

City of Oakland
Agenda Report

OFFICE OF THE CITY CLERK
2006 DEC 15 PM 5:13

To: Council President Ignacio De La Fuente and Members of the Rules Committee
From: Lupe Schoenberger, City Council Legislative Analyst
Date: December 21, 2006

Re: A SUPPLEMENTAL REPORT AND RECOMMENDATION ON THE CITY
AUDITOR'S SALARY

SUMMARY

On December 14, 2006, the Rules and Legislation Committee heard a report and recommendation prepared by the Legislative Analyst on the City Auditor's salary and received a separate salary survey and salary range for the City Auditor's salary prepared by the current City Auditor's office.

The Legislative Analyst's report recommends an adjustment to the City Auditor's salary from the current level of \$170,591.89 to a salary within the range of \$118,137.92 and \$151,891.00.

The survey prepared by the current City Auditor calls for a salary range for the new City Auditor between \$85,054 and \$109,355.

KEY ISSUES AND IMPACTS

Article IV, Section 403 of the City Charter states, "The salary of the office shall be set by the Council, which shall be not less than 70% nor more than 90% of the average salaries of City Auditors of California cities within the three immediate higher and the three immediate lower cities in population to Oakland, and may not be reduced during the City Auditor's term of office, except as a part of a general reduction of salaries for all officers and employees in the same amount or proportion"

In attempting to follow the procedure established in the City Charter, the Legislative Analyst and the City's Personnel department encountered significant variations in the salaries and titles within the "Auditor" classifications of the cities prescribed by the Charter. These variations triggered a more thorough review of the individual job descriptions by the Personnel department.

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Consequently, while all cities had a position functioning as an auditor at some level, either as an employee or on contract, the distinguishing factor for inclusion in the Legislative Analyst's survey was ultimately, the title "City Auditor" and overall autonomy including the ability to present reports without prior review or approval of a supervisor. The chart below illustrates the variation in salary, title and supervision for each position within the three immediate higher and the three immediate lower cities in population to Oakland.

City Auditor Comparison

City	Population	Title	Supervisor	Current Salary
Long Beach	490,166	City Auditor (Elected)	none	\$168,768.46
Fresno	471,479	Principal Internal Auditor	Controller	\$ 67,020.00
Sacramento	457,514	Internal Audit Manager	City Manager	\$121,500
<i>Oakland</i>	<i>411,755</i>	<i>City Auditor (Elected)</i>	<i>none</i>	<i>\$170,591.89</i>
Santa Ana	351,322	Contractor	N/A	N/A
Anaheim	342,410	Audit Manager	Assistant City Manager	136,000
Bakersfield	311,824	Contractor	N/A	N/A

SURVEY PREPARED BY LEGISLATIVE ANALYST

City Auditor

City	Population	Current Auditor Actual Salary
Long Beach	490,166	\$168,768.46
Fresno	471,479	Not Comparable
Sacramento	457,514	Not Comparable
Santa Ana	351,322	No City Auditor
Anaheim	342,410	Not Comparable
Bakersfield	311,824	No City Auditor
AVERAGE SALARY		\$168,768.46
70% of average salary		\$118,137.92
90% of average salary		\$151,891.61
City Auditor's Current Salary		\$170,591.89

SURVEY PREPARED BY CITY AUDITOR

The City Auditor's survey provides a list of all City Auditors prescribed in the charter formula without regard to the job title "City Auditor" stipulated in the Charter, job duties or responsibilities.

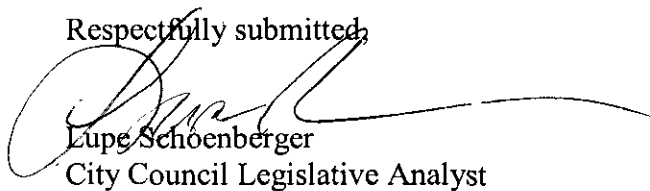
City Auditor

City	Population	Current Auditor Actual Salary
Long Beach	474,014	\$161,500
Fresno	461,116	\$ 67,020
Sacramento	456,441	\$121,500
Santa Ana	340,368	None
Anaheim	331,804	\$136,000
Bakersfield	295,536	None
AVERAGE SALARY		\$121,505
70% of average salary		\$ 85,054
90% of average salary		\$109,355

ACTION REQUESTED OF THE CITY COUNCIL

Staff is requesting that the City Council adopt a new salary for the City Auditor between the range of \$118,137.92 and \$151,891.61 to be effective January 1, 2007.

Respectfully submitted,



Lupe Schoenberger
City Council Legislative Analyst

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