

CITY OF OAKLAND



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April 8, 2003

HONORABLE IGNACIO DE LA FUENTE, PRESIDENT
AND MEMBERS OF THE 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 “2002 City Population Rankings, California Cities Ranked by January 1, 2002 Total Population.” The cities within the three immediate higher and immediate lower populations are shown in Table I.

Item #: _____
CITY COUNCIL
April 8, 2003

SALARY SURVEY

The personnel office for each city was contacted and requested to provide us with the base salary for their 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 January 2002	Annual Salary of the City Manager
Long Beach	473,100	\$199,000
Fresno	441,900	\$149,004
Sacramento	426,000	\$160,482
Oakland	408,800	
Santa Ana	343,700	\$180,048
Anaheim	334,700	\$191,129
Riverside	269,400	\$205,236
	Total	\$1,084,899
	Average Salaries	\$180,817
Seventy percent of Average Salaries		\$126,572
Eighty percent of Average Salaries		\$144,654
Ninety percent of Average Salaries		\$162,735
Oakland Mayor's Current Salary		\$115,372
Oakland City Manager's Current Salary		\$224,417

Item #: _____
 CITY COUNCIL
 April 8, 2003

RECOMMENDATION

City Council staff should draft a Council resolution that provides the Mayor with an annual salary in an amount between \$126,572 and \$162,735. This salary would be no less than seventy percent or more than ninety percent of the average annual salary of the City Managers included in our survey.

Prepared By:

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cc: Jerry Brown, Mayor
Lupe Valdez, Legislative Analyst

March 14, 2003
Completion Date

Item #: _____
CITY COUNCIL
April 8, 2003