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November 26, 2019

PRESIDENT REBECCA KAPLAN
HONORABLE CITY COUNCIL
CITY OF OAKLAND, CALIFORNIA

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 Rebecca Kaplan and Members of the City Council:

PURPOSE AND SCOPE

Every odd-numbered year, the City of Oakland requires a review of salaries for Oakland's elected officials. The Oakland Municipal Code 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.

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 Mayors, City Attorneys, and City Auditors in six California cities were obtained by contacting the respective human resource departments.

RESULTS OF RESEARCH

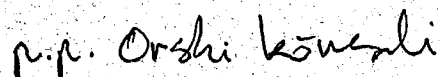
Article III, Section 300, we have calculated the salary range for the City of Oakland Manager/Administrator to be within a low of \$195,262 and a high of \$251,051.

Article IV, Section 401(1), we have calculated the salary range for the City of Oakland Attorney to be within a low of \$163,747 and a high of \$210,531.

Article IV, Section 403, we have calculated the salary range for the City of Oakland Auditor to be within a low of \$143,417 and a high of \$184,393.

City	Population*	City Manager or City Administrator	City Attorney	City Auditor
Fresno^	527,438	\$243,338.00	\$219,862.00	N/A
Sacramento	501,901	\$308,017.00	\$267,450.00	\$183,920.00
Long Beach	469,450	\$276,816.00	\$303,537.00	\$225,843.00
Oakland^	425,195	\$357,733.94	\$229,254.72	\$181,203.12
Bakersfield	380,874	\$256,038.00	\$193,502.00	N/A
Anaheim	352,497	\$299,458.00	\$275,191.00	N/A
Santa Ana	334,136	\$290,004.00	\$144,000.00	N/A
Average**		\$278,945.17	\$233,923.67	\$204,881.50
70% of Average Salaries		\$195,261.62	\$163,746.57	\$143,417.05
90% of Average Salaries		\$251,050.65	\$210,531.30	\$184,393.35
*Source: United States Census Bureau (2017)				
^Fresno and Oakland both function under a strong mayor form of government, while the remaining five cities have a council-manager form of government.				
**Calculated averages do not include Oakland salaries.				

Sincerely,



Courtney A. Ruby, CPA, CFE
City Auditor