

**TOWN OF
APPLE VALLEY, CALIFORNIA**

AGENDA MATTER

Subject Item:

INTRODUCE ORDINANCE NO 382 – AN ORDINANCE OF THE TOWN COUNCIL OF THE TOWN OF APPLE VALLEY AMENDING CHAPTER 2.60 (PERSONNEL) OF TITLE 2 OF THE TOWN OF APPLE VALLEY MUNICIPAL CODE RELATING TO COMPENSATION OF ALL TOWN EMPLOYEES

Summary Statement:

On July 11, 2000 the Town Council adopted Ordinance 225. Ordinance 225 provisioned that the Town would conduct an annual salary survey comprised of five (5) cities. Those five cities are: Chino Hills, Montclair, Rancho Cucamonga, Palmdale and Victorville. Members of the Personnel Committee serving at that time established the five specified cities.

Since adoption of Ordinance 225 many changes have occurred; changes to the economy, changes in the level of services provided by the Town, changes in the size of the Town staff and the composition of the positions, to name a few. These changes necessitate the need to remove the designation of the five cities as defined in Ordinance 225.

The manner in which Ordinance 225 is written prohibits staff from conducting the annual salary survey by comparing cities more applicable at the present time and with the present work environment. Staff recommends the Ordinance be amended to allow the Town Council to be able to define by Council policy not by ordinance what cities will be appropriately selected for purposes of the annual salary survey.

Recommended Action

1. Move to **WAIVE** reading of Ordinance 382 in its entirety and read by title only.
2. Move to **INTRODUCE** Ordinance No. 382 amending Chapter 2.60 (Personnel) of Title 2 of The Town of Apple Valley Municipal Code By Amending Section 2.60.070 Relating To Compensation of Town Employees.

Proposed by: Susan Ward, Administrative Services **Item Number** _____

T. M. Approval: _____ **Budgeted Item** Yes No N/A

ORDINANCE NO. 382

AN ORDINANCE OF THE TOWN COUNCIL OF THE TOWN OF APPLE VALLEY AMENDING CHAPTER 2.60 (PERSONNEL) OF TITLE 2 OF THE TOWN OF APPLE VALLEY MUNICIPAL CODE RELATING TO COMPENSATION OF ALL TOWN EMPLOYEES

WHEREAS, in order for the Town to recruit and retain the highest qualified employees, it is the policy of the Town, whenever economically feasible, to compensate Town employees the estimated average total compensation as of July 1 of the year in which comparisons are made for corresponding positions within the cities of Victorville, Chino Hills, Montclair, Rancho Cucamonga and Palmdale; and

WHEREAS, total compensation includes, but is not limited to, salary, retirement, health, dental and vision insurance, education incentives, longevity pay, shift differential, paid leave, and other skill or incentive pay; and

WHEREAS, any increase in total compensation resulting from this policy shall be implemented when adopted as part of the proposed fiscal year budget; and

WHEREAS, in determining compensation, it is the policy of the Town to consider total compensation for corresponding positions, as well as other factors including internal comparisons.

NOW, THEREFORE, THE TOWN COUNCIL OF THE TOWN OF APPLE VALLEY DOES ORDAIN AS FOLLOWS:

Section 1. Chapter 2.60 of Title 2 of the Town of Apple Valley Municipal Code is hereby amended by modifying Section 2.60.070.

2.60.070 Compensation of all Town Employees. The Town Manager or the Town Manager's designee shall conduct an annual total compensation survey of all positions within the Town of Apple Valley Employee Classification Plan to determine the estimated average total compensation as of July 1 of the year in which comparisons are made for corresponding positions with cities which most appropriately compare with the Town's positions. ~~within the Cities of Victorville, Chino Hills, Montclair, Rancho Cucamonga and Palmdale, to~~ The comparisons will be incorporated into the proposed annual budget and considered for adoption by the Town Council. Total compensation includes, but is not limited to, salary, retirement, health, dental and vision insurance, educational incentives, longevity pay, shift differential, paid leave, and other skill or incentive pay. Any increase in total compensation resulting from this section shall be implemented as part of the proposed fiscal year budget process. In determining compensation, it is the

policy of the Town to consider total compensation for corresponding positions, including annual cost of living adjustments, as well as other factors including internal comparisons.

Section 2. All other provisions of Chapter 2.60 shall remain in effect.

Section 3. Effective Date. This ordinance shall be come effective thirty days from and after its adoption.

Section 4. Notice of Adoption. The Town Clerk of the Town of Apple Valley shall certify to the adoption of this ordinance and cause publication to occur in a newspaper of general circulation and published and circulated in the Town in a manger permitted under Section 36933 of the Government Code.

APPROVED and ADOPTED by the Town Council and signed by the Mayor and attested by the Town Clerk this _____ day of _____, 2008.

Tim Jasper, Mayor

Attest:

La Vonda Pearson, Town Clerk

Approved as to form:

Approved as to content:

Neal Singer, Town Attorney

Jim Cox, Interim Town Manager