

**TOWN OF  
APPLE VALLEY, CALIFORNIA**

**AGENDA MATTER**

**Subject:**

**A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF APPLE VALLEY UPDATING A SALARY RANGE FOR A POSITION IN THE TOWN OF APPLE VALLEY**

**Summary Statement:**

In accordance with Section 2.08.060 of the Town of Apple Valley Municipal Code, the Town Manager is authorized to conduct studies and effect such organization and reorganization of offices, positions, or units under his direction as may be indicated in the interest of efficient, effective, and economical conduct of the Town's business.

With the vacancy of the Assistant Town Manager, Finance and Administration, the Town Manager elected to review the organizational structure of the Finance Division. Human Resources staff conducted surveys of the Assistant Town Manager, Finance and Administration and Director of Finance positions. The recommendation is to transfer the funding from the position of Assistant Town Manager, Finance and Administration and to fund the Director of Finance position, as defined by Section 2.12.010 of the Town of Apple Valley Municipal Code. The recommended salary range for the Director of Finance is \$11,556 to \$14,056, for a cost savings of \$18,228 annually from the existing Assistant Town Manager, Finance and Administration position. The Director of Finance salary range is commensurate with the market data collected, internal salary comparisons, and the competitive salary structure established by the Town of Apple Valley during the 2009 Compensation study.

**Recommended Action:**

Adopt Resolution 2010-21, a Resolution of the Town Council of the Town of Apple Valley Amending the Personnel Policies and Procedures.

**Proposed by:** Frank Robinson, Town Manager Item Number \_\_\_\_\_

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

## **DIRECTOR OF FINANCE**

### **DEFINATION**

The position of Director of Finance is an appointed position by the Town Manager. The individual in this position works at the pleasure of the Town Manager and receives all direction and supervision from the Town Manager. The position shall be responsible for planning, developing, implementing and administering a comprehensive financial purchasing and data processing program in accordance with policies of the Town Council of the Town of Apple Valley as administered by the Town Manager and for directing the activities of those departments providing financial services to the Town of Apple Valley.

### **DESCRIPTION OF DUTIES**

Listed are illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to this position.

- Assisting the Town Manager in preparing and administering an annual municipal budget, assisting in the formulation of divisional and departmental policy.
- Assisting the formulation and implementation of municipal goals and objectives.
- Preparing budget estimates for those departments included in the Division of Finance.
- Monitoring and controlling division and departmental expenditures to assure conformance with approved budget allocations.
- Securing and administering available grant funds as required.
- Interpreting municipal division policy to department heads and other management personnel as required.
- Meeting with appropriate department heads to resolve problems concerning staffing, equipment and supplies.
- Coordinating the activities of individual departments to assure the delivery of high quality service to municipal resident.
- Encouraging professional advancement among finance personnel by providing adequate study, training and experience opportunity.
- Analyzing and evaluating the internal operations of the Finance Department to ensure adequate operating policy and procedure and to maximize departmental efficiency.

- Representing the Town and appropriate departments at community and professional meetings as required.
- Preparing and submitting required reports.
- Maintaining inventory records of municipal property in accordance with generally accepted accounting principles.
- The Director of Finance shall observe professional ethics in maintaining confidential information acquired in the course of employment.
- Performing related duties as assigned.

## **QUALIFICATIONS AND 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 and contract administration functions.
- Applicable Federal, State, and local laws, codes, and regulations.
- 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 finance.
- Methods and techniques for writing and presentations, contract negotiations, business correspondence, and information distribution; research and reporting methods, techniques, and procedures.
- Principles and practices of employee supervision, including work planning, assignment, review and evaluation, and the training of staff in work 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, and 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.

### **Ability to:**

- Develop and implement goals, objectives, policies, procedures, work standards, and internal controls for the department and assigned program areas.
- Provide administrative and professional leadership and direction for the department and the Town.

- Prepare and administer large and complex budgets; allocate limited resources in a cost effective manner.
- Interpret, apply, and ensure compliance with Federal, State, and local policies, procedures, laws, and regulations.
- Plan, organize, direct, and coordinate the work of management, supervisory, professional, and technical personnel; delegate authority and responsibility.
- Select, train, motivate, and evaluate the work of staff and train staff in work procedures.
- Research, analyze, and evaluate new service delivery methods, procedures, and techniques.
- Effectively administer special projects with contractual agreements and ensure compliance with stipulations.
- Conduct effective negotiations and effectively represent the Town and the department in meetings with governmental agencies, contractors, vendors, and various businesses, professional, regulatory, and legislative organizations.
- Prepare clear and concise reports, correspondence, policies, procedures, and other written materials.
- Conduct complex research projects, evaluate alternatives, make sound recommendations, and prepare effective technical staff reports.
- Effectively represent the department and the Town in meetings with governmental agencies, community groups, and various businesses, professional, and regulatory organizations, and in meetings with individuals.
- Establish and maintain a variety of filing, record-keeping, and tracking systems.
- Organize and prioritize a variety of projects and multiple tasks in an effective and timely manner; organize own work, set priorities, and meet critical time deadlines.
- Operate modern office equipment including computer equipment and specialized software applications programs.
- Use English effectively to communicate in person, over the telephone, and in writing.
- Use 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.

**Education and Experience:**

*Any combination of training and experience that would provide the required knowledge, skills and abilities is qualifying. A typical way to obtain the required qualifications would be:*

Equivalent to graduation from an accredited four-year college or university with major coursework in business or public administration, accounting, finance, or a related field, and shall have a minimum of five (5) years experience in financial

administration, including a minimum of three (3) years supervisory experience and possess a valid California Driver's License and a good driving record.

Desirable characteristics include a Masters Degree in administration, business administration, public administration or related curriculum and previous administrative experience in municipal or county government.

**License:**

- Valid California class C driver's license with satisfactory driving record.
- Certified Public Accountant's certification is highly desirable.

**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, and 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.

**SALARY RANGE:**

Monthly: \$11,556 to \$14,056

**RESOLUTION No. 2010-21**

**A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF APPLE VALLEY AMENDING THE PERSONNEL POLICIES AND PROCEDURES OF 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 Council of the Town of Apple Valley wishes to modify the existing salary schedule for the Town of Apple Valley;

NOW, THEREFORE, BE IT RESOLVED THAT:

1. The funding for the position of Assistant Town Manager, Finance and Administration is hereby removed and said position shall remain vacant.
2. The position of Director of Finance is hereby funded in accordance with Exhibit A at the salary range of \$11,556 to \$14,056 per month. Said position shall be at-will employment and not included in the Classification Plan.
3. Said resolution shall become effective May 25, 2010.
4. All resolutions or parts of resolutions in conflict herewith are hereby amended to be consistent herewith.

Passed, Approved And Adopted This Twenty-Fifth Day Of May 2010.

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Peter Allan, Mayor

ATTEST:

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La Vonda Pearson  
Town Clerk