Town of Apple Valley

Salary Schedule for Fiscal Year 2026 - 2027

Effective 11/10/2026

Monthly base pay, paid out bi-weekly, based on 80-hour work schedule and 26 pay periods

Position Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Account Clerk I	36	$3,709.9705	$3,802.7197	$3,897.7877	$3,995.2324	$4,095.1132	$4,197.4910	$4,302.4283	$4,409.9890	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911
Account Clerk II	40	$4,095.1132	$4,197.4910	$4,302.4283	$4,409.9890	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878
Accountant I	52	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138
Accountant II	55	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138	$7,976.4616	$8,175.8731	$8,380.2700
Accountant, Senior	61	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138	$7,976.4616	$8,175.8731	$8,380.2700	$8,589.7767	$8,804.5211	$9,024.6342	$9,250.2500	$9,481.5063	$9,718.5439
Accounting Technician	46	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198
Accounting Technician, Senior	49	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805
Administrative Analyst I	55	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138	$7,976.4616	$8,175.8731	$8,380.2700
Administrative Analyst II	61	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138	$7,976.4616	$8,175.8731	$8,380.2700	$8,589.7767	$8,804.5211	$9,024.6342	$9,250.2500	$9,481.5063	$9,718.5439
Administrative Assistant	42	$4,302.4283	$4,409.9890	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186
Administrative Assistant, Senior	48	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298
Animal Behaviorist	44	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790
Animal Health Assistant	39	$3,995.2324	$4,095.1132	$4,197.4910	$4,302.4283	$4,409.9890	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588
Animal Health Supervisor	59	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138	$7,976.4616	$8,175.8731	$8,380.2700	$8,589.7767	$8,804.5211	$9,024.6342	$9,250.2500
Animal Outreach Assistant	39	$3,995.2324	$4,095.1132	$4,197.4910	$4,302.4283	$4,409.9890	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588
Animal Services Supervisor	59	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138	$7,976.4616	$8,175.8731	$8,380.2700	$8,589.7767	$8,804.5211	$9,024.6342	$9,250.2500
Animal Services Assistant	30	$3,199.0959	$3,279.0733	$3,361.0501	$3,445.0764	$3,531.2033	$3,619.4834	$3,709.9705	$3,802.7197	$3,897.7877	$3,995.2324	$4,095.1132	$4,197.4910	$4,302.4283	$4,409.9890	$4,520.2388
Animal Services Attendant	37	$3,802.7197	$3,897.7877	$3,995.2324	$4,095.1132	$4,197.4910	$4,302.4283	$4,409.9890	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434
Animal Services Manager	72	$9,024.6342	$9,250.2500	$9,481.5063	$9,718.5439	$9,961.5075	$10,210.5452	$10,465.8088	$10,727.4541	$10,995.6404	$11,270.5314	$11,552.2947	$11,841.1021	$12,137.1296	$12,440.5579	$12,751.5718
Animal Services Officer I	42	$4,302.4283	$4,409.9890	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186
Animal Services Officer II	46	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198
Animal Services Officer Trainee	38	$3,897.7877	$3,995.2324	$4,095.1132	$4,197.4910	$4,302.4283	$4,409.9890	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720
Animal Services Officer, Senior	52	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138
Animal Services Specialist, Senior	39	$3,995.2324	$4,095.1132	$4,197.4910	$4,302.4283	$4,409.9890	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588
Animal Services Technician	40	$4,095.1132	$4,197.4910	$4,302.4283	$4,409.9890	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878
Assistant Director of Community Development	76	$9,961.5075	$10,210.5452	$10,465.8088	$10,727.4541	$10,995.6404	$11,270.5314	$11,552.2947	$11,841.1021	$12,137.1296	$12,440.5579	$12,751.5718	$13,070.3611	$13,397.1201	$13,732.0481	$14,075.3493
Assistant Director of Econ Dev & Housing	76	$9,961.5075	$10,210.5452	$10,465.8088	$10,727.4541	$10,995.6404	$11,270.5314	$11,552.2947	$11,841.1021	$12,137.1296	$12,440.5579	$12,751.5718	$13,070.3611	$13,397.1201	$13,732.0481	$14,075.3493
Assistant Director of Finance	76	$9,961.5075	$10,210.5452	$10,465.8088	$10,727.4541	$10,995.6404	$11,270.5314	$11,552.2947	$11,841.1021	$12,137.1296	$12,440.5579	$12,751.5718	$13,070.3611	$13,397.1201	$13,732.0481	$14,075.3493
Assistant Director of Strategic Initiatives	76	$9,961.5075	$10,210.5452	$10,465.8088	$10,727.4541	$10,995.6404	$11,270.5314	$11,552.2947	$11,841.1021	$12,137.1296	$12,440.5579	$12,751.5718	$13,070.3611	$13,397.1201	$13,732.0481	$14,075.3493
Assistant Planner	53	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138	$7,976.4616
Assistant Pool Manager	37	$3,802.7197	$3,897.7877	$3,995.2324	$4,095.1132	$4,197.4910	$4,302.4283	$4,409.9890	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434

Adopted by Council as of 11/10/2026
Res# 2026-38

Town of Apple Valley

Salary Schedule for Fiscal Year 2026 - 2027

Effective 11/10/2026

Monthly base pay, paid out bi-weekly, based on 80-hour work schedule and 26 pay periods

Position Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Assistant Town Clerk	64	$7,406.9375	$7,592.1110	$7,781.9138	$7,976.4616	$8,175.8731	$8,380.2700	$8,589.7767	$8,804.5211	$9,024.6342	$9,250.2500	$9,481.5063	$9,718.5439	$9,961.5075	$10,210.5452	$10,465.8088
Assistant Town Manager	NR	**$16,802.0600**														**$21,620.1699**
Associate Planner	59	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138	$7,976.4616	$8,175.8731	$8,380.2700	$8,589.7767	$8,804.5211	$9,024.6342	$9,250.2500
Code Enforcement Officer I	46	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198
Code Enforcement Officer II	52	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138
Code Enforcement Officer, Senior	55	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138	$7,976.4616	$8,175.8731	$8,380.2700
Code Enforcement Supervisor	59	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138	$7,976.4616	$8,175.8731	$8,380.2700	$8,589.7767	$8,804.5211	$9,024.6342	$9,250.2500
Code Enforcement Technician	42	$4,302.4283	$4,409.9890	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186
Communications and Creative Arts Administrator	76	$9,961.5075	$10,210.5452	$10,465.8088	$10,727.4541	$10,995.6404	$11,270.5314	$11,552.2947	$11,841.1021	$12,137.1296	$12,440.5579	$12,751.5718	$13,070.3611	$13,397.1201	$13,732.0481	$14,075.3493
Community Enhancement Lead Worker	45	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535
Community Services Manager	72	$9,024.6342	$9,250.2500	$9,481.5063	$9,718.5439	$9,961.5075	$10,210.5452	$10,465.8088	$10,727.4541	$10,995.6404	$11,270.5314	$11,552.2947	$11,841.1021	$12,137.1296	$12,440.5579	$12,751.5718
Custodian	31	$3,279.0733	$3,361.0501	$3,445.0764	$3,531.2033	$3,619.4834	$3,709.9705	$3,802.7197	$3,897.7877	$3,995.2324	$4,095.1132	$4,197.4910	$4,302.4283	$4,409.9890	$4,520.2388	$4,633.2447
Customer Service Representative	38	$3,897.7877	$3,995.2324	$4,095.1132	$4,197.4910	$4,302.4283	$4,409.9890	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720
Deputy Town Clerk	53	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138	$7,976.4616
Deputy Town Manager	NR	**$16,802.0600**														**$21,620.1699**
Director of Animal Services	86	$12,751.5718	$13,070.3611	$13,397.1201	$13,732.0481	$14,075.3493	$14,427.2331	$14,787.9139	$15,157.6118	$15,536.5520	$15,924.9658	$16,323.0900	$16,731.1672	$17,149.4464	$17,578.1826	$18,017.6372
Director of Community Development	86	$12,751.5718	$13,070.3611	$13,397.1201	$13,732.0481	$14,075.3493	$14,427.2331	$14,787.9139	$15,157.6118	$15,536.5520	$15,924.9658	$16,323.0900	$16,731.1672	$17,149.4464	$17,578.1826	$18,017.6372
Director of Community Services	86	$12,751.5718	$13,070.3611	$13,397.1201	$13,732.0481	$14,075.3493	$14,427.2331	$14,787.9139	$15,157.6118	$15,536.5520	$15,924.9658	$16,323.0900	$16,731.1672	$17,149.4464	$17,578.1826	$18,017.6372
Director of Finance	86	$12,751.5718	$13,070.3611	$13,397.1201	$13,732.0481	$14,075.3493	$14,427.2331	$14,787.9139	$15,157.6118	$15,536.5520	$15,924.9658	$16,323.0900	$16,731.1672	$17,149.4464	$17,578.1826	$18,017.6372
Director of Human Resources and Risk Management	86	$12,751.5718	$13,070.3611	$13,397.1201	$13,732.0481	$14,075.3493	$14,427.2331	$14,787.9139	$15,157.6118	$15,536.5520	$15,924.9658	$16,323.0900	$16,731.1672	$17,149.4464	$17,578.1826	$18,017.6372
Director of Innovation and Technology	86	$12,751.5718	$13,070.3611	$13,397.1201	$13,732.0481	$14,075.3493	$14,427.2331	$14,787.9139	$15,157.6118	$15,536.5520	$15,924.9658	$16,323.0900	$16,731.1672	$17,149.4464	$17,578.1826	$18,017.6372
Director of Planning	86	$12,751.5718	$13,070.3611	$13,397.1201	$13,732.0481	$14,075.3493	$14,427.2331	$14,787.9139	$15,157.6118	$15,536.5520	$15,924.9658	$16,323.0900	$16,731.1672	$17,149.4464	$17,578.1826	$18,017.6372
Director of Public Works	86	$12,751.5718	$13,070.3611	$13,397.1201	$13,732.0481	$14,075.3493	$14,427.2331	$14,787.9139	$15,157.6118	$15,536.5520	$15,924.9658	$16,323.0900	$16,731.1672	$17,149.4464	$17,578.1826	$18,017.6372
Economic Development Assistant	53	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138	$7,976.4616
Economic Development Manager	72	$9,024.6342	$9,250.2500	$9,481.5063	$9,718.5439	$9,961.5075	$10,210.5452	$10,465.8088	$10,727.4541	$10,995.6404	$11,270.5314	$11,552.2947	$11,841.1021	$12,137.1296	$12,440.5579	$12,751.5718
Economic Development Specialist I	59	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138	$7,976.4616	$8,175.8731	$8,380.2700	$8,589.7767	$8,804.5211	$9,024.6342	$9,250.2500
Economic Development Specialist II	65	$7,592.1110	$7,781.9138	$7,976.4616	$8,175.8731	$8,380.2700	$8,589.7767	$8,804.5211	$9,024.6342	$9,250.2500	$9,481.5063	$9,718.5439	$9,961.5075	$10,210.5452	$10,465.8088	$10,727.4541
Enforcement Manager	72	$9,024.6342	$9,250.2500	$9,481.5063	$9,718.5439	$9,961.5075	$10,210.5452	$10,465.8088	$10,727.4541	$10,995.6404	$11,270.5314	$11,552.2947	$11,841.1021	$12,137.1296	$12,440.5579	$12,751.5718
Entertainment Production Coordinator	47	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198	$6,878.0778
Entertainment Production Supervisor	59	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138	$7,976.4616	$8,175.8731	$8,380.2700	$8,589.7767	$8,804.5211	$9,024.6342	$9,250.2500
Environmental Programs Manager	72	$9,024.6342	$9,250.2500	$9,481.5063	$9,718.5439	$9,961.5075	$10,210.5452	$10,465.8088	$10,727.4541	$10,995.6404	$11,270.5314	$11,552.2947	$11,841.1021	$12,137.1296	$12,440.5579	$12,751.5718

Adopted by Council as of 11/10/2026
Res# 2026-38

Town of Apple Valley

Salary Schedule for Fiscal Year 2026 - 2027

Effective 11/10/2026

Monthly base pay, paid out bi-weekly, based on 80-hour work schedule and 26 pay periods

Position Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Equipment Operator	48	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298
Event Assistant	30	$3,199.0959	$3,279.0733	$3,361.0501	$3,445.0764	$3,531.2033	$3,619.4834	$3,709.9705	$3,802.7197	$3,897.7877	$3,995.2324	$4,095.1132	$4,197.4910	$4,302.4283	$4,409.9890	$4,520.2388
Event Coordinator	51	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110
Executive Assistant	54	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138	$7,976.4616	$8,175.8731
Facilities Supervisor	59	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138	$7,976.4616	$8,175.8731	$8,380.2700	$8,589.7767	$8,804.5211	$9,024.6342	$9,250.2500
Finance Analyst	67	$7,976.4616	$8,175.8731	$8,380.2700	$8,589.7767	$8,804.5211	$9,024.6342	$9,250.2500	$9,481.5063	$9,718.5439	$9,961.5075	$10,210.5452	$10,465.8088	$10,727.4541	$10,995.6404	$11,270.5314
Finance Manager	72	$9,024.6342	$9,250.2500	$9,481.5063	$9,718.5439	$9,961.5075	$10,210.5452	$10,465.8088	$10,727.4541	$10,995.6404	$11,270.5314	$11,552.2947	$11,841.1021	$12,137.1296	$12,440.5579	$12,751.5718
Fiscal Services Supervisor	61	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138	$7,976.4616	$8,175.8731	$8,380.2700	$8,589.7767	$8,804.5211	$9,024.6342	$9,250.2500	$9,481.5063	$9,718.5439
Fleet Mechanic	45	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535
Geographic Information Systems (GIS) Specialist	55	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138	$7,976.4616	$8,175.8731	$8,380.2700
Golf Services Assistant	34	$3,531.2033	$3,619.4834	$3,709.9705	$3,802.7197	$3,897.7877	$3,995.2324	$4,095.1132	$4,197.4910	$4,302.4283	$4,409.9890	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978
Golf Services Manager	72	$9,024.6342	$9,250.2500	$9,481.5063	$9,718.5439	$9,961.5075	$10,210.5452	$10,465.8088	$10,727.4541	$10,995.6404	$11,270.5314	$11,552.2947	$11,841.1021	$12,137.1296	$12,440.5579	$12,751.5718
Golf Services Supervisor	52	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138
Graphic and Web Designer	55	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138	$7,976.4616	$8,175.8731	$8,380.2700
Housing & Community Dev Specialist I	57	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138	$7,976.4616	$8,175.8731	$8,380.2700	$8,589.7767	$8,804.5211
Housing & Community Dev Specialist II	63	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138	$7,976.4616	$8,175.8731	$8,380.2700	$8,589.7767	$8,804.5211	$9,024.6342	$9,250.2500	$9,481.5063	$9,718.5439	$9,961.5075	$10,210.5452
Housing & Community Development Supervisor	65	$7,592.1110	$7,781.9138	$7,976.4616	$8,175.8731	$8,380.2700	$8,589.7767	$8,804.5211	$9,024.6342	$9,250.2500	$9,481.5063	$9,718.5439	$9,961.5075	$10,210.5452	$10,465.8088	$10,727.4541
Housing & Community Development Technician	43	$4,409.9890	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991
Human Resources Analyst	61	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138	$7,976.4616	$8,175.8731	$8,380.2700	$8,589.7767	$8,804.5211	$9,024.6342	$9,250.2500	$9,481.5063	$9,718.5439
Human Resources Assistant	50	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375
Human Resources Coordinator	55	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138	$7,976.4616	$8,175.8731	$8,380.2700
Human Resources Manager	72	$9,024.6342	$9,250.2500	$9,481.5063	$9,718.5439	$9,961.5075	$10,210.5452	$10,465.8088	$10,727.4541	$10,995.6404	$11,270.5314	$11,552.2947	$11,841.1021	$12,137.1296	$12,440.5579	$12,751.5718
Innovation and Technology Analyst	67	$7,976.4616	$8,175.8731	$8,380.2700	$8,589.7767	$8,804.5211	$9,024.6342	$9,250.2500	$9,481.5063	$9,718.5439	$9,961.5075	$10,210.5452	$10,465.8088	$10,727.4541	$10,995.6404	$11,270.5314
Innovation and Technology Coordinator	63	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138	$7,976.4616	$8,175.8731	$8,380.2700	$8,589.7767	$8,804.5211	$9,024.6342	$9,250.2500	$9,481.5063	$9,718.5439	$9,961.5075	$10,210.5452
Innovation and Technology Specialist	55	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138	$7,976.4616	$8,175.8731	$8,380.2700
Innovation and Technology Technician	49	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805
Intern	30	$3,199.0959	$3,279.0733	$3,361.0501	$3,445.0764	$3,531.2033	$3,619.4834	$3,709.9705	$3,802.7197	$3,897.7877	$3,995.2324	$4,095.1132	$4,197.4910	$4,302.4283	$4,409.9890	$4,520.2388
Lifeguard	34	$3,531.2033	$3,619.4834	$3,709.9705	$3,802.7197	$3,897.7877	$3,995.2324	$4,095.1132	$4,197.4910	$4,302.4283	$4,409.9890	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978
Maintenance Aide	30	$3,199.0959	$3,279.0733	$3,361.0501	$3,445.0764	$3,531.2033	$3,619.4834	$3,709.9705	$3,802.7197	$3,897.7877	$3,995.2324	$4,095.1132	$4,197.4910	$4,302.4283	$4,409.9890	$4,520.2388
Maintenance Worker I	37	$3,802.7197	$3,897.7877	$3,995.2324	$4,095.1132	$4,197.4910	$4,302.4283	$4,409.9890	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434
Maintenance Worker II	41	$4,197.4910	$4,302.4283	$4,409.9890	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450

Adopted by Council as of 11/10/2026
Res# 2026-38

Town of Apple Valley

Salary Schedule for Fiscal Year 2026 - 2027

Effective 11/10/2026

Monthly base pay, paid out bi-weekly, based on 80-hour work schedule and 26 pay periods

Position Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Maintenance Worker, Senior	45	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535
Manager of Legislative Affairs and Grants	72	$9,024.6342	$9,250.2500	$9,481.5063	$9,718.5439	$9,961.5075	$10,210.5452	$10,465.8088	$10,727.4541	$10,995.6404	$11,270.5314	$11,552.2947	$11,841.1021	$12,137.1296	$12,440.5579	$12,751.5718
Media Specialist	53	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138	$7,976.4616
Office Assistant	33	$3,445.0764	$3,531.2033	$3,619.4834	$3,709.9705	$3,802.7197	$3,897.7877	$3,995.2324	$4,095.1132	$4,197.4910	$4,302.4283	$4,409.9890	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027
Office Assistant, Senior	39	$3,995.2324	$4,095.1132	$4,197.4910	$4,302.4283	$4,409.9890	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588
Parks Supervisor	52	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138
Planner, Senior	65	$7,592.1110	$7,781.9138	$7,976.4616	$8,175.8731	$8,380.2700	$8,589.7767	$8,804.5211	$9,024.6342	$9,250.2500	$9,481.5063	$9,718.5439	$9,961.5075	$10,210.5452	$10,465.8088	$10,727.4541
Planning Manager	72	$9,024.6342	$9,250.2500	$9,481.5063	$9,718.5439	$9,961.5075	$10,210.5452	$10,465.8088	$10,727.4541	$10,995.6404	$11,270.5314	$11,552.2947	$11,841.1021	$12,137.1296	$12,440.5579	$12,751.5718
Planning Technician	43	$4,409.9890	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991
Pool Manager	40	$4,095.1132	$4,197.4910	$4,302.4283	$4,409.9890	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878
Principal Accountant	67	$7,976.4616	$8,175.8731	$8,380.2700	$8,589.7767	$8,804.5211	$9,024.6342	$9,250.2500	$9,481.5063	$9,718.5439	$9,961.5075	$10,210.5452	$10,465.8088	$10,727.4541	$10,995.6404	$11,270.5314
Principal Planner	70	$8,589.7767	$8,804.5211	$9,024.6342	$9,250.2500	$9,481.5063	$9,718.5439	$9,961.5075	$10,210.5452	$10,465.8088	$10,727.4541	$10,995.6404	$11,270.5314	$11,552.2947	$11,841.1021	$12,137.1296
Public Information Officer	72	$9,024.6342	$9,250.2500	$9,481.5063	$9,718.5439	$9,961.5075	$10,210.5452	$10,465.8088	$10,727.4541	$10,995.6404	$11,270.5314	$11,552.2947	$11,841.1021	$12,137.1296	$12,440.5579	$12,751.5718
Public Relations Specialist	53	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138	$7,976.4616
Public Relations Specialist, Senior	56	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138	$7,976.4616	$8,175.8731	$8,380.2700	$8,589.7767
Public Works Inspector	52	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138
Public Works Manager	72	$9,024.6342	$9,250.2500	$9,481.5063	$9,718.5439	$9,961.5075	$10,210.5452	$10,465.8088	$10,727.4541	$10,995.6404	$11,270.5314	$11,552.2947	$11,841.1021	$12,137.1296	$12,440.5579	$12,751.5718
Public Works Operator I	41	$4,197.4910	$4,302.4283	$4,409.9890	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450
Public Works Operator II	45	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535
Public Works Operator, Senior	49	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805
Public Works Supervisor	59	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138	$7,976.4616	$8,175.8731	$8,380.2700	$8,589.7767	$8,804.5211	$9,024.6342	$9,250.2500
Public Works Technician	43	$4,409.9890	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991
Records Technician	41	$4,197.4910	$4,302.4283	$4,409.9890	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450
Recreation Assistant	37	$3,802.7197	$3,897.7877	$3,995.2324	$4,095.1132	$4,197.4910	$4,302.4283	$4,409.9890	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434
Recreation Coordinator	47	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198	$6,878.0778
Recreation Leader I	30	$3,199.0959	$3,279.0733	$3,361.0501	$3,445.0764	$3,531.2033	$3,619.4834	$3,709.9705	$3,802.7197	$3,897.7877	$3,995.2324	$4,095.1132	$4,197.4910	$4,302.4283	$4,409.9890	$4,520.2388
Recreation Leader II	34	$3,531.2033	$3,619.4834	$3,709.9705	$3,802.7197	$3,897.7877	$3,995.2324	$4,095.1132	$4,197.4910	$4,302.4283	$4,409.9890	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978
Recreation Manager	72	$9,024.6342	$9,250.2500	$9,481.5063	$9,718.5439	$9,961.5075	$10,210.5452	$10,465.8088	$10,727.4541	$10,995.6404	$11,270.5314	$11,552.2947	$11,841.1021	$12,137.1296	$12,440.5579	$12,751.5718
Recreation Specialist	43	$4,409.9890	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991
Recreation Supervisor	52	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138
Recreation Supervisor, Senior	59	$6,546.6535	$6,710.3198	$6,878.0778	$7,050.0298	$7,226.2805	$7,406.9375	$7,592.1110	$7,781.9138	$7,976.4616	$8,175.8731	$8,380.2700	$8,589.7767	$8,804.5211	$9,024.6342	$9,250.2500

Adopted by Council as of 11/10/2026
Res# 2026-38

Town of Apple Valley

Salary Schedule for Fiscal Year 2026 - 2027

Effective 11/10/2026

Monthly base pay, paid out bi-weekly, based on 80-hour work schedule and 26 pay periods

Position Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Registered Veterinary Technician	46	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790	$6,546.6535	$6,710.3198
Rescue Coordinator	44	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991	$6,386.9790
Theater Technician II	37	$3,802.7197	$3,897.7877	$3,995.2324	$4,095.1132	$4,197.4910	$4,302.4283	$4,409.9890	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434
Theater Technician III	43	$4,409.9890	$4,520.2388	$4,633.2447	$4,749.0758	$4,867.8027	$4,989.4978	$5,114.2353	$5,242.0911	$5,373.1434	$5,507.4720	$5,645.1588	$5,786.2878	$5,930.9450	$6,079.2186	$6,231.1991
Theather Technician I	30	$3,199.0959	$3,279.0733	$3,361.0501	$3,445.0764	$3,531.2033	$3,619.4834	$3,709.9705	$3,802.7197	$3,897.7877	$3,995.2324	$4,095.1132	$4,197.4910	$4,302.4283	$4,409.9890	$4,520.2388
Town Clerk	86	$12,751.5718	$13,070.3611	$13,397.1201	$13,732.0481	$14,075.3493	$14,427.2331	$14,787.9139	$15,157.6118	$15,536.5520	$15,924.9658	$16,323.0900	$16,731.1672	$17,149.4464	$17,578.1826	$18,017.6372
Town Engineer	86	$12,751.5718	$13,070.3611	$13,397.1201	$13,732.0481	$14,075.3493	$14,427.2331	$14,787.9139	$15,157.6118	$15,536.5520	$15,924.9658	$16,323.0900	$16,731.1672	$17,149.4464	$17,578.1826	$18,017.6372
Town Manager	NR															**$24,167.00**

Adopted by Council as of 11/10/2026
Res# 2026-38