

CITY OF OAKLAND



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HONORABLE CITY COUNCIL
Oakland, California

President Ignacio De La Fuente
And Members of the Council:

Subject: Salary Survey for the Mayor

BACKGROUND

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, but shall not exceed the salary of the City Manager of the City of Oakland as certified by the City Clerk. 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.”

DEMOGRAPHIC RESEARCH

We contacted the State of California’s Demographic Research Unit and were provided with a copy of “Official State Estimates for City/County Populations dated May 1997.” The cities within the three immediate higher and immediate lower populations are shown in Table I.

SALARY SURVEY

The personnel office for each city was contacted and requested to provide us with the base salary for there City Manager or Chief Executive Officer. Each City responded with the salary of the City Manager.

RESULTS OF DEMOGRAPHIC RESEARCH AND SALARIES SURVEYED

Table I lists the name of the City, Population and City Managers' Annual Salary.

Included are the averages of all City Managers' Annual Salaries and the annual salaries computed at seventy percent, eighty percent and ninety percent.

Table I

City Name	State of California Demographic Research Population Survey May 1997	Annual Salary of the City Manager
Long Beach	441,700	\$165,000.00
Fresno	406,900	\$124,488.00
Sacramento	388,700	\$133,912.00
Oakland	388,100	
Santa Ana	307,000	\$158,328.00
Anaheim	295,500	\$178,753.00
Riverside	241,600	\$135,684.00
	Average Salaries	\$149,361.00
	Seventy percent of Average Salaries	\$104,553.00
	Eighty percent of Average Salaries	\$119,489.00
	Ninety percent of Average Salaries	\$134,425.00
	Oakland Mayor's Current Salary	\$ 97,734.00
	Oakland City Manager's Current Salary	\$180,531.00

RECOMMENDATIONS

1. City Council staff should draft a Council resolution that provides the Mayor with an annual salary between \$104,553.00 and \$134,425.00. This salary would be no less than seventy percent or more than ninety percent of the average annual salaries of the City Managers included in our survey.
2. The effective date should be made retroactive to January 4, 1999.

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