



TOWN OF APPLE VALLEY TOWN COUNCIL STAFF REPORT

To: Honorable Mayor and Town Council **Date:** June 23, 2015

From: Nikki Salas, Director of Human Resources/Risk Management
Human Resources Department **Item No:** 4

Subject: ADOPT RESOLUTION NO. 2015-21, A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF APPLE VALLEY, CALIFORNIA, AMENDING THE SALARY SCHEDULE AND 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. 2015-21, a Resolution of the Town Council of The Town of Apple Valley, California, amending the Salary Schedule and Classification Plan for the Town of Apple Valley.

SUMMARY:

With the approval of Resolution No. 2015-12 approving the Town's fiscal year 15/16 budget on June 9, 2015, the Human Resources Department now must update the Salary Schedule and the Classification Plan to reflect the 3.0% cost of living increase and the Classification Plan to reflect the approved classifications and corresponding salary ranges.

BACKGROUND:

On June 9, 2015, the Town Council for the Town of Apple Valley approved the 2015-2016 fiscal year budget which included a three percent (3%) cost of living salary increase for Town staff. The Human Resources Department updated the Salary Schedule and Classification Plan to reflect the newly adopted salary ranges.

Additionally, the FY 15/16 budget established a new classification of Emergency Services Officer at salary range 58 and increased the salary range of Program Assistant and Recreation Leader I, from salary range 10 to salary range 11, to accommodate for the upcoming change in the State of California's minimum wage law.

FISCAL IMPACT:

The Finance Department budgeted for the costs in the Fiscal Year 2015/2016 budget.

RESOLUTION NO. 2015-21

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

WHEREAS, the Town Council of the Town of Apple Valley has established 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 salary schedule and classification plan for the Town of Apple Valley employees.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. Revised salary schedule is hereby adopted in accordance with Exhibit A.
2. Revised classification plan is hereby adopted in accordance with Exhibit B.
3. Said salary schedules and classification plan shall become effective on July 1, 2015.
4. 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, 2015.

APPROVED and **ADOPTED** by the Town Council of the Town of Apple Valley this 23rd day of June, 2015.

Larry Cusack, Mayor

ATTEST:

La Vonda M-Pearson, Town Clerk

**Town of Apple Valley Salary Schedule
Grade and Step Plan - 2015/2016**

EXHIBIT A

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	\$1,717	\$9.91	\$1,760	\$10.16	\$1,804	\$10.40	\$1,849	\$10.67	\$1,895	\$10.94	\$1,943	\$11.22	\$1,991	\$11.50	\$2,041	\$11.77
11	\$1,804	\$10.16	\$1,849	\$10.40	\$1,895	\$10.67	\$1,943	\$10.94	\$1,991	\$11.22	\$2,041	\$11.50	\$2,092	\$11.77	\$2,145	\$12.07
12	\$1,804	\$10.40	\$1,849	\$10.67	\$1,895	\$10.94	\$1,943	\$11.22	\$1,991	\$11.50	\$2,041	\$11.77	\$2,092	\$12.07	\$2,145	\$12.38
13	\$1,849	\$10.67	\$1,895	\$10.94	\$1,943	\$11.22	\$1,991	\$11.50	\$2,041	\$11.77	\$2,092	\$12.07	\$2,145	\$12.38	\$2,198	\$12.69
14	\$1,895	\$10.94	\$1,943	\$11.22	\$1,991	\$11.50	\$2,041	\$11.77	\$2,092	\$12.07	\$2,145	\$12.38	\$2,198	\$12.69	\$2,253	\$13.01
15	\$1,943	\$11.22	\$1,991	\$11.50	\$2,041	\$11.77	\$2,092	\$12.07	\$2,145	\$12.38	\$2,198	\$12.69	\$2,253	\$13.01	\$2,309	\$13.33
16	\$1,991	\$11.50	\$2,041	\$11.77	\$2,092	\$12.07	\$2,145	\$12.38	\$2,198	\$12.69	\$2,253	\$13.01	\$2,309	\$13.33	\$2,367	\$13.67
17	\$2,041	\$11.77	\$2,092	\$12.07	\$2,145	\$12.38	\$2,198	\$12.69	\$2,253	\$13.01	\$2,309	\$13.33	\$2,367	\$13.67	\$2,426	\$14.01
18	\$2,092	\$12.07	\$2,145	\$12.38	\$2,198	\$12.69	\$2,253	\$13.01	\$2,309	\$13.33	\$2,367	\$13.67	\$2,426	\$14.01	\$2,487	\$14.36
19	\$2,145	\$12.38	\$2,198	\$12.69	\$2,253	\$13.01	\$2,309	\$13.33	\$2,367	\$13.67	\$2,426	\$14.01	\$2,487	\$14.36	\$2,549	\$14.72
20	\$2,198	\$12.69	\$2,253	\$13.01	\$2,309	\$13.33	\$2,367	\$13.67	\$2,426	\$14.01	\$2,487	\$14.36	\$2,549	\$14.72	\$2,613	\$15.08
21	\$2,253	\$13.01	\$2,309	\$13.33	\$2,367	\$13.67	\$2,426	\$14.01	\$2,487	\$14.36	\$2,549	\$14.72	\$2,613	\$15.08	\$2,678	\$15.46
22	\$2,309	\$13.33	\$2,367	\$13.67	\$2,426	\$14.01	\$2,487	\$14.36	\$2,549	\$14.72	\$2,613	\$15.08	\$2,678	\$15.46	\$2,745	\$15.84
23	\$2,367	\$13.67	\$2,426	\$14.01	\$2,487	\$14.36	\$2,549	\$14.72	\$2,613	\$15.08	\$2,678	\$15.46	\$2,745	\$15.84	\$2,814	\$16.24
24	\$2,426	\$14.01	\$2,487	\$14.36	\$2,549	\$14.72	\$2,613	\$15.08	\$2,678	\$15.46	\$2,745	\$15.84	\$2,814	\$16.24	\$2,884	\$16.65
25	\$2,487	\$14.36	\$2,549	\$14.72	\$2,613	\$15.08	\$2,678	\$15.46	\$2,745	\$15.84	\$2,814	\$16.24	\$2,884	\$16.65	\$2,956	\$17.06
26	\$2,549	\$14.72	\$2,613	\$15.08	\$2,678	\$15.46	\$2,745	\$15.84	\$2,814	\$16.24	\$2,884	\$16.65	\$2,956	\$17.06	\$3,030	\$17.48
27	\$2,613	\$15.08	\$2,678	\$15.46	\$2,745	\$15.84	\$2,814	\$16.24	\$2,884	\$16.65	\$2,956	\$17.06	\$3,030	\$17.48	\$3,106	\$17.92
28	\$2,678	\$15.46	\$2,745	\$15.84	\$2,814	\$16.24	\$2,884	\$16.65	\$2,956	\$17.06	\$3,030	\$17.48	\$3,106	\$17.92	\$3,184	\$18.38
29	\$2,745	\$15.84	\$2,814	\$16.24	\$2,884	\$16.65	\$2,956	\$17.06	\$3,030	\$17.48	\$3,106	\$17.92	\$3,184	\$18.38	\$3,263	\$18.83
30	\$2,814	\$16.24	\$2,884	\$16.65	\$2,956	\$17.06	\$3,030	\$17.48	\$3,106	\$17.92	\$3,184	\$18.38	\$3,263	\$18.83	\$3,345	\$19.30
31	\$2,884	\$16.65	\$2,956	\$17.06	\$3,030	\$17.48	\$3,106	\$17.92	\$3,184	\$18.38	\$3,263	\$18.83	\$3,345	\$19.30	\$3,429	\$19.79
32	\$2,956	\$17.06	\$3,030	\$17.48	\$3,106	\$17.92	\$3,184	\$18.38	\$3,263	\$18.83	\$3,345	\$19.30	\$3,429	\$19.79	\$3,514	\$20.27
33	\$3,030	\$17.48	\$3,106	\$17.92	\$3,184	\$18.38	\$3,263	\$18.83	\$3,345	\$19.30	\$3,429	\$19.79	\$3,514	\$20.27	\$3,602	\$20.79
34	\$3,106	\$17.92	\$3,184	\$18.38	\$3,263	\$18.83	\$3,345	\$19.30	\$3,429	\$19.79	\$3,514	\$20.27	\$3,602	\$20.79	\$3,692	\$21.30
35	\$3,184	\$18.38	\$3,263	\$18.83	\$3,345	\$19.30	\$3,429	\$19.79	\$3,514	\$20.27	\$3,602	\$20.79	\$3,692	\$21.30	\$3,785	\$21.84
36	\$3,263	\$18.83	\$3,345	\$19.30	\$3,429	\$19.79	\$3,514	\$20.27	\$3,602	\$20.79	\$3,692	\$21.30	\$3,785	\$21.84	\$3,879	\$22.38
37	\$3,345	\$19.30	\$3,429	\$19.79	\$3,514	\$20.27	\$3,602	\$20.79	\$3,692	\$21.30	\$3,785	\$21.84	\$3,879	\$22.38	\$3,976	\$22.95
38	\$3,429	\$19.79	\$3,514	\$20.27	\$3,602	\$20.79	\$3,692	\$21.30	\$3,785	\$21.84	\$3,879	\$22.38	\$3,976	\$22.95	\$4,076	\$23.53
39	\$3,514	\$20.27	\$3,602	\$20.79	\$3,692	\$21.30	\$3,785	\$21.84	\$3,879	\$22.38	\$3,976	\$22.95	\$4,076	\$23.53	\$4,178	\$24.10
40	\$3,602	\$20.79	\$3,692	\$21.30	\$3,785	\$21.84	\$3,879	\$22.38	\$3,976	\$22.95	\$4,076	\$23.53	\$4,178	\$24.10	\$4,282	\$24.71
41	\$3,692	\$21.30	\$3,785	\$21.84	\$3,879	\$22.38	\$3,976	\$22.95	\$4,076	\$23.53	\$4,178	\$24.10	\$4,282	\$24.71	\$4,389	\$25.33
42	\$3,785	\$21.84	\$3,879	\$22.38	\$3,976	\$22.95	\$4,076	\$23.53	\$4,178	\$24.10	\$4,282	\$24.71	\$4,389	\$25.33	\$4,499	\$25.96
43	\$3,879	\$22.38	\$3,976	\$22.95	\$4,076	\$23.53	\$4,178	\$24.10	\$4,282	\$24.71	\$4,389	\$25.33	\$4,499	\$25.96	\$4,611	\$26.61
44	\$3,976	\$22.95	\$4,076	\$23.53	\$4,178	\$24.10	\$4,282	\$24.71	\$4,389	\$25.33	\$4,499	\$25.96	\$4,611	\$26.61	\$4,727	\$27.27
45	\$4,076	\$23.53	\$4,178	\$24.10	\$4,282	\$24.71	\$4,389	\$25.33	\$4,499	\$25.96	\$4,611	\$26.61	\$4,727	\$27.27	\$4,845	\$27.95
46	\$4,178	\$24.10	\$4,282	\$24.71	\$4,389	\$25.33	\$4,499	\$25.96	\$4,611	\$26.61	\$4,727	\$27.27	\$4,845	\$27.95	\$4,966	\$28.66
47	\$4,282	\$24.71	\$4,389	\$25.33	\$4,499	\$25.96	\$4,611	\$26.61	\$4,727	\$27.27	\$4,845	\$27.95	\$4,966	\$28.66	\$5,090	\$29.37
48	\$4,389	\$25.33	\$4,499	\$25.96	\$4,611	\$26.61	\$4,727	\$27.27	\$4,845	\$27.95	\$4,966	\$28.66	\$5,090	\$29.37	\$5,217	\$30.11
49	\$4,499	\$25.96	\$4,611	\$26.61	\$4,727	\$27.27	\$4,845	\$27.95	\$4,966	\$28.66	\$5,090	\$29.37	\$5,217	\$30.11	\$5,348	\$30.86
50	\$4,611	\$26.61	\$4,727	\$27.27	\$4,845	\$27.95	\$4,966	\$28.66	\$5,090	\$29.37	\$5,217	\$30.11	\$5,348	\$30.86	\$5,482	\$31.62
51	\$4,727	\$27.27	\$4,845	\$27.95	\$4,966	\$28.66	\$5,090	\$29.37	\$5,217	\$30.11	\$5,348	\$30.86	\$5,482	\$31.62	\$5,619	\$32.42
52	\$4,845	\$27.95	\$4,966	\$28.66	\$5,090	\$29.37	\$5,217	\$30.11	\$5,348	\$30.86	\$5,482	\$31.62	\$5,619	\$32.42	\$5,759	\$33.23
53	\$4,966	\$28.66	\$5,090	\$29.37	\$5,217	\$30.11	\$5,348	\$30.86	\$5,482	\$31.62	\$5,619	\$32.42	\$5,759	\$33.23	\$5,903	\$34.05
54	\$5,090	\$29.37	\$5,217	\$30.11	\$5,348	\$30.86	\$5,482	\$31.62	\$5,619	\$32.42	\$5,759	\$33.23	\$5,903	\$34.05	\$6,051	\$34.92
55	\$5,217	\$30.11	\$5,348	\$30.86	\$5,482	\$31.62	\$5,619	\$32.42	\$5,759	\$33.23	\$5,903	\$34.05	\$6,051	\$34.92	\$6,202	\$35.78
56	\$5,348	\$30.86	\$5,482	\$31.62	\$5,619	\$32.42	\$5,759	\$33.23	\$5,903	\$34.05	\$6,051	\$34.92	\$6,202	\$35.78	\$6,357	\$36.68
57	\$5,482	\$31.62	\$5,619	\$32.42	\$5,759	\$33.23	\$5,903	\$34.05	\$6,051	\$34.92	\$6,202	\$35.78	\$6,357	\$36.68	\$6,516	\$37.60
58	\$5,619	\$32.42	\$5,759	\$33.23	\$5,903	\$34.05	\$6,051	\$34.92	\$6,202	\$35.78	\$6,357	\$36.68	\$6,516	\$37.60	\$6,679	\$38.53
59	\$5,759	\$33.23	\$5,903	\$34.05	\$6,051	\$34.92	\$6,202	\$35.78	\$6,357	\$36.68	\$6,516	\$37.60	\$6,679	\$38.53	\$6,846	\$39.50
60	\$5,903	\$34.05	\$6,051	\$34.92	\$6,202	\$35.78	\$6,357	\$36.68	\$6,516	\$37.60	\$6,679	\$38.53	\$6,846	\$39.50	\$7,017	\$40.48

effective : 7/1/2015

EXHIBIT A

Town of Apple Valley Salary Schedule
Grade and Step Plan - 2015/2016

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
61	\$6,051	\$34.92	\$6,202	\$35.78	\$6,357	\$36.68	\$6,516	\$37.60	\$6,679	\$38.53	\$6,846	\$39.50	\$7,017	\$40.49	\$7,192	\$41.50
62	\$6,202	\$35.78	\$6,357	\$36.68	\$6,516	\$37.60	\$6,679	\$38.53	\$6,846	\$39.50	\$7,017	\$40.49	\$7,192	\$41.50	\$7,372	\$42.53
63	\$6,357	\$36.68	\$6,516	\$37.60	\$6,679	\$38.53	\$6,846	\$39.50	\$7,017	\$40.49	\$7,192	\$41.50	\$7,372	\$42.53	\$7,557	\$43.60
64	\$6,516	\$37.60	\$6,679	\$38.53	\$6,846	\$39.50	\$7,017	\$40.49	\$7,192	\$41.50	\$7,372	\$42.53	\$7,557	\$43.60	\$7,745	\$44.68
65	\$6,679	\$38.53	\$6,846	\$39.50	\$7,017	\$40.49	\$7,192	\$41.50	\$7,372	\$42.53	\$7,557	\$43.60	\$7,745	\$44.68	\$7,939	\$45.81
66	\$6,846	\$39.50	\$7,017	\$40.49	\$7,192	\$41.50	\$7,372	\$42.53	\$7,557	\$43.60	\$7,745	\$44.68	\$7,939	\$45.81	\$8,138	\$46.96
67	\$7,017	\$40.49	\$7,192	\$41.50	\$7,372	\$42.53	\$7,557	\$43.60	\$7,745	\$44.68	\$7,939	\$45.81	\$8,138	\$46.96	\$8,341	\$48.12
68	\$7,192	\$41.50	\$7,372	\$42.53	\$7,557	\$43.60	\$7,745	\$44.68	\$7,939	\$45.81	\$8,138	\$46.96	\$8,341	\$48.12	\$8,550	\$49.34
69	\$7,372	\$42.53	\$7,557	\$43.60	\$7,745	\$44.68	\$7,939	\$45.81	\$8,138	\$46.96	\$8,341	\$48.12	\$8,550	\$49.34	\$8,763	\$50.56
70	\$7,557	\$43.60	\$7,745	\$44.68	\$7,939	\$45.81	\$8,138	\$46.96	\$8,341	\$48.12	\$8,550	\$49.34	\$8,763	\$50.56	\$8,982	\$51.83
71	\$7,745	\$44.68	\$7,939	\$45.81	\$8,138	\$46.96	\$8,341	\$48.12	\$8,550	\$49.34	\$8,763	\$50.56	\$8,982	\$51.83	\$9,207	\$53.12
72	\$7,939	\$45.81	\$8,138	\$46.96	\$8,341	\$48.12	\$8,550	\$49.34	\$8,763	\$50.56	\$8,982	\$51.83	\$9,207	\$53.12	\$9,437	\$54.45
73	\$8,138	\$46.96	\$8,341	\$48.12	\$8,550	\$49.34	\$8,763	\$50.56	\$8,982	\$51.83	\$9,207	\$53.12	\$9,437	\$54.45	\$9,673	\$55.82
74	\$8,341	\$48.12	\$8,550	\$49.34	\$8,763	\$50.56	\$8,982	\$51.83	\$9,207	\$53.12	\$9,437	\$54.45	\$9,673	\$55.82	\$9,915	\$57.21
75	\$8,550	\$49.34	\$8,763	\$50.56	\$8,982	\$51.83	\$9,207	\$53.12	\$9,437	\$54.45	\$9,673	\$55.82	\$9,915	\$57.21	\$10,163	\$58.64
76	\$8,763	\$50.56	\$8,982	\$51.83	\$9,207	\$53.12	\$9,437	\$54.45	\$9,673	\$55.82	\$9,915	\$57.21	\$10,163	\$58.64	\$10,417	\$60.10
77	\$8,982	\$51.83	\$9,207	\$53.12	\$9,437	\$54.45	\$9,673	\$55.82	\$9,915	\$57.21	\$10,163	\$58.64	\$10,417	\$60.10	\$10,677	\$61.60
78	\$9,207	\$53.12	\$9,437	\$54.45	\$9,673	\$55.82	\$9,915	\$57.21	\$10,163	\$58.64	\$10,417	\$60.10	\$10,677	\$61.60	\$10,944	\$63.15
79	\$9,437	\$54.45	\$9,673	\$55.82	\$9,915	\$57.21	\$10,163	\$58.64	\$10,417	\$60.10	\$10,677	\$61.60	\$10,944	\$63.15	\$11,218	\$64.73
80	\$9,673	\$55.82	\$9,915	\$57.21	\$10,163	\$58.64	\$10,417	\$60.10	\$10,677	\$61.60	\$10,944	\$63.15	\$11,218	\$64.73	\$11,498	\$66.31

**Town of Apple Valley Salary Schedule
Grade and Step Plan - 2015/2016**

EXHIBIT A

Step	8		9		10		11		12		13		14		15	
Range	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly	Hrly	Mthly
61	\$41.50	\$7,372	\$42.53	\$7,557	\$43.60	\$7,745	\$44.68	\$7,939	\$45.81	\$8,138	\$46.96	\$8,341	\$48.12	\$8,550	\$49.34	\$8,763
62	\$42.53	\$7,557	\$43.60	\$7,745	\$44.68	\$7,939	\$45.81	\$8,138	\$46.96	\$8,341	\$48.12	\$8,550	\$49.34	\$8,763	\$50.56	\$8,982
63	\$43.60	\$7,745	\$44.68	\$7,939	\$45.81	\$8,138	\$46.96	\$8,341	\$48.12	\$8,550	\$49.34	\$8,763	\$50.56	\$8,982	\$51.83	\$9,207
64	\$44.68	\$7,939	\$45.81	\$8,138	\$46.96	\$8,341	\$48.12	\$8,550	\$49.34	\$8,763	\$50.56	\$8,982	\$51.83	\$9,207	\$53.12	\$9,437
65	\$45.81	\$8,138	\$46.96	\$8,341	\$48.12	\$8,550	\$49.34	\$8,763	\$50.56	\$8,982	\$51.83	\$9,207	\$53.12	\$9,437	\$54.45	\$9,673
66	\$46.96	\$8,341	\$48.12	\$8,550	\$49.34	\$8,763	\$50.56	\$8,982	\$51.83	\$9,207	\$53.12	\$9,437	\$54.45	\$9,673	\$55.82	\$9,915
67	\$48.12	\$8,550	\$49.34	\$8,763	\$50.56	\$8,982	\$51.83	\$9,207	\$53.12	\$9,437	\$54.45	\$9,673	\$55.82	\$9,915	\$57.21	\$10,163
68	\$49.34	\$8,763	\$50.56	\$8,982	\$51.83	\$9,207	\$53.12	\$9,437	\$54.45	\$9,673	\$55.82	\$9,915	\$57.21	\$10,163	\$58.64	\$10,417
69	\$50.56	\$8,982	\$51.83	\$9,207	\$53.12	\$9,437	\$54.45	\$9,673	\$55.82	\$9,915	\$57.21	\$10,163	\$58.64	\$10,417	\$60.10	\$10,677
70	\$51.83	\$9,207	\$53.12	\$9,437	\$54.45	\$9,673	\$55.82	\$9,915	\$57.21	\$10,163	\$58.64	\$10,417	\$60.10	\$10,677	\$61.60	\$10,944
71	\$53.12	\$9,437	\$54.45	\$9,673	\$55.82	\$9,915	\$57.21	\$10,163	\$58.64	\$10,417	\$60.10	\$10,677	\$61.60	\$10,944	\$63.15	\$11,218
72	\$54.45	\$9,673	\$55.82	\$9,915	\$57.21	\$10,163	\$58.64	\$10,417	\$60.10	\$10,677	\$61.60	\$10,944	\$63.15	\$11,218	\$64.73	\$11,498
73	\$55.82	\$9,915	\$57.21	\$10,163	\$58.64	\$10,417	\$60.10	\$10,677	\$61.60	\$10,944	\$63.15	\$11,218	\$64.73	\$11,498	\$66.34	\$11,786
74	\$57.21	\$10,163	\$58.64	\$10,417	\$60.10	\$10,677	\$61.60	\$10,944	\$63.15	\$11,218	\$64.73	\$11,498	\$66.34	\$11,786	\$68.00	\$12,081
75	\$58.64	\$10,417	\$60.10	\$10,677	\$61.60	\$10,944	\$63.15	\$11,218	\$64.73	\$11,498	\$66.34	\$11,786	\$68.00	\$12,081	\$69.70	\$12,383
76	\$60.10	\$10,677	\$61.60	\$10,944	\$63.15	\$11,218	\$64.73	\$11,498	\$66.34	\$11,786	\$68.00	\$12,081	\$69.70	\$12,383	\$71.44	\$12,692
77	\$61.60	\$10,944	\$63.15	\$11,218	\$64.73	\$11,498	\$66.34	\$11,786	\$68.00	\$12,081	\$69.70	\$12,383	\$71.44	\$12,692	\$73.22	\$13,010
78	\$63.15	\$11,218	\$64.73	\$11,498	\$66.34	\$11,786	\$68.00	\$12,081	\$69.70	\$12,383	\$71.44	\$12,692	\$73.22	\$13,010	\$75.06	\$13,335
79	\$64.73	\$11,498	\$66.34	\$11,786	\$68.00	\$12,081	\$69.70	\$12,383	\$71.44	\$12,692	\$73.22	\$13,010	\$75.06	\$13,335	\$76.94	\$13,668
80	\$66.34	\$11,786	\$68.00	\$12,081	\$69.70	\$12,383	\$71.44	\$12,692	\$73.22	\$13,010	\$75.06	\$13,335	\$76.94	\$13,668	\$78.86	\$14,011

Town of Apple Valley Classification Plan FY 2015-2016

Position Classification	Range	Salary Min	To	Salary Max
<u>Account Clerk I</u>	<u>32</u>	\$2,956	to	\$4,178
<u>Account Clerk II</u>	<u>36</u>	\$3,263	to	\$4,611
<u>Accountant I</u>	<u>46</u>	\$4,178	to	\$5,903
<u>Accountant II</u>	<u>52</u>	\$4,845	to	\$6,846
<u>Accounting Technician</u>	<u>42</u>	\$3,785	to	\$5,348
<u>Administrative Analyst I</u>	<u>52</u>	\$4,845	to	\$6,846
<u>Administrative Analyst II</u>	<u>58</u>	\$5,619	to	\$7,939
<u>Administrative Secretary</u>	<u>44</u>	\$3,976	to	\$5,619
<u>Animal Services Officer II</u>	<u>42</u>	\$3,785	to	\$5,348
<u>Animal Services Supervisor</u>	<u>52</u>	\$4,845	to	\$6,846
<u>Animal Services Attendant</u>	<u>33</u>	\$3,030	to	\$4,282
<u>Animal Health Assistant</u>	<u>35</u>	\$3,184	to	\$4,499
<u>Animal Services Assistant</u>	<u>24</u>	\$2,426	to	\$3,429
<u>Animal Services Manager</u>	<u>67</u>	\$7,017	to	\$9,915
<u>Animal Services Officer I</u>	<u>38</u>	\$3,429	to	\$4,845
<u>Animal Services Technician</u>	<u>36</u>	\$3,263	to	\$4,611
<u>Assistant Director of Community Development</u>	<u>74</u>	\$8,341	to	\$11,786
<u>Assistant Director of Econ Dev & Housing</u>	<u>74</u>	\$8,341	to	\$11,786
<u>Assistant Director of Finance</u>	NR	\$7,746	to	\$10,945
<u>Assistant Planner</u>	<u>50</u>	\$4,611	to	\$6,516
<u>Assistant Pool Manager</u>	<u>22</u>	\$2,309	to	\$3,263

Effective : 7/1/15

Town of Apple Valley Classification Plan FY 2015-2016

Position Classification	Range	Salary Min	To	Salary Max
<u>Assistant Town Manager</u>	NR	\$15,463	to	\$18,208
<u>Associate Planner</u>	56	\$5,348	to	\$7,557
<u>Code Enforcement District Supervisor</u>	58	\$5,619	to	\$7,939
<u>Code Enforcement Manager</u>	NR	\$7,017	to	\$9,914
<u>Code Enforcement Officer I</u>	42	\$3,785	to	\$5,348
<u>Code Enforcement Officer II</u>	48	\$4,389	to	\$6,202
<u>Code Enforcement Technician</u>	38	\$3,429	to	\$4,845
<u>Community Development Director</u>	NR	\$9,607	to	\$12,688
<u>Community Enhancement Officer</u>	40	\$3,602	to	\$5,090
<u>Custodian</u>	27	\$2,613	to	\$3,692
<u>Customer Service Representative</u>	34	\$3,106	to	\$4,389
<u>Deputy Town Clerk</u>	49	\$4,499	to	\$6,357
<u>Director of Human Resources and Risk Management</u>	NR	\$9,992	to	\$13,195
<u>Director of Public Works</u>	NR	\$10,295	to	\$13,103
<u>Economic Development Assistant</u>	50	\$4,611	to	\$6,516
<u>Economic Development Manager</u>	NR	\$7,554	to	\$10,671
<u>Economic Development Specialist I</u>	56	\$5,348	to	\$7,557
<u>Economic Development Specialist II</u>	62	\$6,202	to	\$8,763
<u>Emergency Services Officer</u>	58	\$5,619	to	\$7,939
<u>Environmental & Transit Services Manager</u>	NR	\$7,554	to	\$10,671
<u>Equipment Operator</u>	43	\$3,879	to	\$5,482

Effective : 7/1/15

Town of Apple Valley Classification Plan FY 2015-2016

Position Classification	Range	Salary Min	To	Salary Max
<u>Event Assistant</u>	<u>22</u>	\$2,309	to	\$3,263
<u>Event Coordinator</u>	<u>47</u>	\$4,282	to	\$6,051
<u>Executive Assistant</u>	<u>52</u>	\$4,845	to	\$6,846
<u>Executive Secretary</u>	<u>50</u>	\$4,611	to	\$6,516
<u>Finance Manager</u>	NR	\$7,746	to	\$10,945
<u>Grounds Services Aide</u>	<u>16</u>	\$1,991	to	\$2,814
<u>Grounds Services Supervisor</u>	<u>48</u>	\$4,389	to	\$6,202
<u>Grounds Services Worker I</u>	<u>25</u>	\$2,487	to	\$3,514
<u>Grounds Services Worker II</u>	<u>29</u>	\$2,745	to	\$3,879
<u>Grounds Services Worker III</u>	<u>33</u>	\$3,030	to	\$4,282
<u>Household Hazardous Waste Center Operator</u>	<u>15</u>	\$1,943	to	\$2,745
<u>Housing & Community Dev Specialist I</u>	<u>54</u>	\$5,090	to	\$7,192
<u>Housing & Community Dev Specialist II</u>	<u>60</u>	\$5,903	to	\$8,341
<u>Housing Programs Supervisor</u>	<u>62</u>	\$6,202	to	\$8,763
<u>Human Resources Analyst</u>	<u>58</u>	\$5,619	to	\$7,939
<u>Human Resources Assistant</u>	<u>46</u>	\$4,178	to	\$5,903
<u>Human Resources Coordinator</u>	<u>52</u>	\$4,845	to	\$6,846
<u>Human Resources Manager</u>	NR	\$7,017	to	\$9,914
<u>Information Systems Specialist</u>	<u>52</u>	\$4,845	to	\$6,846
<u>Information Systems Supervisor</u>	<u>60</u>	\$5,903	to	\$8,341
<u>Information Systems Technician</u>	<u>42</u>	\$3,785	to	\$5,348

Effective : 7/1/15

Town of Apple Valley Classification Plan FY 2015-2016

Position Classification	Range	Salary Min	To	Salary Max
<u>Intern</u>	<u>20</u>	\$2,198	to	\$3,107
<u>Lifeguard</u>	<u>16</u>	\$1,991	to	\$2,814
<u>Maintenance Aide</u>	<u>21</u>	\$2,253	to	\$3,184
<u>Maintenance Worker I</u>	<u>33</u>	\$3,030	to	\$4,282
<u>Maintenance Worker II</u>	<u>37</u>	\$3,345	to	\$4,727
<u>Manager of Legislative Affairs and Grants</u>	NR	\$7,554	to	\$10,671
<u>Marketing and Public Affairs Officer</u>	NR	\$8,341	to	\$11,786
<u>Office Assistant</u>	<u>26</u>	\$2,549	to	\$3,602
<u>Park and Recreation Manager</u>	NR	\$7,557	to	\$10,678
<u>Pool Manager</u>	<u>26</u>	\$2,549	to	\$3,602
<u>Principal Planner</u>	<u>68</u>	\$7,192	to	\$10,163
<u>Program Assistant</u>	<u>11</u>	\$1,760	to	\$2,487
<u>Public Relations Specialist</u>	<u>49</u>	\$4,499	to	\$6,357
<u>Public Services Assistant</u>	<u>50</u>	\$4,611	to	\$6,516
<u>Public Services Technician</u>	<u>39</u>	\$3,514	to	\$4,966
<u>Public Works Inspector</u>	<u>48</u>	\$4,389	to	\$6,202
<u>Public Works Manager</u>	NR	\$7,017	to	\$9,914
<u>Public Works Supervisor</u>	<u>56</u>	\$5,348	to	\$7,557
<u>Records Technician</u>	<u>37</u>	\$3,345	to	\$4,727
<u>Recreation Assistant</u>	<u>22</u>	\$2,309	to	\$3,263
<u>Recreation Coordinator</u>	<u>40</u>	\$3,602	to	\$5,090

Effective : 7/1/15

Town of Apple Valley Classification Plan FY 2015-2016

Position Classification	Range	Salary Min	To	Salary Max
<u>Recreation Leader I</u>	<u>11</u>	\$1,760	to	\$2,487
<u>Recreation Leader II</u>	<u>16</u>	\$1,991	to	\$2,814
<u>Recreation Supervisor</u>	<u>48</u>	\$4,389	to	\$6,202
<u>Registered Veterinary Technician</u>	<u>42</u>	\$3,785	to	\$5,348
<u>Secretary</u>	<u>38</u>	\$3,429	to	\$4,845
<u>Senior Accountant</u>	<u>58</u>	\$5,619	to	\$7,939
<u>Senior Animal Services Officer</u>	<u>48</u>	\$4,389	to	\$6,202
<u>Senior Animal Services Specialist</u>	<u>35</u>	\$3,184	to	\$4,499
<u>Senior Code Enforcement Officer</u>	<u>52</u>	\$4,845	to	\$6,846
<u>Senior Lifeguard</u>	<u>20</u>	\$2,198	to	\$3,106
<u>Senior Maintenance Worker</u>	<u>41</u>	\$3,692	to	\$5,217
<u>Senior Office Assistant</u>	<u>32</u>	\$2,956	to	\$4,178
<u>Senior Planner</u>	<u>62</u>	\$6,202	to	\$8,763
<u>Special Projects Manager</u>	NR	\$7,554	to	\$10,671
<u>Swim Coach</u>	<u>26</u>	\$2,549	to	\$3,602
<u>Town Clerk</u>	NR	\$8,545	to	\$12,074
<u>Town Manager</u>	NR	\$21,160	to	\$21,160

Effective : 7/1/15