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OAKLAND

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AGENDA REPORT

TO: Sabrina B. Landreth
City Administrator

FROM: Stephanie Hom
Deputy City Administrator

SUBJECT: Salary Ranges for Mayor, City
Attorney, and City Auditor

DATE: August 21, 2017

City Administrator Approval

Date:

8/31/17

RECOMMENDATION

Staff Recommends That The City Council Receive An Informational Report On The Range Of Salaries For The Mayor, City Attorney, And City Auditor In Conformity With The Oakland City Charter.

EXECUTIVE SUMMARY

The informational report presents the calculated range of salaries for the Mayor, City Attorney, and City Auditor based on a comparison of cities surveyed in conformity with the Oakland City Charter. The current salaries of the Mayor, City Attorney, and City Auditor all conform with the Oakland City Charter.

BACKGROUND / LEGISLATIVE HISTORY

The City Council reviewed the salary range for the Mayor, and set the Mayor's salary, on December 10, 2013.

The City Council reviewed the salary range for the City Auditor, and set the City Auditor's salary, on December 9, 2014.

ANALYSIS AND POLICY ALTERNATIVES

The City Auditor has prepared a report calculating the range of salaries for the Mayor, City Attorney, and City Auditor in conformity with the Oakland City Charter. The City Auditor's report is provided in **Attachment A**.

The current annual salaries of the Mayor (\$202,999.92), City Attorney (\$207,349.20), and City Auditor (\$145,140.48) all fall within the respective calculated ranges and conform with the Oakland City Charter.

Item: _____
Finance and Management Committee
September 12, 2017

The City Council may direct staff to return to the City Council should it wish to take any action to change any of the salaries.

FISCAL IMPACT

There is no fiscal impact associated with this informational report.

PUBLIC OUTREACH / INTEREST

No outreach was deemed necessary for this informational report beyond the standard City Council agenda noticing procedures.

COORDINATION

This report has been prepared in coordination with the Office of the City Auditor.

SUSTAINABLE OPPORTUNITIES

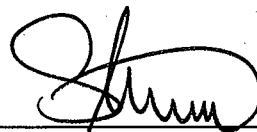
There are no economic, environmental, or social equity opportunities associated with this informational report.

ACTION REQUESTED OF THE CITY COUNCIL

Staff recommends that the City Council receive an informational report on the range of salaries for the Mayor, City Attorney, and City Auditor in conformity with the Oakland City Charter.

For questions regarding this report, please contact Stephanie Hom, Deputy City Administrator, at (510) 238-7542.

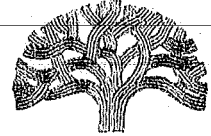
Respectfully submitted,



Stephanie Hom
Deputy City Administrator
City Administrator's Office

Attachments (1):

A: Report from the City Auditor Regarding Calculating the Range of Salaries for City Mayor, City Attorney, and City Auditor in Conformity with the Oakland City Charter



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PRESIDENT LARRY REID
HONORABLE CITY COUNCIL
CITY OF OAKLAND, CALIFORNIA

March 24, 2017

CITY ADMINISTRATOR SABRINA LANDRETH
CITY OF OAKLAND, CALIFORNIA

RE: A REPORT CALCULATING THE RANGE OF SALARIES FOR CITY MAYOR, CITY ATTORNEY, AND CITY AUDITOR IN CONFORMITY WITH THE OAKLAND CITY CHARTER

Dear President Reid and Members of the City Council:

Every odd-numbered year, the City of Oakland requires a review of salaries for our top executives and elected officials. Our charter specifies we compare ourselves against those cities that rank just above and just below Oakland's population. The lower salary represents 70% of the average salary of cities surveyed and the higher salary represents 90% of the average salary of the cities surveyed.

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."

The Oakland City Charter, Article IV, Section 401(1), states that the Council shall set the salary for the City Attorney as follows:

"...The salary of the elected City Attorney shall be set by the Council, which shall be not less than 70% nor more than 90% of the average salaries of City Attorneys 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 Attorney's term of office, except as part of a general reduction of salaries of all officers and employees in the same amount or proportion."

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

"...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..."

SALARY SURVEY

The salaries of City Managers, City Mayors, City Attorneys, and City Auditors in six California cities were obtained by contacting the respective human resources departments for information. We included the City Managers and the City Mayors in our survey because some jurisdictions function under a strong mayor form of government where as other municipalities do not.

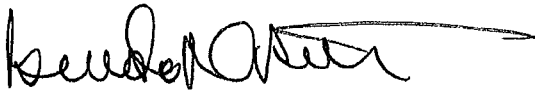
Article III, Section 300, we have calculated the salary range of for the City of Oakland Mayor to be within a low of \$196,478 and a high of \$252,615.

Article IV, Section 401(1), we have calculated the salary range of for the City of Oakland Attorney to be within a low of \$168,981 and a high of \$216,981.

Article IV, Section 403, we have calculated the salary range of for the City of Oakland Auditor to be within a low of \$120,031 and a high of \$154,326.

City	2010 Census population*	2015 Projected population**	City Manager or City Administrator	City Mayor	City Attorney	City Auditor
Fresno Δ	494,665	510,451	\$243,240	\$130,000	\$195,000	N/A
Sacramento	466,488	480,566	\$282,060	\$127,722	\$249,691	\$161,033
Long Beach	462,257	470,237	\$260,844	\$139,932	\$278,280	\$207,060
Oakland ^A	390,724	408,073				
Bakersfield	347,483	363,612	\$256,037	\$23,908	\$193,502	N/A
Anaheim	336,265	345,578	\$298,700	\$15,300	\$260,068	\$146,328
Santa Ana	324,528	333,268	\$343,224	\$12,000	\$270,000	N/A
Average			\$280,684	\$74,810	\$241,090	\$171,474
70 percent of Average Salaries			\$196,478	\$52,367	\$168,763	\$120,031
90 percent of Average Salaries			\$252,615	\$67,329	\$216,981	\$154,326
<i>*Source: US Census Bureau - American Fact Finder</i>						
<i>**Source: 2011-2015 American Community Survey 5-Year Estimate</i>						
<i>ΔFresno and Oakland both function under a strong mayor form of government, while the remaining five cities have a council-manager form of government.</i>						

Respectfully Submitted,



BRENDA D. ROBERTS
City Auditor

ATTACHED: APPENDIX A

APPENDIX A

The following tables show the full compensation packages for the six cities we surveyed. They provided us the base salary, health and dental contributions, car allowance, retirement contributions and any other allowances the respective cities provided for the listed positions. All figures are annualized.

City of Fresno

Position	Salary	Health/Dental	Car Allowance	Retirement Contribution	Other Allowance
City Manager	\$243,240	\$10,308	\$6,000	\$31,061	N/A
City Auditor	N/A	N/A	N/A	N/A	N/A
City Mayor	\$130,000	\$10,308	\$3,600	None	N/A
City Attorney	\$195,000	\$10,308	\$6,000	\$24,901	N/A

City of Sacramento

Position	Salary	Health/Dental	Car Allowance	Retirement Contribution	Other Allowance
City Manager	\$282,060	\$8,544	\$6,000	\$44,616	N/A
City Auditor	\$161,033	\$8,544	\$6,000	\$6,441	N/A
City Mayor	\$127,722	\$8,544	\$7,200	\$5,108	N/A
City Attorney	\$249,691	\$8,544	\$6,000	\$15,000	N/A

City of Long Beach

Position	Salary	Health/Dental	Car Allowance	Retirement Contribution	Other Allowance
City Manager	\$260,844	\$5,775	\$5,400	\$53,697	N/A
City Auditor	\$207,060	\$5,775	\$5,400	\$42,625	N/A
City Mayor	\$139,932	\$5,775	\$5,400	\$28,806	N/A
City Attorney	\$278,280	\$5,775	\$5,400	\$57,286	N/A

City of Bakersfield

Position	Salary	Health/Dental	Car Allowance	Retirement Contribution	Other Allowance
City Manager	\$256,037	80%	\$8,063	\$74,890	N/A
City Auditor	N/A	N/A	N/A	N/A	N/A
City Mayor	\$23,908	100%	\$8,063	\$3,681	N/A
City Attorney	\$193,502	80%	\$8,063	\$47,949	N/A

City of Anaheim

Position	Salary	Health/Dental	Car Allowance	Retirement Contribution	Other Allowance
City Manager	\$298,700	\$23,360	\$7,800	\$72,928	\$1,096 Life Insurance
City Auditor	\$146,328	\$23,987	\$ -	\$35,726	\$451 Life Insurance
City Mayor	\$15,300	\$ -	\$7,800	\$ -	\$38 Life Insurance
City Attorney	\$260,068	\$22,814	\$7,800	\$63,498	\$730 Life Insurance

City of Santa Ana

Position	Salary	Health/Dental	Car Allowance	Retirement Contribution	Other Allowance
City Manager	\$343,224	\$7,194	Vehicle Provided	N/A	housing allowance 2,000/yr +\$17,085 bonus in 2016
City Auditor	N/A	N/A	N/A	N/A	N/A
City Mayor	\$12,000	\$7,194	\$500	N/A	No comment
City Attorney	\$270,000	N/A	N/A	N/A	Considered a contractor