



# TOWN OF APPLE VALLEY

## TOWN COUNCIL STAFF REPORT

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**To:** Honorable Mayor and Town Council **Date:** June 25, 2013

**From:** Nikki Salas, Director of HR/Risk Department **Item No:** 6

**Subject:** A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF APPLE VALLEY AMENDING THE PERSONNEL POLICY AND PROCEDURE MANUAL, SALARY SCHEDULE, AND EMPLOYEE CLASSIFICATION PLAN FOR THE TOWN OF APPLE VALLEY

**T.M. Approval:** \_\_\_\_\_

**Budgeted Item:**  Yes  No  N/A

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### RECOMMENDED ACTION:

That the Town Council adopt the attached Resolution No. 2013-27, A Resolution of the Town Council of The Town of Apple Valley amending the Personnel Policy and Procedure Manual, Salary Schedule, and Employee Classification Plan for the Town of Apple Valley.

### SUMMARY:

With the approval of Resolution No. 2013-22, the Human Resources Department now must update the Personnel Policy and Procedure Manual Section 4.1 Benefit Plan, Salary Schedule, and the Employee Classification Plan to reflect the increases approved by the Town Council. The Employee Benefit Plan contributions are increasing \$35 per month to \$760. Human Resources staff also updated the Town's salary schedule to reflect the 3.5% cost of living increase, and the Employee Classification Plan to reflect the approved classifications and corresponding salary ranges.

### BACKGROUND:

On June 11, 2013, the Town Council for the Town of Apple Valley approved Resolution No. 2013-22 adopting the budget for all funds for Fiscal Year 2013-2014. The budget included a 3.5% cost of living increase and a \$35 increase to the flexible benefit dollars under the Section 125 plan to assist employee in purchase health benefits. The last cost of living increase approved by the Town Council for the Town of Apple Valley for

Town employees took effect on July 1, 2008 and the amendment to the Town's Benefit Plan occurred on March 1, 2009.

**FISCAL IMPACT:**

The annual cost for the benefit increases are \$297,475 for the cost of living increase and \$26,698 for the Section 125 flexible benefit increase. The Finance Department included these increased costs in the upcoming Fiscal Year 2013/2014 budget.

**RESOLUTION NO. 2013 – 27**

**A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF APPLE VALLEY AMENDING THE EMPLOYEE BENEFIT PLAN, SALARY SCHEDULE, AND EMPLOYEE CLASSIFICATION PLAN FOR THE TOWN OF APPLE VALLEY**

**WHEREAS**, the Town Council of the Town of Apple Valley has established employee benefit plan, salary schedule, and classification plan for the Town of Apple Valley employees; and

**WHEREAS**, the Town Council of the Town of Apple Valley wishes to modify the employee benefit plan, salary schedule, and classification plan for the Town of Apple Valley employees; and

NOW, THEREFORE, BE IT RESOLVED THAT:

1. Rule 4, Section 4.1 (2) and (3) shall be amended as provided in Exhibit A.
2. Revised salary schedules are hereby adopted in accordance with Exhibit B.
3. Revised classification plan are hereby adopted in accordance with Exhibit C.
4. Said salary schedules and classification plan shall become effective on July 1, 2013
5. All resolutions, parts of resolutions in conflict herewith are hereby amended to be consistent herewith.

Unless otherwise noted, the effective date of this Resolution shall be July 1, 2013.

**APPROVED** and **ADOPTED** by the Town Council of the Town of Apple Valley, California, this 25<sup>th</sup> day of June 2013.

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Curt Emick, Mayor

ATTEST:

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La Vonda M-Pearson, Town Clerk

## EXHIBIT A

### **RULE 4      EMPLOYEE BENEFITS**

#### **Section 4.1 Benefit Plan**

The Town of Apple Valley shall offer to all regular full-time employees, insurance coverage for health, dental, vision, supplemental life insurance and long term disability. Qualified dependents shall be eligible to participate in health, dental and vision insurance coverage. The amount of money currently available to the employee for this benefit is established by resolution of the Town Council and is subject to the following provision:

1. Employees shall be required to complete all benefit selections within thirty (30) days from their start date.
2. Employees hired before September 1, 2008 are required to participate in the Town's medical insurance program or show proof of insurance by a comparable insurance program. Employees who fail to provide proof of medical coverage shall be required to enroll in a health program provided by the Town. The total maximum benefit allowance for premiums for insurance coverage is **\$760.00** per month. Any portion of the premiums that are not satisfied by the allowance will be matched by the Town dollar for dollar to a maximum of \$340.00 per month. In the event all of the allowance is not applied to the available insurance benefit, the remaining portion of the allowance shall be paid to the employee in cash or at the employee's option may be deposited into the Town's 457 Deferred Compensation Plan for the benefit of the employee. The effective date of the implementation of this benefit modification will be March 1, 2009.
3. Employees hired on or after September 1, 2008 are required to enroll in a Town provided medical, dental and vision plan (changed effective June 22, 2010, Resolution 2010-32). The employee may also elect coverage for their spouse or family in a Town approved plan. The total maximum benefit allowance for premiums for insurance coverage is **\$760.00** per month. Any portion of the premiums that are not satisfied by the allowance will be matched by the Town dollar for dollar to a maximum of \$340.00 per month. The effective date of the implementation of this benefit modification will be March 1, 2009.

[EXHIBIT B ON FOLLOWING PAGE]

Town of Apple Valley  
Grade and Step Plan - 2013/2014

Step Range	1		2		3		4		5		6		7		8	
	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly
10	\$1,619	\$9.34	\$1,659	\$9.57	\$1,701	\$9.81	\$1,743	\$10.06	\$1,787	\$10.31	\$1,832	\$10.57	\$1,878	\$10.83	\$1,924	\$11.08
11	\$1,659	\$9.57	\$1,701	\$9.81	\$1,743	\$10.06	\$1,787	\$10.31	\$1,832	\$10.57	\$1,878	\$10.83	\$1,924	\$11.08	\$1,973	\$11.33
12	\$1,701	\$9.81	\$1,743	\$10.06	\$1,787	\$10.31	\$1,832	\$10.57	\$1,878	\$10.83	\$1,924	\$11.08	\$1,973	\$11.33	\$2,022	\$11.58
13	\$1,743	\$10.06	\$1,787	\$10.31	\$1,832	\$10.57	\$1,878	\$10.83	\$1,924	\$11.08	\$1,973	\$11.33	\$2,022	\$11.58	\$2,072	\$11.83
14	\$1,787	\$10.31	\$1,832	\$10.57	\$1,878	\$10.83	\$1,924	\$11.08	\$1,973	\$11.33	\$2,022	\$11.58	\$2,072	\$11.83	\$2,124	\$12.08
15	\$1,832	\$10.57	\$1,878	\$10.83	\$1,924	\$11.08	\$1,973	\$11.33	\$2,022	\$11.58	\$2,072	\$11.83	\$2,124	\$12.08	\$2,177	\$12.33
16	\$1,878	\$10.83	\$1,924	\$11.08	\$1,973	\$11.33	\$2,022	\$11.58	\$2,072	\$11.83	\$2,124	\$12.08	\$2,177	\$12.33	\$2,232	\$12.58
17	\$1,924	\$11.08	\$1,973	\$11.33	\$2,022	\$11.58	\$2,072	\$11.83	\$2,124	\$12.08	\$2,177	\$12.33	\$2,232	\$12.58	\$2,288	\$12.83
18	\$1,973	\$11.33	\$2,022	\$11.58	\$2,072	\$11.83	\$2,124	\$12.08	\$2,177	\$12.33	\$2,232	\$12.58	\$2,288	\$12.83	\$2,345	\$13.08
19	\$2,022	\$11.58	\$2,072	\$11.83	\$2,124	\$12.08	\$2,177	\$12.33	\$2,232	\$12.58	\$2,288	\$12.83	\$2,345	\$13.08	\$2,403	\$13.33
20	\$2,072	\$11.83	\$2,124	\$12.08	\$2,177	\$12.33	\$2,232	\$12.58	\$2,288	\$12.83	\$2,345	\$13.08	\$2,403	\$13.33	\$2,463	\$13.58
21	\$2,124	\$12.08	\$2,177	\$12.33	\$2,232	\$12.58	\$2,288	\$12.83	\$2,345	\$13.08	\$2,403	\$13.33	\$2,463	\$13.58	\$2,525	\$13.83
22	\$2,177	\$12.33	\$2,232	\$12.58	\$2,288	\$12.83	\$2,345	\$13.08	\$2,403	\$13.33	\$2,463	\$13.58	\$2,525	\$13.83	\$2,588	\$14.08
23	\$2,232	\$12.58	\$2,288	\$12.83	\$2,345	\$13.08	\$2,403	\$13.33	\$2,463	\$13.58	\$2,525	\$13.83	\$2,588	\$14.08	\$2,653	\$14.33
24	\$2,288	\$13.08	\$2,345	\$13.33	\$2,403	\$13.58	\$2,463	\$13.83	\$2,525	\$14.08	\$2,588	\$14.33	\$2,653	\$14.58	\$2,719	\$14.83
25	\$2,345	\$13.33	\$2,403	\$13.58	\$2,463	\$13.83	\$2,525	\$14.08	\$2,588	\$14.33	\$2,653	\$14.58	\$2,719	\$14.83	\$2,787	\$15.08
26	\$2,403	\$13.58	\$2,463	\$13.83	\$2,525	\$14.08	\$2,588	\$14.33	\$2,653	\$14.58	\$2,719	\$14.83	\$2,787	\$15.08	\$2,857	\$15.33
27	\$2,463	\$13.83	\$2,525	\$14.08	\$2,588	\$14.33	\$2,653	\$14.58	\$2,719	\$14.83	\$2,787	\$15.08	\$2,857	\$15.33	\$2,928	\$15.58
28	\$2,525	\$14.08	\$2,588	\$14.33	\$2,653	\$14.58	\$2,719	\$14.83	\$2,787	\$15.08	\$2,857	\$15.33	\$2,928	\$15.58	\$3,002	\$15.83
29	\$2,588	\$14.33	\$2,653	\$14.58	\$2,719	\$14.83	\$2,787	\$15.08	\$2,857	\$15.33	\$2,928	\$15.58	\$3,002	\$15.83	\$3,077	\$16.08
30	\$2,653	\$14.58	\$2,719	\$14.83	\$2,787	\$15.08	\$2,857	\$15.33	\$2,928	\$15.58	\$3,002	\$15.83	\$3,077	\$16.08	\$3,153	\$16.33
31	\$2,719	\$14.83	\$2,787	\$15.08	\$2,857	\$15.33	\$2,928	\$15.58	\$3,002	\$15.83	\$3,077	\$16.08	\$3,153	\$16.33	\$3,232	\$16.58
32	\$2,787	\$15.08	\$2,857	\$15.33	\$2,928	\$15.58	\$3,002	\$15.83	\$3,077	\$16.08	\$3,153	\$16.33	\$3,232	\$16.58	\$3,313	\$16.83
33	\$2,857	\$15.33	\$2,928	\$15.58	\$3,002	\$15.83	\$3,077	\$16.08	\$3,153	\$16.33	\$3,232	\$16.58	\$3,313	\$16.83	\$3,396	\$17.08
34	\$2,928	\$15.58	\$3,002	\$15.83	\$3,077	\$16.08	\$3,153	\$16.33	\$3,232	\$16.58	\$3,313	\$16.83	\$3,396	\$17.08	\$3,481	\$17.33
35	\$3,002	\$15.83	\$3,077	\$16.08	\$3,153	\$16.33	\$3,232	\$16.58	\$3,313	\$16.83	\$3,396	\$17.08	\$3,481	\$17.33	\$3,568	\$17.58
36	\$3,077	\$16.08	\$3,153	\$16.33	\$3,232	\$16.58	\$3,313	\$16.83	\$3,396	\$17.08	\$3,481	\$17.33	\$3,568	\$17.58	\$3,657	\$17.83
37	\$3,153	\$16.33	\$3,232	\$16.58	\$3,313	\$16.83	\$3,396	\$17.08	\$3,481	\$17.33	\$3,568	\$17.58	\$3,657	\$17.83	\$3,748	\$18.08
38	\$3,232	\$16.58	\$3,313	\$16.83	\$3,396	\$17.08	\$3,481	\$17.33	\$3,568	\$17.58	\$3,657	\$17.83	\$3,748	\$18.08	\$3,842	\$18.33
39	\$3,313	\$16.83	\$3,396	\$17.08	\$3,481	\$17.33	\$3,568	\$17.58	\$3,657	\$17.83	\$3,748	\$18.08	\$3,842	\$18.33	\$3,938	\$18.58
40	\$3,396	\$17.08	\$3,481	\$17.33	\$3,568	\$17.58	\$3,657	\$17.83	\$3,748	\$18.08	\$3,842	\$18.33	\$3,938	\$18.58	\$4,037	\$18.83
41	\$3,481	\$17.33	\$3,568	\$17.58	\$3,657	\$17.83	\$3,748	\$18.08	\$3,842	\$18.33	\$3,938	\$18.58	\$4,037	\$18.83	\$4,138	\$19.08
42	\$3,568	\$17.58	\$3,657	\$17.83	\$3,748	\$18.08	\$3,842	\$18.33	\$3,938	\$18.58	\$4,037	\$18.83	\$4,138	\$19.08	\$4,241	\$19.33
43	\$3,657	\$17.83	\$3,748	\$18.08	\$3,842	\$18.33	\$3,938	\$18.58	\$4,037	\$18.83	\$4,138	\$19.08	\$4,241	\$19.33	\$4,347	\$19.58
44	\$3,748	\$18.08	\$3,842	\$18.33	\$3,938	\$18.58	\$4,037	\$18.83	\$4,138	\$19.08	\$4,241	\$19.33	\$4,347	\$19.58	\$4,456	\$19.83
45	\$3,842	\$18.33	\$3,938	\$18.58	\$4,037	\$18.83	\$4,138	\$19.08	\$4,241	\$19.33	\$4,347	\$19.58	\$4,456	\$19.83	\$4,567	\$20.08
46	\$3,938	\$18.58	\$4,037	\$18.83	\$4,138	\$19.08	\$4,241	\$19.33	\$4,347	\$19.58	\$4,456	\$19.83	\$4,567	\$20.08	\$4,681	\$20.33
47	\$4,037	\$18.83	\$4,138	\$19.08	\$4,241	\$19.33	\$4,347	\$19.58	\$4,456	\$19.83	\$4,567	\$20.08	\$4,681	\$20.33	\$4,798	\$20.58
48	\$4,138	\$19.08	\$4,241	\$19.33	\$4,347	\$19.58	\$4,456	\$19.83	\$4,567	\$20.08	\$4,681	\$20.33	\$4,798	\$20.58	\$4,918	\$20.83
49	\$4,241	\$19.33	\$4,347	\$19.58	\$4,456	\$19.83	\$4,567	\$20.08	\$4,681	\$20.33	\$4,798	\$20.58	\$4,918	\$20.83	\$5,041	\$21.08
50	\$4,347	\$19.58	\$4,456	\$19.83	\$4,567	\$20.08	\$4,681	\$20.33	\$4,798	\$20.58	\$4,918	\$20.83	\$5,041	\$21.08	\$5,167	\$21.33

effective : 7/1/2013

**Town of Apple Valley  
Grade and Step Plan - 2013/2014**

Step Range	1		2		3		4		5		6		7		8	
	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly
51	\$4,456	\$25.71	\$4,567	\$26.35	\$4,681	\$27.01	\$4,798	\$27.68	\$4,918	\$28.38	\$5,041	\$29.09	\$5,167	\$29.81	\$5,297	\$30.56
52	\$4,567	\$26.35	\$4,681	\$27.01	\$4,798	\$27.68	\$4,918	\$28.38	\$5,041	\$29.09	\$5,167	\$29.81	\$5,297	\$30.56	\$5,429	\$31.32
53	\$4,681	\$27.01	\$4,798	\$27.68	\$4,918	\$28.38	\$5,041	\$29.09	\$5,167	\$29.81	\$5,297	\$30.56	\$5,429	\$31.32	\$5,565	\$32.10
54	\$4,798	\$27.68	\$4,918	\$28.38	\$5,041	\$29.09	\$5,167	\$29.81	\$5,297	\$30.56	\$5,429	\$31.32	\$5,565	\$32.10	\$5,704	\$32.91
55	\$4,918	\$28.38	\$5,041	\$29.09	\$5,167	\$29.81	\$5,297	\$30.56	\$5,429	\$31.32	\$5,565	\$32.10	\$5,704	\$32.91	\$5,846	\$33.73
56	\$5,041	\$29.09	\$5,167	\$29.81	\$5,297	\$30.56	\$5,429	\$31.32	\$5,565	\$32.10	\$5,704	\$32.91	\$5,846	\$33.73	\$6,142	\$35.44
57	\$5,167	\$29.81	\$5,297	\$30.56	\$5,429	\$31.32	\$5,565	\$32.10	\$5,704	\$32.91	\$5,846	\$33.73	\$6,142	\$35.44	\$6,296	\$36.32
58	\$5,297	\$30.56	\$5,429	\$31.32	\$5,565	\$32.10	\$5,704	\$32.91	\$5,846	\$33.73	\$6,142	\$35.44	\$6,296	\$36.32	\$6,453	\$37.23
59	\$5,429	\$31.32	\$5,565	\$32.10	\$5,704	\$32.91	\$5,846	\$33.73	\$6,142	\$35.44	\$6,296	\$36.32	\$6,453	\$37.23	\$6,615	\$38.16
60	\$5,565	\$32.10	\$5,704	\$32.91	\$5,846	\$33.73	\$6,142	\$35.44	\$6,296	\$36.32	\$6,453	\$37.23	\$6,615	\$38.16	\$6,780	\$39.12
61	\$5,704	\$32.91	\$5,846	\$33.73	\$6,142	\$35.44	\$6,296	\$36.32	\$6,453	\$37.23	\$6,615	\$38.16	\$6,780	\$39.12	\$6,950	\$40.09
62	\$5,846	\$33.73	\$6,142	\$35.44	\$6,296	\$36.32	\$6,453	\$37.23	\$6,615	\$38.16	\$6,780	\$39.12	\$6,950	\$40.09	\$7,123	\$41.10
63	\$5,993	\$34.57	\$6,142	\$35.44	\$6,296	\$36.32	\$6,453	\$37.23	\$6,615	\$38.16	\$6,780	\$39.12	\$6,950	\$40.09	\$7,123	\$41.10
64	\$6,142	\$35.44	\$6,296	\$36.32	\$6,453	\$37.23	\$6,615	\$38.16	\$6,780	\$39.12	\$6,950	\$40.09	\$7,123	\$41.10	\$7,301	\$42.12
65	\$6,296	\$36.32	\$6,453	\$37.23	\$6,615	\$38.16	\$6,780	\$39.12	\$6,950	\$40.09	\$7,123	\$41.10	\$7,301	\$42.12	\$7,484	\$43.18
66	\$6,453	\$37.23	\$6,615	\$38.16	\$6,780	\$39.12	\$6,950	\$40.09	\$7,123	\$41.10	\$7,301	\$42.12	\$7,484	\$43.18	\$7,671	\$44.26
67	\$6,615	\$38.16	\$6,780	\$39.12	\$6,950	\$40.09	\$7,123	\$41.10	\$7,301	\$42.12	\$7,484	\$43.18	\$7,671	\$44.26	\$7,863	\$45.36
68	\$6,780	\$39.12	\$6,950	\$40.09	\$7,123	\$41.10	\$7,301	\$42.12	\$7,484	\$43.18	\$7,671	\$44.26	\$7,863	\$45.36	\$8,059	\$46.50
69	\$6,950	\$40.09	\$7,123	\$41.10	\$7,301	\$42.12	\$7,484	\$43.18	\$7,671	\$44.26	\$7,863	\$45.36	\$8,059	\$46.50	\$8,261	\$47.66
70	\$7,123	\$41.10	\$7,301	\$42.12	\$7,484	\$43.18	\$7,671	\$44.26	\$7,863	\$45.36	\$8,059	\$46.50	\$8,261	\$47.66	\$8,467	\$48.85
71	\$7,301	\$42.12	\$7,484	\$43.18	\$7,671	\$44.26	\$7,863	\$45.36	\$8,059	\$46.50	\$8,261	\$47.66	\$8,467	\$48.85	\$8,679	\$50.07
72	\$7,484	\$43.18	\$7,671	\$44.26	\$7,863	\$45.36	\$8,059	\$46.50	\$8,261	\$47.66	\$8,467	\$48.85	\$8,679	\$50.07	\$8,896	\$51.32
73	\$7,671	\$44.26	\$7,863	\$45.36	\$8,059	\$46.50	\$8,261	\$47.66	\$8,467	\$48.85	\$8,679	\$50.07	\$8,896	\$51.32	\$9,118	\$52.61
74	\$7,863	\$45.36	\$8,059	\$46.50	\$8,261	\$47.66	\$8,467	\$48.85	\$8,679	\$50.07	\$8,896	\$51.32	\$9,118	\$52.61	\$9,346	\$53.92
75	\$8,059	\$46.50	\$8,261	\$47.66	\$8,467	\$48.85	\$8,679	\$50.07	\$8,896	\$51.32	\$9,118	\$52.61	\$9,346	\$53.92	\$9,580	\$55.27
76	\$8,261	\$47.66	\$8,467	\$48.85	\$8,679	\$50.07	\$8,896	\$51.32	\$9,118	\$52.61	\$9,346	\$53.92	\$9,580	\$55.27	\$9,819	\$56.65
77	\$8,467	\$48.85	\$8,679	\$50.07	\$8,896	\$51.32	\$9,118	\$52.61	\$9,346	\$53.92	\$9,580	\$55.27	\$9,819	\$56.65	\$10,065	\$58.07
78	\$8,679	\$50.07	\$8,896	\$51.32	\$9,118	\$52.61	\$9,346	\$53.92	\$9,580	\$55.27	\$9,819	\$56.65	\$10,065	\$58.07	\$10,317	\$59.52
79	\$8,896	\$51.32	\$9,118	\$52.61	\$9,346	\$53.92	\$9,580	\$55.27	\$9,819	\$56.65	\$10,065	\$58.07	\$10,317	\$59.52	\$10,574	\$61.01
80	\$9,118	\$52.61	\$9,346	\$53.92	\$9,580	\$55.27	\$9,819	\$56.65	\$10,065	\$58.07	\$10,317	\$59.52	\$10,574	\$61.01	\$10,839	\$62.52

effective : 7/1/2013

**Town of Apple Valley  
Grade and Step Plan - 2013/2014**

Step Range	8		9		10		11		12		13		14		15	
	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly
10	\$11.10	\$1,973	\$11.38	\$2,022	\$11.67	\$2,072	\$11.96	\$2,124	\$12.26	\$2,177	\$12.56	\$2,232	\$12.88	\$2,288	\$13.20	\$2,345
11	\$11.38	\$2,022	\$11.67	\$2,072	\$11.96	\$2,124	\$12.26	\$2,177	\$12.56	\$2,232	\$12.88	\$2,288	\$13.20	\$2,345	\$13.53	\$2,403
12	\$11.67	\$2,072	\$11.96	\$2,124	\$12.26	\$2,177	\$12.56	\$2,232	\$12.88	\$2,288	\$13.20	\$2,345	\$13.53	\$2,403	\$13.87	\$2,463
13	\$11.96	\$2,124	\$12.26	\$2,177	\$12.56	\$2,232	\$12.88	\$2,288	\$13.20	\$2,345	\$13.53	\$2,403	\$13.87	\$2,463	\$14.21	\$2,525
14	\$12.26	\$2,177	\$12.56	\$2,232	\$12.88	\$2,288	\$13.20	\$2,345	\$13.53	\$2,403	\$13.87	\$2,463	\$14.21	\$2,525	\$14.57	\$2,588
15	\$12.56	\$2,232	\$12.88	\$2,288	\$13.20	\$2,345	\$13.53	\$2,403	\$13.87	\$2,463	\$14.21	\$2,525	\$14.57	\$2,588	\$14.93	\$2,653
16	\$12.88	\$2,288	\$13.20	\$2,345	\$13.53	\$2,403	\$13.87	\$2,463	\$14.21	\$2,525	\$14.57	\$2,588	\$14.93	\$2,653	\$15.31	\$2,719
17	\$13.20	\$2,345	\$13.53	\$2,403	\$13.87	\$2,463	\$14.21	\$2,525	\$14.57	\$2,588	\$14.93	\$2,653	\$15.31	\$2,719	\$15.69	\$2,787
18	\$13.53	\$2,403	\$13.87	\$2,463	\$14.21	\$2,525	\$14.57	\$2,588	\$14.93	\$2,653	\$15.31	\$2,719	\$15.69	\$2,787	\$16.08	\$2,857
19	\$13.87	\$2,463	\$14.21	\$2,525	\$14.57	\$2,588	\$14.93	\$2,653	\$15.31	\$2,719	\$15.69	\$2,787	\$16.08	\$2,857	\$16.48	\$2,928
20	\$14.21	\$2,525	\$14.57	\$2,588	\$14.93	\$2,653	\$15.31	\$2,719	\$15.69	\$2,787	\$16.08	\$2,857	\$16.48	\$2,928	\$16.89	\$3,002
21	\$14.57	\$2,588	\$14.93	\$2,653	\$15.31	\$2,719	\$15.69	\$2,787	\$16.08	\$2,857	\$16.48	\$2,928	\$16.89	\$3,002	\$17.32	\$3,077
22	\$14.93	\$2,653	\$15.31	\$2,719	\$15.69	\$2,787	\$16.08	\$2,857	\$16.48	\$2,928	\$16.89	\$3,002	\$17.32	\$3,077	\$17.75	\$3,153
23	\$15.31	\$2,719	\$15.69	\$2,787	\$16.08	\$2,857	\$16.48	\$2,928	\$16.89	\$3,002	\$17.32	\$3,077	\$17.75	\$3,153	\$18.19	\$3,232
24	\$15.69	\$2,787	\$16.08	\$2,857	\$16.48	\$2,928	\$16.89	\$3,002	\$17.32	\$3,077	\$17.75	\$3,153	\$18.19	\$3,232	\$18.65	\$3,313
25	\$16.08	\$2,857	\$16.48	\$2,928	\$16.89	\$3,002	\$17.32	\$3,077	\$17.75	\$3,153	\$18.19	\$3,232	\$18.65	\$3,313	\$19.11	\$3,396
26	\$16.48	\$2,928	\$16.89	\$3,002	\$17.32	\$3,077	\$17.75	\$3,153	\$18.19	\$3,232	\$18.65	\$3,313	\$19.11	\$3,396	\$19.59	\$3,481
27	\$16.89	\$3,002	\$17.32	\$3,077	\$17.75	\$3,153	\$18.19	\$3,232	\$18.65	\$3,313	\$19.11	\$3,396	\$19.59	\$3,481	\$20.08	\$3,568
28	\$17.32	\$3,077	\$17.75	\$3,153	\$18.19	\$3,232	\$18.65	\$3,313	\$19.11	\$3,396	\$19.59	\$3,481	\$20.08	\$3,568	\$20.58	\$3,657
29	\$17.75	\$3,153	\$18.19	\$3,232	\$18.65	\$3,313	\$19.11	\$3,396	\$19.59	\$3,481	\$20.08	\$3,568	\$20.58	\$3,657	\$21.10	\$3,748
30	\$18.19	\$3,232	\$18.65	\$3,313	\$19.11	\$3,396	\$19.59	\$3,481	\$20.08	\$3,568	\$20.58	\$3,657	\$21.10	\$3,748	\$21.63	\$3,842
31	\$18.65	\$3,313	\$19.11	\$3,396	\$19.59	\$3,481	\$20.08	\$3,568	\$20.58	\$3,657	\$21.10	\$3,748	\$21.63	\$3,842	\$22.17	\$3,938
32	\$19.11	\$3,396	\$19.59	\$3,481	\$20.08	\$3,568	\$20.58	\$3,657	\$21.10	\$3,748	\$21.63	\$3,842	\$22.17	\$3,938	\$22.72	\$4,037
33	\$19.59	\$3,481	\$20.08	\$3,568	\$20.58	\$3,657	\$21.10	\$3,748	\$21.63	\$3,842	\$22.17	\$3,938	\$22.72	\$4,037	\$23.29	\$4,138
34	\$20.08	\$3,568	\$20.58	\$3,657	\$21.10	\$3,748	\$21.63	\$3,842	\$22.17	\$3,938	\$22.72	\$4,037	\$23.29	\$4,138	\$23.87	\$4,241
35	\$20.58	\$3,657	\$21.10	\$3,748	\$21.63	\$3,842	\$22.17	\$3,938	\$22.72	\$4,037	\$23.29	\$4,138	\$23.87	\$4,241	\$24.47	\$4,347
36	\$21.10	\$3,748	\$21.63	\$3,842	\$22.17	\$3,938	\$22.72	\$4,037	\$23.29	\$4,138	\$23.87	\$4,241	\$24.47	\$4,347	\$25.08	\$4,456
37	\$21.63	\$3,842	\$22.17	\$3,938	\$22.72	\$4,037	\$23.29	\$4,138	\$23.87	\$4,241	\$24.47	\$4,347	\$25.08	\$4,456	\$25.71	\$4,567
38	\$22.17	\$3,938	\$22.72	\$4,037	\$23.29	\$4,138	\$23.87	\$4,241	\$24.47	\$4,347	\$25.08	\$4,456	\$25.71	\$4,567	\$26.35	\$4,681
39	\$22.72	\$4,037	\$23.29	\$4,138	\$23.87	\$4,241	\$24.47	\$4,347	\$25.08	\$4,456	\$25.71	\$4,567	\$26.35	\$4,681	\$27.01	\$4,798
40	\$23.29	\$4,138	\$23.87	\$4,241	\$24.47	\$4,347	\$25.08	\$4,456	\$25.71	\$4,567	\$26.35	\$4,681	\$27.01	\$4,798	\$27.68	\$4,918
41	\$23.87	\$4,241	\$24.47	\$4,347	\$25.08	\$4,456	\$25.71	\$4,567	\$26.35	\$4,681	\$27.01	\$4,798	\$27.68	\$4,918	\$28.38	\$5,041
42	\$24.47	\$4,347	\$25.08	\$4,456	\$25.71	\$4,567	\$26.35	\$4,681	\$27.01	\$4,798	\$27.68	\$4,918	\$28.38	\$5,041	\$29.09	\$5,167
43	\$25.08	\$4,456	\$25.71	\$4,567	\$26.35	\$4,681	\$27.01	\$4,798	\$27.68	\$4,918	\$28.38	\$5,041	\$29.09	\$5,167	\$29.81	\$5,297
44	\$25.71	\$4,567	\$26.35	\$4,681	\$27.01	\$4,798	\$27.68	\$4,918	\$28.38	\$5,041	\$29.09	\$5,167	\$29.81	\$5,297	\$30.56	\$5,429
45	\$26.35	\$4,681	\$27.01	\$4,798	\$27.68	\$4,918	\$28.38	\$5,041	\$29.09	\$5,167	\$29.81	\$5,297	\$30.56	\$5,429	\$31.32	\$5,565
46	\$27.01	\$4,798	\$27.68	\$4,918	\$28.38	\$5,041	\$29.09	\$5,167	\$29.81	\$5,297	\$30.56	\$5,429	\$31.32	\$5,565	\$32.10	\$5,704
47	\$27.68	\$4,918	\$28.38	\$5,041	\$29.09	\$5,167	\$29.81	\$5,297	\$30.56	\$5,429	\$31.32	\$5,565	\$32.10	\$5,704	\$32.91	\$5,846
48	\$28.38	\$5,041	\$29.09	\$5,167	\$29.81	\$5,297	\$30.56	\$5,429	\$31.32	\$5,565	\$32.10	\$5,704	\$32.91	\$5,846	\$33.73	\$5,993
49	\$29.09	\$5,167	\$29.81	\$5,297	\$30.56	\$5,429	\$31.32	\$5,565	\$32.10	\$5,704	\$32.91	\$5,846	\$33.73	\$5,993	\$34.57	\$6,142
50	\$29.81	\$5,297	\$30.56	\$5,429	\$31.32	\$5,565	\$32.10	\$5,704	\$32.91	\$5,846	\$33.73	\$5,993	\$34.57	\$6,142		

effective : 7/1/2013



**Town of Apple Valley  
Grade and Step Plan - 2013/2014**

Step Range	8		9		10		11		12		13		14		15	
	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly
51	\$30.56	\$5,429	\$31.32	\$5,565	\$32.10	\$5,704	\$32.91	\$5,846	\$33.73	\$5,993	\$34.57	\$6,142	\$35.44	\$6,296	\$36.32	\$6,453
52	\$31.32	\$5,565	\$32.10	\$5,704	\$32.91	\$5,846	\$33.73	\$5,993	\$34.57	\$6,142	\$35.44	\$6,296	\$36.32	\$6,453	\$37.23	\$6,615
53	\$32.10	\$5,704	\$32.91	\$5,846	\$33.73	\$5,993	\$34.57	\$6,142	\$35.44	\$6,296	\$36.32	\$6,453	\$37.23	\$6,615	\$38.16	\$6,780
54	\$32.91	\$5,846	\$33.73	\$5,993	\$34.57	\$6,142	\$35.44	\$6,296	\$36.32	\$6,453	\$37.23	\$6,615	\$38.16	\$6,780	\$39.12	\$6,950
55	\$33.73	\$5,993	\$34.57	\$6,142	\$35.44	\$6,296	\$36.32	\$6,453	\$37.23	\$6,615	\$38.16	\$6,780	\$39.12	\$6,950	\$40.09	\$7,123
56	\$34.57	\$6,142	\$35.44	\$6,296	\$36.32	\$6,453	\$37.23	\$6,615	\$38.16	\$6,780	\$39.12	\$6,950	\$40.09	\$7,123	\$41.10	\$7,301
57	\$35.44	\$6,296	\$36.32	\$6,453	\$37.23	\$6,615	\$38.16	\$6,780	\$39.12	\$6,950	\$40.09	\$7,123	\$41.10	\$7,301	\$42.12	\$7,484
58	\$36.32	\$6,453	\$37.23	\$6,615	\$38.16	\$6,780	\$39.12	\$6,950	\$40.09	\$7,123	\$41.10	\$7,301	\$42.12	\$7,484	\$43.18	\$7,671
59	\$37.23	\$6,615	\$38.16	\$6,780	\$39.12	\$6,950	\$40.09	\$7,123	\$41.10	\$7,301	\$42.12	\$7,484	\$43.18	\$7,671	\$44.26	\$7,863
60	\$38.16	\$6,780	\$39.12	\$6,950	\$40.09	\$7,123	\$41.10	\$7,301	\$42.12	\$7,484	\$43.18	\$7,671	\$44.26	\$7,863	\$45.36	\$8,059
61	\$39.12	\$6,950	\$40.09	\$7,123	\$41.10	\$7,301	\$42.12	\$7,484	\$43.18	\$7,671	\$44.26	\$7,863	\$45.36	\$8,059	\$46.50	\$8,261
62	\$40.09	\$7,123	\$41.10	\$7,301	\$42.12	\$7,484	\$43.18	\$7,671	\$44.26	\$7,863	\$45.36	\$8,059	\$46.50	\$8,261	\$47.66	\$8,467
63	\$41.10	\$7,301	\$42.12	\$7,484	\$43.18	\$7,671	\$44.26	\$7,863	\$45.36	\$8,059	\$46.50	\$8,261	\$47.66	\$8,467	\$48.85	\$8,679
64	\$42.12	\$7,484	\$43.18	\$7,671	\$44.26	\$7,863	\$45.36	\$8,059	\$46.50	\$8,261	\$47.66	\$8,467	\$48.85	\$8,679	\$50.07	\$8,896
65	\$43.18	\$7,671	\$44.26	\$7,863	\$45.36	\$8,059	\$46.50	\$8,261	\$47.66	\$8,467	\$48.85	\$8,679	\$50.07	\$8,896	\$51.32	\$9,118
66	\$44.26	\$7,863	\$45.36	\$8,059	\$46.50	\$8,261	\$47.66	\$8,467	\$48.85	\$8,679	\$50.07	\$8,896	\$51.32	\$9,118	\$52.61	\$9,346
67	\$45.36	\$8,059	\$46.50	\$8,261	\$47.66	\$8,467	\$48.85	\$8,679	\$50.07	\$8,896	\$51.32	\$9,118	\$52.61	\$9,346	\$53.92	\$9,580
68	\$46.50	\$8,261	\$47.66	\$8,467	\$48.85	\$8,679	\$50.07	\$8,896	\$51.32	\$9,118	\$52.61	\$9,346	\$53.92	\$9,580	\$55.27	\$9,819
69	\$47.66	\$8,467	\$48.85	\$8,679	\$50.07	\$8,896	\$51.32	\$9,118	\$52.61	\$9,346	\$53.92	\$9,580	\$55.27	\$9,819	\$56.65	\$10,065
70	\$48.85	\$8,679	\$50.07	\$8,896	\$51.32	\$9,118	\$52.61	\$9,346	\$53.92	\$9,580	\$55.27	\$9,819	\$56.65	\$10,065	\$58.07	\$10,317
71	\$50.07	\$8,896	\$51.32	\$9,118	\$52.61	\$9,346	\$53.92	\$9,580	\$55.27	\$9,819	\$56.65	\$10,065	\$58.07	\$10,317	\$59.52	\$10,574
72	\$51.32	\$9,118	\$52.61	\$9,346	\$53.92	\$9,580	\$55.27	\$9,819	\$56.65	\$10,065	\$58.07	\$10,317	\$59.52	\$10,574	\$61.01	\$10,839
73	\$52.61	\$9,346	\$53.92	\$9,580	\$55.27	\$9,819	\$56.65	\$10,065	\$58.07	\$10,317	\$59.52	\$10,574	\$61.01	\$10,839	\$62.53	\$11,110
74	\$53.92	\$9,580	\$55.27	\$9,819	\$56.65	\$10,065	\$58.07	\$10,317	\$59.52	\$10,574	\$61.01	\$10,839	\$62.53	\$11,110	\$64.10	\$11,388
75	\$55.27	\$9,819	\$56.65	\$10,065	\$58.07	\$10,317	\$59.52	\$10,574	\$61.01	\$10,839	\$62.53	\$11,110	\$64.10	\$11,388	\$65.70	\$11,672
76	\$56.65	\$10,065	\$58.07	\$10,317	\$59.52	\$10,574	\$61.01	\$10,839	\$62.53	\$11,110	\$64.10	\$11,388	\$65.70	\$11,672	\$67.34	\$11,964
77	\$58.07	\$10,317	\$59.52	\$10,574	\$61.01	\$10,839	\$62.53	\$11,110	\$64.10	\$11,388	\$65.70	\$11,672	\$67.34	\$11,964	\$69.02	\$12,263
78	\$59.52	\$10,574	\$61.01	\$10,839	\$62.53	\$11,110	\$64.10	\$11,388	\$65.70	\$11,672	\$67.34	\$11,964	\$69.02	\$12,263	\$70.75	\$12,570
79	\$61.01	\$10,839	\$62.53	\$11,110	\$64.10	\$11,388	\$65.70	\$11,672	\$67.34	\$11,964	\$69.02	\$12,263	\$70.75	\$12,570	\$72.52	\$12,884
80	\$62.53	\$11,110	\$64.10	\$11,388	\$65.70	\$11,672	\$67.34	\$11,964	\$69.02	\$12,263	\$70.75	\$12,570	\$72.52	\$12,884		

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**Town of Apple Valley Fiscal Year 2013-2014**

<u>Position Classification</u>	<u>Range</u>	<u>Salary Min</u>	<u>To</u>	<u>Salary Max</u>
<u>Account Clerk I</u>	<u>32</u>	\$2,787	to	\$3,938
<u>Account Clerk II</u>	<u>36</u>	\$3,077	to	\$4,347
<u>Accountant I</u>	<u>46</u>	\$3,938	to	\$5,565
<u>Accountant II</u>	<u>52</u>	\$4,567	to	\$6,453
<u>Accounting Technician</u>	<u>42</u>	\$3,568	to	\$5,041
<u>Administrative Analyst I</u>	<u>52</u>	\$4,567	to	\$6,453
<u>Administrative Analyst II</u>	<u>58</u>	\$5,297	to	\$7,484
<u>Administrative Secretary</u>	<u>44</u>	\$3,748	to	\$5,297
<u>Animal Services Officer II</u>	<u>42</u>	\$3,568	to	\$5,041
<u>Animal Services Supervisor</u>	<u>52</u>	\$4,567	to	\$6,453
<u>Animal Services Attendant</u>	<u>33</u>	\$2,857	to	\$4,037
<u>Animal Services Supervisor</u>	<u>52</u>	\$4,567	to	\$6,453
<u>Animal Health Assistant</u>	<u>35</u>	\$3,002	to	\$4,241
<u>Animal Services Assistant</u>	<u>24</u>	\$2,288	to	\$3,232
<u>Animal Services Manager</u>	<u>67</u>	\$6,615	to	\$9,346
<u>Animal Services Officer I</u>	<u>38</u>	\$3,232	to	\$4,567
<u>Animal Services Technician</u>	<u>36</u>	\$3,077	to	\$4,347
<u>Assistant Director of Community Development</u>	<u>74</u>	\$7,863	to	\$11,110
<u>Assistant Director of Econ Dev &amp; Housing</u>	<u>74</u>	\$7,863	to	\$11,110
<u>Assistant Director of Finance</u>	NR	\$7,302	to	\$10,317
<u>Assistant Planner</u>	<u>50</u>	\$4,347	to	\$6,142
<u>Assistant Pool Manager</u>	<u>22</u>	\$2,177	to	\$3,077
<u>Assistant Town Manager/Economic and Community Development</u>	NR	\$14,576	to	\$17,163

Effective : 7/1/2013

**Town of Apple Valley Fiscal Year 2013-2014**

<u>Position Classification</u>	<u>Range</u>	<u>Salary Min</u>	<u>To</u>	<u>Salary Max</u>
<u>Assistant Town Manager/Finance &amp; Administration</u>	NR	\$13,533	to	\$16,120
<u>Assistant Town Manager/Municipal Operations and Contract Services</u>	NR	\$11,960	to	\$14,548
<u>Associate Planner</u>	<u>56</u>	\$5,041	to	\$7,123
<u>Code Enforcement District Supervisor</u>	<u>58</u>	\$5,297	to	\$7,484
<u>Code Enforcement Manager</u>	NR	\$6,615	to	\$9,346
<u>Code Enforcement Officer I</u>	<u>42</u>	\$3,568	to	\$5,041
<u>Code Enforcement Officer II</u>	<u>48</u>	\$4,138	to	\$5,846
<u>Code Enforcement Technician</u>	<u>38</u>	\$3,232	to	\$4,567
<u>Community Development Director</u>	NR	\$9,056	to	\$11,960
<u>Community Enhancement Officer</u>	<u>40</u>	\$3,396	to	\$4,798
<u>Custodian</u>	<u>27</u>	\$2,463	to	\$3,481
<u>Customer Service Representative</u>	<u>34</u>	\$2,928	to	\$4,138
<u>Deputy Town Clerk</u>	<u>49</u>	\$4,241	to	\$5,993
<u>Director of Human Resources and Risk Management</u>	NR	\$9,056	to	\$11,960
<u>Economic Development Assistant</u>	<u>50</u>	\$4,347	to	\$6,142
<u>Economic Development Manager</u>	NR	\$6,615	to	\$9,346
<u>Economic Development Specialist I</u>	<u>56</u>	\$5,041	to	\$7,123
<u>Economic Development Specialist II</u>	<u>62</u>	\$5,846	to	\$8,261
<u>Environmental Regulatory Compliance Manager</u>	NR	\$7,120	to	\$10,059
<u>Equipment Operator</u>	<u>43</u>	\$3,657	to	\$5,167
<u>Event Assistant</u>	<u>22</u>	\$2,177	to	\$3,077
<u>Event Coordinator</u>	<u>47</u>	\$4,037	to	\$5,704

Effective : 7/1/2013

**Town of Apple Valley Fiscal Year 2013-2014**

<u>Position Classification</u>	<u>Range</u>	<u>Salary Min</u>	<u>To</u>	<u>Salary Max</u>
<u>Executive Assistant</u>	<u>52</u>	\$4,567	to	\$6,453
<u>Executive Secretary</u>	<u>50</u>	\$4,347	to	\$6,142
<u>Finance Manager</u>	NR	\$7,302	to	\$10,317
<u>Grounds Services Aide</u>	<u>16</u>	\$1,878	to	\$2,653
<u>Grounds Services Supervisor</u>	<u>48</u>	\$4,138	to	\$5,846
<u>Grounds Services Worker I</u>	<u>25</u>	\$2,345	to	\$3,313
<u>Grounds Services Worker II</u>	<u>29</u>	\$2,588	to	\$3,657
<u>Grounds Services Worker III</u>	<u>33</u>	\$2,857	to	\$4,037
<u>Household Hazardous Waste Center Operator</u>	<u>15</u>	\$1,832	to	\$2,588
<u>Housing &amp; Community Dev Specialist I</u>	<u>54</u>	\$4,798	to	\$6,780
<u>Housing &amp; Community Dev Specialist II</u>	<u>60</u>	\$5,565	to	\$7,863
<u>Housing Programs Supervisor</u>	<u>62</u>	\$5,846	to	\$8,261
<u>Human Resources Analyst</u>	<u>58</u>	\$5,297	to	\$7,484
<u>Human Resources Assistant</u>	<u>46</u>	\$3,938	to	\$5,565
<u>Human Resources Coordinator</u>	<u>52</u>	\$4,567	to	\$6,453
<u>Human Resources Manager</u>	NR	\$6,615	to	\$9,346
<u>Information Systems Specialist</u>	<u>52</u>	\$4,567	to	\$6,453
<u>Information Systems Supervisor</u>	<u>60</u>	\$5,565	to	\$7,863
<u>Information Systems Technician</u>	<u>42</u>	\$3,568	to	\$5,041
<u>Intern</u>	<u>20</u>	\$2,072	to	\$2,928
<u>Lifeguard</u>	<u>16</u>	\$1,878	to	\$2,653
<u>Maintenance Aide</u>	<u>21</u>	\$2,124	to	\$3,002

Effective : 7/1/2013

**Town of Apple Valley Fiscal Year 2013-2014**

Position Classification	Range	Salary Min	To	Salary Max
<u>Maintenance Worker I</u>	<u>33</u>	\$2,857	to	\$4,037
<u>Maintenance Worker II</u>	<u>37</u>	\$3,153	to	\$4,456
<u>Manager of Legislative Affairs and Grants</u>	NR	\$7,120	to	\$10,059
<u>Marketing and Public Affairs Officer</u>	NR	\$7,863	to	\$11,110
<u>Office Assistant</u>	<u>26</u>	\$2,403	to	\$3,396
<u>Park and Recreation Manager</u>	NR	\$7,123	to	\$10,065
<u>Pool Manager</u>	<u>26</u>	\$2,403	to	\$3,396
<u>Principal Planner</u>	<u>68</u>	\$6,780	to	\$9,580
<u>Program Assistant (P/T)</u>	<u>13</u>	\$1,743	to	\$2,463
<u>Public Relations Specialist</u>	<u>49</u>	\$4,241	to	\$5,993
<u>Public Services Assistant</u>	<u>50</u>	\$4,347	to	\$6,142
<u>Public Services Technician</u>	<u>39</u>	\$3,313	to	\$4,681
<u>Public Works Inspector</u>	<u>48</u>	\$4,138	to	\$5,846
<u>Public Works Manager</u>	NR	\$6,615	to	\$9,346
<u>Public Works Supervisor</u>	<u>56</u>	\$5,041	to	\$7,123
<u>Records Technician</u>	<u>36</u>	\$3,077	to	\$4,347
<u>Recreation Assistant</u>	<u>22</u>	\$2,177	to	\$3,077
<u>Recreation Coordinator</u>	<u>40</u>	\$3,396	to	\$4,798
<u>Recreation Leader I</u>	<u>10</u>	\$1,619	to	\$2,288
<u>Recreation Leader II</u>	<u>16</u>	\$1,878	to	\$2,653
<u>Recreation Supervisor</u>	<u>46</u>	\$3,938	to	\$5,565
<u>Registered Veterinary Technician</u>	<u>42</u>	\$3,568	to	\$5,041

Effective : 7/1/2013

**Town of Apple Valley Fiscal Year 2013-2014**

Position Classification	Range	Salary Min	To	Salary Max
<u>Secretary</u>	<u>38</u>	\$3,232	to	\$4,567
<u>Senior Accountant</u>	<u>58</u>	\$5,297	to	\$7,484
<u>Senior Animal Services Officer</u>	<u>48</u>	\$4,138	to	\$5,846
Senior Animal Services Specialist	<u>35</u>	\$3,002	to	\$4,241
<u>Senior Code Enforcement Officer</u>	<u>52</u>	\$4,567	to	\$6,453
<u>Senior Lifeguard</u>	<u>20</u>	\$2,072	to	\$2,928
<u>Senior Maintenance Worker</u>	<u>41</u>	\$3,481	to	\$4,918
Senior Office Assistant	<u>32</u>	\$2,787	to	\$3,938
<u>Senior Planner</u>	<u>62</u>	\$5,846	to	\$8,261
<u>Special Projects Manager</u>	NR	\$7,120	to	\$10,059
<u>Swim Coach</u>	<u>26</u>	\$2,403	to	\$3,396
<u>Town Clerk</u>	NR	\$8,055	to	\$11,382
Town Manager	NR	\$19,365	to	\$19,365

Effective : 7/1/2013