

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF THOUSAND OAKS ESTABLISHING NEW SALARY SCHEDULE FOR SENIOR MANAGEMENT, CONFIDENTIAL, AND SUPERVISORY EMPLOYEES (SENIOR MANAGEMENT ASSOCIATION – SMA) AND RESCINDING RESOLUTION NO. 2023-039

WHEREAS, Senior Management Association (SMA) classification salary ranges were previously established by Resolution No. 2023-039; and

WHEREAS, MOU provisions require that classification salary ranges be adjusted to incorporate salary adjustments.

NOW THEREFORE, BE IT RESOLVED by the City Council of the City of Thousand Oaks as follows:

SECTION 1. This resolution shall rescind and supersede Resolution No. 2023-039.

SECTION 2. The attached Salary Schedule (Exhibit A) be adopted which provides in part:

1. Range adjustments of 5.0% for all classifications in this unit at the 100 percent comparatio midpoint effective July 6, 2024.

SECTION 3. Be it further resolved that the provisions of this Resolution shall become operative and in full force from and after July 6, 2024.

PASSED AND ADOPTED this 18<sup>th</sup> day of June, 2024, by the following vote:

Ayes:

Noes:

Absent:

\_\_\_\_\_  
Al Adam, Mayor  
City of Thousand Oaks, California

ATTEST/CERTIFY:

\_\_\_\_\_  
Laura B. Maguire, City Clerk

Date Attested: \_\_\_\_\_

APPROVED AS TO FORM:  
Office of the City Attorney

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Tracy M. Noonan, City Attorney

APPROVED AS TO ADMINISTRATION:

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Andrew P. Powers, City Manager

*The presence of electronic signature certifies that the foregoing is a true and correct copy as approved by the City of Thousand Oaks City Council on the date cited above.*

Exhibit A

**SALARY SCHEDULE FOR SENIOR MANAGEMENT,  
CONFIDENTIAL AND SUPERVISORY EMPLOYEES,  
AND APPOINTED OFFICIALS**

Effective July 6, 2024

<b>Classification Title</b>	<b>Range</b>	<b>Low Hourly Salary</b>	<b>Midpoint Ho urly Salary</b>	<b>High Hourly Salary</b>
ACCOUNTING MANAGER	683	\$55.8630	\$69.8287	\$83.7945
ACCOUNTING SUPERVISOR	673	\$50.5721	\$63.2151	\$75.8581
ADMINISTRATIVE SUPPORT SUPERVISOR	636	\$34.9961	\$43.7451	\$52.4942
ASSISTANT CITY ATTORNEY	724	\$84.0041	\$105.0051	\$126.0062
ASSISTANT PUBLIC WORKS SUPT	679	\$53.6832	\$67.1040	\$80.5248
ASSISTANT TO THE CITY MANAGER	690	\$59.8928	\$74.8659	\$89.8392
ASSISTANT TO THE CITY MANAGER/COMMUNICATIONS	690	\$59.8928	\$74.8659	\$89.8392
ASSOCIATE HR ANALYST	659	\$43.9959	\$54.9948	\$65.9938
BLDG OFFICIAL/BLDG DIVISION MANAGER	685	\$56.9860	\$71.2324	\$85.4789
BOX OFFICE SUPERVISOR	642	\$37.1490	\$46.4362	\$55.7235
BUDGET OFFICER	683	\$55.8630	\$69.8287	\$83.7945
BUILDING INSPECTION SUPV	660	\$44.4359	\$55.5449	\$66.6539
BUILDING SERVICES DIVISION MANAGER	686	\$57.5558	\$71.9447	\$86.3337
CABLE OPERATIONS SUPERVISOR	641	\$36.7813	\$45.9765	\$55.1719
CHIEF ASSISTANT CITY ATTORNEY	729	\$88.2892	\$110.3614	\$132.4337
CIRCULATION SERVICES SUPV	638	\$35.6996	\$44.6244	\$53.5493
CITY AUDITOR	678	\$53.1517	\$66.4396	\$79.7276
CODE COMPLIANCE MANAGER	675	\$51.5885	\$64.4856	\$77.3828
CODE COMPLIANCE SUPERVISOR	660	\$44.4359	\$55.5449	\$66.6539
COMMUNITY DEVELOPMENT OPERATIONS MGR	688	\$58.7126	\$73.3907	\$88.0688
CONSTRUCTION INSPECTION SUPV	655	\$42.2792	\$52.8489	\$63.4187
COSCA ADMINISTRATOR	687	\$58.1313	\$72.6641	\$87.1969
DEPUTY CITY ATTORNEY	710	\$73.0804	\$91.3504	\$109.6206
DEPUTY CITY CLERK	665	\$46.7025	\$58.3781	\$70.0538
DEPUTY COMMUNITY DEVELOPMENT DIRECTOR	712	\$74.5494	\$93.1867	\$111.8241
DEPUTY COMMUNITY DEVELOPMENT DIRECTOR/BUILDING SER	712	\$74.5494	\$93.1867	\$111.8241
DEPUTY CULTURAL AFFAIRS DIR	695	\$59.9504	\$74.9379	\$89.9256
DEPUTY COMMUNITY SERVICES DIR	695	\$59.9504	\$74.9379	\$89.9256
DEPUTY FINANCE DIRECTOR	712	\$74.5494	\$93.1867	\$111.8241
DEPUTY HR DIRECTOR	691	\$60.4917	\$75.6145	\$90.7375
DEPUTY LIBRARY SERV DIRECTOR	695	\$59.9504	\$74.9379	\$89.9256
DEPUTY PUBLIC WORKS DIR/CITY ENGINEER	723	\$83.1723	\$103.9654	\$124.7585

DEPUTY PUBLIC WORKS DIR/OPERATIONS	714	\$76.0479	\$95.0598	\$114.0718
ECONOMIC DEVELOPMENT MANAGER	707	\$70.9311	\$88.6638	\$106.3966
EMERGENCY PROGRAM ADMINISTRATOR	671	\$49.5756	\$61.9694	\$74.3633
ENGINEERING DIVISION MANAGER	703	\$68.1634	\$85.2042	\$102.2451
EXECUTIVE ASSISTANT	641	\$36.7813	\$45.9765	\$55.1719
FACILITIES MANAGER	693	\$61.7076	\$77.1344	\$92.5613
FACILITIES MTN SUPERVISOR	649	\$39.8289	\$49.7861	\$59.7434
FLEET SERVICES SUPERVISOR	653	\$41.4461	\$51.8076	\$62.1692
GUEST SERVICES MANAGER	671	\$49.5756	\$61.9694	\$74.3633
HOUSE SUPERVISOR	642	\$37.1490	\$46.4362	\$55.7235
INFO TECHNOLOGY MANAGER	702	\$67.4886	\$84.3607	\$101.2328
INFO TECHNOLOGY SUPERVISOR	687	\$58.1313	\$72.6641	\$87.1969
LABORATORY SUPERVISOR	669	\$48.5987	\$60.7484	\$72.8981
LANDSCAPE MTN SUPERVISOR	651	\$40.6295	\$50.7868	\$60.9442
LEARNING AND DEVELOPMENT MANAGER	683	\$55.8630	\$69.8287	\$83.7945
LEGAL OFFICE ASSISTANT	641	\$36.7813	\$45.9765	\$55.1719
LEGISLATIVE AFFAIRS/INTERGOVT MANAGER	671	\$49.5756	\$61.9694	\$74.3633
LIBRARY DIVISION MANAGER	673	\$50.5721	\$63.2151	\$75.8581
LIBRARY SERVICES SUPV	653	\$41.4461	\$51.8076	\$62.1692
OFFICE SUPERVISOR	636	\$34.9961	\$43.7451	\$52.4942
PLAN CHECK SUPERVISOR	683	\$55.8630	\$69.8287	\$83.7945
PLANNING DIVISION MANAGER	693	\$61.7076	\$77.1344	\$92.5613
PUBLIC WORKS SUPERINTENDENT	694	\$62.3246	\$77.9057	\$93.4869
PURCHASING SUPERVISOR	667	\$47.6412	\$59.5515	\$71.4618
RECORDS MGMT SUPERVISOR	642	\$37.1490	\$46.4362	\$55.7235
REVENUE OPERATIONS MANAGER	683	\$55.8630	\$69.8287	\$83.7945
REVENUE OPERATIONS SUPERVISOR	656	\$42.7019	\$53.3773	\$64.0528
SR HUMAN RESOURCES ANALYST	669	\$48.5987	\$60.7484	\$72.8981
SR LEGAL ASSISTANT	660	\$44.4359	\$55.5449	\$66.6539
STREET MAINTENANCE SUPERVISOR	651	\$40.6295	\$50.7868	\$60.9442
SUPPORT SERVICES SUPERVISOR	648	\$39.4346	\$49.2932	\$59.1519
SUSTAINABILITY DIVISION MANAGER	690	\$59.8928	\$74.8659	\$89.8392
THEATRES GENERAL MANAGER	671	\$49.5756	\$61.9694	\$74.3633
THEATRES TECHNICAL SUPERVISOR	642	\$37.1490	\$46.4362	\$55.7235
TRANSIT PROGRAM MANAGER	671	\$49.5756	\$61.9694	\$74.3633
UTILITIES MTN SUPERVISOR	668	\$48.1176	\$60.1469	\$72.1764
UTILITIES SUPERINTENDENT	705	\$69.5335	\$86.9168	\$104.3002
WATER QUALITY SUPERVISOR	669	\$48.5987	\$60.7484	\$72.8981
WWTP MAINTENANCE SUPERVISOR	663	\$45.7823	\$57.2278	\$68.6734
WWTP OPERATIONS & MAINT MANAGER	667	\$47.6412	\$59.5515	\$71.4618
WWTP OPERATIONS SUPERVISOR	663	\$45.7823	\$57.2278	\$68.6734
WWTP SUPERINTENDENT	692	\$61.0966	\$76.3707	\$91.6449

**TRAINEES:** Upon recommendation of the Department Head, and with prior approval of the Human Resources Director, persons may be appointed in a trainee capacity, either on a permanent or temporary basis, to any position classification included in this resolution. Trainees will be compensated in a salary range equivalent to ten (10) to twenty (20) percent lower than authorized herein at the determination of the Human Resources Director.