

**TOWN OF
APPLE VALLEY, CALIFORNIA**

AGENDA MATTER

Subject Item:

ADOPT ORDINANCE NO. 391, 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 BY AMENDING 2.60.070 RELATING TO COMPENSATION OF ALL TOWN EMPLOYEES

Summary Statement:

On November 18, 2008 staff introduced Ordinance 391 to Town Council. This Ordinance amended 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.

Recommended Action:

Adopt Ordinance No. 391.

Proposed by: Council Ad Hoc Personnel Committee **Item Number** _____

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

ORDINANCE NO. 391

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 with cities which most appropriately compare with the Town's positions; 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.

2.60.70 Compensation of all Town Employees. The Town Manager or the Town Manager's designee shall conduct a total compensation survey every odd numbered year 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 second year for every two years in which comparisons are made for corresponding positions within public and private markets which most appropriately compare with the Town's positions. The compensation survey shall allow for comparisons to be determined by an independent salary/compensation consultant. The comparisons will be incorporated into the proposed annual budget every two fiscal years 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 manner 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 9th day of December, 2008.

Timothy J. Jasper, Mayor

Attest:

La Vonda Pearson, Town Clerk

Approved as to form:

Approved as to content:

John Brown
Town Attorney

Frank W. Robinson
Town Manager