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OFFICE OF THE CITY CLERK
OAKLAND

2011 OCT 13 PM 6:19

CITY OF OAKLAND AGENDA REPORT

TO: Office of the City Administrator
FROM: Department of Human Resources Management
DATE: October 25, 2011

RE: Adopt a Resolution in Conformance with the Requirements of Ordinance No. 12918 C.M.S. to Authorize the City Administrator to Approve an Initial Salary for the Position of Director, Fire Services Agency (Fire Chief) That Exceeds the Mid-Point, and Not to Exceed the Top of the Salary Range of \$211,382 Annually and Temporarily Adjusted to \$194,196 Annually to Reflect an 8.85% Reduction for Fiscal Year 2011-2012

SUMMARY

Staff has prepared a resolution in conformance with the requirements of Ordinance No. 12918 C.M.S. to authorize the City Administrator to approve an initial salary for the position of Director, Fire Services Agency (Fire Chief) that exceeds the mid-point, and not to exceed the top of the salary range of \$211,382 annually and temporarily adjusted to \$194,196 annually to reflect an 8.85% reduction for fiscal year 2011-2012. Flexibility for hiring within the full range of the authorized salary is recommended to address internal equity and issues of compaction as well as to make the salary more competitive with regional comparisons.

FISCAL IMPACT

The proposed resolution has no negative fiscal impact; the position is budgeted at the top of the salary range.

KEY ISSUES AND IMPACTS

Effective recruitment and retention at the highest level of city government requires that the City provide a competitive compensation package to attract the most highly qualified candidates. The salary range established for the Director, Fire Services Agency (Fire Chief) position is \$140,921 to \$211,382 annually, with a midpoint of \$176,152. However, as part of budget reduction strategies for the current fiscal year, the Fire Chief salary range is temporarily reduced by 8.85%, which puts the top of the range at \$194,196 annually.

Staff in the Department of Human Resources Management conducted a survey of Fire Chief positions in other major California cities (Anaheim, Berkeley, Fresno, Long Beach, Los Angeles, Richmond, San Diego, San Francisco, San Jose and Santa Ana). Oakland's salary range was lower overall and the midpoint was markedly lower both regionally and statewide, but especially when comparing Oakland's current salary range with other Bay Area cities. The survey shows that the low end of Oakland's range is 26% below the Bay Area average, and the high end is

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13% lower. Hiring at the midpoint in Oakland would not be competitive and would not provide professional equity. Details of the salary survey are provided in **Attachment A**. Additionally, the midpoint of the salary for the Fire Chief (\$176,152 annually) would create internal inequity and compaction by putting the Chief's salary only fractionally above that of the nearest subordinate, Deputy Chief of Fire (\$175,711 annually).

SUSTAINABLE OPPORTUNITIES

No economic, environmental, or social equity opportunities have been identified.

DISABILITY AND SENIOR CITIZEN ACCESS

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

ACTION REQUESTED OF THE CITY COUNCIL

- Staff requests that City Council adopt resolution in conformance with the requirements of Ordinance No. 12918 C.M.S. to authorize the City Administrator to approve an initial salary for the position of Director, Fire Services Agency (Fire Chief) that exceeds the mid-point, and not to exceed the top of the salary range of \$211,382 annually and temporarily adjusted to \$194,196 annually to reflect an 8.85% reduction for fiscal year 2011-2012.


Respectfully submitted,



Andrea R. Gourdine, Director
Department of Human Resources Management

Prepared by:
Kip Walsh, HR Manager
Recruitment & Classification Division, DHRM

APPROVED AND FORWARDED TO THE
FINANCE AND MANAGEMENT COMMITTEE:


Office of the City Administrator

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SEPTEMBER 2011 – SALARY SURVEY: FIRE CHIEF

Major California Cities

Jurisdiction	Exact Title	Salary		
		Minimum	Midpoint	Maximum
Anaheim	Fire Chief	169,463	196,577	223,691
Berkeley	Fire Chief	153,900	182,700	211,500
Fresno	Fire Chief	72,072	116,238	160,404
Long Beach	Fire Chief	195,519	195,519	195,519
Los Angeles	Fire Chief	193,432	241,728	290,023
Richmond	Fire Chief	128,736	160,926	193,116
San Diego	Fire Chief	59,364	142,116	224,868
San Francisco	Fire Chief	290,368	290,368	290,368
San Jose	Fire Chief	127,417	163,285	199,154
Santa Ana	Fire Chief	188,232	188,232	188,232
SURVEY AVERAGES:		157,850	187,769	217,687
Oakland (Salary Ordinance)	Agency Director, Fire Services	140,921	176,152	211,382
Difference: Oakland and Survey Averages		-11%	-6%	-3%

Oakland with 8.85% FY11/12 Reduction		129,285	161,830*	194,196
Difference: Oakland (Reduced) and Survey Averages		-18%	-6%	-11%

San Francisco Bay Area Cities

Jurisdiction	Exact Title	Salary		
		Minimum	Midpoint	Maximum
Berkeley	Fire Chief	153,900	182,700	211,500
Richmond	Fire Chief	128,736	160,926	193,116
San Francisco	Fire Chief	290,368	290,368	290,368
San Jose	Fire Chief	127,417	163,285	199,154
BAY AREA AVERAGES:		175,105	199,320	223,534
Oakland (Salary Ordinance)	Agency Director, Fire Services	140,921	176,152	211,382
Difference: Oakland and Bay Area Averages		-19.5%	-12%	-5%

Oakland with 8.85% FY11/12 Reduction		129,285	161,830*	194,196
Difference: Oakland (Reduced) & Bay Area Averages		-26%	-12%	-13%

*Midrange after 8.85% adjustment would put the Chief's salary below that of the nearest subordinate, Deputy Chief of Fire (\$175,711 annually)

DRAFT

City Attorney

FILED OAKLAND CITY COUNCIL
OFFICE OF THE CITY CLERK
OAKLAND
RESOLUTION No. _____ C.M.S.
2011 OCT 13 PM 6:19

ADOPT A RESOLUTION IN CONFORMANCE WITH THE REQUIREMENTS OF ORDINANCE NO. 12918 C.M.S. TO AUTHORIZE THE CITY ADMINISTRATOR TO APPROVE AN INITIAL SALARY FOR THE POSITION OF DIRECTOR, FIRE SERVICES AGENCY (FIRE CHIEF) THAT EXCEEDS THE MID-POINT, AND NOT TO EXCEED THE TOP OF THE SALARY RANGE OF \$211,382 ANNUALLY AND TEMPORARILY ADJUSTED TO \$194,196 ANNUALLY TO REFLECT AN 8.85% REDUCTION FOR FISCAL YEAR 2011-2012

WHEREAS, the City Administrator is seeking the most qualified and experienced person to fulfill the role of Director, Fire Services Agency (Fire Chief); and

WHEREAS, the midpoint of the salary range for the position as listed in Ordinance No. 12187 C.M.S. (the "Salary Ordinance") is \$176,152 and the salary range has been reduced by 8.85% for the Fiscal Year July 1, 2011 to June 30, 2012, setting the maximum at \$194,196 annually; and

WHEREAS, appointment at the midpoint of the salary range would create internal inequity and compaction by putting the position's salary only fractionally above that of the nearest subordinate, Deputy Chief of Fire (\$175,711 annually); and

WHEREAS, the City Administrator requires sufficient flexibility in determining the salary level to attract the best candidate to the position; now, therefore, be it

RESOLVED: That the City Administrator is hereby authorized to approve an initial salary for the position of Director, Fire Services Agency (Fire Chief) that exceeds the mid-point and up to the top of the salary range.

IN COUNCIL, OAKLAND, CALIFORNIA, _____, 2011

PASSED BY THE FOLLOWING VOTE:

AYES - BROOKS, BRUNNER, DE LA FUENTE, KAPLAN, KERNIGHAN, NADEL, SCHAAF and PRESIDENT REID

NOES -

ABSENT -

ABSTENTION -

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