

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF  
THOUSAND OAKS ESTABLISHING NEW SALARY  
SCHEDULE FOR PROFESSIONAL EMPLOYEES  
(THOUSAND OAKS MANAGEMENT ASSOCIATION –  
TOMA), AND RESCINDING RESOLUTION NO. 2023-037

WHEREAS, Thousand Oaks Management Association (TOMA) salaries were previously established by Resolution No. 2023-037; 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. 2023-037 as to TOMA members.

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.
2. Adds new classification “Utilities Scada Analyst II”, range 538

SECTION 3. 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:

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Al Adam, Mayor  
City of Thousand Oaks, California

ATTEST/CERTIFY:

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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 PROFESSIONAL EMPLOYEES**

Effective July 6, 2024

Classification Title		Low Hourly Salary	Midpoint Hourly Salary	High Hourly Salary
ACCOUNTANT	496	\$40.1676	\$50.2094	\$60.2514
ASSISTANT ANALYST	487	\$38.4045	\$48.0055	\$57.6067
ASSISTANT HR ANALYST	487	\$38.4045	\$48.0055	\$57.6067
ASSISTANT PLANNER	490	\$38.9835	\$48.7293	\$58.4752
ASSISTANT TRANSIT PLANNER	487	\$38.4045	\$48.0055	\$57.6067
ASSOCIATE ANALYST	507	\$42.4328	\$53.0409	\$63.6491
ASSOCIATE ENGINEER	553	\$53.3749	\$66.7186	\$80.0624
ASSOCIATE PLANNER	525	\$46.4182	\$58.0228	\$69.6275
ASSOCIATE TRANSIT PLANNER	507	\$42.4328	\$53.0409	\$63.6491
COMMUNICATIONS & MARKETING ANALYST	487	\$38.4045	\$48.0055	\$57.6067
COMMUNICATIONS & MARKETING ASSOCIATE	507	\$42.4328	\$53.0409	\$63.6491
COMMUNITY DEVELOPMENT ANALYST	507	\$42.4328	\$53.0409	\$63.6491
COMMUNITY SERVICES ANALYST	507	\$42.4328	\$53.0409	\$63.6491
CONSTRUCTION PROJECT COORD	563	\$56.1044	\$70.1304	\$84.1566
DEBT & INVESTMENT ANALYST	542	\$50.5255	\$63.1568	\$75.7882
DIGITAL SERVICES LIBRARIAN	487	\$38.4045	\$48.0055	\$57.6067
ECONOMIC DEVELOPMENT ANALYST	507	\$42.4328	\$53.0409	\$63.6491
ENGINEERING ASSISTANT	513	\$43.7218	\$54.6522	\$65.5827
ENGINEERING ASSOCIATE	533	\$48.3078	\$60.3847	\$72.4617
ENVIRONMENTAL PROG COORD	522	\$45.7290	\$57.1612	\$68.5934
FINANCIAL ANALYST	520	\$45.2751	\$56.5938	\$67.9125
GEOGRAPHIC INFORM SYST (GIS) ANALYST	518	\$44.8258	\$56.0322	\$67.2387
GEOGRAPHIC INFORM SYST (GIS) SPECIALIST	499	\$40.7731	\$50.9662	\$61.1595
HEALTH & SAFETY ANALYST	507	\$42.4328	\$53.0409	\$63.6491
HOUSING COORDINATOR	485	\$38.0233	\$47.5291	\$57.0350
INFO TECHNOLOGY ANALYST I	518	\$44.8258	\$56.0322	\$67.2387
INFO TECHNOLOGY ANALYST II	538	\$49.5276	\$61.9095	\$74.2914
INFO TECHNOLOGY ANALYST III	562	\$55.8253	\$69.7816	\$83.7380

INTERNAL AUDITOR	542	\$50.5255	\$63.1568	\$75.7882
LAND SURVEYOR ASSISTANT	497	\$40.3685	\$50.4606	\$60.5527
LIBRARIAN	467	\$34.7576	\$43.4469	\$52.1364
LIBRARIAN II	487	\$38.4045	\$48.0055	\$57.6067
NEIGHBORHOOD & SOCIAL SERVICES LIAISON	522	\$45.7290	\$57.1612	\$68.5934
PLAN CHECK ASSISTANT	495	\$39.9678	\$49.9597	\$59.9517
PLAN CHECK ASSOCIATE	525	\$46.4182	\$58.0228	\$69.6275
SR ACCOUNTANT	532	\$48.0675	\$60.0842	\$72.1011
SR ANALYST	522	\$45.7290	\$57.1612	\$68.5934
SR ENGINEER	573	\$58.9737	\$73.7170	\$88.4605
SR FINANCIAL ANALYST	535	\$48.7921	\$60.9900	\$73.1880
SR INFO TECHNOLOGY ANALYST	572	\$58.6804	\$73.3504	\$88.0205
SR PLANNER	545	\$51.2871	\$64.1087	\$76.9306
SR TRANSIT PLANNER	522	\$45.7290	\$57.1612	\$68.5934
SURVEYOR	553	\$53.3749	\$66.7186	\$80.0624
SUSTAINABILITY ANALYST	507	\$42.4328	\$53.0409	\$63.6491
TRANSPORTATION PLANNER	525	\$46.4182	\$58.0228	\$69.6275
TREASURY ASSISTANT	496	\$40.1676	\$50.2094	\$60.2514
UTILITIES SCADA ANALYST II	538	\$49.5276	\$61.9095	\$74.2914

**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.

<sup>1)</sup>

Upon recommendation of the Department Head, and with prior approval of the Human Resources Director, persons hired in an hourly capacity, when assigned lead duties, may earn another \$1.00 - \$2.00/hour for hours worked.