



FILED
OFFICE OF THE CITY CLERK
OAKLAND

2014 NOV 25 PM 4: 09

AGENDA REPORT

TO: HENRY L. GARDNER
CITY ADMINISTRATOR

FROM: Arturo M Sanchez
Int. Asst. City Administrator

SUBJECT: City Auditor Salary

DATE: November 24, 2014

City Administrator
Approval

Date

11-25-14

COUNCIL DISTRICT: City-Wide

RECOMMENDATION

Staff Recommends that Council Adopt a Resolution Setting The Salary For The Newly Elected City Auditor Of The City Of Oakland, Pursuant To The Oakland City Charter Article IV, Section 403, Effective 2015, adjusting the salary range of the Auditor, and to set the Auditor's Salary at \$145,140.58.

OUTCOME

Depending on the action taken by the City Council, the set salary cost to the City's General Fund will be between \$141,082.20 and \$181,391.40.

BACKGROUND/LEGISLATIVE HISTORY

The Oakland City Charter, Article IV, Section 403, states that the Council shall set the salary for the City Auditor as follows:

“The salary 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 2011, the Oakland City Council adopted Resolution 83573 C.M.S. which adjusted the salary range to \$129,500 and \$166,500, and set the salary for the incoming Auditor at \$128,674 to take effect on January 15, 2015. The action by Council thereby reduced the salary from that of what the current auditor is making, which is \$145,140.58, for the newly elected Auditor.

Item:

S-7

Finance and Management Committee

December 2, 2014

ANALYSIS

In keeping with the Charter requirement, staff conducted another salary survey for auditors in similar jurisdictions, just as was done in 2011, with the goal to assure that the range adopted in 2011 pursuant to Council Resolution 83573 C.M.S. remained within in the required percentage as mandated by the Charter. The majority of the identified cities do not currently have City Auditor classifications. The below table provides annual salaries for cities with the classification. The City of Sacramento utilizes a salary range for the classification while the City of Long Beach utilizes a set salary. Average salaries calculations based on the minimum, control, and maximum salary points are included below.

City Name	Population*	City Auditor Salary Range	City Auditor Annual Salary**
Fresno [†]	509,924	N/A	N/A
Sacramento	479,686	\$106,593.00 to \$159,889.00	\$145,950.00
Long Beach	469,428	N/A	\$201,546.00
Oakland	406,253		
Bakersfield [†]	363,630	N/A	N/A
Anaheim [†]	345,012	N/A	N/A
Santa Ana [†]	334,227	N/A	N/A
Total Salaries			\$347,496
Average Salaries			\$164,212.19

* U.S. Census Bureau: State and County Quick Facts. Data derived from Population Estimates, American Community Survey, Census of Population and Housing, County Business Patterns, Economic Census, Survey of Business Owners, Building Permits, Census of Governments, 7/8/14

** Current salary of City Auditor

[†] City does not have City Auditor classification

Salary Calculations	Min	Control Point	Max	Match*
Long Beach	\$201,546.00	\$ 201,546.00	\$201,546.00	\$201,546.00

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Sacramento	\$106,593.00	\$ 133,241.00	\$159,889.00	N/A
Average	\$154,069.50	\$ 167,393.50	\$180,717.50	\$201,546.00
70% average	\$107,848.65	\$ 117,175.45	\$126,502.25	\$141,082.20
90% average	\$138,662.55	\$ 150,654.15	\$162,645.75	\$181,391.40

* This calculation only includes the salary for the City Auditor of the City of Long Beach, which is the only suitable match for comparison to Oakland

The City Auditors' salaries in the six cities were obtained by contacting the personnel department, finance department, city auditor department or website of each city. We were able to retrieve actual City Auditor salaries from each City with an established City Auditor's Office. Of the City's most comparable to Oakland, the City of Long Beach is the only suitable match for comparison, based on factors including the elected and independence components of the office; the number of full-time employees; and the requirements that incumbents possess a valid Certified Public Accountant (CPA) license. As a result staff did not include the salaries for those cities in which an equivalent position was not found. This is consistent with the presentation made to Council in 2011; please see attached reports. As a result, the analysis conducted by staff requires that the salary range be adjusted and recommends that the range be adjusted to \$141,082.20 and \$181,391.40 reflecting a range of between 70% and 90% of the average salaries of other auditors in similar jurisdictions with similar staff and charter mandates.

Further, based on the foregoing information staff recommends that the salary set in Council Resolution 83573 C.M.S., \$128,674, be adjusted upwards and set at \$145,140.58. This will assure that the salary falls within the new recommended range, is consistent with the Charter requirement to be "not less than 70% nor more than 90% of the average salaries of City Auditors of California cities", and retains compensation for the new incoming Auditor at the same rate as the outgoing Auditor.

The staff recommendation notwithstanding, Council reserves the right to set the salary at a higher or lower amount although staff strongly recommends that the salary be set within the range of \$141,082.20 and \$181,391.40.

PUBLIC OUTREACH/INTEREST

Not applicable.

COORDINATION

The City Attorney's Office, City Auditor, and Budget Office have reviewed this report.

COST SUMMARY/IMPLICATIONS

Depending on the action taken by the City Council, the set salary cost to the City's General Fund will be between \$141,082.20 and \$181,391.40.

SUSTAINABLE OPPORTUNITIES

No economic, environmental or social equity opportunities have been identified in connection with the subject of this report.

For questions regarding this report, please contact Arturo M. Sanchez, Interim Assistant City Administrator at (510) 238-7542.

APPROVED AS TO FORM AND LEGALITY
OCT 23 11:45

Approved as to Form and Legality

M. Marston
City Attorney

OAKLAND CITY COUNCIL

83573
RESOLUTION NO. ___ C.M.S.

RESOLUTION SETTING THE SALARY FOR THE NEWLY ELECTED CITY AUDITOR OF THE CITY OF OAKLAND PURSUANT TO THE OAKLAND CITY CHARTER, ARTICLE IV, SECTION 403, EFFECTIVE 2015

WHEREAS, Article IV, Section 403, of the Oakland City Charter provides that the salary of the elected City Auditor shall be set by the City Council; and

WHEREAS, the salary may not be reduced during the City Auditor's term of office, except as part of a general reduction of salaries of all officers and employees in the same amount or proportion; and

WHEREAS, the current term of office for the City Auditor shall end on January 4, 2015;

WHEREAS, the City Charter provides that the salary shall be not less than 70% and no more than 90% of the average salaries of City Auditor of California Cities with the three immediate higher and the three immediate lower cities in population to Oakland; and

WHEREAS, the City Council has conducted a salary review and determined the salary range according to this formula is \$129,500 and \$166,500; and

THEREFORE RESOLVED, that effective January 15, 2015, the salary of the newly elected City Auditor shall be \$_____.

IN COUNCIL, OAKLAND, CALIFORNIA OCT 4 2011, 20__

PASSED BY THE FOLLOWING VOTE:

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

AYES- 8
NOES - 0
ABSENT - 0
ABSTENTIONS - 0

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

FILED
OFFICE OF THE CITY CLERK
OAKLAND CITY OF OAKLAND
11 JUN 23 AM 10:39 AGENDA REPORT

TO: Finance and Management Committee

FROM: Office of the City Attorney

DATE: June 28, 2011

RE: RESOLUTION SETTING THE SALARY FOR THE CITY AUDITOR OF THE
CITY OF OAKLAND PURSUANT TO OAKLAND CITY CHARTER,
SECTION 403, EFFECTIVE 2015

SUMMARY

This resolution sets the salary of the City Auditor, effective January 5, 2015.

The City Charter empowers the City Council to set the City Auditor's salary. The City Charter, however, prohibits any reduction of the City Auditor's salary during the current term. Attached is a resolution setting the City Auditor's salary beginning January 5, 2015. Since it is unlikely that the City Council will increase the City Auditor's salary, any decrease may be premature because any decrease cannot take effect until January 5, 2015. (City Charter, Section 403.)

FISCAL IMPACT

The cost to the City's General Fund is between \$129,500 and \$166,500, depending on what salary the City Council sets.

BACKGROUND

At the June 2, 2011, Finance and Management Committee meeting, the Committee reviewed the average salaries of City Auditors of California cities within the three immediate higher and the three immediate lower cities in population to Oakland.

KEY ISSUES AND IMPACTS

City Charter, Section 403 empowers the City Council to set salary of the City Auditor. The salary shall not be less than 70% or 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. The City Auditor's salary 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.

**RESOLUTION SETTING THE SALARY AND SALARY RANGE FOR
THE CITY AUDITOR OF THE CITY OF OAKLAND**

June 28, 2011

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. (Section 403.)

The current term will end on January 5, 2015.

Under the City Charter, the City Council may increase the City Auditor's salary at any time. Short of a general reduction of all salaries, it cannot reduce the salary until January 5, 2015.

Since it is unlikely that the City Council is going to increase the City Auditor's salary, the City Council should wait until 2014 to set the salary. This is because the current salary survey may be out of date for the 2015 term.

SUSTAINABLE OPPORTUNITIES

Not applicable.

DISABILITY AND SENIOR CITIZEN ACCESS

Not applicable.

RECOMMENDATION

The City Council should wait until 2014 if it intends to reduce the City Auditor's salary.

Respectfully submitted,



MARK MORODOMI

Supervising Attorney

Office of the City Attorney

FILED
OFFICE OF THE CITY CLERK
OAKLAND

Approved as to Form and Legality

M. Morokian
City Attorney

2011 JUN 23 PM 12:45

OAKLAND CITY COUNCIL

RESOLUTION NO. ___ C.M.S.

RESOLUTION SETTING THE SALARY FOR THE NEWLY ELECTED CITY AUDITOR OF THE CITY OF OAKLAND PURSUANT TO THE OAKLAND CITY CHARTER, ARTICLE IV, SECTION 403, EFFECTIVE 2015

WHEREAS, Article IV, Section 403, of the Oakland City Charter provides that the salary of the elected City Auditor shall be set by the City Council; and

WHEREAS, the salary may not be reduced during the City Auditor's term of office, except as part of a general reduction of salaries of all officers and employees in the same amount or proportion; and

WHEREAS, the current term of office for the City Auditor shall end on January 4, 2015;

WHEREAS, the City Charter provides that the salary shall be not less than 70% and no more than 90% of the average salaries of City Auditor of California Cities with the three immediate higher and the three immediate lower cities in population to Oakland; and

WHEREAS, the City Council has conducted a salary review and determined the salary range according to this formula is \$129,500 and \$166,500; and

THEREFORE RESOLVED, that effective January 15, 2015, the salary of the newly elected City Auditor shall be \$_____.

IN COUNCIL, OAKLAND, CALIFORNIA _____, 20__

PASSED BY THE FOLLOWING VOTE:

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

AYES-
NOES -
ABSENT -
ABSTENTIONS -

FINANCE & MANAGEMENT CMTTE

ATTEST: _____

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

CITY OF OAKLAND

AGENDA REPORT

2011 JUL -7 PM 2:36

TO: Office of the City Administrator
 ATTN: P. Lamont Ewell
 FROM: Budget Office
 DATE: July 12, 2011
 RE: Supplemental Report on the Salary for the City Auditor of the City of Oakland Pursuant to Oakland City Charter, Section 403, Effective 2015

SUMMARY

At the June 28th Finance and Management Committee meeting, staff was directed to include salaries for City Auditor classifications in the three immediate higher and the three immediate lower California cities in population to Oakland.

FISCAL IMPACT

Depending on the action taken by the City Council, the set salary cost to the City's General Fund will be between \$102,097 and \$155,250.

KEY IMPACTS

The majority of the identified cities do not currently have City Auditor classifications. The below table provides annual salaries for cities with the classification. The City of Sacramento utilizes a salary range for the classification while the City of Long Beach utilizes a set salary. Average salaries calculations based on the minimum, control, and maximum salary points are included below.

City	Population	Minimum	Control Point	Maximum
Fresno*	494,665		N/A	
Sacramento	466,488	106,593	133,241	159,889
Long Beach	462,257		185,112	
Oakland	390,724			
Bakersfield*	347,483		N/A	
Anaheim*	336,265		N/A	
Santa Ana*	324,528		N/A	

*City does not currently have a City Auditor classification

Annual Salaries	Minimum	Control Point	Maximum
Average Salaries	145,853	159,177	172,501
70% of Average Salaries	102,097	111,424	120,750
90% of Average Salaries	131,267	143,259	155,250

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 Finance and Management Committee
 July 12, 2011

SUSTAINABLE OPPORTUNITIES

No economic, environmental, or social equity opportunities have been identified in connection with the subject of this report.

DISABILITY AND SENIOR CITIZEN ACCESS

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

RECOMMENDATION

Staff recommends acceptance of the information presented in this report.

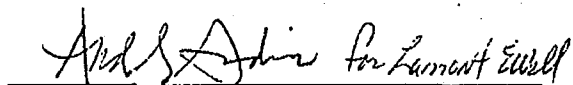
Respectfully submitted,



SABRINA B. LANDRETH
Budget Director

Prepared by:
Herman Chen
City Administrator's Budget Office

**APPROVED FOR FORWARDING TO THE
FINANCE AND MANAGEMENT COMMITTEE**




Office of the City Administrator

Item: _____
Finance and Management Committee
July 12, 2011

FILED
OFFICE OF THE CITY CLERK
OAKLAND

2014 NOV 25 AM 10:57

Approved as to Form and Legality


City Attorney

OAKLAND CITY COUNCIL

RESOLUTION NO. _____ C.M.S.

RESOLUTION SETTING THE SALARY FOR THE NEWLY ELECTED CITY AUDITOR OF THE CITY OF OAKLAND PURSUANT TO THE OAKLAND CITY CHARTER, ARTICLE IV, SECTION 403, EFFECTIVE 2015

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WHEREAS, the salary may not be reduced during the City Auditor's term of office, except as part of a general reduction of salaries of all officers and employees in the same amount or proportion; and

WHEREAS, the current term of office for the City Auditor shall end on January 4, 2015;

WHEREAS, the City Charter provides that the salary shall be not less than 70% and no more than 90% of the average salaries of City Auditor of California Cities with the three immediate higher and the three immediate lower cities in population to Oakland; and

WHEREAS, the City Council has conducted a salary review and determined the salary range according to this formula is \$141,082.20 and \$181,391.40; and

THEREFORE RESOLVED, that effective January 5, 2015, the salary of the newly elected City Auditor shall be \$_____.

IN COUNCIL, OAKLAND, CALIFORNIA _____, 20__

PASSED BY THE FOLLOWING VOTE:

AYES - BROOKS, KALB, KAPLAN, GALLO, GIBSON-MCELHANEY, REID, SCHAAF, and
PRESIDENT KERNIGHAN

NOES -

ABSENT -

ABSTENTIONS -

5-7

FINANCE & MANAGEMENT CMTTE

DEC 02 2014

ATTEST: _____

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