

CITY OF OAKLAND
Public Ethics Commission



RESOLUTION NO. 24-03
[Proposed 4-10-24]

RESOLUTION AUTHORIZING A SALARY INCREASE FOR THE OFFICE OF CITY ATTORNEY PURSUANT TO OAKLAND CITY CHARTER SECTION 401(1)

By action of the Oakland Public Ethics Commission:

WHEREAS, Oakland City Charter section 401(1) provides: “The salary of the elected City Attorney 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 Attorney and salaries for other City department heads, and shall be comparable to the salaries of City Attorneys and other comparable positions, such as County Counsel or Port Attorney, in California cities, counties and agencies selected by the Commission. The City Attorney's salary 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;” and

WHEREAS, Oakland City Charter section 207 charges the City Council with fixing the compensation of all City employees, officers and officials unless otherwise provided by the Charter; and

WHEREAS, Ordinance No. 12187 C.M.S., the “Salary Ordinance,” as amended, sets forth a salary schedule reflecting all classifications of employment within the City including those of city employees and city officers; and

WHEREAS, a salary adjustment to \$320,958.84 would provide competitive compensation and equitable alignment of the City Attorney’s salary by providing the City Attorney with a salary that is 20 percent above the top of the range for the highest paid professional employee in the Attorney’s Office, that accounts for the scheduled 2 percent negotiated wage increase for other City employees effective July 2024, that is comparable with the salaries of City Attorneys in other comparable-size cities and Bay Area jurisdictions, and that also accounts for the salaries of other City department heads.

Now, therefore be it:

RESOLVED, that the Commission does hereby authorize an annual salary of \$320,958.84 for the office of City Attorney as mandated by City Charter Section 401(1), effective as of the first payroll period of Fiscal Year 2024-2025.

CERTIFICATION RE: APPROVAL OF RESOLUTION

The foregoing Resolution was presented for approval at a duly noticed meeting of the City of Oakland Public Ethics Commission held on April 10, 2024, where a quorum of the membership of the Commission was present. The Commission approved the resolution by a vote of 4 to 0 .

AYES: GAGE, STEELE, TILAK AND UPTON IV
NOES:
ABSTAIN:
ABSENT: HILL AND CHAIR MICIK

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I hereby certify that the foregoing is true and correct.

Nicolas Heidorn

Nicolas Heidorn, Executive Director
Oakland Public Ethics Commission

4/11/24

Date