



TOWN OF APPLE VALLEY

TOWN COUNCIL STAFF REPORT

To: Honorable Mayor and Town Council **Date:** June 24, 2014

From: Nikki Salas **Item No:** 8
Human Resources/Risk Director
Human Resources Department

Subject: ADOPT RESOLUTION NO. 2014-23 - 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

RECOMMENDED ACTION:

That the Town Council adopt the attached Resolution No. 2014-23, 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. 2014-15, the Human Resources Department now must update the Personnel Policy and Procedure Manual Section 5.2 Exempt Level Benefits, Salary Schedule, and the Employee Classification Plan to reflect the increases approved by the Town Council. Human Resources staff also updated the Town's salary schedule, to reflect the 3.0% cost of living increase, and the Employee Classification Plan to reflect the approved classifications and corresponding salary ranges.

BACKGROUND:

On June 10, 2014, the Town Council for the Town of Apple Valley approved Resolution No. 2014-15 adopting the budget for all funds for Fiscal Year 2014-2015. The budget included a 3.0% cost of living increase and a \$100 increase to the vehicle allowance as described in Section 5.2 Exempt Level Benefits C – Executive Management of the Town's Personnel Policy and Procedure Manual.

FISCAL IMPACT:

The Finance Department budgeted for the costs in the Fiscal Year 2014/2015 adopted budget.

RESOLUTION NO. 2014-23

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

WHEREAS, the Town Council of the Town of Apple Valley has established the Personal Policy and Procedure Manual, 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 Section 5.2 of the Policy and Procedure Manual, salary schedule, and classification plan for the Town of Apple Valley employees; and

NOW, THEREFORE, BE IT RESOLVED THAT:

1. Rule 5, Section 5.2 C. Executive Management 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, 2014.
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, 2014.

APPROVED and **ADOPTED** by the Town Council of the Town of Apple Valley this 24th day of June, 2014.

Art Bishop, Mayor

ATTEST:

La Vonda M-Pearson, Town Clerk

EXHIBIT A

Section 5.2 Exempt Benefit Levels

Employees designated as either Professional/Supervisory, Management or Executive Management are not eligible for overtime pay or compensatory time for working hours over and above the normal daily or weekly work schedule. Employees so designated shall be entitled to all benefits provided to general employees and the following:

A. Professional/Supervisory

1. Administrative leave to a maximum of forty (40) hours per fiscal year at the discretion of the appropriate supervisor after successful completion of six (6) months service within this classification. Any administrative leave not used by June 30th of the fiscal year shall be forfeited.
2. Deferred compensation program contribution of two percent (2%) of annual salary.

B. Management

1. Administrative leave to a maximum of fifty six (56) hours per fiscal year at the discretion of the appropriate supervisor after successful completion of six (6) months service within this classification. Any administrative leave not used by June 30th of the fiscal year shall be forfeited.
2. Deferred compensation program contribution of three percent (3%) of annual salary.

C. Executive Management

1. Administrative leave to a maximum of eighty (80) hours per fiscal year at the discretion of the appropriate supervisor after successful completion of six (6) months service within this classification. Any administrative leave not used by June 30th of the fiscal year shall be forfeited.
2. Automobile allowance of **\$570.00** per month if a Town vehicle is not provided, if approved by the Town Manager.

EXHIBIT B

Town of Apple Valley Fiscal Year 2014-2015

<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>	\$2,871	to	\$4,056
<u>Account Clerk II</u>	<u>36</u>	\$3,169	to	\$4,478
<u>Accountant I</u>	<u>46</u>	\$4,056	to	\$5,732
<u>Accountant II</u>	<u>52</u>	\$4,704	to	\$6,647
<u>Accounting Technician</u>	<u>42</u>	\$3,675	to	\$5,193
<u>Administrative Analyst I</u>	<u>52</u>	\$4,704	to	\$6,647
<u>Administrative Analyst II</u>	<u>58</u>	\$5,455	to	\$7,708
<u>Administrative Secretary</u>	<u>44</u>	\$3,861	to	\$5,455
<u>Animal Services Officer II</u>	<u>42</u>	\$3,675	to	\$5,193
<u>Animal Services Supervisor</u>	<u>52</u>	\$4,704	to	\$6,647
<u>Animal Services Attendant</u>	<u>33</u>	\$2,943	to	\$4,158
<u>Animal Services Supervisor</u>	<u>52</u>	\$4,704	to	\$6,647
<u>Animal Health Assistant</u>	<u>35</u>	\$3,092	to	\$4,368
<u>Animal Services Assistant</u>	<u>24</u>	\$2,356	to	\$3,329
<u>Animal Services Manager</u>	<u>67</u>	\$6,813	to	\$9,627
<u>Animal Services Officer I</u>	<u>38</u>	\$3,329	to	\$4,704
<u>Animal Services Technician</u>	<u>36</u>	\$3,169	to	\$4,478
<u>Assistant Director of Community Development</u>	<u>74</u>	\$8,099	to	\$11,443
<u>Assistant Director of Econ Dev & Housing</u>	<u>74</u>	\$8,099	to	\$11,443
<u>Assistant Director of Finance</u>	NR	\$7,521	to	\$10,627
<u>Assistant Planner</u>	<u>50</u>	\$4,478	to	\$6,327
<u>Assistant Pool Manager</u>	<u>22</u>	\$2,243	to	\$3,169

Effective : 7/1/14

EXHIBIT B

Town of Apple Valley Fiscal Year 2014-2015

Position Classification	Range	Salary Min	To	Salary Max
<u>Assistant Town Manager</u>	NR	\$15,013	to	\$17,678
<u>Associate Planner</u>	56	\$5,193	to	\$7,337
<u>Code Enforcement District Supervisor</u>	58	\$5,455	to	\$7,708
<u>Code Enforcement Manager</u>	NR	\$6,813	to	\$9,626
<u>Code Enforcement Officer I</u>	42	\$3,675	to	\$5,193
<u>Code Enforcement Officer II</u>	48	\$4,262	to	\$6,022
<u>Code Enforcement Technician</u>	38	\$3,329	to	\$4,704
<u>Community Development Director</u>	NR	\$9,328	to	\$12,319
<u>Community Enhancement Officer</u>	40	\$3,498	to	\$4,942
<u>Custodian</u>	27	\$2,537	to	\$3,585
<u>Customer Service Representative</u>	34	\$3,016	to	\$4,262
<u>Deputy Town Clerk</u>	49	\$4,368	to	\$6,172
<u>Director of Human Resources and Risk Management</u>	NR	\$9,701	to	\$12,811
<u>Director of Public Works</u>	NR	\$9,996	to	\$12,722
<u>Economic Development Assistant</u>	50	\$4,478	to	\$6,327
<u>Economic Development Manager</u>	NR	\$7,334	to	\$10,361
<u>Economic Development Specialist I</u>	56	\$5,193	to	\$7,337
<u>Economic Development Specialist II</u>	62	\$6,022	to	\$8,509
<u>Environmental & Transit Services Manager</u>	NR	\$7,334	to	\$10,361
<u>Equipment Operator</u>	43	\$3,767	to	\$5,322
<u>Event Assistant</u>	22	\$2,243	to	\$3,169
<u>Event Coordinator</u>	47	\$4,158	to	\$5,875

Effective : 7/1/14

EXHIBIT B

Town of Apple Valley Fiscal Year 2014-2015

<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>	\$4,704	to	\$6,647
<u>Executive Secretary</u>	<u>50</u>	\$4,478	to	\$6,327
<u>Finance Manager</u>	NR	\$7,521	to	\$10,627
<u>Grounds Services Aide</u>	<u>16</u>	\$1,934	to	\$2,733
<u>Grounds Services Supervisor</u>	<u>48</u>	\$4,262	to	\$6,022
<u>Grounds Services Worker I</u>	<u>25</u>	\$2,415	to	\$3,412
<u>Grounds Services Worker II</u>	<u>29</u>	\$2,666	to	\$3,767
<u>Grounds Services Worker III</u>	<u>33</u>	\$2,943	to	\$4,158
<u>Household Hazardous Waste Center Operator</u>	<u>15</u>	\$1,887	to	\$2,666
<u>Housing & Community Dev Specialist I</u>	<u>54</u>	\$4,942	to	\$6,983
<u>Housing & Community Dev Specialist II</u>	<u>60</u>	\$5,732	to	\$8,099
<u>Housing Programs Supervisor</u>	<u>62</u>	\$6,022	to	\$8,509
<u>Human Resources Analyst</u>	<u>58</u>	\$5,455	to	\$7,708
<u>Human Resources Assistant</u>	<u>46</u>	\$4,056	to	\$5,732
<u>Human Resources Coordinator</u>	<u>52</u>	\$4,704	to	\$6,647
<u>Human Resources Manager</u>	NR	\$6,813	to	\$9,626
<u>Information Systems Specialist</u>	<u>52</u>	\$4,704	to	\$6,647
<u>Information Systems Supervisor</u>	<u>60</u>	\$5,732	to	\$8,099
<u>Information Systems Technician</u>	<u>42</u>	\$3,675	to	\$5,193
<u>Intern</u>	<u>20</u>	\$2,135	to	\$3,016
<u>Lifeguard</u>	<u>16</u>	\$1,934	to	\$2,733
<u>Maintenance Aide</u>	<u>21</u>	\$2,188	to	\$3,092

EXHIBIT B

Town of Apple Valley Fiscal Year 2014-2015

Position Classification	Range	Salary Min	To	Salary Max
<u>Maintenance Worker I</u>	<u>33</u>	\$2,943	to	\$4,158
<u>Maintenance Worker II</u>	<u>37</u>	\$3,248	to	\$4,589
<u>Manager of Legislative Affairs and Grants</u>	NR	\$7,334	to	\$10,361
<u>Marketing and Public Affairs Officer</u>	NR	\$8,099	to	\$11,443
<u>Office Assistant</u>	<u>26</u>	\$2,476	to	\$3,498
<u>Park and Recreation Manager</u>	NR	\$7,337	to	\$10,367
<u>Pool Manager</u>	<u>26</u>	\$2,476	to	\$3,498
<u>Principal Planner</u>	<u>68</u>	\$6,983	to	\$9,867
<u>Program Assistant (P/T)</u>	<u>10</u>	\$1,668	to	\$2,356
<u>Public Relations Specialist</u>	<u>49</u>	\$4,368	to	\$6,172
<u>Public Services Assistant</u>	<u>50</u>	\$4,478	to	\$6,327
<u>Public Services Technician</u>	<u>39</u>	\$3,413	to	\$4,822
<u>Public Works Inspector</u>	<u>48</u>	\$4,262	to	\$6,022
<u>Public Works Manager</u>	NR	\$6,813	to	\$9,626
<u>Public Works Supervisor</u>	<u>56</u>	\$5,193	to	\$7,337
<u>Records Technician</u>	<u>37</u>	\$3,248	to	\$4,589
<u>Recreation Assistant</u>	<u>22</u>	\$2,243	to	\$3,169
<u>Recreation Coordinator</u>	<u>40</u>	\$3,498	to	\$4,942
<u>Recreation Leader I</u>	<u>10</u>	\$1,668	to	\$2,356
<u>Recreation Leader II</u>	<u>16</u>	\$1,934	to	\$2,733
<u>Recreation Supervisor</u>	<u>48</u>	\$4,262	to	\$6,022
<u>Registered Veterinary Technician</u>	<u>42</u>	\$3,675	to	\$5,193

Effective : 7/1/14

EXHIBIT B

Town of Apple Valley Fiscal Year 2014-2015

Position Classification	Range	Salary Min	To	Salary Max
<u>Secretary</u>	<u>38</u>	\$3,329	to	\$4,704
<u>Senior Accountant</u>	<u>58</u>	\$5,455	to	\$7,708
<u>Senior Animal Services Officer</u>	<u>48</u>	\$4,262	to	\$6,022
Senior Animal Services Specialist	<u>35</u>	\$3,092	to	\$4,368
<u>Senior Code Enforcement Officer</u>	<u>52</u>	\$4,704	to	\$6,647
<u>Senior Lifeguard</u>	<u>20</u>	\$2,135	to	\$3,016
<u>Senior Maintenance Worker</u>	<u>41</u>	\$3,585	to	\$5,066
<u>Senior Office Assistant</u>	<u>32</u>	\$2,871	to	\$4,056
<u>Senior Planner</u>	<u>62</u>	\$6,022	to	\$8,509
<u>Special Projects Manager</u>	NR	\$7,334	to	\$10,361
<u>Swim Coach</u>	<u>26</u>	\$2,476	to	\$3,498
<u>Town Clerk</u>	NR	\$8,297	to	\$11,723
Town Manager	NR	\$20,544	to	\$20,544

Effective : 7/1/14

EXHIBIT C
Town of Apple Valley
Grade and Step Plan - 2014/2015

Step	1		2		3		4		5		6		7		8	
Range	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly
10	\$1,668	\$9.62	\$1,709	\$9.86	\$1,752	\$10.10	\$1,796	\$10.36	\$1,841	\$10.62	\$1,887	\$10.89	\$1,934	\$11.16	\$1,982	\$11.43
11	\$1,709	\$9.86	\$1,752	\$10.10	\$1,796	\$10.36	\$1,841	\$10.62	\$1,887	\$10.89	\$1,934	\$11.16	\$1,982	\$11.43	\$2,032	\$11.72
12	\$1,752	\$10.10	\$1,796	\$10.36	\$1,841	\$10.62	\$1,887	\$10.89	\$1,934	\$11.16	\$1,982	\$11.43	\$2,032	\$11.72	\$2,083	\$12.02
13	\$1,796	\$10.36	\$1,841	\$10.62	\$1,887	\$10.89	\$1,934	\$11.16	\$1,982	\$11.43	\$2,032	\$11.72	\$2,083	\$12.02	\$2,135	\$12.32
14	\$1,841	\$10.62	\$1,887	\$10.89	\$1,934	\$11.16	\$1,982	\$11.43	\$2,032	\$11.72	\$2,083	\$12.02	\$2,135	\$12.32	\$2,188	\$12.63
15	\$1,887	\$10.89	\$1,934	\$11.16	\$1,982	\$11.43	\$2,032	\$11.72	\$2,083	\$12.02	\$2,135	\$12.32	\$2,188	\$12.63	\$2,243	\$12.94
16	\$1,934	\$11.16	\$1,982	\$11.43	\$2,032	\$11.72	\$2,083	\$12.02	\$2,135	\$12.32	\$2,188	\$12.63	\$2,243	\$12.94	\$2,299	\$13.27
17	\$1,982	\$11.43	\$2,032	\$11.72	\$2,083	\$12.02	\$2,135	\$12.32	\$2,188	\$12.63	\$2,243	\$12.94	\$2,299	\$13.27	\$2,356	\$13.60
18	\$2,032	\$12.02	\$2,083	\$12.32	\$2,135	\$12.63	\$2,188	\$12.94	\$2,243	\$13.27	\$2,299	\$13.60	\$2,356	\$13.94	\$2,415	\$14.29
19	\$2,083	\$12.32	\$2,135	\$12.63	\$2,188	\$12.94	\$2,243	\$13.27	\$2,299	\$13.60	\$2,356	\$13.94	\$2,415	\$14.29	\$2,476	\$14.64
20	\$2,135	\$12.63	\$2,188	\$12.94	\$2,243	\$13.27	\$2,299	\$13.60	\$2,356	\$13.94	\$2,415	\$14.29	\$2,476	\$14.64	\$2,537	\$15.01
21	\$2,188	\$12.94	\$2,243	\$13.27	\$2,299	\$13.60	\$2,356	\$13.94	\$2,415	\$14.29	\$2,476	\$14.64	\$2,537	\$15.01	\$2,601	\$15.38
22	\$2,243	\$13.27	\$2,299	\$13.60	\$2,356	\$13.94	\$2,415	\$14.29	\$2,476	\$14.64	\$2,537	\$15.01	\$2,601	\$15.38	\$2,666	\$15.77
23	\$2,299	\$13.60	\$2,356	\$13.94	\$2,415	\$14.29	\$2,476	\$14.64	\$2,537	\$15.01	\$2,601	\$15.38	\$2,666	\$15.77	\$2,733	\$16.16
24	\$2,356	\$13.94	\$2,415	\$14.29	\$2,476	\$14.64	\$2,537	\$15.01	\$2,601	\$15.38	\$2,666	\$15.77	\$2,733	\$16.16	\$2,801	\$16.56
25	\$2,415	\$14.29	\$2,476	\$14.64	\$2,537	\$15.01	\$2,601	\$15.38	\$2,666	\$15.77	\$2,733	\$16.16	\$2,801	\$16.56	\$2,871	\$16.97
26	\$2,476	\$14.64	\$2,537	\$15.01	\$2,601	\$15.38	\$2,666	\$15.77	\$2,733	\$16.16	\$2,801	\$16.56	\$2,871	\$16.97	\$2,943	\$17.40
27	\$2,537	\$15.01	\$2,601	\$15.38	\$2,666	\$15.77	\$2,733	\$16.16	\$2,801	\$16.56	\$2,871	\$16.97	\$2,943	\$17.40	\$3,016	\$17.84
28	\$2,601	\$15.38	\$2,666	\$15.77	\$2,733	\$16.16	\$2,801	\$16.56	\$2,871	\$16.97	\$2,943	\$17.40	\$3,016	\$17.84	\$3,092	\$18.28
29	\$2,666	\$15.77	\$2,733	\$16.16	\$2,801	\$16.56	\$2,871	\$16.97	\$2,943	\$17.40	\$3,016	\$17.84	\$3,092	\$18.28	\$3,169	\$18.74
30	\$2,733	\$16.16	\$2,801	\$16.56	\$2,871	\$16.97	\$2,943	\$17.40	\$3,016	\$17.84	\$3,092	\$18.28	\$3,169	\$18.74	\$3,248	\$19.21
31	\$2,801	\$16.56	\$2,871	\$16.97	\$2,943	\$17.40	\$3,016	\$17.84	\$3,092	\$18.28	\$3,169	\$18.74	\$3,248	\$19.21	\$3,329	\$19.68
32	\$2,871	\$16.97	\$2,943	\$17.40	\$3,016	\$17.84	\$3,092	\$18.28	\$3,169	\$18.74	\$3,248	\$19.21	\$3,329	\$19.68	\$3,413	\$20.18
33	\$2,943	\$17.40	\$3,016	\$17.84	\$3,092	\$18.28	\$3,169	\$18.74	\$3,248	\$19.21	\$3,329	\$19.68	\$3,413	\$20.18	\$3,498	\$20.68
34	\$3,016	\$17.84	\$3,092	\$18.28	\$3,169	\$18.74	\$3,248	\$19.21	\$3,329	\$19.68	\$3,413	\$20.18	\$3,498	\$20.68	\$3,585	\$21.20
35	\$3,092	\$18.28	\$3,169	\$18.74	\$3,248	\$19.21	\$3,329	\$19.68	\$3,413	\$20.18	\$3,498	\$20.68	\$3,585	\$21.20	\$3,675	\$21.73
36	\$3,169	\$18.74	\$3,248	\$19.21	\$3,329	\$19.68	\$3,413	\$20.18	\$3,498	\$20.68	\$3,585	\$21.20	\$3,675	\$21.73	\$3,767	\$22.28
37	\$3,248	\$19.21	\$3,329	\$19.68	\$3,413	\$20.18	\$3,498	\$20.68	\$3,585	\$21.20	\$3,675	\$21.73	\$3,767	\$22.28	\$3,861	\$22.84
38	\$3,329	\$19.68	\$3,413	\$20.18	\$3,498	\$20.68	\$3,585	\$21.20	\$3,675	\$21.73	\$3,767	\$22.28	\$3,861	\$22.84	\$3,957	\$23.40
39	\$3,413	\$20.18	\$3,498	\$20.68	\$3,585	\$21.20	\$3,675	\$21.73	\$3,767	\$22.28	\$3,861	\$22.84	\$3,957	\$23.40	\$4,056	\$24.00
40	\$3,498	\$20.68	\$3,585	\$21.20	\$3,675	\$21.73	\$3,767	\$22.28	\$3,861	\$22.84	\$3,957	\$23.40	\$4,056	\$24.00	\$4,158	\$24.68
41	\$3,585	\$21.20	\$3,675	\$21.73	\$3,767	\$22.28	\$3,861	\$22.84	\$3,957	\$23.40	\$4,056	\$24.00	\$4,158	\$24.68	\$4,262	\$25.36
42	\$3,675	\$21.73	\$3,767	\$22.28	\$3,861	\$22.84	\$3,957	\$23.40	\$4,056	\$24.00	\$4,158	\$24.68	\$4,262	\$25.36	\$4,368	\$26.06
43	\$3,767	\$22.28	\$3,861	\$22.84	\$3,957	\$23.40	\$4,056	\$24.00	\$4,158	\$24.68	\$4,262	\$25.36	\$4,368	\$26.06	\$4,478	\$26.83
44	\$3,861	\$22.84	\$3,957	\$23.40	\$4,056	\$24.00	\$4,158	\$24.68	\$4,262	\$25.36	\$4,368	\$26.06	\$4,478	\$26.83	\$4,589	\$27.68
45	\$3,957	\$23.40	\$4,056	\$24.00	\$4,158	\$24.68	\$4,262	\$25.36	\$4,368	\$26.06	\$4,478	\$26.83	\$4,589	\$27.68	\$4,704	\$28.51
46	\$4,056	\$24.00	\$4,158	\$24.68	\$4,262	\$25.36	\$4,368	\$26.06	\$4,478	\$26.83	\$4,589	\$27.68	\$4,704	\$28.51	\$4,822	\$29.42
47	\$4,158	\$24.68	\$4,262	\$25.36	\$4,368	\$26.06	\$4,478	\$26.83	\$4,589	\$27.68	\$4,704	\$28.51	\$4,822	\$29.42	\$4,942	\$30.42
48	\$4,262	\$25.36	\$4,368	\$26.06	\$4,478	\$26.83	\$4,589	\$27.68	\$4,704	\$28.51	\$4,822	\$29.42	\$4,942	\$30.42	\$5,066	\$31.51
49	\$4,368	\$26.06	\$4,478	\$26.83	\$4,589	\$27.68	\$4,704	\$28.51	\$4,822	\$29.42	\$4,942	\$30.42	\$5,066	\$31.51	\$5,193	\$32.70
50	\$4,478	\$26.83	\$4,589	\$27.68	\$4,704	\$28.51	\$4,822	\$29.42	\$4,942	\$30.42	\$5,066	\$31.51	\$5,193	\$32.70	\$5,322	\$33.99
51	\$4,589	\$27.68	\$4,704	\$28.51	\$4,822	\$29.42	\$4,942	\$30.42	\$5,066	\$31.51	\$5,193	\$32.70	\$5,322	\$33.99	\$5,455	\$35.36
52	\$4,704	\$28.51	\$4,822	\$29.42	\$4,942	\$30.42	\$5,066	\$31.51	\$5,193	\$32.70	\$5,322	\$33.99	\$5,455	\$35.36	\$5,592	\$36.81
53	\$4,822	\$29.42	\$4,942	\$30.42	\$5,066	\$31.51	\$5,193	\$32.70	\$5,322	\$33.99	\$5,455	\$35.36	\$5,592	\$36.81	\$5,732	\$38.36
54	\$4,942	\$30.42	\$5,066	\$31.51	\$5,193	\$32.70	\$5,322	\$33.99	\$5,455	\$35.36	\$5,592	\$36.81	\$5,732	\$38.36	\$5,875	\$40.02
55	\$5,066	\$31.51	\$5,193	\$32.70	\$5,322	\$33.99	\$5,455	\$35.36	\$5,592	\$36.81	\$5,732	\$38.36	\$5,875	\$40.02	\$6,022	\$41.77
56	\$5,193	\$32.70	\$5,322	\$33.99	\$5,455	\$35.36	\$5,592	\$36.81	\$5,732	\$38.36	\$5,875	\$40.02	\$6,022	\$41.77	\$6,172	\$43.61
57	\$5,322	\$33.99	\$5,455	\$35.36	\$5,592	\$36.81	\$5,732	\$38.36	\$5,875	\$40.02	\$6,022	\$41.77	\$6,172	\$43.61	\$6,327	\$45.55
58	\$5,455	\$35.36	\$5,592	\$36.81	\$5,732	\$38.36	\$5,875	\$40.02	\$6,022	\$41.77	\$6,172	\$43.61	\$6,327	\$45.55	\$6,485	\$47.59

effective : 7/1/2014

EXHIBIT C
Town of Apple Valley
Grade and Step Plan - 2014/2015

Step	1		2		3		4		5		6		7		8	
Range	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly
59	\$5,592	\$32.26	\$5,732	\$33.06	\$5,875	\$33.90	\$6,022	\$34.74	\$6,172	\$35.61	\$6,327	\$36.50	\$6,485	\$37.41	\$6,647	\$38.35
60	\$5,732	\$33.06	\$5,875	\$33.90	\$6,022	\$34.74	\$6,172	\$35.61	\$6,327	\$36.50	\$6,485	\$37.41	\$6,647	\$38.35	\$6,813	\$39.31
61	\$5,875	\$33.90	\$6,022	\$34.74	\$6,172	\$35.61	\$6,327	\$36.50	\$6,485	\$37.41	\$6,647	\$38.35	\$6,813	\$39.31	\$7,001	\$40.29
62	\$6,022	\$34.74	\$6,172	\$35.61	\$6,327	\$36.50	\$6,485	\$37.41	\$6,647	\$38.35	\$6,813	\$39.31	\$7,001	\$40.29	\$7,158	\$41.29
63	\$6,172	\$35.61	\$6,327	\$36.50	\$6,485	\$37.41	\$6,647	\$38.35	\$6,813	\$39.31	\$7,001	\$40.29	\$7,158	\$41.29	\$7,337	\$42.33
64	\$6,327	\$36.50	\$6,485	\$37.41	\$6,647	\$38.35	\$6,813	\$39.31	\$7,001	\$40.29	\$7,158	\$41.29	\$7,337	\$42.33	\$7,520	\$43.38
65	\$6,485	\$37.41	\$6,647	\$38.35	\$6,813	\$39.31	\$7,001	\$40.29	\$7,158	\$41.29	\$7,337	\$42.33	\$7,520	\$43.38	\$7,708	\$44.48
66	\$6,647	\$38.35	\$6,813	\$39.31	\$6,983	\$40.29	\$7,158	\$41.29	\$7,337	\$42.33	\$7,520	\$43.38	\$7,708	\$44.48	\$7,901	\$45.59
67	\$6,813	\$39.31	\$6,983	\$40.29	\$7,158	\$41.29	\$7,337	\$42.33	\$7,520	\$43.38	\$7,708	\$44.48	\$7,901	\$45.59	\$8,099	\$46.72
68	\$6,983	\$40.29	\$7,158	\$41.29	\$7,337	\$42.33	\$7,520	\$43.38	\$7,708	\$44.48	\$7,901	\$45.59	\$8,099	\$46.72	\$8,301	\$47.90
69	\$7,158	\$41.29	\$7,337	\$42.33	\$7,520	\$43.38	\$7,708	\$44.48	\$7,901	\$45.59	\$8,099	\$46.72	\$8,301	\$47.90	\$8,509	\$49.09
70	\$7,337	\$42.33	\$7,520	\$43.38	\$7,708	\$44.48	\$7,901	\$45.59	\$8,099	\$46.72	\$8,301	\$47.90	\$8,509	\$49.09	\$8,721	\$50.32
71	\$7,520	\$43.38	\$7,708	\$44.48	\$7,901	\$45.59	\$8,099	\$46.72	\$8,301	\$47.90	\$8,509	\$49.09	\$8,721	\$50.32	\$8,939	\$51.57
72	\$7,708	\$44.48	\$7,901	\$45.59	\$8,099	\$46.72	\$8,301	\$47.90	\$8,509	\$49.09	\$8,721	\$50.32	\$8,939	\$51.57	\$9,163	\$52.86
73	\$7,901	\$45.59	\$8,099	\$46.72	\$8,301	\$47.90	\$8,509	\$49.09	\$8,721	\$50.32	\$8,939	\$51.57	\$9,163	\$52.86	\$9,392	\$54.19
74	\$8,099	\$46.72	\$8,301	\$47.90	\$8,509	\$49.09	\$8,721	\$50.32	\$8,939	\$51.57	\$9,163	\$52.86	\$9,392	\$54.19	\$9,627	\$55.54
75	\$8,301	\$47.90	\$8,509	\$49.09	\$8,721	\$50.32	\$8,939	\$51.57	\$9,163	\$52.86	\$9,392	\$54.19	\$9,627	\$55.54	\$9,867	\$56.93
76	\$8,509	\$49.09	\$8,721	\$50.32	\$8,939	\$51.57	\$9,163	\$52.86	\$9,392	\$54.19	\$9,627	\$55.54	\$9,867	\$56.93	\$10,114	\$58.35
77	\$8,721	\$50.32	\$8,939	\$51.57	\$9,163	\$52.86	\$9,392	\$54.19	\$9,627	\$55.54	\$9,867	\$56.93	\$10,114	\$58.35	\$10,367	\$59.81
78	\$8,939	\$51.57	\$9,163	\$52.86	\$9,392	\$54.19	\$9,627	\$55.54	\$9,867	\$56.93	\$10,114	\$58.35	\$10,367	\$59.81	\$10,626	\$61.31
79	\$9,163	\$52.86	\$9,392	\$54.19	\$9,627	\$55.54	\$9,867	\$56.93	\$10,114	\$58.35	\$10,367	\$59.81	\$10,626	\$61.31	\$10,892	\$62.84
80	\$9,392	\$54.19	\$9,627	\$55.54	\$9,867	\$56.93	\$10,114	\$58.35	\$10,367	\$59.81	\$10,626	\$61.31	\$10,892	\$62.84	\$11,164	\$64.38

effective : 7/1/2014

EXHIBIT C
Town of Apple Valley
Grade and Step Plan - 2014/2015

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
59	\$38.35	\$6,813	\$39.31	\$6,983	\$40.29	\$7,158	\$41.29	\$7,337	\$42.33	\$7,520	\$43.38	\$7,708	\$44.48	\$7,901	\$45.59	\$8,099
60	\$39.31	\$6,983	\$40.29	\$7,158	\$41.29	\$7,337	\$42.33	\$7,520	\$43.38	\$7,708	\$44.48	\$7,901	\$45.59	\$8,099	\$46.72	\$8,301
61	\$40.29	\$7,158	\$41.29	\$7,337	\$42.33	\$7,520	\$43.38	\$7,708	\$44.48	\$7,901	\$45.59	\$8,099	\$46.72	\$8,301	\$47.90	\$8,509
62	\$41.29	\$7,337	\$42.33	\$7,520	\$43.38	\$7,708	\$44.48	\$7,901	\$45.59	\$8,099	\$46.72	\$8,301	\$47.90	\$8,509	\$49.09	\$8,721
63	\$42.33	\$7,520	\$43.38	\$7,708	\$44.48	\$7,901	\$45.59	\$8,099	\$46.72	\$8,301	\$47.90	\$8,509	\$49.09	\$8,721	\$50.32	\$8,939
64	\$43.38	\$7,708	\$44.48	\$7,901	\$45.59	\$8,099	\$46.72	\$8,301	\$47.90	\$8,509	\$49.09	\$8,721	\$50.32	\$8,939	\$51.57	\$9,163
65	\$44.48	\$7,901	\$45.59	\$8,099	\$46.72	\$8,301	\$47.90	\$8,509	\$49.09	\$8,721	\$50.32	\$8,939	\$51.57	\$9,163	\$52.86	\$9,392
66	\$45.59	\$8,099	\$46.72	\$8,301	\$47.90	\$8,509	\$49.09	\$8,721	\$50.32	\$8,939	\$51.57	\$9,163	\$52.86	\$9,392	\$54.19	\$9,627
67	\$46.72	\$8,301	\$47.90	\$8,509	\$49.09	\$8,721	\$50.32	\$8,939	\$51.57	\$9,163	\$52.86	\$9,392	\$54.19	\$9,627	\$55.54	\$9,867
68	\$47.90	\$8,509	\$49.09	\$8,721	\$50.32	\$8,939	\$51.57	\$9,163	\$52.86	\$9,392	\$54.19	\$9,627	\$55.54	\$9,867	\$56.93	\$10,114
69	\$49.09	\$8,721	\$50.32	\$8,939	\$51.57	\$9,163	\$52.86	\$9,392	\$54.19	\$9,627	\$55.54	\$9,867	\$56.93	\$10,114	\$58.35	\$10,367
70	\$50.32	\$8,939	\$51.57	\$9,163	\$52.86	\$9,392	\$54.19	\$9,627	\$55.54	\$9,867	\$56.93	\$10,114	\$58.35	\$10,367	\$59.81	\$10,626
71	\$51.57	\$9,163	\$52.86	\$9,392	\$54.19	\$9,627	\$55.54	\$9,867	\$56.93	\$10,114	\$58.35	\$10,367	\$59.81	\$10,626	\$61.31	\$10,892
72	\$52.86	\$9,392	\$54.19	\$9,627	\$55.54	\$9,867	\$56.93	\$10,114	\$58.35	\$10,367	\$59.81	\$10,626	\$61.31	\$10,892	\$62.84	\$11,164
73	\$54.19	\$9,627	\$55.54	\$9,867	\$56.93	\$10,114	\$58.35	\$10,367	\$59.81	\$10,626	\$61.31	\$10,892	\$62.84	\$11,164	\$64.41	\$11,443
74	\$55.54	\$9,867	\$56.93	\$10,114	\$58.35	\$10,367	\$59.81	\$10,626	\$61.31	\$10,892	\$62.84	\$11,164	\$64.41	\$11,443	\$66.02	\$11,729
75	\$56.93	\$10,114	\$58.35	\$10,367	\$59.81	\$10,626	\$61.31	\$10,892	\$62.84	\$11,164	\$64.41	\$11,443	\$66.02	\$11,729	\$67.67	\$12,022
76	\$58.35	\$10,367	\$59.81	\$10,626	\$61.31	\$10,892	\$62.84	\$11,164	\$64.41	\$11,443	\$66.02	\$11,729	\$67.67	\$12,022	\$69.36	\$12,323
77	\$59.81	\$10,626	\$61.31	\$10,892	\$62.84	\$11,164	\$64.41	\$11,443	\$66.02	\$11,729	\$67.67	\$12,022	\$69.36	\$12,323	\$71.09	\$12,631
78	\$61.31	\$10,892	\$62.84	\$11,164	\$64.41	\$11,443	\$66.02	\$11,729	\$67.67	\$12,022	\$69.36	\$12,323	\$71.09	\$12,631	\$72.87	\$12,947
79	\$62.84	\$11,164	\$64.41	\$11,443	\$66.02	\$11,729	\$67.67	\$12,022	\$69.36	\$12,323	\$71.09	\$12,631	\$72.87	\$12,947	\$74.70	\$13,271
80	\$64.41	\$11,443	\$66.02	\$11,729	\$67.67	\$12,022	\$69.36	\$12,323	\$71.09	\$12,631	\$72.87	\$12,947	\$74.70	\$13,271		