

CITY OF OJAI
Salary Schedule
Effective July 7, 2025

ELECTED OFFICIALS	Monthly
Mayor & Council Members	988.00
City Clerk	455.00
Treasurer	455.00

Classification	Salary Range	HOURLY				
		Step A	Step B	Step C	Step D	Step E
* City Manager	Contract	129.81	129.81	129.81	129.81	129.81
EXECUTIVE MANAGEMENT						
* Assistant City Manager	ACM	96.57	101.40	106.47	111.80	117.38
DIRECTORS						
* Community Development Director	DIR	87.79	92.18	96.79	101.63	106.70
* Deputy City Manager	DIR	87.79	92.18	96.79	101.63	106.70
* Finance Director	DIR	87.79	92.18	96.79	101.63	106.70
* Public Works Director	DIR	87.79	92.18	96.79	101.63	106.70
MANAGEMENT EMPLOYEES						
* Accounting Manager	MGMT	56.53	59.36	62.33	65.44	68.71
* Assistant to the City Manager	MGMT	56.53	59.36	62.33	65.44	68.71
* Chief Deputy City Clerk	MGMT	56.53	59.36	62.33	65.44	68.71
* Human Resources/Risk Manager	MGMT	56.53	59.36	62.33	65.44	68.71
* IT Manager	MGMT	56.53	59.36	62.33	65.44	68.71
* Principal Planner	MGMT	56.53	59.36	62.33	65.44	68.71
* Recreation Manager	MGMT	56.53	59.36	62.33	65.44	68.71
GENERAL EMPLOYEES						
Account Clerk	27F	24.57	25.81	27.10	28.46	29.88
Accountant I	43F	36.49	38.31	40.23	42.25	44.35
Accountant II	47F	40.29	42.30	44.41	46.64	48.97
Accounting Specialist I	31F	27.12	28.48	29.91	31.41	32.98
Accounting Specialist II	35F	29.96	31.46	33.02	34.67	36.40
Administrative Analyst I	45F	38.34	40.25	42.27	44.38	46.60
Administrative Analyst II	49F	42.31	44.44	46.66	48.99	51.44
Administrative Assistant I	35F	29.96	31.46	33.02	34.67	36.40
Administrative Assistant II	39F	33.06	34.71	36.45	38.27	40.18
Assistant Planner	45F	38.34	40.25	42.27	44.38	46.60
Associate Planner	49F	42.31	44.44	46.66	48.99	51.44
* Deputy City Clerk	48F	41.30	43.36	45.53	47.80	50.19
* Events & Public Information Officer	53F	46.71	49.04	51.50	54.07	56.78
Homeless Services Coordinator	45F	38.34	40.25	42.27	44.38	46.60
IT Specialist	52F	45.57	47.85	50.24	52.75	55.39
Maintenance Worker I	31F	27.12	28.48	29.91	31.41	32.98
Maintenance Worker II	35F	29.96	31.46	33.02	34.67	36.40
* Management Analyst	53F	46.71	49.04	51.50	54.07	56.78
Office Specialist I	24F	22.82	23.96	25.16	26.42	27.74
Office Specialist II	27F	24.57	25.81	27.10	28.46	29.88
Planning & Building Technician	39F	33.06	34.71	36.45	38.27	40.18
Planning Aide	35F	29.96	31.46	33.02	34.67	36.40
Principal Planning & Building Technician	49F	42.31	44.44	46.66	48.99	51.44
Public Works Inspector/Project Manager	53F	46.71	49.04	51.50	54.07	56.78
Public Works Supervisor	53F	46.71	49.04	51.50	54.07	56.78
Records Technician	27F	24.57	25.81	27.10	28.46	29.88
Recreation Coordinator	40F	33.89	35.58	37.36	39.23	41.18
Recreation Specialist II	27F	24.57	25.81	27.10	28.46	29.88
Recreation Supervisor	49F	42.31	44.44	46.66	48.99	51.44

* Denotes Classification Exempt from the Fair Labor Standards Act (FLSA)

		HOURLY					
Classification	Salary Range	Step A	Step B	Step C	Step D	Step E	
Senior Accounting Specialist	39F	33.06	34.71	36.45	38.27	40.18	
Senior Maintenance Worker	39F	33.06	34.71	36.45	38.27	40.18	
* Senior Planner	53F	46.71	49.04	51.50	54.07	56.78	
Senior Planning & Building Technician	43F	36.49	38.31	40.23	42.25	44.35	
Transit Operations Supervisor	43F	36.49	38.31	40.23	42.25	44.35	
Trolley Coordinator	40F	33.89	35.58	37.36	39.23	41.18	
HOURLY RATED POSITIONS							
Associate Planner	49F	42.31	44.44	46.66	48.99	51.44	
CalPERS Extra-Help Retired Annuitant	OPEN	16.96				123.19	
CalPERS Interim Retired Annuitant	OPEN	16.96				123.19	
Homeless Services Coordinator	45F	38.34	40.25	42.27	44.38	46.60	
Records Technician	26F	23.99	25.19	26.44	27.77	29.15	
Transit Operations Supervisor (Benefited Part-Time)	43F	36.49	38.31	40.23	42.25	44.35	
Trolley Driver	26F	23.99	25.19	26.44	27.77	29.15	
Trolley Driver (Benefited Part-Time)	28F	25.20	26.45	27.78	29.16	30.63	
HOURLY RATED POSITIONS - RECREATION							
Class/Camp Instructor I	19R	20.17	21.19	22.24	23.35	24.52	
Class/Camp Instructor II	36R	33.06	34.71	36.45	38.27	40.18	
Lifeguard	12R	16.96	17.81	18.71	19.64	20.62	
Recreation Administrative Assistant	35R	29.96	31.46	33.03	34.68	36.40	
Recreation Leader	12R	16.96	17.81	18.71	19.64	20.62	
Recreation Specialist I	16R	18.74	19.67	20.65	21.69	22.77	
Recreation Specialist II/Aquatics Specialist	19R	20.17	21.19	22.24	23.35	24.52	
Sports Official I	13R	17.39	18.26	19.17	20.13	21.14	
Sports Official II	36R	33.06	34.71	36.45	38.27	40.18	

SPECIALTY PAY - STAND BY PAY		
Classification	Standby Shift Minimum	Rate of Pay
Trolley Driver	Standby Pay (3 Hour Minimum)	\$2.50 Per Hour
Maintenance Worker I	Standby Pay (3 Hour Minimum)	\$2.50 Per Hour
Maintenance Worker II	Standby Pay (3 Hour Minimum)	\$2.50 Per Hour
Senior Maintenance Worker	Standby Pay (3 Hour Minimum)	\$2.50 Per Hour
Public Works Inspector	Standby Pay (3 Hour Minimum)	\$2.50 Per Hour
Public Works Supervisor	Standby Pay (3 Hour Minimum)	\$2.50 Per Hour

SPECIALTY PAY - PERMANENT PART-TIME (Enrolled in CalPERS) Health Care Contribution (Inclusive of the PEMHCA Minimum)		
Classification	City Maximum Contribution	Taxible Cash-Out Option
Trolley Driver (Permanent Part-Time)	\$400 Per Month	\$150 Per Month
Transit Operations Supervisor (Perm. P/T)	\$400 Per Month	\$150 Per Month

SPECIALTY PAY - TROLLEY DRIVER RETENTION PROGRAM		
Classification	Minimum Hour Threshold	Annual Incentive
Trolley Driver	250 Hours or More (July 1 - May 31)	\$400 One Time Payment
Trolley Driver	500 Hours or More (July 1 - May 31)	\$800 One Time Payment

SPECIALTY PAY - CERTIFICATIONS Effective 04/14/2025	
CERTIFICATION	Rate of Pay
USAG-SAFETY [Safety & Risk Management (U101) / Safe Sport Trained (U110)]	\$50 Per Month
USAG-COACHING [Fund. of Gym. Instr. (U100) / Tough Coaching or Emotional Abuse (U112)]	\$100 Per Month

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