

**CITY OF OJAI
CITY COUNCIL RESOLUTION NO. 22-29
A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
OJAI AMENDING THE SALARY SCHEDULE FOR EMPLOYEES**

WHEREAS, it is necessary to update the City’s salary schedule.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Ojai that:

SECTION 1. The City Council hereby approves establishment of a minimum and maximum salary range for each position as included in Exhibit A, effective May 30, 2022.

SECTION 2. The City Manager is authorized to set the annual salary for each employee within the ranges established in Section 1 of this resolution.

SECTION 3. The City Manager is authorized to take the necessary steps to enact an additional 1% “pick-up” of employee contributions for “Classic” (pre-PEPRA) employees. Classic employees’ contribution will increase from 4% to 5% of the employee contribution, effective May 30, 2022.

PASSED, APPROVED AND ADOPTED on this 24th day of May, 2022 by the following vote:

- AYES:** Blatz, Francina, Haney, Stix, Weirick
- NOES:** None
- ABSENT:** None
- ABSTAIN:** None

CITY OF OJAI, CALIFORNIA

Betsy Stix
Betsy Stix, Mayor

May 24, 2022
Date signed

ATTEST:

Gail Davis
Gail Davis, Deputy City Clerk

APPROVED AS TO FORM:

Matthew T. Summers
Matthew Summers, City Attorney

Submitted to City Council on May 24, 2022 - Reflects 5% increase for Full-Time and Part-Time Employees, and includes a proposed wage increase for Trolley Drivers, Back-up Supervisor, and Trolley Facilities Cleaner positions.

ELECTED OFFICIALS		Monthly
Mayor & Councilmembers		760.00
Clerk		350.00
Treasurer		350.00

DIRECTORS & MANAGEMENT GROUP (Placement within the range is determined by performance evaluation)			
40 Hours per week			
		Salary Range	
		Minimum	Maximum
City Manager *	Hourly	80.82	87.28
	Semi-monthly	6,465.23	6,982.45
	Monthly	14,008.00	15,128.64
	Annual	168,096.00	181,543.68
Assistant City Manager *	Hourly	66.26	80.54
	Semi-monthly	5,301.14	6,443.57
	Monthly	11,485.81	13,961.06
	Annual	137,829.71	167,532.76
Finance Director *	Hourly	66.26	80.54
	Semi-monthly	5,301.14	6,443.57
	Monthly	11,485.81	13,961.06
	Annual	137,829.71	167,532.76
Community Development Director *	Hourly	66.26	80.54
	Semi-monthly	5,301.14	6,443.57
	Monthly	11,485.81	13,961.06
	Annual	137,829.71	167,532.76
Public Works Director *	Hourly	66.26	80.54
	Semi-monthly	5,301.14	6,443.57
	Monthly	11,485.81	13,961.06
	Annual	137,829.71	167,532.76
Records Manager *	Hourly	40.31	49.00
	Semi-monthly	3,225.00	3,920.08
	Monthly	6,987.49	8,493.51
	Annual	83,849.88	101,922.15
Recreation Manager *	Hourly	45.82	55.70
	Semi-monthly	3,665.43	4,455.76
	Monthly	7,941.76	9,654.15
	Annual	95,301.11	115,849.83

Range Number	Recommended Title	Pay Period	Step					
			Step A	Step B	Step C	Step D	Step E	Step F
PERMANENT FULL-TIME POSITIONS								
20F	Currently not used	Hourly	19.21	20.18	21.18	22.23	23.36	-
		Semi-monthly	1,537.10	1,614.21	1,694.75	1,778.72	1,868.68	-
		Monthly	3,330.38	3,497.46	3,671.96	3,853.89	4,048.81	-
		Annual	39,964.58	41,969.49	44,063.51	46,246.64	48,585.70	-
21F	Currently not used	Hourly	20.30	21.31	22.38	22.80	23.94	-
		Semi-monthly	1,623.64	1,705.03	1,790.71	1,824.13	1,914.95	-
		Monthly	3,517.88	3,694.24	3,879.88	3,952.28	4,149.05	-
		Annual	42,214.54	44,330.83	46,558.51	47,427.31	49,788.65	-
22F	Office Specialist I	Hourly	20.19	21.20	22.26	23.37	24.54	-
		Semi-monthly	1,615.07	1,695.61	1,780.43	1,869.54	1,962.93	-
		Monthly	3,499.31	3,673.82	3,857.60	4,050.66	4,253.01	-
		Annual	41,991.77	44,085.79	46,291.19	48,607.98	51,036.15	-
23F	Currently not used	Hourly	20.69	21.73	22.81	23.95	25.15	-
		Semi-monthly	1,655.34	1,738.45	1,824.98	1,915.80	2,011.77	-
		Monthly	3,586.56	3,766.64	3,954.13	4,150.91	4,358.83	-
		Annual	43,038.78	45,199.63	47,449.58	49,810.92	52,305.93	-
24F	Currently not used	Hourly	21.21	22.27	23.38	24.55	25.78	-
		Semi-monthly	1,696.46	1,781.29	1,870.39	1,963.79	2,062.32	-
		Monthly	3,675.67	3,859.46	4,052.52	4,254.87	4,468.35	-
		Annual	44,108.06	46,313.47	48,630.25	51,058.43	53,620.26	-

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Range Number	Recommended Title	Pay						
		Period	Step A	Step B	Step C	Step D	Step E	Step F
25F	Recreation Specialist II - 40 Hr.	Hourly	21.74	22.82	23.97	25.17	26.42	-
		Semi-monthly	1,739.30	1,825.84	1,917.52	2,013.48	2,113.73	-
		Monthly	3,768.49	3,955.99	4,154.62	4,362.54	4,579.74	-
		Annual	45,221.90	47,471.86	49,855.48	52,350.48	54,956.87	-
26F	Office Specialist II	Hourly	22.29	23.40	24.57	25.80	27.09	-
		Semi-monthly	1,783.00	1,872.11	1,965.50	2,064.03	2,166.85	-
		Monthly	3,863.17	4,056.23	4,258.58	4,472.07	4,694.84	-
		Annual	46,358.02	48,674.81	51,102.98	53,664.81	56,338.03	-
27F	Maintenance Worker I	Hourly	22.83	23.98	25.18	26.44	27.76	-
		Semi-monthly	1,826.70	1,918.38	2,014.34	2,115.44	2,220.83	-
		Monthly	3,957.84	4,156.48	4,364.40	4,583.45	4,811.79	-
		Annual	47,494.14	49,877.76	52,372.76	55,001.42	57,741.47	-
28F	Currently not used	Hourly	23.41	24.58	25.81	27.10	28.46	-
		Semi-monthly	1,872.96	1,966.36	2,064.89	2,167.70	2,276.52	-
		Monthly	4,058.09	4,260.44	4,473.92	4,696.69	4,932.45	-
		Annual	48,697.08	51,125.26	53,687.09	56,360.30	59,189.46	-
29F	Currently not used	Hourly	23.99	25.19	26.45	27.77	29.16	-
		Semi-monthly	1,919.23	2,015.19	2,116.30	2,221.68	2,333.07	-
		Monthly	4,158.34	4,366.25	4,585.31	4,813.65	5,054.98	-
		Annual	49,900.03	52,395.03	55,023.70	57,763.74	60,659.73	-
30F	Accounting Specialist I	Hourly	24.58	25.81	27.11	28.47	29.89	-
		Semi-monthly	1,966.36	2,064.89	2,168.56	2,277.37	2,391.33	-
		Monthly	4,260.44	4,473.92	4,698.55	4,934.31	5,181.21	-
		Annual	51,125.26	53,687.09	56,382.58	59,211.73	62,174.55	-
31F	Maintenance Worker II	Hourly	25.20	26.46	27.79	29.18	30.64	-
		Semi-monthly	2,016.05	2,117.15	2,223.40	2,334.78	2,451.30	-
		Monthly	4,368.11	4,587.16	4,817.36	5,058.69	5,311.16	-
		Annual	52,417.31	55,045.97	57,808.30	60,704.28	63,733.92	-
32F	Currently not used	Hourly	25.83	27.13	28.49	29.91	31.41	-
		Semi-monthly	2,066.60	2,170.27	2,279.09	2,393.04	2,512.99	-
		Monthly	4,477.64	4,702.26	4,938.02	5,184.93	5,444.82	-
		Annual	53,731.64	56,427.13	59,256.29	62,219.10	65,337.85	-
33F	Administrative Assistant I Administrative Secretary	Hourly	26.49	27.81	29.21	30.66	32.19	-
		Semi-monthly	2,118.87	2,225.11	2,336.49	2,453.02	2,575.54	-
		Monthly	4,590.88	4,821.07	5,062.40	5,314.87	5,580.34	-
		Annual	55,090.53	57,852.85	60,748.83	63,778.48	66,964.06	-
34F	Accounting Specialist II	Hourly	27.14	28.50	29.92	31.42	33.00	-
		Semi-monthly	2,171.13	2,279.94	2,393.90	2,513.85	2,639.80	-
		Monthly	4,704.12	4,939.88	5,186.78	5,446.68	5,719.57	-
		Annual	56,449.41	59,278.56	62,241.38	65,360.13	68,634.82	-
35F	Planning & Building Technician Dispatcher/Admin Secretary Senior Maintenance Worker	Hourly	27.84	29.23	30.68	32.22	33.82	-
		Semi-monthly	2,226.82	2,338.21	2,454.73	2,577.25	2,705.77	-
		Monthly	4,824.78	5,066.12	5,318.59	5,584.05	5,862.51	-
		Annual	57,897.40	60,793.39	63,823.03	67,008.61	70,350.13	-
36F	Currently not used	Hourly	28.52	29.95	31.44	33.02	34.67	-
		Semi-monthly	2,281.66	2,395.61	2,515.56	2,641.51	2,773.46	-
		Monthly	4,943.59	5,190.49	5,450.39	5,723.28	6,009.17	-
		Annual	59,323.12	62,285.93	65,404.68	68,679.37	72,110.00	-
37F	Events and Public Information Coordinator * Administrative Assistant II Recreation Coordinator Trolley Coordinator	Hourly	29.24	30.71	32.24	33.84	35.54	-
		Semi-monthly	2,339.06	2,456.45	2,578.97	2,707.49	2,842.86	-
		Monthly	5,067.97	5,322.30	5,587.76	5,866.22	6,159.54	-
		Annual	60,815.66	63,867.59	67,053.17	70,394.69	73,914.42	-
38F	Senior Accounting Specialist	Hourly	29.97	31.47	33.04	34.69	36.42	-
		Semi-monthly	2,397.33	2,517.28	2,643.23	2,775.18	2,913.98	-
		Monthly	5,194.21	5,454.10	5,726.99	6,012.88	6,313.62	-
		Annual	62,330.49	65,449.24	68,723.93	72,154.56	75,763.40	-

Range Number	Recommended Title	Pay Period	Pay Period					
			Step A	Step B	Step C	Step D	Step E	Step F
39F	Currently not used	Hourly	30.72	32.25	33.87	35.56	37.34	-
		Semi-monthly	2,457.30	2,579.82	2,709.20	2,844.58	2,986.80	-
		Monthly	5,324.16	5,589.62	5,869.94	6,163.25	6,471.41	-
		Annual	63,889.86	67,075.44	70,439.24	73,958.98	77,656.92	-
40F	Currently not used	Hourly	31.49	33.06	34.71	36.45	38.27	-
		Semi-monthly	2,518.99	2,644.94	2,776.89	2,915.69	3,061.35	-
		Monthly	5,457.82	5,730.71	6,016.59	6,317.33	6,632.92	-
		Annual	65,493.79	68,768.48	72,199.11	75,807.95	79,595.01	-
41F	Senior Planning/Building Tech Administrative Analyst I Senior Accounting Specialist *	Hourly	32.27	33.89	35.58	37.36	39.22	-
		Semi-monthly	2,581.54	2,710.92	2,846.29	2,988.52	3,137.60	-
		Monthly	5,593.33	5,873.65	6,166.96	6,475.12	6,798.14	-
		Annual	67,120.00	70,483.80	74,003.53	77,701.48	81,577.64	-
42F	Senior Mechanic	Hourly	33.08	34.73	36.47	38.29	40.21	-
		Semi-monthly	2,646.66	2,778.60	2,917.40	3,063.06	3,216.43	-
		Monthly	5,734.42	6,020.31	6,321.04	6,636.63	6,968.93	-
		Annual	68,813.04	72,243.66	75,852.50	79,639.56	83,627.11	-
43F	Transit Operations Supervisor	Hourly	33.91	35.60	37.38	39.25	41.21	-
		Semi-monthly	2,712.63	2,848.00	2,990.23	3,140.17	3,296.97	-
		Monthly	5,877.36	6,170.67	6,478.84	6,803.71	7,143.43	-
		Annual	70,528.35	74,048.08	77,746.03	81,644.47	85,721.13	-
44F	Public Works Inspector *	Hourly	34.75	36.49	38.31	40.23	42.24	-
		Semi-monthly	2,780.32	2,919.12	3,064.77	3,218.14	3,379.22	-
		Monthly	6,024.02	6,324.75	6,640.34	6,972.64	7,321.64	-
		Annual	72,288.22	75,897.06	79,684.11	83,671.66	87,859.70	-
45F	Administrative Analyst II	Hourly	35.62	37.40	39.27	41.23	43.30	-
		Semi-monthly	2,849.72	2,991.95	3,141.89	3,298.68	3,464.04	-
		Monthly	6,174.39	6,482.55	6,807.42	7,147.14	7,505.43	-
		Annual	74,092.64	77,790.59	81,689.03	85,765.68	90,065.10	-
46F	Accounting Supervisor* Confidential Management Analyst	Hourly	36.52	38.34	40.26	42.27	44.38	-
		Semi-monthly	2,921.69	3,067.34	3,220.71	3,381.79	3,550.58	-
		Monthly	6,330.32	6,645.91	6,978.21	7,327.21	7,692.92	-
		Annual	75,963.89	79,750.94	83,738.49	87,926.53	92,315.06	-
47F	Technical Support Specialist *	Hourly	37.43	39.31	41.27	43.33	45.50	-
		Semi-monthly	2,994.52	3,144.46	3,301.25	3,466.61	3,639.69	-
		Monthly	6,488.12	6,812.99	7,152.71	7,510.99	7,885.99	-
		Annual	77,857.42	81,755.86	85,832.51	90,131.93	94,631.85	-
48 F	Associate Planner Public Works Supervisor * Recreation Supervisor	Hourly	38.37	40.29	42.30	44.41	46.63	-
		Semi-monthly	3,069.91	3,223.28	3,384.36	3,553.15	3,730.51	-
		Monthly	6,651.48	6,983.78	7,332.78	7,698.49	8,082.77	-
		Annual	79,817.77	83,805.32	87,993.36	92,381.89	96,993.19	-
49F	Currently not used	Hourly	39.32	41.29	43.35	45.52	47.80	-
		Semi-monthly	3,145.31	3,302.96	3,468.33	3,641.40	3,823.90	-
		Monthly	6,814.84	7,156.42	7,514.71	7,889.70	8,285.11	-
		Annual	81,778.13	85,877.06	90,176.49	94,676.40	99,421.36	-
50F	Currently not used	Hourly	40.31	42.33	44.45	46.66	49.00	-
		Semi-monthly	3,225.00	3,386.07	3,555.72	3,733.08	3,919.86	-
		Monthly	6,987.49	7,336.49	7,704.06	8,088.33	8,493.03	-
		Annual	83,849.88	88,037.91	92,448.72	97,060.02	101,916.36	-
51F	Currently not used	Hourly	41.31	43.38	45.55	47.83	50.22	-
		Semi-monthly	3,304.68	3,470.04	3,643.97	3,826.47	4,017.54	-
		Monthly	7,160.13	7,518.42	7,895.27	8,290.68	8,704.66	-
		Annual	85,921.62	90,221.04	94,743.23	99,488.19	104,455.92	-

* Exempt position

Range Number	Recommended Title	Pay Period	Pay Period					
			Step A	Step B	Step C	Step D	Step E	Step F
PART-TIME POSITIONS (Maximum 990 Hours Per Year)								
NON-RECREATION PART-TIME HOURLY POSITIONS								
10	Trolley Facilities Clnr	Hourly	N/A	16.57	17.40	18.27	19.18	-
		Semi-monthly	N/A	630.93	662.54	695.67	730.32	-
		Monthly	N/A	1,367.03	1,435.50	1,507.28	1,582.35	-
		Annual	N/A	16,404.30	17,226.00	18,087.30	18,988.20	-
18T	Video Technician	Hourly	18.10	19.00	19.95	20.95	22.00	-
		Semi-monthly	689.19	723.44	759.74	797.66	837.63	-
		Monthly	1,493.24	1,567.46	1,646.10	1,728.27	1,814.86	-
		Annual	17,918.90	18,809.54	19,753.20	20,739.27	21,778.36	-
19	Trolley Driver	Hourly	21.75	22.84	23.98	25.18	26.44	-
		Semi-monthly	828.17	869.68	913.08	958.78	1,006.75	-
		Monthly	1,794.38	1,884.30	1,978.35	2,077.35	2,181.30	-
		Annual	21,532.50	22,611.60	23,740.20	24,928.20	26,175.60	-
24T	Trolley Driver- Alternate Back Up Sup	Hourly	24.28	25.49	26.77	28.11	29.51	-
		Semi-monthly	924.51	970.73	1,019.32	1,070.34	1,123.65	-
		Monthly	2,003.10	2,103.26	2,208.53	2,319.08	2,434.58	-
		Annual	24,037.20	25,239.06	26,502.30	27,828.90	29,214.90	-
48 T	Associate Planner - Part Time	Hourly	37.62	40.29	42.30	44.41	46.63	-
		Semi-monthly	1,432.51	1,534.16	1,610.83	1,691.16	1,775.58	-
		Monthly	3,103.77	3,324.01	3,490.12	3,664.19	3,847.09	-
		Annual	37,245.29	39,888.11	41,881.46	43,970.23	46,165.03	-
RECREATION PART-TIME HOURLY POSITIONS								
05R	Facilities Assistant	Hourly	Pay grade eliminated					
06R	Rec Leader I/Lifeguard I	Hourly	Pay grade eliminated					
07R	Recreation Leader	Hourly	N/A	N/A	15.35	16.12	16.92	-
08R	Lifeguard	Hourly	15.33	16.09	16.89	17.74	18.62	-
16R	Rec Specialist I	Hourly	16.99	17.84	18.74	19.66	20.65	-
21R	Rec Specialist II/Aquatics Specialist	Hourly	18.43	18.79	19.72	20.71	21.75	-
22T	Ojai Day Coordinator	Hourly	20.90	21.93	23.04	24.18	25.39	-
33R	Rec Admin Assistant	Hourly	25.79	27.09	28.44	29.86	31.35	-
90R	Sports Official	Hourly	N/A	15.19	18.62	24.83	31.03	37.24
92R	Class/Camp Instructor	Hourly	N/A	18.62	22.35	26.06	31.03	37.24