

**TOWN OF  
APPLE VALLEY, CALIFORNIA**

**AGENDA MATTER**

**Subject Item:**

**A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF APPLE VALLEY AMENDING THE GRADE, STEP AND SALARY PLAN FOR JOB CLASSIFICATIONS FOR THE TOWN OF APPLE VALLEY**

**Summary Statement:**

On March 10, 2009 Town Council approved and adopted Resolution 2009-08, a Resolution of the Town Council of the Town of Apple Valley adopting a New Compensation Grade and Step Plan (Exhibit A) and Proposed Salary Ranges for Job Classifications in the Town of Apple Valley.

Our payroll system relies on this grade and step table which identifies each employee's position directly to a specific grade and step. While making provisions to implement this new grade and step plan it became apparent to staff that it was necessary to propose a modification to the grade and step plan. The primary issue with the new grade and step plan was our existing positions were not aligning with the steps in the newly adopted grade and step plan.

After conferring with Public Sector Personnel Consultants, the consultants hired to conduct the annual salary survey, they recommended a slight modification be made to the adopted grade and step plan. Implementing this slight modification will require a nominal cost of \$2008 annually but will provide a smooth transition in the implementation of the new grade and step plan in the payroll system; the end result of this modification is; those employees that fell above the near step (the step closest to each employees current pay) now fall slightly below the near step as indicated in Exhibit B.

**Recommended Action:**

Adopt Resolution No. 2009-17, a Resolution of the Town Council of the Town of Apple Valley Amending the Grade, Step and Salary Plan for Job Classifications for the Town of Apple Valley

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

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

**RESOLUTION NO 2009 - 17**

**A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF APPLE VALLEY AMENDING THE GRADE, STEP AND SALARY PLAN FOR JOB CLASSIFICATIONS 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 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 amend the existing salary schedule and classification plan; and

NOW, THEREFORE, BE IT RESOLVED THAT:

1. Amended salary grade and step pay plan are hereby adopted in accordance with Exhibit B.
2. All position Job Class Orders will reflect the amendment to the salary grade/step plan and classification plan and are hereby adopted as a result of the recommendation by Public Sector Personnel Consultants.
3. This Resolution shall become effective on May 26, 2009.
4. All resolutions, parts of resolutions in conflict herewith are hereby amended to be consistent herewith.

PASS, APPROVED AND ADOPTED THIS 26<sup>TH</sup> DAY OF MAY 2009.

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RICK ROELLE, MAYOR

ATTEST:

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LA VONDA PEARSON  
TOWN CLERK





## Exhibit A

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Grade															
78	\$100,576	\$103,090	\$105,667	\$108,309	\$111,017	\$113,792	\$116,637	\$119,553	\$122,542	\$125,605	\$128,745	\$131,964	\$135,263	\$138,645	\$142,111
79	\$103,090	\$105,667	\$108,309	\$111,017	\$113,792	\$116,637	\$119,553	\$122,542	\$125,605	\$128,745	\$131,964	\$135,263	\$138,645	\$142,111	\$145,663
80	\$105,667	\$108,309	\$111,017	\$113,792	\$116,637	\$119,553	\$122,542	\$125,605	\$128,745	\$131,964	\$135,263	\$138,645	\$142,111	\$145,663	\$149,305
81	\$108,309	\$111,017	\$113,792	\$116,637	\$119,553	\$122,542	\$125,605	\$128,745	\$131,964	\$135,263	\$138,645	\$142,111	\$145,663	\$149,305	\$153,038
82	\$111,017	\$113,792	\$116,637	\$119,553	\$122,542	\$125,605	\$128,745	\$131,964	\$135,263	\$138,645	\$142,111	\$145,663	\$149,305	\$153,038	\$156,864
83	\$113,792	\$116,637	\$119,553	\$122,542	\$125,605	\$128,745	\$131,964	\$135,263	\$138,645	\$142,111	\$145,663	\$149,305	\$153,038	\$156,864	\$160,785
84	\$116,637	\$119,553	\$122,542	\$125,605	\$128,745	\$131,964	\$135,263	\$138,645	\$142,111	\$145,663	\$149,305	\$153,038	\$156,864	\$160,785	\$164,805
85	\$119,553	\$122,542	\$125,605	\$128,745	\$131,964	\$135,263	\$138,645	\$142,111	\$145,663	\$149,305	\$153,038	\$156,864	\$160,785	\$164,805	\$168,925
86	\$122,542	\$125,605	\$128,745	\$131,964	\$135,263	\$138,645	\$142,111	\$145,663	\$149,305	\$153,038	\$156,864	\$160,785	\$164,805	\$168,925	\$173,148
87	\$125,605	\$128,745	\$131,964	\$135,263	\$138,645	\$142,111	\$145,663	\$149,305	\$153,038	\$156,864	\$160,785	\$164,805	\$168,925	\$173,148	\$177,477
88	\$128,745	\$131,964	\$135,263	\$138,645	\$142,111	\$145,663	\$149,305	\$153,038	\$156,864	\$160,785	\$164,805	\$168,925	\$173,148	\$177,477	\$181,914
89	\$131,964	\$135,263	\$138,645	\$142,111	\$145,663	\$149,305	\$153,038	\$156,864	\$160,785	\$164,805	\$168,925	\$173,148	\$177,477	\$181,914	\$186,462
90	\$135,263	\$138,645	\$142,111	\$145,663	\$149,305	\$153,038	\$156,864	\$160,785	\$164,805	\$168,925	\$173,148	\$177,477	\$181,914	\$186,462	\$191,123
91	\$138,645	\$142,111	\$145,663	\$149,305	\$153,038	\$156,864	\$160,785	\$164,805	\$168,925	\$173,148	\$177,477	\$181,914	\$186,462	\$191,123	\$195,901
92	\$142,111	\$145,663	\$149,305	\$153,038	\$156,864	\$160,785	\$164,805	\$168,925	\$173,148	\$177,477	\$181,914	\$186,462	\$191,123	\$195,901	\$200,799
93	\$145,663	\$149,305	\$153,038	\$156,864	\$160,785	\$164,805	\$168,925	\$173,148	\$177,477	\$181,914	\$186,462	\$191,123	\$195,901	\$200,799	\$205,819
94	\$149,305	\$153,038	\$156,864	\$160,785	\$164,805	\$168,925	\$173,148	\$177,477	\$181,914	\$186,462	\$191,123	\$195,901	\$200,799	\$205,819	\$210,964
95	\$153,038	\$156,864	\$160,785	\$164,805	\$168,925	\$173,148	\$177,477	\$181,914	\$186,462	\$191,123	\$195,901	\$200,799	\$205,819	\$210,964	\$216,238
96	\$156,864	\$160,785	\$164,805	\$168,925	\$173,148	\$177,477	\$181,914	\$186,462	\$191,123	\$195,901	\$200,799	\$205,819	\$210,964	\$216,238	\$221,644
97	\$160,785	\$164,805	\$168,925	\$173,148	\$177,477	\$181,914	\$186,462	\$191,123	\$195,901	\$200,799	\$205,819	\$210,964	\$216,238	\$221,644	\$227,185
98	\$164,805	\$168,925	\$173,148	\$177,477	\$181,914	\$186,462	\$191,123	\$195,901	\$200,799	\$205,819	\$210,964	\$216,238	\$221,644	\$227,185	\$232,865
99	\$168,925	\$173,148	\$177,477	\$181,914	\$186,462	\$191,123	\$195,901	\$200,799	\$205,819	\$210,964	\$216,238	\$221,644	\$227,185	\$232,865	\$238,687
100	\$173,148	\$177,477	\$181,914	\$186,462	\$191,123	\$195,901	\$200,799	\$205,819	\$210,964	\$216,238	\$221,644	\$227,185	\$232,865	\$238,687	\$244,654





## Exhibit B

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Grade															
79	\$103,142	\$105,720	\$108,363	\$111,072	\$113,849	\$116,695	\$119,613	\$122,603	\$125,668	\$128,810	\$132,030	\$135,331	\$138,714	\$142,182	\$145,736
80	\$105,720	\$108,363	\$111,072	\$113,849	\$116,695	\$119,613	\$122,603	\$125,668	\$128,810	\$132,030	\$135,331	\$138,714	\$142,182	\$145,736	\$149,380
81	\$108,363	\$111,072	\$113,849	\$116,695	\$119,613	\$122,603	\$125,668	\$128,810	\$132,030	\$135,331	\$138,714	\$142,182	\$145,736	\$149,380	\$153,114
82	\$111,072	\$113,849	\$116,695	\$119,613	\$122,603	\$125,668	\$128,810	\$132,030	\$135,331	\$138,714	\$142,182	\$145,736	\$149,380	\$153,114	\$156,942
83	\$113,849	\$116,695	\$119,613	\$122,603	\$125,668	\$128,810	\$132,030	\$135,331	\$138,714	\$142,182	\$145,736	\$149,380	\$153,114	\$156,942	\$160,866
84	\$116,695	\$119,613	\$122,603	\$125,668	\$128,810	\$132,030	\$135,331	\$138,714	\$142,182	\$145,736	\$149,380	\$153,114	\$156,942	\$160,866	\$164,887
85	\$119,613	\$122,603	\$125,668	\$128,810	\$132,030	\$135,331	\$138,714	\$142,182	\$145,736	\$149,380	\$153,114	\$156,942	\$160,866	\$164,887	\$169,009
86	\$122,603	\$125,668	\$128,810	\$132,030	\$135,331	\$138,714	\$142,182	\$145,736	\$149,380	\$153,114	\$156,942	\$160,866	\$164,887	\$169,009	\$173,235
87	\$125,668	\$128,810	\$132,030	\$135,331	\$138,714	\$142,182	\$145,736	\$149,380	\$153,114	\$156,942	\$160,866	\$164,887	\$169,009	\$173,235	\$177,566
88	\$128,810	\$132,030	\$135,331	\$138,714	\$142,182	\$145,736	\$149,380	\$153,114	\$156,942	\$160,866	\$164,887	\$169,009	\$173,235	\$177,566	\$182,005
89	\$132,030	\$135,331	\$138,714	\$142,182	\$145,736	\$149,380	\$153,114	\$156,942	\$160,866	\$164,887	\$169,009	\$173,235	\$177,566	\$182,005	\$186,555
90	\$135,331	\$138,714	\$142,182	\$145,736	\$149,380	\$153,114	\$156,942	\$160,866	\$164,887	\$169,009	\$173,235	\$177,566	\$182,005	\$186,555	\$191,219
91	\$138,714	\$142,182	\$145,736	\$149,380	\$153,114	\$156,942	\$160,866	\$164,887	\$169,009	\$173,235	\$177,566	\$182,005	\$186,555	\$191,219	\$195,999
92	\$142,182	\$145,736	\$149,380	\$153,114	\$156,942	\$160,866	\$164,887	\$169,009	\$173,235	\$177,566	\$182,005	\$186,555	\$191,219	\$195,999	\$200,899
93	\$145,736	\$149,380	\$153,114	\$156,942	\$160,866	\$164,887	\$169,009	\$173,235	\$177,566	\$182,005	\$186,555	\$191,219	\$195,999	\$200,899	\$205,922
94	\$149,380	\$153,114	\$156,942	\$160,866	\$164,887	\$169,009	\$173,235	\$177,566	\$182,005	\$186,555	\$191,219	\$195,999	\$200,899	\$205,922	\$211,070
95	\$153,114	\$156,942	\$160,866	\$164,887	\$169,009	\$173,235	\$177,566	\$182,005	\$186,555	\$191,219	\$195,999	\$200,899	\$205,922	\$211,070	\$216,346
96	\$156,942	\$160,866	\$164,887	\$169,009	\$173,235	\$177,566	\$182,005	\$186,555	\$191,219	\$195,999	\$200,899	\$205,922	\$211,070	\$216,346	\$221,755
97	\$160,866	\$164,887	\$169,009	\$173,235	\$177,566	\$182,005	\$186,555	\$191,219	\$195,999	\$200,899	\$205,922	\$211,070	\$216,346	\$221,755	\$227,299
98	\$164,887	\$169,009	\$173,235	\$177,566	\$182,005	\$186,555	\$191,219	\$195,999	\$200,899	\$205,922	\$211,070	\$216,346	\$221,755	\$227,299	\$232,981
99	\$169,009	\$173,235	\$177,566	\$182,005	\$186,555	\$191,219	\$195,999	\$200,899	\$205,922	\$211,070	\$216,346	\$221,755	\$227,299	\$232,981	\$238,806
100	\$173,235	\$177,566	\$182,005	\$186,555	\$191,219	\$195,999	\$200,899	\$205,922	\$211,070	\$216,346	\$221,755	\$227,299	\$232,981	\$238,806	\$244,776
101	\$177,566	\$182,005	\$186,555	\$191,219	\$195,999	\$200,899	\$205,922	\$211,070	\$216,346	\$221,755	\$227,299	\$232,981	\$238,806	\$244,776	\$250,895
102	\$182,005	\$186,555	\$191,219	\$195,999	\$200,899	\$205,922	\$211,070	\$216,346	\$221,755	\$227,299	\$232,981	\$238,806	\$244,776	\$250,895	\$257,168
103	\$186,555	\$191,219	\$195,999	\$200,899	\$205,922	\$211,070	\$216,346	\$221,755	\$227,299	\$232,981	\$238,806	\$244,776	\$250,895	\$257,168	\$263,597
104	\$191,219	\$195,999	\$200,899	\$205,922	\$211,070	\$216,346	\$221,755	\$227,299	\$232,981	\$238,806	\$244,776	\$250,895	\$257,168	\$263,597	\$270,187