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RESOLUTION NO. 4817

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VERNON FIXING THE COMPENSATION FOR CERTAIN EMPLOYEES OF SAID CITY AS OF JULY 1, 1981, AUTHORIZING CERTAIN EXPENSE ALLOWANCES, AND REPEALING ALL RESOLUTIONS IN CONFLICT THEREWITH

WHEREAS, Resolution No. 4803 was adopted by the City Council of the City of Vernon on May 5, 1981, establishing the positions of Chief Executive Officer of the Light and Power Department and Operations Manager; and

WHEREAS, the City Council of the City of Vernon has established a separate Water Department and established the position of Director of said Department separate and distinct from the Community Services Department; and

WHEREAS, the City Council of the City of Vernon has established that the City Administrator/City Clerk shall also serve as the Chief Executive Officer of the Light and Power Department; and

WHEREAS, the City Council of the City of Vernon has established that the Director of the Water Department shall also serve as the Operations Manager of the Light and Power Department; and

WHEREAS, Resolution No. 4747 was adopted by the City Council of the City of Vernon on July 15, 1980, approving an amendment to the Memorandum of Understanding between the Municipal Employees Relations Representative of the City of Vernon and the Vernon Police Officers' Benefit Association-Employee Group 2; and

WHEREAS, Resolution No. 4027 was adopted by the City Council of the City of Vernon on January 19, 1971 relating to employer-employee relations within the City of Vernon; and

1 WHEREAS, said employer-employee relations resolution
2 provided in Section 5(h) that matters concerning discharge,
3 suspension or discipline shall be within the discretion of the
4 City; and

5 WHEREAS, the City Council of the City of Vernon wishes
6 to declare its intent concerning said section; and

7 WHEREAS, the City Council of the City of Vernon has
8 previously authorized the establishment of a contract method of
9 employment with various employees in the Police and Fire
10 Departments wherein said contracts provided that said employees
11 serve at the will and pleasure of the City Council in addition
12 to other provisions; and

13 WHEREAS, the City Council of the City of Vernon wishes
14 to reaffirm this said contract program for City employees; and

15 WHEREAS, Resolution No. 4668 was adopted by the City
16 Council on August 23, 1979 and amended by Resolution No. 4816
17 adopted by the City Council on June 30, 1981, establishing the
18 vacation and holiday policy for City employees; and

19 WHEREAS, the City Council of the City of Vernon wishes
20 to affix the compensation for certain employees of the City of
21 Vernon as of July 1, 1981 and other employees as indicated in
22 their respective schedules.

23 NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF
24 THE CITY OF VERNON AS FOLLOWS:

25 SECTION 1: The City Council of the City of Vernon
26 hereby declares that its intention in adopting Resolution No.
27 4027, Section 5(h), was to reserve unto the City Council complete
28 and exclusive discretion to determine matters relating to the

1 discharge, suspension or other manner of discipline of employees
2 in conformance with its long standing view and policy that
3 employees of the City of Vernon serve at the will and pleasure
4 of the City Council.

5 SECTION 2: That all employees of the City of Vernon
6 serve at the will and pleasure of the City Council and that
7 selected employees prior to employment or prior to promotion will
8 be requested to sign an employment agreement establishing that
9 their employment is at the will and pleasure of the City Council
10 as a condition of being appointed to said position. The
11 employment contract must be approved by the Personnel Committee
12 as a condition preceding the said employee's employment.

13 SECTION 3: That there is hereby established a program
14 in the Police Department for new employees wherein the City
15 of Vernon shall agree to pay for costs associated with attendance
16 at a police academy for individual police candidates pursuant to
17 a contract wherein said candidate shall agree in consideration
18 of said salary to remain with the City of Vernon for at least
19 three (3) years.

20 SECTION 4: That effective July 1, 1981, there is
21 hereby established and approved the following compensation
22 or salary schedules hereinafter set forth for employees of the
23 City of Vernon. This Resolution shall not affect or alter the
24 existing compensation of any officer or employee not specifically
25 set forth herein.

26 SECTION 5: That employees of the City of Vernon shall
27 receive compensation in accordance with the formula adopted
28 herein as Schedule I, in such amounts as are set forth in

1 Schedules II through VII which provides a monthly amount for
2 each position and each step. In addition, expense allowances
3 where applicable are set forth herein. Salary schedules are
4 hereby established for the following departments:

- 5 (a) Department of Community Services, as in Schedule
6 II;
- 7 (b) Water Department, as in Schedule III;
- 8 (c) Light and Power Department, as in Schedule IV;
- 9 (d) Fire Department, as in Schedule V;
- 10 (e) Police Department, as in Schedule VI;
- 11 (f) City Administrator/City Clerk Department, as in
12 Schedule VII.

13 Said Salary Schedules II through VII are attached to
14 this Resolution as Exhibits "A" through "F", respectively, and
15 are incorporated herein by this reference as though fully set
16 forth at length.

17 SECTION 6: That the salaries set forth in Schedules II
18 through VII are hereby approved and said salaries shall be in
19 full force and effect from and after July 1, 1981, except where
20 otherwise specified in said schedules.

21 SECTION 7: Wherever an allowance is made to any
22 employee for the use of his personal automobile, such an
23 allowance shall not be payable whenever the employee is on
24 vacation, leave of absence, or sick leave the entire calendar
25 month.

26 SECTION 8: Vacation and holiday policies for employees
27 of the City of Vernon are established and recited in Resolution
28 No. 4668 as amended by Resolution No. 4816. However, employees

1 who are absent from their positions during the applicable work
2 day preceding or following a scheduled holiday shall not receive
3 pay for said holiday.

4 SECTION 9: All employees of the City of Vernon shall
5 be considered forty (40) hour per week personnel and shall work
6 at least forty (40) hours per week except for employees in the
7 Fire Department who are assigned to work twenty-four (24) hour
8 shifts. Said employees must work their assigned schedules or
9 shifts as consideration for the compensation provided herein.

10 SECTION 10: For all employees except twenty-four (24)
11 hour shift Fire Department employees, an hourly rate computed in
12 accordance with Schedule I shall be used for pay purposes. The
13 monthly amounts stated in Schedules II through VII are for
14 comparative purposes only. The latter equivalents assume that
15 the total scheduled hours are worked or taken as excused paid
16 leave and holiday. Unexcused leave hours shall not be included
17 for the purpose of computing pay.

18 (a) All employees other than twenty-four (24) hour
19 shift Fire Department employees shall be paid on an hourly
20 basis. The employee shall be paid the amount computed by
21 multiplying the hourly salary rate by the number of hours worked
22 or taken as excused paid leave or holiday. The total hours to
23 be paid shall be certified by the Department Head each pay
24 period prior to payment. Such certification shall be in a form
25 approved by the City Administrator;

26 (b) Fire Department personnel who serve on a twenty-
27 four (24) hour shift would be paid a widely fluctuating amount
28 each pay period if they were paid for hours actually worked;

1 therefore, such employees shall be paid for the average number
2 of hours in a two (2) week period, one hundred and twelve (112)
3 hours. Exceptions for leave without pay hours shall be reported
4 and deducted from the average when pay is computed. The
5 "Exception Report" shall be in a form approved by the City
6 Administrator;

7 (c) "Leave without pay" as used in this section
8 shall include, without being limited to, leaves of absence,
9 suspensions, and employees whose employment commences or
10 terminates during a pay, salary or wage period;

11 (d) As an exception to the general rules for deductions
12 or loss of pay for "leave without pay" as defined, any Department
13 Head may, for good cause as determined by such Department Head,
14 certify for full pay for an employee who has been absent during
15 a pay, salary or wage period.

16 Whenever a Department Head certifies for pay on absence
17 of an employee, he shall attach to the payroll demand a
18 statement of the reason for paying such employee while absent,
19 his normal rate of pay, length of service with the City, and
20 number of days absent. The pay of employees for absent time
21 shall remain in the sole discretion of the City Council.

22 SECTION 11: Employees who, with Department Head
23 approval, use their personal automobile during the performance
24 of their assigned duties shall be compensated with an automobile
25 allowance as provided for in Schedules I through VII herein. In
26 the event that the automobile allowance for a particular month
27 provides less than fifteen cents (15¢) a mile reimbursement or
28 if no automobile allowance is provided, then the employee shall

1 receive a sum equal to fifteen cents (15¢) a mile for
2 reimbursement for use of his personal automobile and said sum
3 shall be based upon actual miles traveled by said automobile.

4 Whenever a Department Head certifies for reimbursement
5 on the basis of mileage, he shall attach to the payroll demand a
6 statement of the reason for paying such employee said mileage
7 reimbursement.

8 SECTION 12: The City Council hereby makes the following
9 statements of policy in addition to the statements of policy
10 previously made in Sections 1, 2, and 3 concerning the implementa-
11 tion of the salary provisions and classifications set forth herein:

12 (a) New employees shall start at the bottom step in the
13 salary range for their respective positions unless it is de-
14 termined that qualified applicants are not available at the
15 salary specified for the first step or grade, or that a specific
16 applicant has special qualifications justifying a higher starting
17 rate beyond the first step or grade. New employees starting at
18 the beginning step or grade may be advanced to the second step or
19 grade of their salary range and said advancement shall be ef-
20 fective on the first day of the bi-weekly pay period, next,
21 following the satisfactory completion of their probationary
22 employment, which is hereby fixed at twelve (12) months;

23 (b) Promotions to higher positions or salary increases
24 to higher steps are considered to be increases on the basis of
25 merit only and shall be awarded to employees as recognition
26 for satisfactory service. The promotion or increase in grade
27 shall remain in the sole discretion of the City Council and
28 shall only be considered upon receiving a recommendation from a

1 Department Head or the City Administrator which would support
2 recognition by the City Council of the services performed by the
3 employee;

4 (c) Promotions to the next step or grade, if granted,
5 of the employee's respective salary range shall be effective
6 not earlier than the first day of the bi-weekly pay period, next,
7 following the completion of satisfactory service and the
8 authorization of said promotion;

9 (d) The promotion of an employee shall not result in
10 reduction of pay, and the employee being promoted shall be
11 classified in such manner that he receives the same or more pay
12 for the position to which he is promoted;

13 (e) This Resolution expresses the general wage and
14 salary policy of the City of Vernon, and in conjunction with the
15 accompanying working conditions for the employees of the City of
16 Vernon now existing, it is deemed to be fair and adequate. It
17 is not anticipated that adjustments in said salary scales will
18 be necessary, except as to cases involving additional
19 responsibilities, exceptional merits, or other special
20 circumstances;

21 (f) Notwithstanding the above provisions, any person
22 employed in a position of Patrolmen I, Grade 4, shall be
23 appointed to Grade 3 upon his successful completion in an
24 assigned training academy. Any person employed in a position
25 of Patrolmen I, Grade 3, shall be appointed to Grade 2 after
26 serving at least six (6) months in the field upon receiving a
27 merit evaluation of high competent. Any person employed as
28 Policemen I, Grade 2, shall be appointed to Grade 1 after

1 serving at least six (6) months at said grade in the field and
2 upon receiving a merit evaluation of high competent. Any person
3 who qualifies for said increase shall have his anniversary date
4 for future merit increases established as of the date said
5 officer is appointed to Patrolmen I, Grade 2.

6 (g) Applicants for a position in all departments will
7 not be considered for employment if they are active members of
8 the U.S. Army Reserve, or the National Guard, or the Air Force,
9 U.S. Marine Corps, or the U.S. Navy, and are required to attend
10 weekend drills and annual tours of active training. This policy
11 does not apply to applicants for a position in all departments
12 who have completed their military commitment and are on inactive
13 reserve status and applicants who could be activated or drafted
14 as a result of a national emergency after their employment.

15 SECTION 13: All Resolutions in conflict with this
16 Resolution No. 4817 are hereby repealed.

17 SECTION 14: The City Clerk of the City of Vernon shall
18 certify to the passage of this Resolution and thereupon and
19 thereafter the same shall be in full force and effective.

20 APPROVED AND ADOPTED this 30th day of June, 1981.

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LEONIS C. MALBURG, Mayor

24 ATTEST:

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BRUCE V. MALKENHORST, City Clerk

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SCHEDULE I

Providing for an hourly rate for all employees of the City of Vernon, and setting forth the formula by which the monthly rate stated on succeeding schedules be converted to an hourly rate. It is the intention that all pay is earned at an hourly rate and paid at an hourly rate. The monthly rate shall be used for comparative purposes only.

SECTION 1: TWENTY-FOUR (24) HOUR SHIFT PERSONNEL.

- (a) The stated "monthly rate" multiplied by 12 equals the "annual rate";
- (b) The "annual rate" divided by 2,912 equals the "hourly rate";
- (c) The "hourly rate" multiplied by 112 equals the "bi-weekly rate";
- (d) Payments shall be made for the bi-weekly amount less reported unpaid absences deducted at the hourly rate.

SECTION 2: FORTY (40) HOUR WEEK PERSONNEL.

- (a) The stated "monthly rate" multiplied by 12 equals the "annual rate";
- (b) The "annual rate" divided by 2,080 equals the "hourly rate";
- (c) The "hourly rate" multiplied by 80 equals the "bi-weekly rate";
- (d) Payments shall be made for reported hours eligible for pay. Normally this will equal 80 hours. Hours reported as unpaid absences will be excluded from the pay computations.

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SCHEDULE I

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SECTION 3: The monthly rates referred to above are provided for in Schedules II through VII. The City Administrator shall direct the establishment and maintenance of files assigning an hourly rate to the employees of the City to be computed from the given monthly rates in accordance with the above formula.

SCHEDULE I

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SCHEDULE II

DEPARTMENT OF COMMUNITY SERVICES

SALARY SCALE

Director of Community Services/Health Officer/Public Works/Building	Step 1	\$4,311.00	per month
	2	4,086.00	
	3	3,873.00	
	4	3,671.00	
	5	3,480.00	
	6	3,299.00	
Director of Environmental Health Civil Engineer	Step 1	\$3,873.00	per month
	2	3,671.00	
Deputy Director of Community Services/ Public Works/Building	3	3,480.00	
	4	3,299.00	
	5	3,127.00	
	6	2,964.00	
Chief Deputy Director of Environmental Health	Step 1	\$3,336.00	per month
Senior Building Inspector	2	3,162.00	
Senior Electrical Inspector	3	2,997.00	
Civil Engineering Associate	4	2,841.00	
	5	2,693.00	
	6	2,553.00	
Project Engineer	Step 1	\$2,983.00	per month
	2	2,827.00	
	3	2,680.00	
	4	2,540.00	
	5	2,408.00	
	6	2,282.00	
Survey Party Chief	Step 1	\$2,825.00	per month
	2	2,678.00	
	3	2,538.00	
	4	2,406.00	
	5	2,281.00	
	6	2,162.00	
Foreman	Step 1	\$2,606.00	per month
	2	2,470.00	
	3	2,341.00	
	4	2,219.00	
	5	2,103.00	
	6	1,993.00	

SCHEDULE II

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SCHEDULE II

DEPARTMENT OF COMMUNITY SERVICES SALARY SCALE

(Continued)

Engineering Technician	Step 1	\$2,536.00	per month
Building Inspector	2	2,404.00	
Electrical Inspector	3	2,279.00	
Mechanical & Plumbing Inspector	4	2,160.00	
	5	2,047.00	
	6	1,940.00	
Environmental Specialist	Step 1	\$2,275.00	per month
Utility Man I	2	2,156.00	
	3	2,044.00	
	4	1,937.00	
	5	1,836.00	
	6	1,740.00	
Engineering Aide I	Step 1	\$2,150.00	per month
	2	2,038.00	
	3	1,932.00	
	4	1,831.00	
	5	1,736.00	
	6	1,646.00	
City Health Nurse	Step 1	\$2,110.00	per month
	2	2,000.00	
	3	1,896.00	
	4	1,797.00	
	5	1,703.00	
	6	1,614.00	
Utility Man II	Step 1	\$2,042.00	per month
	2	1,936.00	
	3	1,835.00	
	4	1,739.00	
	5	1,648.00	
	6	1,562.00	
Engineering Aide II	Step 1	\$1,932.00	per month
	2	1,831.00	
	3	1,736.00	
	4	1,646.00	
	5	1,560.00	
	6	1,479.00	

SCHEDULE II

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EXHIBIT A

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SCHEDULE II

DEPARTMENT OF COMMUNITY SERVICES SALARY SCALE

(Continued)

Utility Man III	Step 1	\$1,824.00	per month
	2	1,729.00	
	3	1,639.00	
	4	1,554.00	
	5	1,473.00	
	6	1,396.00	
Engineering Aide III	Step 1	\$1,644.00	per month
Secretary	2	1,558.00	
Utility Man IV	3	1,477.00	
	4	1,400.00	
	5	1,327.00	
	6	1,258.00	
Utility Man V	Step 1	\$1,475.00	per month
	2	1,398.00	
	3	1,325.00	
	4	1,256.00	
	5	1,191.00	
	6	1,129.00	

Hourly-Temporary/Miscellaneous:

A salary range of \$3.75 to \$6.50 per hour is hereby established and the temporary employee shall be assigned an appropriate salary by the City Council within said range.

SCHEDULE II

-13a-

EXHIBIT A

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SCHEDULE II

DEPARTMENT OF COMMUNITY SERVICES

(Continued)

Each Civil Engineer must possess a valid Certificate of Registration as a Civil Engineer, which document is issued by the California State Board for Civil and Professional Engineers.

In addition to said salaries, the following individuals serving in the following classification shall receive, when each uses his own motor vehicle in the service of the City, an additional sum per month as indicated:

Director of Community Services/ Health Officer/Public Works/ Building	\$ 145.00
Director of Environmental Health	145.00
Deputy Director of Community Services/Public Works/ Building	145.00
Chief Deputy Director of Environmental Health	145.00
Senior Building Inspector	145.00
Senior Electrical Inspector	145.00
City Health Nurse	50.00

The following classifications shall receive, when each uses his own motor vehicle in the service of the City, an additional sum of \$50.00 , \$80.00 , or \$105.00 per month, depending upon which amount may be certified each month by the

SCHEDULE II

-14-

EXHIBIT

A

1 Director of Public Works, based on the amount of vehicular use
2 for that month:

- 3 (a) Civil Engineering Associate;
- 4 (b) Project Engineer.

5 The City shall not be responsible for repairs or any
6 additional costs for upkeep, fuel, lubrication, replacement in
7 whole or part, or other expenses in connection with any such
8 vehicle beyond the respective amounts set forth in the paragraph
9 above.

10 All personnel in the Department of Community Services,
11 except the Director of Community Services, Director of
12 Environmental Health, Deputy Director of Community Services/Public
13 Works/Building, are required to work hours in addition to those
14 regularly established for their respective job classifications,
15 shall be paid for such additional work at their assigned hourly
16 rate.

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SCHEDULE II

EXHIBIT A

SCHEDULE III

WATER DEPARTMENT SALARY SCALE

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Director of Water

Step 1	\$4,311.00	per month
2	4,086.00	
3	3,873.00	
4	3,671.00	
5	3,480.00	
6	3,299.00	

Civil Engineering Associate

Step 1	\$3,336.00	per month
2	3,162.00	
3	2,997.00	
4	2,841.00	
5	2,693.00	
6	2,553.00	

Foreman

Step 1	\$2,606.00	per month
2	2,470.00	
3	2,341.00	
4	2,219.00	
5	2,103.00	
6	1,993.00	

Engineering Technician

Step 1	\$2,536.00	per month
2	2,404.00	
3	2,279.00	
4	2,160.00	
5	2,047.00	
6	1,940.00	

Utility Man I

Step 1	\$2,275.00	per month
2	2,156.00	
3	2,044.00	
4	1,937.00	
5	1,836.00	
6	1,740.00	

Engineering Aide I

Step 1	\$2,150.00	per month
2	2,038.00	
3	1,932.00	
4	1,831.00	
5	1,736.00	
6	1,646.00	

Utility Man II

Step 1	\$2,042.00	per month
2	1,936.00	
3	1,835.00	
4	1,739.00	
5	1,648.00	
6	1,562.00	

SCHEDULE III

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SCHEDULE III
WATER DEPARTMENT SALARY SCALE

(Continued)

Utility Man III	Step 1	\$1,824.00	per month
	2	1,729.00	
	3	1,639.00	
	4	1,554.00	
	5	1,473.00	
	6	1,396.00	
Utility Man IV	Step 1	\$1,644.00	per month
	2	1,558.00	
	3	1,477.00	
	4	1,400.00	
	5	1,327.00	
	6	1,258.00	
Utility Man V	Step 1	\$1,475.00	per month
	2	1,398.00	
	3	1,325.00	
	4	1,256.00	
	5	1,191.00	
	6	1,129.00	
Utility Clerk	Step 1	\$1,267.00	per month
	2	1,201.00	
	3	1,138.00	
	4	1,079.00	
	5	1,023.00	
	6	970.00	

SCHEDULE III

EXHIBIT B

SCHEDULE III

WATER DEPARTMENT

(Continued)

Each Civil Engineer must possess a valid Certificate of Registration as a Civil Engineer, which document is issued by the California State Board for Civil and Professional Engineers.

In addition to said salaries, the following individuals serving in the following classification shall receive, when each uses his own motor vehicle in the service of the City, an additional sum per month as indicated:

Director of Water	\$ 145.00
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The following classifications shall receive, when each uses his own motor vehicle in the service of the City, an additional sum of \$50.00, \$80.00, or \$105.00 per month, depending upon which amount may be certified each month by the Director of Water, based on the amount of vehicular use for that month:

(a) Civil Engineering Associate.

The City shall not be responsible for repairs or any additional costs for upkeep, fuel, lubrication, replacement in whole or part, or other expenses in connection with any such vehicle beyond the respective amounts set forth in the paragraph above.

All personnel in the Water Department, except the Director of Water, required to work hours in addition to those regularly established for their respective job classifications, shall be paid for such additional work at their assigned hourly rate.

SCHEDULE III

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SCHEDULE IV

LIGHT AND POWER DEPARTMENT

SALARY SCALE

CHIEF EXECUTIVE OFFICER:

The City Administrator/City Clerk shall serve as the Chief Executive Officer in the Light and Power Department and the compensation for said position is included in the compensation established for the position of City Administrator/City Clerk Department, Schedule VII.

OPERATIONS MANAGER:

The Director of the Water Department shall serve as the Operations Manager in the Light and Power Department and the compensation for said position is included in the compensation established for the position of Director of Water, Schedule III.

ACCOUNTANT:

The Accountant in the City Administrator/City Clerk Department shall serve as the Accountant in the Light and Power Department and the compensation for said position is included in the compensation established for the position of Accountant in the City Administrator/City Clerk Department Schedule VII.

SENIOR UTILITY CLERK:

The Senior Utility Clerk in the City Administrator/City Clerk Department shall serve as the Senior Utility Clerk in the Light and Power Department and the compensation for said position is included in the compensation established for the position of Senior Utility Clerk in the City Administrator/City Clerk Department Schedule VII.

UTILITY CLERK:

The Utility Clerk in the City Administrator/City Clerk Department shall serve as the Utility Clerk in the Light and Power Department and the compensation for said position is included in the compensation established for the position of Utility Clerk in the City Administrator/City Clerk Department Schedule VII.

ENGINEERING AIDE III:

The Engineering Aide III in the Department of Community Services shall serve as the Engineering Aide III in the Light and Power Department and the compensation for said position is included in the compensation established for the position of Engineering Aide III in the Department of Community Services Schedule II.

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SCHEDULE V

FIRE DEPARTMENT SALARY SCALE

Chief	Step 1	\$4,188.00	per month
	2	3,970.00	
	3	3,763.00	
	4	3,567.00	
	5	3,381.00	
	6	3,205.00	
Battalion Chief Administrative Fire Battalion Chief	Step 1	\$3,391.00	per month
	2	3,214.00	
	3	3,046.00	
	4	2,887.00	
	5	2,736.00	
Captain Administrative Fire Captain	Step 1	\$2,819.00	per month
	2	2,672.00	
	3	2,533.00	
	4	2,401.00	
	5	2,276.00	
Engineer Administrative Fire Engineer	Step 1	\$2,366.00	per month
	2	2,243.00	
	3	2,126.00	
	4	2,015.00	
	5	1,910.00	
Firefighter Administrative Firefighter	Step 1	\$2,019.00	per month
	2	1,914.00	
	3	1,814.00	
	4	1,719.00	
	5	1,629.00	
Fire Prevention Inspector	Step 1	\$3,336.00	per month
	2	3,162.00	
	3	2,997.00	
	4	2,841.00	
	5	2,693.00	
	6	2,553.00	

SCHEDULE V

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SCHEDULE V

FIRE DEPARTMENT SALARY SCALE

(Continued)

Secretary

Step 1	\$1,644.00	per month
2	1,558.00	
3	1,477.00	
4	1,400.00	
5	1,327.00	
6	1,258.00	

All employees who hold a Fire Sciences Certificate or have completed courses equivalent thereto shall receive an additional 2.5% per month of their basic salary.

Fire Department personnel, with the exception of the Fire Chief, shall be paid straight time pay for overtime worked as certified to by the Fire Chief and approved by the Chief Administrative Officer, for the following reasons:

(a) Disasters such as major fires, civil disturbances, and other emergency situations;

(b) Extraordinary circumstances requiring more than ordinary law enforcement or fire protection staffing.

Eligible 8-hour Fire Department personnel shall be paid for such additional work at their assigned hourly rate.

SCHEDULE V

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SCHEDULE V
FIRE DEPARTMENT SALARY SCALE
(Continued)

For computation of overtime work, eligible 24-hour (shift) personnel shall be paid at their assigned hourly rate which has been computed upon 2,912 hours per year.

Vernon shall pay to each employee on the active payroll of the Fire Department, who has been certified eligible by the Fire Chief, the sum of One Hundred Seventy-Five Dollars (\$175.00) for the 1981-1982 fiscal year of Vernon, for the purchase of Uniforms and related equipment on August 1, 1981.

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SCHEDULE VI

POLICE DEPARTMENT SALARY SCALE

Chief	Step 1	\$3,945.00	per month
	2	3,739.00	
	3	3,544.00	
	4	3,359.00	
	5	3,184.00	
	6	3,018.00	
Captain	Step 1	\$3,545.00	per month
	2	3,350.00	
	3	3,185.00	
	4	3,019.00	
Lieutenant	Step 1	\$2,995.00	per month
	2	2,839.00	
	3	2,691.00	
	4	2,551.00	
	5	2,418.00	
Police Secretary	Step 1	\$1,644.00	per month
	2	1,558.00	
	3	1,477.00	
	4	1,400.00	
	5	1,327.00	
	6	1,258.00	
Transcriber Typist	Step 1	\$1,411.00	per month
	2	1,337.00	
	3	1,267.00	
	4	1,201.00	
	5	1,138.00	
	6	1,079.00	
Police Cadet	Step 1	\$1,144.00	per month
	2	1,084.00	
	3	1,027.00	
	4	973.00	
	5	922.00	

SCHEDULE VI

-23-

EXHIBIT E

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SCHEDULE VI
POLICE DEPARTMENT SALARY SCALE
(Continued)

Patrolman I

Effective July 27, 1980	Step 1	\$1,637	per month
	2	1,552	
	3	1,471	
	4	1,321	
Effective September 6, 1981	Step 1	\$1,719	per month
	2	1,629	
	3	1,544	
	4	1,388	
Effective February 7, 1982	Step 1	\$1,753	per month
	2	1,662	
	3	1,575	
	4	1,415	
Effective September 5, 1982	Step 1	\$1,876	per month
	2	1,778	
	3	1,685	
	4	1,514	
Effective September 4, 1983	Step 1	\$2,007	per month
	2	1,902	
	3	1,803	
	4	1,620	

Patrolman II

Effective July 27, 1980	Step 1	\$2,029	per month
	2	1,923	
	3	1,823	
	4	1,728	
	5	1,638	
Effective September 6, 1981	Step 1	\$2,130	per month
	2	2,019	
	3	1,914	
	4	1,814	
	5	1,719	

SCHEDULE VI

EXHIBIT E

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SCHEDULE VI
POLICE DEPARTMENT SALARY SCALE

(Continued)

Effective February 7, 1982

Step 1	\$2,173	per month
2	2,060	
3	1,953	
4	1,851	
5	1,755	

Effective September 5, 1982

Step 1	\$2,325	per month
2	2,204	
3	2,089	
4	1,980	
5	1,877	

Effective September 4, 1983

Step 1	\$2,488	per month
2	2,358	
3	2,235	
4	2,119	
5	2,009	

Sergeants

Effective July 27, 1980

Step 1	\$2,356	per month
2	2,233	
3	2,117	
4	2,007	
5	1,902	

Effective September 6, 1981

Step 1	\$2,474	per month
2	2,345	
3	2,223	
4	2,107	
5	1,997	

Effective February 7, 1982

Step 1	\$2,523	per month
2	2,391	
3	2,266	
4	2,148	
5	2,036	

Effective September 5, 1982

Step 1	\$2,700	per month
2	2,559	
3	2,426	
4	2,300	
5	2,180	

SCHEDULE VI

EXHIBIT E

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SCHEDULE VI
POLICE DEPARTMENT SALARY SCALE

(Continued)

Effective September 4, 1983	Step 1	\$2,889	per month
	2	2,738	
	3	2,596	
	4	2,461	
	5	2,333	

Police Department Personnel, with the exception of the Police Chief and the Police Captain shall be paid straight time pay for overtime work as certified to by the Police Chief and approved by the Chief Administrative Officer, for the following reasons:

(a) Disasters such as major fires, civil disturbances, and other emergency situations;

(b) Extraordinary circumstances requiring more than ordinary law enforcement or fire protection staffing.

Eligible Police Department Personnel shall be paid for such overtime work at their assigned hourly rate.

In addition to said salaries, a flat rate of thirty-five dollars (\$35.00) per day for half-day or less shall be paid when an appearance by Sergeant, Patrolman I and Patrolman II is to be made for an off-duty court matter. In the event the Officer is called to appear for a morning court calendar and remains under court order beyond the noon recess, an additional twenty-five dollars (\$25.00) shall be paid for said appearance. In the event that an Officer is called to appear for an afternoon

SCHEDULE VI

EXHIBIT E

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SCHEDULE VI

POLICE DEPARTMENT SALARY SCALE

(Continued)

calendar when he is off duty, the sum of thirty-five dollars (\$35.00) per day shall be paid for said appearance. Said payment of thirty-five dollars (\$35.00) (or a total of sixty dollars (\$60.00) where applicable) shall be payable each day for any off-duty appearance. Court appearances which extend beyond an employee's normal shift assignment shall be compensated as paid overtime unless said paid overtime exceeds thirty-five dollars (\$35.00) in which event said employee shall receive the sole sum of thirty-five dollars (\$35.00) as court appearance compensation. In addition, a Sergeant, Patrolman I and Patrolman II shall be compensated for "stand by" status when requested by the Superior Court, Municipal Court, District Attorney's Office, or the Vernon Police Department in the line of duty outside regular scheduled duty hours as follows:

(a) Fifteen Dollars (\$15.00) for half a court day ending at 1:45 p.m.;

(b) Thirty Dollars (\$30.00) for a full court day;

(c) However, if said employee is required to appear in court, he shall receive court appearance compensation rather than "stand by" compensation.

In addition to said salaries, Officers who have served for the Department through their probationary period shall be entitled to an additional two and one-half percent (2-1/2%) increase in their basic salary for the Intermediate Certificate

SCHEDULE VI

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EXHIBIT E

SCHEDULE VI
POLICE DEPARTMENT SALARY SCALE

(Continued)

1 issued by the California Peace Officers' Standard Training
2 (hereinafter called P.O.S.T.) and said Officers who have completed
3 their probationary period and who hold an Advanced Certificate
4 from P.O.S.T. shall receive a five percent (5%) increase from
5 their basic salary but shall not receive a two and one-half
6 percent (2-1/2%) Intermediate Post Certificate increase.

7 Any Officer achieving the Certification necessary for
8 either the Intermediate or Advanced Post Certificates (after
9 certification of the same by the Police Chief) shall receive the
10 increase provided for herein for the calendar month following such
11 Certification. Said additional payment for Post Certificates
12 shall not be payable to the Police Chief or the Police Captains.

13 Patrolmen formally assigned as Field Evidence
14 Technicians shall receive as additional compensation for such
15 assignment the sum of fifty dollars (\$50.00) per month.

16 In addition to said salaries, the following individuals
17 serving in the following classifications shall receive, when each
18 uses his own motor vehicle in the service of the City, an
19 additional sum per month as indicated:

20	Chief of Police	\$ 145.00
21	Captain of Police	145.00

22
23 When authorized in advance by the City Council, in
24 addition to said salaries, each Officer or Policeman shall receive
25 an additional sum of \$145.00 per month for his automobile if used
26 in the service of or engaged for the use of the City. This
27 allowance is for the use and maintenance of said motor equipment.

28 SCHEDULE VI

-28-

EXHIBIT E

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SCHEDULE VI

POLICE DEPARTMENT SALARY SCALE

(Continued)

Vernon will pay to each Patrolman I, Patrolman II and Sergeant who has completed his first year of service and is required by the Vernon Police Department to own and maintain a uniform and who is on the active payroll of the Vernon Police Department the sum of one hundred seventy-five dollars (\$175.00) for the 1981-1982 fiscal year of Vernon for the purchase of uniforms and related equipment on September 1, 1981.

Vernon will pay to each Patrolman I, Patrolman II and Sergeant who has completed his first year of service and is permitted to wear civilian clothing and who is on the active payroll of the Vernon Police Department the sum of one hundred twenty-five dollars (\$125.00) for the 1981-1982 fiscal year of Vernon for the purchase of such clothing and related equipment on September 1, 1981.

Promotions or salary increases to higher grades are merit steps only and shall be available to employees as recognition and reward for satisfactory services after one (1) year in service at present grade. The promotion or salary increase to said higher grade shall remain in the sole discretion of the City Council.

Notwithstanding the above provision, any person

SCHEDULE VI

EXHIBIT E

SCHEDULE VI
POLICE DEPARTMENT SALARY SCALE

(Continued)

1 employed in a position of Patrolman I, Grade 4, shall be appointed
2 to Grade 3 upon his successful completion in an assigned training
3 academy and any person employed in a position of Patrolman I,
4 Grade 3, shall be appointed to Grade 2 after serving at least
5 six (6) months in the field and upon receiving a merit evaluation
6 of high competent and any person employed in a position of
7 Patrolman I, Grade 2, shall be appointed to Grade 1 after serving
8 at least six months at said grade in the field and upon receiving
9 a merit evaluation of high competent. Any person who qualifies
10 for said increase shall have his anniversary date for future merit
11 increases established as of the date said officer is appointed
12 to said grade.

13 A Patrolman I shall be eligible to be promoted to a
14 Patrolman II position after serving at least twelve (12) months
15 as a Patrolman I, Grade I, and upon receiving a satisfactory
16 merit evaluation.

17 The promotion of a Patrolman I to a Patrolman II
18 position shall not result in reduction of pay, and the Patrolman
19 I being promoted shall be classified in such manner that he
20 receives at least a five percent (5%) increase in pay for the
21 position to which he is promoted.

22 A Patrolman I or a Patrolman II may be assigned to
23 the detective division to perform investigative services.

24 In the event a Patrolman I or Patrolman II is
25 assigned to the detective division in accordance with preceding
26 paragraph, said Patrolman shall receive premium pay equal to
27 one hundred twenty-five dollars (\$125.00) per month and the
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SCHEDULE VI

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EXHIBIT E

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SCHEDULE VI

POLICE DEPARTMENT SALARY SCALE

(Continued)

premium pay shall not be considered to be part of the employee's basic monthly salary when computing peace officers standards and training certificates incentives.

SCHEDULE VI

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EXHIBIT E

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SCHEDULE VII

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT

SALARY SCALE

City Administrator/City Clerk	Step 1	\$5,373.00	per month
	2	5,093.00	
	3	4,827.00	
	4	4,575.00	
	5	4,336.00	
	6	4,110.00	
Assistant Director of Finance	Step 1	\$2,949.00	per month
	2	2,795.00	
	3	2,649.00	
	4	2,511.00	
	5	2,380.00	
	6	2,256.00	
Chief Deputy City Clerk	Step 1	\$2,428.00	per month
	2	2,301.00	
	3	2,181.00	
	4	2,067.00	
	5	1,959.00	
	6	1,857.00	
Purchasing Agent	Step 1	\$2,355.00	per month
	2	2,232.00	
	3	2,116.00	
	4	2,006.00	
	5	1,901.00	
	6	1,802.00	
Accountant	Step 1	\$2,117.00	per month
	2	2,007.00	
	3	1,902.00	
	4	1,803.00	
	5	1,709.00	
	6	1,620.00	
Secretary to the City Administrator	Step 1	\$1,734.00	per month
	2	1,644.00	
	3	1,558.00	
	4	1,477.00	
	5	1,400.00	
	6	1,327.00	

SCHEDULE VII

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SCHEDULE VII

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT

SALARY SCALE

(Continued)

Payroll Clerk	Step 1	\$1,644.00	per month
Senior Dispatcher	2	1,558.00	
(Communications Operator)	3	1,477.00	
Senior Utility Clerk	4	1,400.00	
	5	1,327.00	
	6	1,258.00	
Dispatcher (Communications Operator)	Step 1	\$1,464.00	per month
	2	1,388.00	
	3	1,316.00	
	4	1,247.00	
	5	1,182.00	
	6	1,120.00	
Typist-Switchboard Operator	Step 1	\$1,267.00	per month
Utility Clerk	2	1,201.00	
	3	1,138.00	
	4	1,079.00	
	5	1,023.00	
	6	970.00	
Deputy City Treasurer		\$ 75.00	per month

Hourly-Temporary/Miscellaneous:

A salary range of \$3.75 to \$6.50 per hour is hereby established and the temporary employee shall be assigned an appropriate salary by the City Council within said range.

SCHEDULE VII

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SCHEDULE VII

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT

SALARY SCALE

(Continued)

City Attorney	\$ 3,136.00 per month
City Council	\$ 201.02 per month

In addition to said salaries, the following positions shall, when they use their own motor vehicles in service to the City, each receive the following monthly sums:

(a) Deputy City Treasurer	\$ 60.00
(b) Purchasing Agent	\$ 60.00

Outside of the sums as set forth herein, the City shall not be responsible for repairs or any additional costs for upkeep, fuel, lubrication, replacement in whole or in part, or other expenses in connection with any such vehicles beyond the amount set forth in this paragraph.

With the exception of the City Administrator/City Clerk, all personnel in the department who are required to work in addition to those regularly established for their respective job classifications shall be paid for such additional work at their assigned hourly rate.

The Administrator/City Clerk shall be provided a vehicle and the City shall pay all expenses of said operation including cost of upkeep, fuel, lubrication, insurance, and other reasonable

SCHEDULE VII

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SCHEDULE VII

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT

SALARY SCALE

(Continued)

expenses, in addition to his salary provided for herein.

In addition to the benefits provided for herein, the City Administrator/City Clerk shall be granted eight (8) days of executive leave to be used prior to June 30, 1982.

SCHEDULE VII

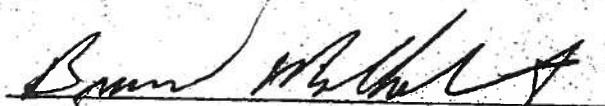
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EXHIBIT F

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STATE OF CALIFORNIA)
) ss
COUNTY OF LOS ANGELES)

I, BRUCE V. MALKENHORST, City Clerk of the City of
Vernon, do hereby certify that the foregoing Resolution, being
Resolution No. 4817, was duly adopted by the City Council
of the City of Vernon, and was approved by the Mayor of said
City at an adjourned meeting of the City Council held on Tuesday,
June 30, 1981.



BRUCE V. MALKENHORST, City Clerk

(SEAL)