

# Item 10d - Memo on Adjusting City Auditor Salary

Ryan Micik (Chair)  
Charlotte Hill (Vice-Chair)  
Alea Gage  
Arvon Perteet  
Vincent Steele  
Francis Upton IV



Suzanne Doran, Acting Executive Director

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TO: Public Ethics Commission  
FROM: Ana Lara-Franco, Commission Analyst  
Suzanne Doran, Acting Executive Director  
DATE: March 30, 2023, for the April 12, 2023, PEC Meeting  
RE: City Auditor Salary Adjustment as Required by City Charter Section 403(1)

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In November 2022, Oakland voters passed Measure X, which amended Oakland City Charter Section 403(1) to add setting the City Auditor salary level to the duties of the Public Ethics Commission (PEC or Commission). This memorandum provides background information for the Commission to adjust the City Auditor salary per the criteria specified by City Charter Section 403(1).

## Background

The City Auditor is the department head for the Office of the City Auditor and oversees a staff of approximately 13 FTE positions. In November 2018 and November 2022, the voters elected the current City Auditor to serve full, four-year terms. At present, the salary of the City Auditor is **\$181,203.12** per year. The salary of the City Auditor position was last adjusted on April 2, 2019.

In November 2022, Oakland voters passed Measure X, which amended the process for setting the City Auditor's salary as follows:

The salary of the City Auditor shall be set annually by the Public Ethics Commission, to provide for competitive compensation and equitable alignment and, taking into account the top of the range for the highest paid professional employee in the Office of the City Auditor and salaries for other City department heads, and shall be comparable to the salaries of public sector auditor positions in California cities and counties selected by the Commission. The City Auditor's salary 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.

## Analysis

Since the April 2, 2019, salary increase, the City has negotiated wage increases through the collective bargaining process. The non-public safety wage increases, as opposed to Police and Fire wage increases, can be a consideration in establishing the new wage since it applies to both City Auditor 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 Assistant City Auditor is the highest paid direct report for the City Auditor. The maximum annual salary for the Assistant City Auditor position in the Office of the City Auditor currently is **\$176,219.52** per year while the annual salary for the City Auditor is **\$181,203.12**<sup>1</sup>. The City's compensation practice

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











































