



Town Council Agenda Report

Date: April 28, 2020 Item No. 6

To: Honorable Mayor and Town Council

Subject: A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF APPLE VALLEY AMENDING THE CLASSIFICATION AND SALARY PLAN FOR THE TOWN OF APPLE VALLEY

From: Douglas Robertson, Town Manager

Submitted by: Douglas Robertson, Town Manager

Budgeted Item: Yes No N/A

RECOMMENDED ACTION

That the Town Council adopt the attached resolution No. 2020 - 13, A Resolution of the Town Council of The Town of Apple Valley amending the current Classification and Salary Plan.

BACKGROUND

The Community Development Department is proposing restructuring its existing positions. The department recommends adding the position of Planning Manager due to the upcoming retirement of the current Assistant Director of Community Development. To facilitate this restructuring, the Human Resources Department, working in conjunction with the Assistant Town Manager, recommends adding a Planning Manager job classification, at salary range 70: \$7,557 - \$10,678 per month.

FISCAL IMPACT

There is no additional cost for the addition of the Planning Manager job classification for the remainder of 2019-2020 fiscal year. By utilizing the proposed classification, the Community Development Department can anticipate an estimated salary savings of approximately \$19,863.94 annually.

ATTACHMENTS

- A. Resolution 2020-13
- B. Planning Manager Job Description
- C. Classification and Salary Plan

RESOLUTION NO. 2020 –13

**A RESOLUTION OF THE TOWN COUNCIL OF THE
TOWN OF APPLE VALLEY AMENDING THE
CLASSIFICATION PLAN FOR THE TOWN OF APPLE
VALLEY**

WHEREAS, the Town Council of the Town of Apple Valley has established classification plan for the Town of Apple Valley employees; and

WHEREAS, the Town Council of the Town of Apple Valley wishes to modify the classification plan for the Town of Apple Valley employees; and

NOW, THEREFORE, BE IT RESOLVED THAT:

1. Create new job classification in accordance with Attachment B.
2. Revised salary and classification plan is hereby adopted in accordance with Attachment C.
3. 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 April 28, 2020.

APPROVED and ADOPTED by the Town Council of the Town of Apple Valley and signed by the Mayor and attested to by the Town Clerk this 28th day of April 2020.

Mayor, Scott Nassif

ATTEST:

Town Clerk, La Vonda M-Pearson

ATTACHMENT B



FLSA: Exempt*

Planning Manager

SUMMARY

Under general direction, plans, organizes, manages, and provides administrative direction and oversight for all Planning functions and activities within the Community Development Department, including current planning, advance planning, zoning, and environmental impact studies; coordinates assigned activities with other Town departments, officials, outside agencies, and the public; fosters cooperative working relationships among Town departments and with intergovernmental and regulatory agencies and various public and private groups; provides highly responsible and complex professional assistance to the Assistant Town Manager and other Town management staff in areas of expertise, and performs related work as required.

SUPERVISION RECEIVED AND EXERCISED

Receives general direction from the Assistant Town Manager. Exercises general and direct supervision over professional and technical staff.

ESSENTIAL FUNCTIONS - *Essential functions, as defined under the Americans with Disabilities Act, may include any of the following representative duties, knowledge, and skills. This list is ILLUSTRATIVE ONLY and is not a comprehensive listing of all functions and duties performed by incumbents of this class. Employees are required to be in attendance and prepared to begin work at their assigned work location on the specified days and hours. Factors such as regular attendance at the job are not routinely listed in job descriptions but are an essential function. Management reserves the right to add, modify, change or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job. Essential duties and responsibilities may include, but are not limited to, the following:*

- Develops, manages, and coordinates the implementation of goals, objectives, policies, procedures, and work standards for the Planning Division within the Community Development Department; established within Town policy, appropriate service and staffing levels.
- Manages and participates in the development and administration of the Planning Division's budget.
- Trains, motivates, and directs division personnel; evaluates and reviews work for acceptability and conformance with departmental standards, including program and project priorities and performance evaluations; provides or coordinates staff training; works with employees to correct deficiencies; implements discipline and termination procedures; responds to staff questions and concerns.
- Contributes to the overall quality of the division's service by developing, reviewing, and implementing policies and procedures to meet legal requirements and Town needs; continuously monitors and evaluates the efficiency and effectiveness of service delivery methods and procedures; assesses and monitors the distribution of work, support systems, and internal reporting relationships; identifies opportunities for improvement; directs the implementation of change.
- Administers and implements the Town's General Plan and zoning ordinances, including providing staff direction regarding division policy interpretation and conducting meetings with the public regarding related issues.
- Oversees Town compliance with current environmental laws and acts, including providing necessary direction and updated information to staff, setting policies, and drafting a variety of review reports.
- Participates in advanced-level land use and planning activities, including analyzing and reviewing complex development proposals; negotiates and manages consultant contracts for planning projects as well as development agreements.
- Provides project management for the most complex planning studies; analyzes site design, terrain constraints, circulation, land use compatibility, utilities, and other urban services for all planning applications; ensures compliance with Federal, State, and local laws, rules, and regulations.

- Confers with engineers, developers, architects, and a variety of agencies and the general public in acquiring information and coordination of planning, zoning, subdivision, building, environmental, and related matters; provides information regarding Town development.
- Represents the Community Development Department to other Town departments, elected officials, and outside agencies; explains and interprets divisional programs, policies, and activities; negotiates and resolves significant and controversial issues.
- Conducts a variety of divisional organizational and operational studies and investigations; recommends modifications to programs, policies, and procedures as appropriate.
- Negotiates contracts and agreements; coordinates with legal counsel and Town representatives to determine Town needs and requirements for contractual services.
- Participates in and makes presentations to the Town Council, Planning Commission, and a variety of other commissions and advisory committees; attends and participates in professional group meetings; stays abreast of new trends and innovations in the field of Community Development/Planning.
- Serves as primary staff support to the Planning Commission; manages the Planning Commission agenda preparation process, including the preparation, review, and approval of staff reports, special studies, and related work product.
- Maintains and directs the maintenance of working and official files.
- Monitors changes in laws, regulations, and technology that may affect Town or divisional operations; implements policy and procedural changes as required.
- Prepares, reviews, and presents staff reports, various management and information updates, and reports on special projects as assigned by the Assistant Town Manager.
- Responds to public inquiries and complaints and assists with resolutions and alternative recommendations.
- Acts as the Town's Chief Planning Official in the absence of the Assistant Town Manager.
- Performs other duties as assigned.

DISTINGUISHING CHARACTERISTICS

This is a mid-management classification in the Community Development Department. The incumbent organizes and oversees the day-to-day planning activities and is responsible for providing professional level support and direction for all short- and long-range planning, development, and administration. This class provides assistance to the Assistant Town Manager in a variety of administrative, coordinative, analytical, and liaison capacities. Successful performance of the work requires knowledge of public policy, municipal functions, and activities, including the role of an elected Town Council, and the ability to develop, oversee, and implement projects and programs in a variety of areas. Responsibilities include coordinating the activities of the Planning Division with those of other departments and agencies and managing the complex and varied functions of the Division.

MINIMUM QUALIFICATIONS

An equivalent combination of training and experience that would provide the required knowledge, skills and abilities may be considered. A typical way to obtain the required qualifications would be:

Education, Training, and Experience Guidelines

Equivalent to graduation from an accredited four-year college or university with major coursework in urban planning, environmental science, community development, landscape or architectural studies, public administration, or a related field, and five (5) years of responsible professional urban planning experience, including a minimum of two (2) years supervisory or administrative experience.

Knowledge of:

- Administrative principles and practices, including goal setting, program development, implementation and evaluation, and supervision of staff, either directly or through subordinate levels of supervision.
- Public agency budgetary, contract administration, Town-wide administrative practices; and general principles of risk management related to the functions of the assigned area.

- Organizational and management practices as applied to the analysis and evaluation of projects, programs, policies, procedures, and operational needs; principles and practices of municipal government administration.
- Theories, principles, and contents of General Plan, land use, zoning, subdivision, urban planning principles and regulations, natural resource protection, and environmental laws.
- Principles and techniques of conducting site planning, architectural review, landscaping, grading, drainage, subdivision design, land use, traffic and transportation, and other analytical studies as they relate to urban planning.
- Applicable Federal, State, and local laws, codes, and regulations, such as NEPA and CEQA.
- Principles and practices of employee supervision, including work planning, assignment, review and evaluation, and the training of staff in work procedures.
- Technical, legal, financial, and public relations problems associated with the management of municipal planning programs.
- Methods and techniques for writing and presentations, contract negotiations, mediation and arbitration, business correspondence, and information distribution; research and reporting methods, techniques and procedures.
- Record keeping principles and procedures.
- Modern office practices, methods, and computer equipment.
- Computer applications related to the work.
- English usage, grammar, spelling, vocabulary, and punctuation.
- Techniques for dealing effectively with the public, vendors, contractors, and Town staff, in person and over the telephone.
- Techniques for effectively representing the Town in contacts with governmental agencies, community groups, various business, professional, educational, regulatory and legislative organizations.
- Techniques for providing a high level of customer service to public and Town staff, in person and over the telephone.

Skill in:

- Developing and implementing goals, objectives, policies, procedures, work standards, and internal controls for the Division and assigned program areas.
- Providing administrative and professional leadership and direction for the division and the department.
- Preparing and administering large and complex budgets; allocate limited resources in a cost-effective manner.
- Interpreting, applying, and ensuring compliance with Federal, State, and local policies, procedures, laws, and regulations.
- Planning, organizing, directing, and coordinating the work of management, supervisory, professional, and technical personnel; delegate authority and responsibility.
- Selecting, training, motivating, and evaluating the work of staff and train staff in work procedures.
- Researching, analyzing, and evaluating new service delivery methods, procedures, and techniques.
- Developing, recommending, interpreting, and applying the Town's General Plan and Development Code.
- Effectively administering special projects with contractual agreements and ensure compliance with stipulations; effectively administer a variety of Town programs and administrative activities.
- Conducting effective negotiations and effectively represent the Town and the division in meetings with governmental agencies, contractors, vendors, various businesses, professional, regulatory, and legislative organizations.
- Preparing clear and concise reports, correspondence, policies, procedures, and other written materials.
- Conducting complex research projects, evaluate alternatives, make sound recommendations, and prepare effective technical staff reports.
- Effectively representing the division and the Town in meetings with governmental agencies, community groups, various businesses, professional, and regulatory organizations and in meetings with individuals.
- Establishing and maintaining a variety of filing, record-keeping, and tracking systems.

- Organizing and prioritizing a variety of projects and multiple tasks in an effective and timely manner; organize own work, set priorities, and meet critical time deadlines.
- Operating modern office equipment, including computer equipment and specialized software applications programs.
- Using English effectively to communicate in person, over the telephone, and in writing.
- Using tact, initiative, prudence, and independent judgment within general policy, procedural, and legal guidelines.
- Establish and maintain effective working relationships with those contacted in the course of the work.
- Acting as the Town's Chief Planning Official in the absence of the Assistant Town Manager.

LICENSE AND CERTIFICATION REQUIREMENTS

- Valid California class C driver's license with satisfactory driving record and automobile insurance.

PHYSICAL DEMANDS

Must possess mobility to work in a standard office setting and use standard office equipment, including a computer; to operate a motor vehicle, to visit various Town and meeting sites; vision to read printed materials and a computer screen; and hearing and speech to communicate in person, before groups, and over the telephone. This is primarily a sedentary office classification although standing in work areas and walking between work areas may be required. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard, typewriter keyboard or calculator, and to operate standard office equipment. Positions in this classification occasionally bend, stoop, kneel, reach, push, and pull drawers open and closed to retrieve and file information. Employees must possess the ability to lift, carry, push, and pull materials, and objects necessary to perform job functions.

ENVIRONMENTAL ELEMENTS

Employees work in an office environment with moderate noise levels, controlled temperature conditions and no direct exposure to hazardous physical substances. Employees may interact with upset staff and/or public and private representatives in interpreting and enforcing departmental policies and procedures.

*FLSA designations cannot be assigned to a class. An employer must show that each employee meets every requirement of the claimed exemption. The FLSA designation listed above is for general administrative guidelines.

ATTACHMENT C

Town of Apple Valley Classification Plan FY 2019-2020

Position Classification	Range	Monthly Salary Min	To	Monthly Salary Max
Account Clerk I	32	\$2,956	to	\$4,178
Account Clerk II	36	\$3,263	to	\$4,611
Accountant I	48	\$4,389	to	\$6,202
Accountant II	52	\$4,845	to	\$6,846
Accountant, Senior	58	\$5,619	to	\$7,939
Accounting Technician	42	\$3,785	to	\$5,348
Administrative Analyst I	52	\$4,845	to	\$6,846
Administrative Analyst II	58	\$5,619	to	\$7,939
Administrative Assistant	38	\$3,429	to	\$4,845
Administrative Assistant, Senior	44	\$3,976	to	\$5,619
Animal Health Supervisor	52	\$4,845	to	\$6,846
Animal Services Officer II	42	\$3,785	to	\$5,348
Animal Services Supervisor	52	\$4,845	to	\$6,846
Animal Services Attendant	33	\$3,030	to	\$4,282
Animal Health Assistant	35	\$3,184	to	\$4,499
Animal Services Assistant	24	\$2,426	to	\$3,429
Animal Services Manager	67	\$7,017	to	\$9,915
Animal Services Officer I	38	\$3,429	to	\$4,845
Animal Services Officer, Senior	48	\$4,389	to	\$6,202
Animal Services Specialist, Senior	35	\$3,184	to	\$4,499
Animal Services Technician	36	\$3,263	to	\$4,611

Town of Apple Valley Classification Plan FY 2019-2020

Position Classification	Range	Monthly Salary Min	To	Monthly Salary Max
Assistant Director of Community Development	74	\$8,341	to	\$11,786
Assistant Director of Econ Dev & Housing	74	\$8,341	to	\$11,786
Assistant Director of Energy & Environmental Services	74	\$8,341	to	\$11,786
Assistant Director of Finance	74	\$8,341	to	\$11,786
Assistant Planner	50	\$4,611	to	\$6,516
Assistant Pool Manager	27	\$2,613	to	\$3,692
Assistant Town Manager	NR	\$15,087	to	\$18,208
Associate Planner	56	\$5,348	to	\$7,557
Code Enforcement Manager	67	\$7,017	to	\$9,915
Code Enforcement Officer I	42	\$3,785	to	\$5,348
Code Enforcement Officer II	48	\$4,389	to	\$6,202
Code Enforcement Officer, Senior	52	\$4,845	to	\$6,846
Code Enforcement Technician	38	\$3,429	to	\$4,845
Community Development Director	84	\$10,677	to	\$15,087
Community Enhancement Officer	40	\$3,602	to	\$5,090
Custodial Aide	21	\$2,253	to	\$3,184
Custodian	27	\$2,613	to	\$3,692
Customer Service Representative	34	\$3,106	to	\$4,389
Deputy Town Clerk	49	\$4,499	to	\$6,357
Director of Animal Services	84	\$10,677	to	\$15,087
Director of Business Development and Communication	84	\$10,677	to	\$15,087

Town of Apple Valley Classification Plan FY 2019-2020

Position Classification	Range	Monthly Salary Min	To	Monthly Salary Max
Director of Finance	84	\$10,677	to	\$15,087
Director of Government Services	84	\$10,677	to	\$15,087
Director of Public Works	84	\$10,677	to	\$15,087
Economic Development Assistant	50	\$4,611	to	\$6,516
Economic Development Manager	70	\$7,557	to	\$10,678
Economic Development Specialist I	56	\$5,348	to	\$7,557
Economic Development Specialist II	62	\$6,202	to	\$8,763
Emergency Services Officer	58	\$5,619	to	\$7,939
Equipment Operator	43	\$3,879	to	\$5,482
Event Assistant	22	\$2,309	to	\$3,263
Event Coordinator	47	\$4,282	to	\$6,051
Executive Assistant	50	\$4,611	to	\$6,516
Executive Assistant to the Town Manager	52	\$4,845	to	\$6,846
Finance Analyst	65	\$6,679	to	\$9,437
Finance Manager	70	\$7,557	to	\$10,678
Fleet Mechanic	41	\$3,692	to	\$5,217
Grounds Services Aide	21	\$2,253	to	\$3,184
Grounds Services Supervisor	48	\$4,389	to	\$6,202
Grounds Services Worker I	29	\$2,745	to	\$3,879
Grounds Services Worker II	33	\$3,030	to	\$4,282
Grounds Services Worker, Senior	37	\$3,345	to	\$4,727

Town of Apple Valley Classification Plan FY 2019-2020

Position Classification	Range	Monthly Salary Min	To	Monthly Salary Max
Housing & Community Dev Specialist I	54	\$5,090	to	\$7,192
Housing & Community Dev Specialist II	60	\$5,903	to	\$8,341
Housing Programs Supervisor	62	\$6,202	to	\$8,763
Human Resources Analyst	58	\$5,619	to	\$7,939
Human Resources Assistant	46	\$4,178	to	\$5,903
Human Resources Coordinator	52	\$4,845	to	\$6,846
Human Resources Manager	67	\$7,017	to	\$9,914
Innovation and Technology Officer	73	\$8,138	to	\$11,498
Innovation and Technology Specialist	52	\$4,845	to	\$6,846
Innovation and Technology Supervisor	60	\$5,903	to	\$8,341
Innovation and Technology Technician	45	\$4,076	to	\$5,759
Intern	21	\$2,253	to	\$3,184
Lifeguard	24	\$2,426	to	\$3,429
Lifeguard, Senior	27	\$2,613	to	\$3,692
Maintenance Aide	21	\$2,253	to	\$3,184
Maintenance Supervisor	56	\$5,348	to	\$7,557
Maintenance Worker I	33	\$3,030	to	\$4,282
Maintenance Worker II	37	\$3,345	to	\$4,727
Maintenance Worker, Senior	41	\$3,692	to	\$5,217
Manager of Legislative Affairs and Grants	70	\$7,557	to	\$10,678
Office Assistant	26	\$2,549	to	\$3,602

Town of Apple Valley Classification Plan FY 2019-2020

Position Classification	Range	Monthly Salary Min	To	Monthly Salary Max
Office Assistant, Senior	32	\$2,956	to	\$4,178
Park and Recreation Manager	70	\$7,557	to	\$10,678
Planner, Senior	62	\$6,202	to	\$8,763
Planning Manager	70	\$7,557	to	\$10,678
Pool Manager	30	\$2,814	to	\$3,976
Principal Planner	68	\$7,192	to	\$10,163
Program Assistant	21	\$2,253	to	\$3,184
Public Relations Specialist	49	\$4,499	to	\$6,357
Public Relations Specialist, Senior	53	\$4,966	to	\$7,017
Public Works Inspector	48	\$4,389	to	\$6,202
Public Works Manager	67	\$7,017	to	\$9,915
Public Works Supervisor	56	\$5,348	to	\$7,557
Records Technician	37	\$3,345	to	\$4,727
Recreation Assistant	27	\$2,613	to	\$3,692
Recreation Coordinator	40	\$3,602	to	\$5,090
Recreation Leader I	21	\$2,253	to	\$3,184
Recreation Leader II	24	\$2,426	to	\$3,429
Recreation Specialist	33	\$3,030	to	\$4,282
Recreation Supervisor	48	\$4,389	to	\$6,202
Registered Veterinary Technician	42	\$3,785	to	\$5,347
Rescue Coordinator	35	\$3,184	to	\$4,499

Town of Apple Valley Classification Plan FY 2019-2020

Position Classification	Range	Monthly Salary Min	To	Monthly Salary Max
Special Projects Manager	70	\$7,557	to	\$10,678
Town Clerk	74	\$8,341	to	\$11,786
Town Manager	NR	\$20,545	to	\$20,545