

Item 10c - 2023 Memorandum Adjusting City Attorney Salary

City Attorney Salary Adjustment

March 30, 2023

increases, can be a consideration in establishing the new wage since it applies to both City Attorney employees and to other Department Heads. The Department Heads received the same wage increase through Salary Ordinance 12187 C.M.S. section 2.20, which allows the City Administrator to provide the same negotiated wage increases to unrepresented employees.

The annual salary for the Assistant City Attorneys is currently **\$260,437.44**, which exceeds the City Attorney's annual salary **by \$16,818.72** per year.¹ The City's compensation practice is to have a minimum of 15 to 20 percent salary differential between a department head and their highest paid direct reporting employee. For the City Attorney salary to be 15 to 20 percent above the salary of the highest direct reporting employee would be a salary between **\$299,503.06 and \$312,524.93**

In accordance with the criteria establishing the permissible salary range for the City Attorney in Charter Section 401(1), salaries for other City department heads were surveyed (see Table 1 below).

Table 1: City Department Head Salaries

Dept Head	Annual Salary
City Auditor	181,203.12
City Clerk	192,409.08
EEO & Civil Rights Director	211,293.60
Executive Director of CPRA	218,656.00
Director of Race and Equity	218,657.52
Director of Housing & Community Dev	235,620.00
Director of Human Services	235,620.00
Director of Parks & Recreation	235,620.00
Director of Planning & Building	247,390.44
Director of Workplace & Employment Stnd	247,390.44
Chief of Violence Prevention	247,390.56
Director of Animal Services	247,390.56
Director of Economic & Workforce Dev	247,390.56
Director of Human Resources Managemen	247,390.56
Director of Information Technology	247,390.56
Director of Library Services	247,390.56
Director of Transportation	247,390.56
Director of Finance	261,075.84
Director of Public Works	286,897.20
Average Salary (excluding City Attorney)	237,029.85
City Attorney	243,618.72

Based on the above data, the salary range for the Oakland Department Heads is from **\$181,203.12 to \$286,897.20**. The average annual salary for Department heads is **\$237,029.85** per year while the annual salary for the City Attorney is **\$243,618.72**.

In accordance with the criteria establishing the permissible salary range for the City Attorney in Charter Section 401(1), salaries of City Attorney's from other California cities within the three immediate higher

¹ Salary data provided by Anjali Saxena, Payroll Manager, Finance Department. January 17, 2023

