

CITY OF OAKLAND
AGENDA REPORT

OFFICE OF PERSONNEL RESOURCE MANAGEMENT
2006 DEC 14 PM 7:11

TO: Office of the City Administrator
ATTN: Deborah A. Edgerly
FROM: Finance and Management Agency
DATE: December 21, 2006

RE: **A Supplemental Report to the December 14, 2006 Report Calculating the Oakland City Auditor's Salary in Conformance with the Oakland City Charter**

The Finance and Management Agency's Office of Personnel Resource Management (OPRM) conducted a market survey in accordance with the formula set forth in Article IV, Section 403 of the City Charter regarding the salary for the position of City Auditor. The methods used to conduct the analysis are consistent with practices employed by the City. It was determined that the three higher and three lower cities in California based on population to be used for comparison were Long Beach, Fresno, Sacramento, Santa Ana, Anaheim, and Bakersfield, respectively. OPRM collected information from these cities and performed an analysis based on the following criteria:

- Title
- Duties
- Autonomy
- Reporting relationship
- Elected official versus appointed position, and
- Rate of pay

It was determined that there were no comparable matches in Santa Ana or Bakersfield, whereas Long Beach was deemed a match. Fresno, Sacramento, and Anaheim were deemed non-matches primarily due to the level of the positions and the reporting structures, among other factors.

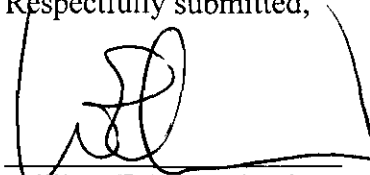
Information was separately submitted by the Office of the City Auditor that differs from the results found by OPRM. Both reports agree that Long Beach's City Auditor position is a match. As elected officials at the department head-level, these positions are ultimately held accountable to the voters and citizens of the community; they operate with broad administrative responsibility for an entire department. By contrast, the manager-level positions at Sacramento, Anaheim, and Fresno operate with broad management responsibility for a division of a city department or a set of related functions. Sacramento's Internal Audit Manager reports to the City Manager, and

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Anaheim's Audit Manager reports to the City Manager/Assistant City Manager. Fresno's Principal Internal Auditor reports to the Controller/department head.

In summary, OPRM has fully considered the information submitted by the Office of the City Auditor and has determined that Long Beach is the only comparable position to be used in establishing the salary for the City Auditor position.

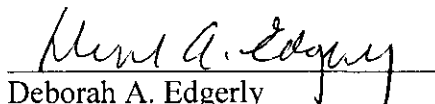
Respectfully submitted,



William E. Noland, Director
Finance and Management Agency

Prepared by:
Marcia L. Meyers, Director
Office of Personnel Resource Management

APPROVED AND FORWARDED TO THE
RULES AND LEGISLATION COMMITTEE:


Deborah A. Edgerly
Office of the City Administrator