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December 3, 2013

PRESIDENT PATRICIA KERNIGHAN
HONORABLE CITY COUNCIL
OAKLAND, CA

**RE: A REPORT CALCULATING THE OAKLAND CITY MAYOR'S SALARY IN
CONFORMITY WITH THE OAKLAND CITY CHARTER**

Dear President Kernighan and Members of the City Council:

PURPOSE AND SCOPE

The Oakland City Charter, Article III, Section 300, states that the Council shall set the salary for the Mayor 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 Managers'/Chief Executive Officers 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."

SALARY SURVEY

The salaries of City Managers in six California cities were obtained by contacting the respective human resources departments.

RESULTS OF RESEARCH

City Name	Population*	Annual Salary City Manager
Fresno †	494,665	\$189,000.00
Sacramento	466,488	\$258,000.00
Long Beach	462,257	\$246,749.75
Oakland †	390,724	
Bakersfield	347,483	\$235,751.28
Anaheim	336,265	\$283,686.00
Santa Ana	324,528	\$315,000.00
Total Salaries		\$1,528,187.03
Average Salaries		\$254,697.84
70 percent of Average Salaries		\$178,288.49
90 percent of Average Salaries		\$229,228.05

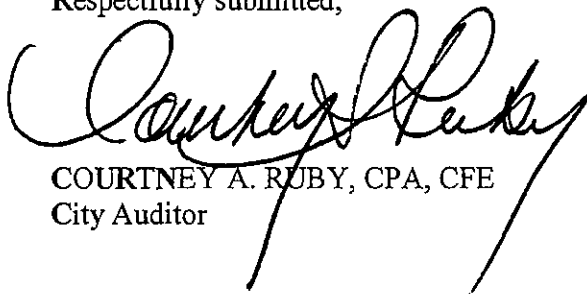
* Census Bureau, 2010 Census of Population, Public Law 94-171 Redistricting Data File, 11/14/2013

† Fresno and Oakland both function under a strong mayor form of government, while the remaining five cities have a council-manager form of government. The Fresno Mayor's salary is \$130,000.

CONCLUSION

Under the prescribed procedures of Article III, Section 300, we have calculated the salary range for the City of Oakland Mayor to be within a low of \$178,288.49 and a high of \$229,228.05.

Respectfully submitted,



COURTNEY A. RUBY, CPA, CFE
City Auditor