

**TOWN OF
APPLE VALLEY, CALIFORNIA**

AGENDA MATTER

Subject Item:

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

Summary Statement:

At the meeting of June 10, 2008, staff recommended this item be continued to the next regularly scheduled meeting to allow the Personnel Committee to review the proposed cost of living increase.

In accordance with Section 2.60.070 of the Town of Valley Municipal Code, as established by Ordinance 382, it is the policy of the Town to consider the annual cost of living adjustments in determining compensation for positions with the Town of Apple Valley.

April to April CPI for Urban Wage Earners and Clerical Workers has been consistently established as the benchmark for cost of living increases. This index is 3.7 for the period ending April 2008 and is reflected in the Salary Schedule listed in Exhibit A.

The Personnel Committee reviewed the information relating to this item and concurred with staff recommendations. This item is included in the Proposal Fiscal year 2008/09 budget.

Recommended Action:

Adopt Resolution No. 2008-26, a Resolution of the Town of Apple Valley amending the salary schedule and the employee classification plan for the Town of Apple Valley.

Proposed by: Jim Cox, Interim Town Manager. **Item Number** _____

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

RESOLUTION NO. 2008 –26

A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF APPLE VALLEY AMENDING THE SALARY SCHEDULES AND THE EMPLOYEE CLASSIFICATION PLAN FOR THE TOWN OF APPLE VALLEY

WHEREAS, the Town Council of the Town of Apple Valley has established a salary schedule for positions within the Town of Apple Valley; and

WHEREAS, the Town of Council of the Town of Apple Valley recognizes that to remain competitive in the personnel marketplace certain adjustments to salaries are necessary to compensate for increases in the cost of living and

WHEREAS, the Town Council of the Town of Apple Valley has established a classification plan including all employees of the Town of Apple Valley; and

WHEREAS, the Town Council of the Town of Apple Valley wishes to modify the existing classification plan with respect to all positions; and

NOW, THEREFORE, BE IT RESOLVED THAT:

1. Revised salary schedules are hereby adopted in accordance with Exhibit A.
2. Said salary schedules shall be come effective on June 22, 2008.
3. Said resolution shall become effective on June 22, 2008.
- 4, All resolutions, parts of resolutions in conflict herewith are hereby amended to be consistent herewith.

PASS, APPROVED AND ADOPTED THIS 10th DAY OF June, 2008.

TIM JASPER, MAYOR

ATTEST:

LA VONDA PEARSON
TOWN CLERK

**Exhibit A
Town of Apple Valley Salary Schedule 2008-2009**

| Range | A | | A1 | | B | | B1 | | C | |
|-------|----------|---------|----------|----------|----------|----------|----------|----------|----------|----------|
| | Mthly | Hrly | Mthly | Hrly | Mthly | Hrly | Mthly | Hrly | Mthly | Hrly |
| 10 | \$ 1,564 | \$9.02 | \$ 1,603 | \$ 9.25 | \$ 1,643 | \$ 9.48 | \$ 1,684 | \$ 9.72 | \$ 1,726 | \$ 9.96 |
| 11 | \$ 1,603 | \$9.25 | \$ 1,643 | \$ 9.48 | \$ 1,684 | \$ 9.72 | \$ 1,726 | \$ 9.96 | \$ 1,769 | \$ 10.21 |
| 12 | \$ 1,643 | \$9.48 | \$ 1,684 | \$ 9.72 | \$ 1,726 | \$ 9.96 | \$ 1,769 | \$ 10.21 | \$ 1,814 | \$ 10.46 |
| 13 | \$ 1,684 | \$9.72 | \$ 1,726 | \$ 9.96 | \$ 1,769 | \$ 10.21 | \$ 1,814 | \$ 10.46 | \$ 1,859 | \$ 10.72 |
| 14 | \$ 1,726 | \$9.96 | \$ 1,769 | \$ 10.21 | \$ 1,814 | \$ 10.46 | \$ 1,859 | \$ 10.72 | \$ 1,905 | \$ 10.99 |
| 15 | \$ 1,769 | \$10.21 | \$ 1,814 | \$ 10.46 | \$ 1,859 | \$ 10.72 | \$ 1,905 | \$ 10.99 | \$ 1,953 | \$ 11.27 |
| 16 | \$ 1,814 | \$10.46 | \$ 1,859 | \$ 10.72 | \$ 1,905 | \$ 10.99 | \$ 1,953 | \$ 11.27 | \$ 2,002 | \$ 11.55 |
| 17 | \$ 1,859 | \$10.72 | \$ 1,905 | \$ 10.99 | \$ 1,953 | \$ 11.27 | \$ 2,002 | \$ 11.55 | \$ 2,052 | \$ 11.84 |
| 18 | \$ 1,905 | \$10.99 | \$ 1,953 | \$ 11.27 | \$ 2,002 | \$ 11.55 | \$ 2,052 | \$ 11.84 | \$ 2,103 | \$ 12.13 |
| 19 | \$ 1,953 | \$11.27 | \$ 2,002 | \$ 11.55 | \$ 2,052 | \$ 11.84 | \$ 2,103 | \$ 12.13 | \$ 2,156 | \$ 12.44 |
| 20 | \$ 2,002 | \$11.55 | \$ 2,052 | \$ 11.84 | \$ 2,103 | \$ 12.13 | \$ 2,156 | \$ 12.44 | \$ 2,210 | \$ 12.75 |
| 21 | \$ 2,052 | \$11.84 | \$ 2,103 | \$ 12.13 | \$ 2,156 | \$ 12.44 | \$ 2,210 | \$ 12.75 | \$ 2,265 | \$ 13.07 |
| 22 | \$ 2,103 | \$12.13 | \$ 2,156 | \$ 12.44 | \$ 2,210 | \$ 12.75 | \$ 2,265 | \$ 13.07 | \$ 2,321 | \$ 13.39 |
| 23 | \$ 2,156 | \$12.44 | \$ 2,210 | \$ 12.75 | \$ 2,265 | \$ 13.07 | \$ 2,321 | \$ 13.39 | \$ 2,380 | \$ 13.73 |
| 24 | \$ 2,210 | \$12.75 | \$ 2,265 | \$ 13.07 | \$ 2,321 | \$ 13.39 | \$ 2,380 | \$ 13.73 | \$ 2,439 | \$ 14.07 |
| 25 | \$ 2,265 | \$13.07 | \$ 2,321 | \$ 13.39 | \$ 2,380 | \$ 13.73 | \$ 2,439 | \$ 14.07 | \$ 2,500 | \$ 14.42 |
| 26 | \$ 2,321 | \$13.39 | \$ 2,380 | \$ 13.73 | \$ 2,439 | \$ 14.07 | \$ 2,500 | \$ 14.42 | \$ 2,562 | \$ 14.78 |
| 27 | \$ 2,380 | \$13.73 | \$ 2,439 | \$ 14.07 | \$ 2,500 | \$ 14.42 | \$ 2,562 | \$ 14.78 | \$ 2,627 | \$ 15.15 |
| 28 | \$ 2,439 | \$14.07 | \$ 2,500 | \$ 14.42 | \$ 2,562 | \$ 14.78 | \$ 2,627 | \$ 15.15 | \$ 2,692 | \$ 15.53 |
| 29 | \$ 2,500 | \$14.42 | \$ 2,562 | \$ 14.78 | \$ 2,627 | \$ 15.15 | \$ 2,692 | \$ 15.53 | \$ 2,759 | \$ 15.92 |
| 30 | \$ 2,562 | \$14.78 | \$ 2,627 | \$ 15.15 | \$ 2,692 | \$ 15.53 | \$ 2,759 | \$ 15.92 | \$ 2,828 | \$ 16.32 |
| 31 | \$ 2,627 | \$15.15 | \$ 2,692 | \$ 15.53 | \$ 2,759 | \$ 15.92 | \$ 2,828 | \$ 16.32 | \$ 2,899 | \$ 16.73 |
| 32 | \$ 2,692 | \$15.53 | \$ 2,759 | \$ 15.92 | \$ 2,828 | \$ 16.32 | \$ 2,899 | \$ 16.73 | \$ 2,972 | \$ 17.14 |
| 33 | \$ 2,759 | \$15.92 | \$ 2,828 | \$ 16.32 | \$ 2,899 | \$ 16.73 | \$ 2,972 | \$ 17.14 | \$ 3,046 | \$ 17.57 |
| 34 | \$ 2,828 | \$16.32 | \$ 2,899 | \$ 16.73 | \$ 2,972 | \$ 17.14 | \$ 3,046 | \$ 17.57 | \$ 3,122 | \$ 18.01 |
| 35 | \$ 2,899 | \$16.73 | \$ 2,972 | \$ 17.14 | \$ 3,046 | \$ 17.57 | \$ 3,122 | \$ 18.01 | \$ 3,200 | \$ 18.46 |
| 36 | \$ 2,972 | \$17.14 | \$ 3,046 | \$ 17.57 | \$ 3,122 | \$ 18.01 | \$ 3,200 | \$ 18.46 | \$ 3,280 | \$ 18.92 |
| 37 | \$ 3,046 | \$17.57 | \$ 3,122 | \$ 18.01 | \$ 3,200 | \$ 18.46 | \$ 3,280 | \$ 18.92 | \$ 3,362 | \$ 19.40 |
| 38 | \$ 3,122 | \$18.01 | \$ 3,200 | \$ 18.46 | \$ 3,280 | \$ 18.92 | \$ 3,362 | \$ 19.40 | \$ 3,446 | \$ 19.88 |
| 39 | \$ 3,200 | \$18.46 | \$ 3,280 | \$ 18.92 | \$ 3,362 | \$ 19.40 | \$ 3,446 | \$ 19.88 | \$ 3,532 | \$ 20.38 |
| 40 | \$ 3,280 | \$18.92 | \$ 3,362 | \$ 19.40 | \$ 3,446 | \$ 19.88 | \$ 3,532 | \$ 20.38 | \$ 3,621 | \$ 20.89 |
| 41 | \$ 3,362 | \$19.40 | \$ 3,446 | \$ 19.88 | \$ 3,532 | \$ 20.38 | \$ 3,621 | \$ 20.89 | \$ 3,711 | \$ 21.41 |

Adopted June 12, 2007, Resolution #2007-23

**Exhibit A
Town of Apple Valley Salary Schedule 2008-2009**

| Range | A | | A1 | | B | | B1 | | C | |
|-------|----------|---------|----------|----------|----------|----------|----------|----------|----------|----------|
| | Mthly | Hrly | Mthly | Hrly | Mthly | Hrly | Mthly | Hrly | Mthly | Hrly |
| 42 | \$ 3,446 | \$19.88 | \$ 3,532 | \$ 20.38 | \$ 3,621 | \$ 20.89 | \$ 3,711 | \$ 21.41 | \$ 3,804 | \$ 21.95 |
| 43 | \$ 3,532 | \$20.38 | \$ 3,621 | \$ 20.89 | \$ 3,711 | \$ 21.41 | \$ 3,804 | \$ 21.95 | \$ 3,899 | \$ 22.50 |
| 44 | \$ 3,621 | \$20.89 | \$ 3,711 | \$ 21.41 | \$ 3,804 | \$ 21.95 | \$ 3,899 | \$ 22.50 | \$ 3,997 | \$ 23.06 |
| 45 | \$ 3,711 | \$21.41 | \$ 3,804 | \$ 21.95 | \$ 3,899 | \$ 22.50 | \$ 3,997 | \$ 23.06 | \$ 4,096 | \$ 23.63 |
| 46 | \$ 3,804 | \$21.95 | \$ 3,899 | \$ 22.50 | \$ 3,997 | \$ 23.06 | \$ 4,096 | \$ 23.63 | \$ 4,199 | \$ 24.22 |
| 47 | \$ 3,899 | \$22.50 | \$ 3,997 | \$ 23.06 | \$ 4,096 | \$ 23.63 | \$ 4,199 | \$ 24.22 | \$ 4,304 | \$ 24.83 |
| 48 | \$ 3,997 | \$23.06 | \$ 4,096 | \$ 23.63 | \$ 4,199 | \$ 24.22 | \$ 4,304 | \$ 24.83 | \$ 4,411 | \$ 25.45 |
| 49 | \$ 4,096 | \$23.63 | \$ 4,199 | \$ 24.22 | \$ 4,304 | \$ 24.83 | \$ 4,411 | \$ 25.45 | \$ 4,522 | \$ 26.09 |
| 50 | \$ 4,199 | \$24.22 | \$ 4,304 | \$ 24.83 | \$ 4,411 | \$ 25.45 | \$ 4,522 | \$ 26.09 | \$ 4,635 | \$ 26.74 |
| 51 | \$ 4,304 | \$24.83 | \$ 4,411 | \$ 25.45 | \$ 4,522 | \$ 26.09 | \$ 4,635 | \$ 26.74 | \$ 4,751 | \$ 27.41 |
| 52 | \$ 4,411 | \$25.45 | \$ 4,522 | \$ 26.09 | \$ 4,635 | \$ 26.74 | \$ 4,751 | \$ 27.41 | \$ 4,869 | \$ 28.09 |
| 53 | \$ 4,522 | \$26.09 | \$ 4,635 | \$ 26.74 | \$ 4,751 | \$ 27.41 | \$ 4,869 | \$ 28.09 | \$ 4,991 | \$ 28.80 |
| 54 | \$ 4,635 | \$26.74 | \$ 4,751 | \$ 27.41 | \$ 4,869 | \$ 28.09 | \$ 4,991 | \$ 28.80 | \$ 5,116 | \$ 29.52 |
| 55 | \$ 4,751 | \$27.41 | \$ 4,869 | \$ 28.09 | \$ 4,991 | \$ 28.80 | \$ 5,116 | \$ 29.52 | \$ 5,244 | \$ 30.25 |
| 56 | \$ 4,869 | \$28.09 | \$ 4,991 | \$ 28.80 | \$ 5,116 | \$ 29.52 | \$ 5,244 | \$ 30.25 | \$ 5,375 | \$ 31.01 |
| 57 | \$ 4,991 | \$28.80 | \$ 5,116 | \$ 29.52 | \$ 5,244 | \$ 30.25 | \$ 5,375 | \$ 31.01 | \$ 5,509 | \$ 31.79 |
| 58 | \$ 5,116 | \$29.52 | \$ 5,244 | \$ 30.25 | \$ 5,375 | \$ 31.01 | \$ 5,509 | \$ 31.79 | \$ 5,647 | \$ 32.58 |
| 59 | \$ 5,244 | \$30.25 | \$ 5,375 | \$ 31.01 | \$ 5,509 | \$ 31.79 | \$ 5,647 | \$ 32.58 | \$ 5,788 | \$ 33.39 |
| 60 | \$ 5,375 | \$31.01 | \$ 5,509 | \$ 31.79 | \$ 5,647 | \$ 32.58 | \$ 5,788 | \$ 33.39 | \$ 5,933 | \$ 34.23 |
| 61 | \$ 5,509 | \$31.79 | \$ 5,647 | \$ 32.58 | \$ 5,788 | \$ 33.39 | \$ 5,933 | \$ 34.23 | \$ 6,081 | \$ 35.08 |
| 62 | \$ 5,647 | \$32.58 | \$ 5,788 | \$ 33.39 | \$ 5,933 | \$ 34.23 | \$ 6,081 | \$ 35.08 | \$ 6,233 | \$ 35.96 |
| 63 | \$ 5,788 | \$33.39 | \$ 5,933 | \$ 34.23 | \$ 6,081 | \$ 35.08 | \$ 6,233 | \$ 35.96 | \$ 6,389 | \$ 36.86 |
| 64 | \$ 5,933 | \$34.23 | \$ 6,081 | \$ 35.08 | \$ 6,233 | \$ 35.96 | \$ 6,389 | \$ 36.86 | \$ 6,549 | \$ 37.78 |
| 65 | \$ 6,081 | \$35.08 | \$ 6,233 | \$ 35.96 | \$ 6,389 | \$ 36.86 | \$ 6,549 | \$ 37.78 | \$ 6,713 | \$ 38.73 |
| 66 | \$ 6,233 | \$35.96 | \$ 6,389 | \$ 36.86 | \$ 6,549 | \$ 37.78 | \$ 6,713 | \$ 38.73 | \$ 6,880 | \$ 39.70 |
| 67 | \$ 6,389 | \$36.86 | \$ 6,549 | \$ 37.78 | \$ 6,713 | \$ 38.73 | \$ 6,880 | \$ 39.70 | \$ 7,052 | \$ 40.69 |
| 68 | \$ 6,549 | \$37.78 | \$ 6,713 | \$ 38.73 | \$ 6,880 | \$ 39.70 | \$ 7,052 | \$ 40.69 | \$ 7,229 | \$ 41.70 |
| 69 | \$ 6,713 | \$38.73 | \$ 6,880 | \$ 39.70 | \$ 7,052 | \$ 40.69 | \$ 7,229 | \$ 41.70 | \$ 7,409 | \$ 42.75 |
| 70 | \$ 6,880 | \$39.70 | \$ 7,052 | \$ 40.69 | \$ 7,229 | \$ 41.70 | \$ 7,409 | \$ 42.75 | \$ 7,595 | \$ 43.82 |
| 71 | \$ 7,052 | \$40.69 | \$ 7,229 | \$ 41.70 | \$ 7,409 | \$ 42.75 | \$ 7,595 | \$ 43.82 | \$ 7,785 | \$ 44.91 |
| 72 | \$ 7,229 | \$41.70 | \$ 7,409 | \$ 42.75 | \$ 7,595 | \$ 43.82 | \$ 7,785 | \$ 44.91 | \$ 7,979 | \$ 46.03 |
| 73 | \$ 7,409 | \$42.75 | \$ 7,595 | \$ 43.82 | \$ 7,785 | \$ 44.91 | \$ 7,979 | \$ 46.03 | \$ 8,179 | \$ 47.19 |

Adopted June 12, 2007, Resolution #2007-23

**Exhibit A
Town of Apple Valley Salary Schedule 2008-2009**

| Range | A | | A1 | | B | | B1 | | C | |
|-------|-----------|---------|-----------|----------|-----------|----------|-----------|----------|-----------|----------|
| | Mthly | Hrly | Mthly | Hrly | Mthly | Hrly | Mthly | Hrly | Mthly | Hrly |
| 74 | \$ 7,595 | \$43.82 | \$ 7,785 | \$ 44.91 | \$ 7,979 | \$ 46.03 | \$ 8,179 | \$ 47.19 | \$ 8,383 | \$ 48.36 |
| 75 | \$ 7,785 | \$44.91 | \$ 7,979 | \$ 46.03 | \$ 8,179 | \$ 47.19 | \$ 8,383 | \$ 48.36 | \$ 8,593 | \$ 49.57 |
| 76 | \$ 7,979 | \$46.03 | \$ 8,179 | \$ 47.19 | \$ 8,383 | \$ 48.36 | \$ 8,593 | \$ 49.57 | \$ 8,807 | \$ 50.81 |
| 77 | \$ 8,179 | \$47.19 | \$ 8,383 | \$ 48.36 | \$ 8,593 | \$ 49.57 | \$ 8,807 | \$ 50.81 | \$ 9,028 | \$ 52.08 |
| 78 | \$ 8,383 | \$48.36 | \$ 8,593 | \$ 49.57 | \$ 8,807 | \$ 50.81 | \$ 9,028 | \$ 52.08 | \$ 9,253 | \$ 53.39 |
| 79 | \$ 8,593 | \$49.57 | \$ 8,807 | \$ 50.81 | \$ 9,028 | \$ 52.08 | \$ 9,253 | \$ 53.39 | \$ 9,485 | \$ 54.72 |
| 80 | \$ 8,807 | \$50.81 | \$ 9,028 | \$ 52.08 | \$ 9,253 | \$ 53.39 | \$ 9,485 | \$ 54.72 | \$ 9,722 | \$ 56.09 |
| 81 | \$ 9,028 | \$52.08 | \$ 9,253 | \$ 53.39 | \$ 9,485 | \$ 54.72 | \$ 9,722 | \$ 56.09 | \$ 9,965 | \$ 57.49 |
| 82 | \$ 9,253 | \$53.39 | \$ 9,485 | \$ 54.72 | \$ 9,722 | \$ 56.09 | \$ 9,965 | \$ 57.49 | \$ 10,214 | \$ 58.93 |
| 83 | \$ 9,485 | \$54.72 | \$ 9,722 | \$ 56.09 | \$ 9,965 | \$ 57.49 | \$ 10,214 | \$ 58.93 | \$ 10,469 | \$ 60.40 |
| 84 | \$ 9,722 | \$56.09 | \$ 9,965 | \$ 57.49 | \$ 10,214 | \$ 58.93 | \$ 10,469 | \$ 60.40 | \$ 10,731 | \$ 61.91 |
| 85 | \$ 9,965 | \$57.49 | \$ 10,214 | \$ 58.93 | \$ 10,469 | \$ 60.40 | \$ 10,731 | \$ 61.91 | \$ 10,999 | \$ 63.46 |
| 86 | \$ 10,214 | \$58.93 | \$ 10,469 | \$ 60.40 | \$ 10,731 | \$ 61.91 | \$ 10,999 | \$ 63.46 | \$ 11,274 | \$ 65.05 |
| 87 | \$ 10,469 | \$60.40 | \$ 10,731 | \$ 61.91 | \$ 10,999 | \$ 63.46 | \$ 11,274 | \$ 65.05 | \$ 11,556 | \$ 66.67 |
| 88 | \$ 10,731 | \$61.91 | \$ 10,999 | \$ 63.46 | \$ 11,274 | \$ 65.05 | \$ 11,556 | \$ 66.67 | \$ 11,845 | \$ 68.34 |
| 89 | \$ 10,999 | \$63.46 | \$ 11,274 | \$ 65.05 | \$ 11,556 | \$ 66.67 | \$ 11,845 | \$ 68.34 | \$ 12,141 | \$ 70.05 |
| 90 | \$ 11,274 | \$65.05 | \$ 11,556 | \$ 66.67 | \$ 11,845 | \$ 68.34 | \$ 12,141 | \$ 70.05 | \$ 12,445 | \$ 71.80 |
| 91 | \$ 11,556 | \$66.67 | \$ 11,845 | \$ 68.34 | \$ 12,141 | \$ 70.05 | \$ 12,445 | \$ 71.80 | \$ 12,756 | \$ 73.59 |
| 92 | \$ 11,845 | \$68.34 | \$ 12,141 | \$ 70.05 | \$ 12,445 | \$ 71.80 | \$ 12,756 | \$ 73.59 | \$ 13,075 | \$ 75.43 |
| 93 | \$ 12,141 | \$70.05 | \$ 12,445 | \$ 71.80 | \$ 12,756 | \$ 73.59 | \$ 13,075 | \$ 75.43 | \$ 13,402 | \$ 77.32 |
| 94 | \$ 12,445 | \$71.80 | \$ 12,756 | \$ 73.59 | \$ 13,075 | \$ 75.43 | \$ 13,402 | \$ 77.32 | \$ 13,737 | \$ 79.25 |
| 95 | \$ 12,756 | \$73.59 | \$ 13,075 | \$ 75.43 | \$ 13,402 | \$ 77.32 | \$ 13,737 | \$ 79.25 | \$ 14,080 | \$ 81.23 |
| 96 | \$ 13,075 | \$75.43 | \$ 13,402 | \$ 77.32 | \$ 13,737 | \$ 79.25 | \$ 14,080 | \$ 81.23 | \$ 14,432 | \$ 83.26 |
| 97 | \$ 13,402 | \$77.32 | \$ 13,737 | \$ 79.25 | \$ 14,080 | \$ 81.23 | \$ 14,432 | \$ 83.26 | \$ 14,793 | \$ 85.35 |
| 98 | \$ 13,737 | \$79.25 | \$ 14,080 | \$ 81.23 | \$ 14,432 | \$ 83.26 | \$ 14,793 | \$ 85.35 | \$ 15,163 | \$ 87.48 |
| 99 | \$ 14,080 | \$81.23 | \$ 14,432 | \$ 83.26 | \$ 14,793 | \$ 85.35 | \$ 15,163 | \$ 87.48 | \$ 15,542 | \$ 89.67 |
| 100 | \$ 14,432 | \$83.26 | \$ 14,793 | \$ 85.35 | \$ 15,163 | \$ 87.48 | \$ 15,542 | \$ 89.67 | \$ 15,930 | \$ 91.91 |

Adopted June 12, 2007, Resolution #2007-23

**Exhibit A
Town of Apple Valley Salary Schedule 2008-2009**

| Range | C1 | C1 | D | D | D1 | D1 | E | E | E1 | E1 |
|-------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | Mthly | Hrly | Mthly | Hrly | Mthly | Hrly | Mthly | Hrly | Mthly | Hrly |
| 42 | \$ 3,899 | \$ 22.50 | \$ 3,997 | \$ 23.06 | \$ 4,096 | \$ 23.63 | \$ 4,199 | \$ 24.22 | \$ 4,304 | \$ 24.83 |
| 43 | \$ 3,997 | \$ 23.06 | \$ 4,096 | \$ 23.63 | \$ 4,199 | \$ 24.22 | \$ 4,304 | \$ 24.83 | \$ 4,411 | \$ 25.45 |
| 44 | \$ 4,096 | \$ 23.63 | \$ 4,199 | \$ 24.22 | \$ 4,304 | \$ 24.83 | \$ 4,411 | \$ 25.45 | \$ 4,522 | \$ 26.09 |
| 45 | \$ 4,199 | \$ 24.22 | \$ 4,304 | \$ 24.83 | \$ 4,411 | \$ 25.45 | \$ 4,522 | \$ 26.09 | \$ 4,635 | \$ 26.74 |
| 46 | \$ 4,304 | \$ 24.83 | \$ 4,411 | \$ 25.45 | \$ 4,522 | \$ 26.09 | \$ 4,635 | \$ 26.74 | \$ 4,751 | \$ 27.41 |
| 47 | \$ 4,411 | \$ 25.45 | \$ 4,522 | \$ 26.09 | \$ 4,635 | \$ 26.74 | \$ 4,751 | \$ 27.41 | \$ 4,869 | \$ 28.09 |
| 48 | \$ 4,522 | \$ 26.09 | \$ 4,635 | \$ 26.74 | \$ 4,751 | \$ 27.41 | \$ 4,869 | \$ 28.09 | \$ 4,991 | \$ 28.80 |
| 49 | \$ 4,635 | \$ 26.74 | \$ 4,751 | \$ 27.41 | \$ 4,869 | \$ 28.09 | \$ 4,991 | \$ 28.80 | \$ 5,116 | \$ 29.52 |
| 50 | \$ 4,751 | \$ 27.41 | \$ 4,869 | \$ 28.09 | \$ 4,991 | \$ 28.80 | \$ 5,116 | \$ 29.52 | \$ 5,244 | \$ 30.25 |
| 51 | \$ 4,869 | \$ 28.09 | \$ 4,991 | \$ 28.80 | \$ 5,116 | \$ 29.52 | \$ 5,244 | \$ 30.25 | \$ 5,375 | \$ 31.01 |
| 52 | \$ 4,991 | \$ 28.80 | \$ 5,116 | \$ 29.52 | \$ 5,244 | \$ 30.25 | \$ 5,375 | \$ 31.01 | \$ 5,509 | \$ 31.79 |
| 53 | \$ 5,116 | \$ 29.52 | \$ 5,244 | \$ 30.25 | \$ 5,375 | \$ 31.01 | \$ 5,509 | \$ 31.79 | \$ 5,647 | \$ 32.58 |
| 54 | \$ 5,244 | \$ 30.25 | \$ 5,375 | \$ 31.01 | \$ 5,509 | \$ 31.79 | \$ 5,647 | \$ 32.58 | \$ 5,788 | \$ 33.39 |
| 55 | \$ 5,375 | \$ 31.01 | \$ 5,509 | \$ 31.79 | \$ 5,647 | \$ 32.58 | \$ 5,788 | \$ 33.39 | \$ 5,933 | \$ 34.23 |
| 56 | \$ 5,509 | \$ 31.79 | \$ 5,647 | \$ 32.58 | \$ 5,788 | \$ 33.39 | \$ 5,933 | \$ 34.23 | \$ 6,081 | \$ 35.08 |
| 57 | \$ 5,647 | \$ 32.58 | \$ 5,788 | \$ 33.39 | \$ 5,933 | \$ 34.23 | \$ 6,081 | \$ 35.08 | \$ 6,233 | \$ 35.96 |
| 58 | \$ 5,788 | \$ 33.39 | \$ 5,933 | \$ 34.23 | \$ 6,081 | \$ 35.08 | \$ 6,233 | \$ 35.96 | \$ 6,389 | \$ 36.86 |
| 59 | \$ 5,933 | \$ 34.23 | \$ 6,081 | \$ 35.08 | \$ 6,233 | \$ 35.96 | \$ 6,389 | \$ 36.86 | \$ 6,549 | \$ 37.78 |
| 60 | \$ 6,081 | \$ 35.08 | \$ 6,233 | \$ 35.96 | \$ 6,389 | \$ 36.86 | \$ 6,549 | \$ 37.78 | \$ 6,713 | \$ 38.73 |
| 61 | \$ 6,233 | \$ 35.96 | \$ 6,389 | \$ 36.86 | \$ 6,549 | \$ 37.78 | \$ 6,713 | \$ 38.73 | \$ 6,880 | \$ 39.70 |
| 62 | \$ 6,389 | \$ 36.86 | \$ 6,549 | \$ 37.78 | \$ 6,713 | \$ 38.73 | \$ 6,880 | \$ 39.70 | \$ 7,052 | \$ 40.69 |
| 63 | \$ 6,549 | \$ 37.78 | \$ 6,713 | \$ 38.73 | \$ 6,880 | \$ 39.70 | \$ 7,052 | \$ 40.69 | \$ 7,229 | \$ 41.70 |
| 64 | \$ 6,713 | \$ 38.73 | \$ 6,880 | \$ 39.70 | \$ 7,052 | \$ 40.69 | \$ 7,229 | \$ 41.70 | \$ 7,409 | \$ 42.75 |
| 65 | \$ 6,880 | \$ 39.70 | \$ 7,052 | \$ 40.69 | \$ 7,229 | \$ 41.70 | \$ 7,409 | \$ 42.75 | \$ 7,595 | \$ 43.82 |
| 66 | \$ 7,052 | \$ 40.69 | \$ 7,229 | \$ 41.70 | \$ 7,409 | \$ 42.75 | \$ 7,595 | \$ 43.82 | \$ 7,785 | \$ 44.91 |
| 67 | \$ 7,229 | \$ 41.70 | \$ 7,409 | \$ 42.75 | \$ 7,595 | \$ 43.82 | \$ 7,785 | \$ 44.91 | \$ 7,979 | \$ 46.03 |
| 68 | \$ 7,409 | \$ 42.75 | \$ 7,595 | \$ 43.82 | \$ 7,785 | \$ 44.91 | \$ 7,979 | \$ 46.03 | \$ 8,179 | \$ 47.19 |
| 69 | \$ 7,595 | \$ 43.82 | \$ 7,785 | \$ 44.91 | \$ 7,979 | \$ 46.03 | \$ 8,179 | \$ 47.19 | \$ 8,383 | \$ 48.36 |
| 70 | \$ 7,785 | \$ 44.91 | \$ 7,979 | \$ 46.03 | \$ 8,179 | \$ 47.19 | \$ 8,383 | \$ 48.36 | \$ 8,593 | \$ 49.57 |
| 71 | \$ 7,979 | \$ 46.03 | \$ 8,179 | \$ 47.19 | \$ 8,383 | \$ 48.36 | \$ 8,593 | \$ 49.57 | \$ 8,807 | \$ 50.81 |
| 72 | \$ 8,179 | \$ 47.19 | \$ 8,383 | \$ 48.36 | \$ 8,593 | \$ 49.57 | \$ 8,807 | \$ 50.81 | \$ 9,028 | \$ 52.08 |
| 73 | \$ 8,383 | \$ 48.36 | \$ 8,593 | \$ 49.57 | \$ 8,807 | \$ 50.81 | \$ 9,028 | \$ 52.08 | \$ 9,253 | \$ 53.39 |

Adopted June 12, 2007, Resolution #2007-23

Exhibit A
Town of Apple Valley Salary Schedule 2008-2009

| Range | C1 | | D | | D1 | | E | | E1 | |
|-------|-----------|----------|-----------|----------|-----------|----------|-----------|-----------|-----------|-----------|
| | Mthly | Hrly | Mthly | Hrly | Mthly | Hrly | Mthly | Hrly | Mthly | Hrly |
| 74 | \$ 8,593 | \$ 49.57 | \$ 8,807 | \$ 50.81 | \$ 9,028 | \$ 52.08 | \$ 9,253 | \$ 53.39 | \$ 9,485 | \$ 54.72 |
| 75 | \$ 8,807 | \$ 50.81 | \$ 9,028 | \$ 52.08 | \$ 9,253 | \$ 53.39 | \$ 9,485 | \$ 54.72 | \$ 9,722 | \$ 56.09 |
| 76 | \$ 9,028 | \$ 52.08 | \$ 9,253 | \$ 53.39 | \$ 9,485 | \$ 54.72 | \$ 9,722 | \$ 56.09 | \$ 9,965 | \$ 57.49 |
| 77 | \$ 9,253 | \$ 53.39 | \$ 9,485 | \$ 54.72 | \$ 9,722 | \$ 56.09 | \$ 9,965 | \$ 57.49 | \$ 10,214 | \$ 58.93 |
| 78 | \$ 9,485 | \$ 54.72 | \$ 9,722 | \$ 56.09 | \$ 9,965 | \$ 57.49 | \$ 10,214 | \$ 58.93 | \$ 10,469 | \$ 60.40 |
| 79 | \$ 9,722 | \$ 56.09 | \$ 9,965 | \$ 57.49 | \$ 10,214 | \$ 58.93 | \$ 10,469 | \$ 60.40 | \$ 10,731 | \$ 61.91 |
| 80 | \$ 9,965 | \$ 57.49 | \$ 10,214 | \$ 58.93 | \$ 10,469 | \$ 60.40 | \$ 10,731 | \$ 61.91 | \$ 10,999 | \$ 63.46 |
| 81 | \$ 10,214 | \$ 58.93 | \$ 10,469 | \$ 60.40 | \$ 10,731 | \$ 61.91 | \$ 10,999 | \$ 63.46 | \$ 11,274 | \$ 65.05 |
| 82 | \$ 10,469 | \$ 60.40 | \$ 10,731 | \$ 61.91 | \$ 10,999 | \$ 63.46 | \$ 11,274 | \$ 65.05 | \$ 11,556 | \$ 66.67 |
| 83 | \$ 10,731 | \$ 61.91 | \$ 10,999 | \$ 63.46 | \$ 11,274 | \$ 65.05 | \$ 11,556 | \$ 66.67 | \$ 11,845 | \$ 68.34 |
| 84 | \$ 10,999 | \$ 63.46 | \$ 11,274 | \$ 65.05 | \$ 11,556 | \$ 66.67 | \$ 11,845 | \$ 70.05 | \$ 12,141 | \$ 70.05 |
| 85 | \$ 11,274 | \$ 65.05 | \$ 11,556 | \$ 66.67 | \$ 11,845 | \$ 68.34 | \$ 12,141 | \$ 70.05 | \$ 12,445 | \$ 71.80 |
| 86 | \$ 11,556 | \$ 66.67 | \$ 11,845 | \$ 68.34 | \$ 12,141 | \$ 70.05 | \$ 12,445 | \$ 71.80 | \$ 12,756 | \$ 73.59 |
| 87 | \$ 11,845 | \$ 68.34 | \$ 12,141 | \$ 70.05 | \$ 12,445 | \$ 71.80 | \$ 12,756 | \$ 73.59 | \$ 13,075 | \$ 75.43 |
| 88 | \$ 12,141 | \$ 70.05 | \$ 12,445 | \$ 71.80 | \$ 12,756 | \$ 73.59 | \$ 13,075 | \$ 75.43 | \$ 13,402 | \$ 77.32 |
| 89 | \$ 12,445 | \$ 71.80 | \$ 12,756 | \$ 73.59 | \$ 13,075 | \$ 75.43 | \$ 13,402 | \$ 77.32 | \$ 13,737 | \$ 79.25 |
| 90 | \$ 12,756 | \$ 73.59 | \$ 13,075 | \$ 75.43 | \$ 13,402 | \$ 77.32 | \$ 13,737 | \$ 79.25 | \$ 14,080 | \$ 81.23 |
| 91 | \$ 13,075 | \$ 75.43 | \$ 13,402 | \$ 77.32 | \$ 13,737 | \$ 79.25 | \$ 14,080 | \$ 81.23 | \$ 14,432 | \$ 83.26 |
| 92 | \$ 13,402 | \$ 77.32 | \$ 13,737 | \$ 79.25 | \$ 14,080 | \$ 81.23 | \$ 14,432 | \$ 83.26 | \$ 14,793 | \$ 85.35 |
| 93 | \$ 13,737 | \$ 79.25 | \$ 14,080 | \$ 81.23 | \$ 14,432 | \$ 83.26 | \$ 14,793 | \$ 85.35 | \$ 15,163 | \$ 87.48 |
| 94 | \$ 14,080 | \$ 81.23 | \$ 14,432 | \$ 83.26 | \$ 14,793 | \$ 85.35 | \$ 15,163 | \$ 87.48 | \$ 15,542 | \$ 89.67 |
| 95 | \$ 14,432 | \$ 83.26 | \$ 14,793 | \$ 85.35 | \$ 15,163 | \$ 87.48 | \$ 15,542 | \$ 89.67 | \$ 15,930 | \$ 91.91 |
| 96 | \$ 14,793 | \$ 85.35 | \$ 15,163 | \$ 87.48 | \$ 15,542 | \$ 89.67 | \$ 15,930 | \$ 91.91 | \$ 16,329 | \$ 94.20 |
| 97 | \$ 15,163 | \$ 87.48 | \$ 15,542 | \$ 89.67 | \$ 15,930 | \$ 91.91 | \$ 16,329 | \$ 94.20 | \$ 16,737 | \$ 96.56 |
| 98 | \$ 15,542 | \$ 89.67 | \$ 15,930 | \$ 91.91 | \$ 16,329 | \$ 94.20 | \$ 16,737 | \$ 96.56 | \$ 17,155 | \$ 98.97 |
| 99 | \$ 15,930 | \$ 91.91 | \$ 16,329 | \$ 94.20 | \$ 16,737 | \$ 96.56 | \$ 17,155 | \$ 98.97 | \$ 17,584 | \$ 101.45 |
| 100 | \$ 16,329 | \$ 94.20 | \$ 16,737 | \$ 96.56 | \$ 17,155 | \$ 98.97 | \$ 17,584 | \$ 101.45 | \$ 18,024 | \$ 103.98 |