



# AGENDA REPORT


**TO:** Jestin D. Johnson  
City Administrator

**FROM:** Ian Appleyard  
HRM Director

**SUBJECT:** Amendment to Ordinance No. 12187  
C.M.S. (The Salary Ordinance) for  
Mayor

**DATE:** June 11, 2023

City Administrator Approval

  
Jestin Johnson (Jun 30, 2023 01:40 PDT)

Date: Jun 30, 2023

## RECOMMENDATION

**Staff Recommends That The City Council Adopt An Ordinance Amending The Salary Schedule Of Ordinance No. 12187 C.M.S. ("Salary Ordinance") To Increase The Salary Of The Mayor.**

## EXECUTIVE SUMMARY

Adoption of the proposed ordinance will ensure the accuracy of the City's classification plan and Salary Schedule. This ordinance includes a routine action to modify the salary of the Mayor in accordance with a Charter-mandated salary adjustment.

## BACKGROUND / LEGISLATIVE HISTORY

The Salary Ordinance (Ordinance No. 12187 C.M.S.) establishes salaries and classification titles of positions. The Ordinance is amended regularly to accommodate the City's evolving classification needs. Pursuant to the Personnel Manual (Civil Service Rules), Section 3.04, components of the City's Classification Plan shall be administered and maintained by the Personnel Director with the approval of the Civil Service Board.

As applicable regulations or departmental operations change, Human Resources Management (HRM) staff consults with departments regarding classification needs and mandated changes. These changes require HRM to amend the Salary Ordinance to add, amend, or delete certain classifications. The proposed Salary Ordinance Amendment accompanying this report updates the salary schedule.

The Oakland City Charter Section 300 specifies the formula for setting the salary level for the Mayor. It states that the City Council shall set the salary 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."*

Finance & Management Committee  
July 11, 2023

**ANALYSIS AND POLICY ALTERNATIVES**

As stated above, the proposed action is recommended to update the Salary Schedule of the Salary Ordinance.

Citywide Priorities include **(1) holistic community safety, (2) housing, economic, and cultural security, (3) vibrant, sustainable infrastructure, and (4) responsive, trustworthy government.** This is a charter-mandated salary adjustment process for this elected official position that prescribes as specific methodology for adjusting the salary, which is subject to City Council review and approval. HRM facilitates the implementation of salary modifications through the salary ordinance amendment process. The adoption of the proposed ordinance advances the Citywide Priority of responsive, trustworthy government. Trust and Compliance are prime components of this priority. Specifically, the City’s compensation structure should maintain a fair and equitable distribution of salaries for classifications in the same series and for those in a reporting relationship; reasonable differentials in salary should ensure proper alignment with duties and responsibilities. Therefore, this recommendation will contribute to a more reasonable salary differential for the Mayor position despite being lower than the maximum salary of the directly reporting positions.

The salary rates of the City Managers/Chief Executive Officers in the six cities were obtained by contacting the personnel department or City Manager’s Office of each city. The actual salary rates are listed in the table below.

City	Job Title	Population*	Actual Annual Salary
Fresno	City Manager	545,567	266,796.00
Sacramento	City Manager	528,001	400,652.00
Long Beach	City Manager	451,307	329,954.33
Bakersfield	City Manager	410,647	240,000.80
Anaheim	City Manager	344,461	314,897.00
Stockton	City Manager	321,819	300,863.50
<b>Average Salary</b>			<b>308,860.61</b>
<b>70% of Average Salary</b>			<b>216,202.42</b>
<b>90% of Average Salary</b>			<b>277,974.54</b>
<b>Oakland</b>	<b>Mayor</b>	<b>430,553</b>	<b>202,999.94</b>

[1] The population data are from the 2022 Population Estimates Program and 2021 American Community Survey: [www.california-demographics.com/cities\\_by\\_population](http://www.california-demographics.com/cities_by_population).

[2] 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 \$266,796.00.

[3] Based on changes in demographic/population trends, Stockton is being included for the first time. Historically, Santa Ana was one of the three immediate lower cities by population.

Based on the above survey data and City Charter Section 300 formula, the potential annual salary range for the Oakland Mayor is \$216,202.42 (70% of the average) to \$277,974.54 (90% of the average). The Mayor's current annual salary is a flat amount of \$202,999.94, and the City Council may set the Mayor's salary within the range of the City Charter Section formula above. This range exceeds the Mayor's annual salary by approximately \$13,202 to \$74,975 per year.

Bay Area City Manager/Chief Executive Officer salaries are not considered under the City Charter-mandated salary formula. However, the Mayor's salary is \$21,973.86 annually less than the subordinate Special Assistant to the Mayor III. This is not a proper or equitable alignment between a department head with the responsibility for overseeing the City's leadership. Therefore, Staff recommends City Council adopt the salary at 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, resulting in a new, flat annual salary of \$277,974.54 (\$23,164.55 monthly).

### **FISCAL IMPACT**

The increase in salary for the Mayor classification is being accounted for in the department budget as part of the biennial budget planning for FY 2023-25.

### **PUBLIC OUTREACH / INTEREST**

No public outreach was deemed necessary other than the required posting on the City's website.

### **COORDINATION**

Human Resources Management prepared this report in coordination with the City Attorney's Office and the Finance Department Budget Bureau.

### **SUSTAINABLE OPPORTUNITIES**

***Economic:*** There are no economic opportunities associated with this report.

***Environmental:*** There are no environmental opportunities associated with this report.

***Race & Equity:*** There are no social equity opportunities associated with this report.

**ACTION REQUESTED OF THE CITY COUNCIL**

Staff Recommends That The City Council Adopt An Ordinance Amending The Salary Schedule Of Ordinance No. 12187 C.M.S. ("Salary Ordinance") To Increase The Salary Of The Mayor.

For questions regarding this report, please contact Ian Appleyard, Director of Human Resources Management, at (510) 238-6450.

Respectfully submitted,

*Ian Appleyard*

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