

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. 2022-034

WHEREAS, Thousand Oaks Management Association (TOMA) salaries were previously established by Resolution No. 2022-034; 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. 2022-034 as to TOMA members.

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

1. Range adjustments of 5.0 percent for all classifications in this unit at the 100 percent comparatio midpoint effective July 8, 2023.
2. Adds new classification “Community Services Analyst”, range 507

SECTION 3. The provisions of this Resolution shall become operative and in full force from and after July 8, 2023

PASSED AND ADOPTED this 20<sup>th</sup> day of June, 2023, by the following vote:

Ayes:  
Noes:  
Absent:

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Kevin P. McNamee, 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 8, 2023

| <b>Classification Title</b>             | <b>Range</b> | <b>Low Hourly Salary</b> | <b>Midpoint Hourly Salary</b> | <b>High Hourly Salary</b> |
|---|--------------|--------------------------|-------------------------------|---------------------------|
| ACCOUNTANT                              | 496          | \$38.2549                | \$47.8185                     | \$57.3823                 |
| ASSISTANT ANALYST                       | 487          | \$36.5757                | \$45.7196                     | \$54.8635                 |
| ASSISTANT HR ANALYST                    | 487          | \$36.5757                | \$45.7196                     | \$54.8635                 |
| ASSISTANT PLANNER                       | 490          | \$37.1271                | \$46.4088                     | \$55.6907                 |
| ASSISTANT TRANSIT PLANNER               | 487          | \$36.5757                | \$45.7196                     | \$54.8635                 |
| ASSOCIATE ANALYST                       | 507          | \$40.4121                | \$50.5151                     | \$60.6182                 |
| ASSOCIATE ENGINEER                      | 553          | \$50.8333                | \$63.5415                     | \$76.2499                 |
| ASSOCIATE PLANNER                       | 525          | \$44.2078                | \$55.2599                     | \$66.3119                 |
| ASSOCIATE TRANSIT PLANNER               | 507          | \$40.4121                | \$50.5151                     | \$60.6182                 |
| COMMUNICATIONS & MARKETING ANALYST      | 487          | \$36.5757                | \$45.7196                     | \$54.8635                 |
| COMMUNICATIONS & MARKETING ASSOCIATE    | 507          | \$40.4121                | \$50.5151                     | \$60.6182                 |
| COMMUNITY DEVELOPMENT ANALYST           | 507          | \$40.4121                | \$50.5151                     | \$60.6182                 |
| COMMUNITY SERVICES ANALYST              | 507          | \$40.4121                | \$50.5151                     | \$60.6182                 |
| CONSTRUCTION PROJECT COORD              | 563          | \$53.4328                | \$66.7909                     | \$80.1491                 |
| DEBT & INVESTMENT ANALYST               | 542          | \$48.1195                | \$60.1493                     | \$72.1793                 |
| DIGITAL SERVICES LIBRARIAN              | 487          | \$36.5757                | \$45.7196                     | \$54.8635                 |
| ECONOMIC DEVELOPMENT ANALYST            | 507          | \$40.4121                | \$50.5151                     | \$60.6182                 |
| ENGINEERING ASSISTANT                   | 513          | \$41.6398                | \$52.0497                     | \$62.4597                 |
| ENGINEERING ASSOCIATE                   | 533          | \$46.0074                | \$57.5092                     | \$69.0111                 |
| ENVIRONMENTAL PROG COORD                | 522          | \$43.5514                | \$54.4392                     | \$65.3270                 |
| FINANCIAL ANALYST                       | 520          | \$43.1191                | \$53.8988                     | \$64.6786                 |
| GEOGRAPHIC INFORM SYST (GIS) ANALYST    | 518          | \$42.6912                | \$53.3640                     | \$64.0368                 |
| GEOGRAPHIC INFORM SYST (GIS) SPECIALIST | 499          | \$38.8316                | \$48.5393                     | \$58.2472                 |
| HEALTH & SAFETY ANALYST                 | 507          | \$40.4121                | \$50.5151                     | \$60.6182                 |
| HOUSING COORDINATOR                     | 485          | \$36.2127                | \$45.2658                     | \$54.3190                 |
| INFO TECHNOLOGY ANALYST I               | 518          | \$42.6912                | \$53.3640                     | \$64.0368                 |
| INFO TECHNOLOGY ANALYST II              | 538          | \$47.1692                | \$58.9614                     | \$70.7537                 |
| INFO TECHNOLOGY ANALYST III             | 562          | \$53.1670                | \$66.4587                     | \$79.7504                 |
| INTERNAL AUDITOR                        | 542          | \$48.1195                | \$60.1493                     | \$72.1793                 |
| LAND SURVEYOR ASSISTANT                 | 497          | \$38.4462                | \$48.0577                     | \$57.6693                 |
| LIBRARIAN                               | 467          | \$33.1025                | \$41.3781                     | \$49.6538                 |
| LIBRARIAN II                            | 487          | \$36.5757                | \$45.7196                     | \$54.8635                 |
| NEIGHBORHOOD & SOCIAL SERVICES LIAISON  | 522          | \$43.5514                | \$54.4392                     | \$65.3270                 |
| PLAN CHECK ASSISTANT                    | 495          | \$38.0646                | \$47.5807                     | \$57.0969                 |
| PLAN CHECK ASSOCIATE                    | 525          | \$44.2078                | \$55.2599                     | \$66.3119                 |
| SR ACCOUNTANT                           | 532          | \$45.7786                | \$57.2230                     | \$68.6678                 |
| SR ANALYST                              | 522          | \$43.5514                | \$54.4392                     | \$65.3270                 |
| SR ENGINEER                             | 573          | \$56.1654                | \$70.2067                     | \$84.2481                 |
| SR FINANCIAL ANALYST                    | 535          | \$46.4686                | \$58.0857                     | \$69.7028                 |
| SR INFO TECHNOLOGY ANALYST              | 572          | \$55.8861                | \$69.8575                     | \$83.8291                 |
| SR PLANNER                              | 545          | \$48.8449                | \$61.0559                     | \$73.2672                 |
| SR TRANSIT PLANNER                      | 522          | \$43.5514                | \$54.4392                     | \$65.3270                 |
| SURVEYOR                                | 553          | \$50.8333                | \$63.5415                     | \$76.2499                 |
| SUSTAINABILITY ANALYST                  | 507          | \$40.4121                | \$50.5151                     | \$60.6182                 |
| TRANSPORTATION PLANNER                  | 525          | \$44.2078                | \$55.2599                     | \$66.3119                 |
| TREASURY ASSISTANT                      | 496          | \$38.2549                | \$47.8185                     | \$57.3823                 |

**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.