its subordinate classification of Supervising Civil Engineer contrasted with the classification to which it reports to, the Assistant Director, Public Works Agency. This is all the additional information requested by the Council.

**RECOMMENDATION AND RATIONALE**

Staff recommends approval of the Ordinance amending the Salary Schedule.

**ACTION REQUESTED OF THE CITY COUNCIL**

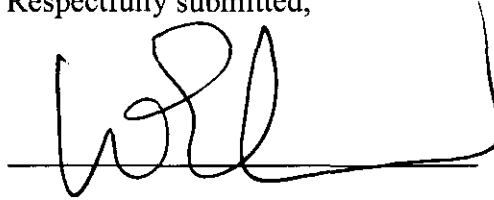
Staff recommends that the City Council approve the Ordinance in order to effect changes necessary to update and maintain the classification system for the City of Oakland.

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A supplemental report on the relationship between the recommended salary ranges for certain job classifications

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Respectfully submitted,



**William E. Noland**  
**Director, Finance & Management Agency**

Prepared by:

Daryl B. Look, Principal HR Analyst  
Employment & Classification

APPROVED AND FORWARDED TO THE  
CITY COUNCIL:

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**OFFICE OF THE CITY ADMINISTRATOR**

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## Attachment A

**Monthly Salary Differences at Top Step  
Based on Recommendations**

**Fire Department: Relationship to Supervisory Class**

	<b>Fire Suppression District Inspector</b>	Vegetation Mgt. Supervisor	Difference Top to top	Comments:
Top of Salary Range	\$4,858	\$5,302 - \$6,509	33.9%	Not Exec Mgt Class

**Public Works Agency: Relationship to Highest Level Subordinate Class**

	Supervising Civil Engineer	<b>Public Works Operations Mgr.</b>	% Difference	Comments
Top of Salary Range	\$9,250	\$8,639 - \$10,608	14.7%	Not Exec Mgt Class

**Public Works Agency: Relationship to Supervisory Class**

	<b>Public Works Operations Mgr</b>	Asst. Director, Public Works Agency	% Difference	Comments
Top of Salary Range	\$10,608	\$10,002 - \$12,279	15.7%	Not Exec Mgt Class

**Note: Bold titles are classifications at issue subject to this ordinance amendment.**