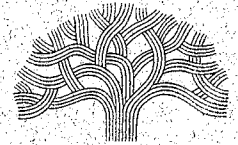


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December 16, 2019

City Council President Rebecca Kaplan
Honorable City Council
1 Frank H. Ogawa Plaza, 2nd Floor
City of Oakland, California 94612

RE: REVIEW OF THE MAYOR'S 2019 SALARY AS REQUIRED BY THE CITY CHARTER

Dear President Kaplan and Members of the City Council:

PURPOSE AND SCOPE

The Oakland City Charter requires a salary review of the Oakland Mayor's salary every odd numbered year. Specifically, Oakland City Charter, Article III, Section 300, states:

"...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 Managers'/Chief Executive Officers** [emphasis added] of California cities within the three immediate higher and the three immediate lower cities in population to Oakland. The Mayor's salary shall be reviewed by the City Council in odd-numbered years and may be adjusted by the Council as provided for herein."

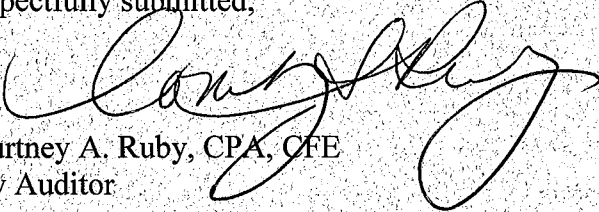
SURVEY RESULTS

Exhibit 1 below shows the salaries of the City Managers'/Chief Executive Officers in the three California cities (Fresno, Sacramento, Long Beach) with populations higher than Oakland's population of 425,195, and the three cities (Bakersfield, Anaheim, Santa Ana) with populations lower than Oakland.

Exhibit 1: Results of 2019 Salary Survey		
City	Population*	City Managers'/Chief Executive Officers Salaries
Fresno	527,438	\$243,338
Sacramento	501,901	\$308,017
Long Beach	469,450	\$276,816
Bakersfield	380,874	\$256,038
Anaheim	352,497	\$299,458
Santa Ana	334,136	\$290,000
Average		\$278,945
70% of Average Salaries		\$195,261
90% of Average Salaries		\$251,050
*Source: United States Census Bureau (2017)		

As exhibit 1 above shows, the average annual salary of the City Managers'/Chief Executive Officers in the six cities surveyed is \$278,945. The City Charter requires the Oakland Mayor's salary be within 70% - 90% of the average, or \$195,261 - \$251,050. The Mayor's current salary is \$203,000 and is within the Charter's requirements.

Respectfully submitted,


Courtney A. Ruby, CPA, CFE
City Auditor