

RESOLUTION NO. 4918

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3 A RESOLUTION OF THE CITY COUNCIL OF THE CITY
4 OF VERNON FIXING THE COMPENSATION FOR CERTAIN
5 EMPLOYEES OF SAID CITY AS OF JULY 1, 1982,
6 AUTHORIZING CERTAIN EXPENSE ALLOWANCES, AND
7 REPEALING ALL RESOLUTIONS IN CONFLICT THEREWITH

8
9 WHEREAS, Resolution No. 4803 was adopted by the City
10 Council of the City of Vernon on May 5, 1981, establishing the
11 positions of Chief Executive Officer of the Light and Power
12 Department and Operations Manager; and

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

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

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

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

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35 WHEREAS, Resolution No. 4027 was adopted by the City
36 Council of the City of Vernon on January 19, 1971, relating to

1 employer-employee relations within the City of Vernon; and

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

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

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

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

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

20 WHEREAS, the City Council of the City of Vernon wishes
21 to affix the compensation for certain employees of the City of
22 Vernon as of July 1, 1982 and other employees as indicated in
23 their respective schedules.

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

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

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

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

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

21 SECTION 4: That effective July 1, 1982, there is
22 hereby established and approved the following compensation or
23 salary schedules hereinafter set forth for employees of the City
24 of Vernon. This Resolution shall not affect or alter the
25 existing compensation of any officer or employee not specifically
26 set forth herein.

27 SECTION 5: That employees of the City of Vernon shall
28 receive compensation in accordance with the formula adopted

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

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

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

18 SECTION 6: That the salaries set forth in Schedules II
19 through VII are hereby approved and said salaries shall be in
20 full force and effect from and after July 1, 1982, except where
21 otherwise specified in said Schedules.

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

27 SECTION 8: Vacation and holiday policies for employees
28 of the City of Vernon are established and recited in Resolution

1 No. 4668 as amended by Resolution No. 4816. However, employees
2 who are absent from their positions during the applicable work
3 day preceding or following a scheduled holiday shall not receive
4 pay for said holiday.

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

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

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

27 (b) Fire Department personnel who serve on a twenty-
28 four (24) hour shift would be paid a widely fluctuating amount

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

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

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

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

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1 SECTION 11: Employees who, with Department Head
2 approval, use their personal automobile during the performance
3 of their assigned duties shall be compensated with an automobile
4 allowance as provided for in Schedules I through VII herein. In
5 the event that the automobile allowance for a particular month
6 provides less than fifteen cents (15¢) a mile reimbursement or
7 if no automobile allowance is provided, then the employee shall
8 receive a sum equal to fifteen cents (15¢) a mile for
9 reimbursement for use of his personal automobile and said sum
10 shall be based upon actual miles traveled by said automobile.

11 Whenever a Department Head certifies for reimbursement
12 on the basis of mileage, he shall attach to the payroll demand a
13 statement of the reason for paying such employee such mileage
14 reimbursement.

15 SECTION 12: The City Council hereby makes the following
16 statements of policy in addition to the statements of policy
17 previously made in Sections 1, 2 and 3 concerning the implementa-
18 tion of the salary provisions and classifications set forth
19 herein:

20 (a) New employees shall start at the bottom step in the
21 salary range for their respective positions unless it is
22 determined that qualified applicants are not available at the
23 salary specified for the first step or grade, or that a specific
24 applicant has special qualifications justifying a higher starting
25 rate beyond the first step or grade. New employees starting at
26 the beginning step or grade may be advanced to the second step or
27 grade of their salary range and said advancement shall be ef-
28 fective on the first day of the bi-weekly pay period next

1 following the satisfactory completion of their probationary
2 employment, which is hereby fixed at twelve (12) months;

3 (b) Promotions to higher positions or salary increases
4 to higher steps are considered to be increases on the basis of
5 merit only and shall be awarded to employees as recognition
6 for satisfactory service. The promotion or increase in grade
7 shall remain in the sole discretion of the City Council and
8 shall only be considered upon receiving a recommendation from a
9 Department Head or the City Administrator which would support
10 recognition by the City Council of the services performed by the
11 employee;

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

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

21 (e) This Resolution expresses the general wage and
22 salary policy of the City of Vernon, and in conjunction with the
23 accompanying working conditions for the employees of the City
24 of Vernon now existing, it is deemed to be fair and adequate. It
25 is not anticipated that adjustments in said salary scales will
26 be necessary, except as to cases involving additional
27 responsibilities, exceptional merits, or other special
28 circumstances;

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

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

23 SECTION 13: All Resolutions in conflict with this
24 Resolution No. 4918 are hereby repealed.

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

APPROVED AND ADOPTED this 24th day of June, 1982.


THOMAS A. YBARRA, Mayor Pro Tem

ATTEST:


BRUCE V. MALKENHORST, City Clerk

1 STATE OF CALIFORNIA)
2 COUNTY OF LOS ANGELES) SS

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4 I, BRUCE V. MALKENHORST, City Clerk of the City of
5 Vernon, do hereby certify that the foregoing Resolution, being
6 Resolution No. 4918, was duly adopted by the City Council
7 of the City of Vernon, and was approved by the Mayor of said
8 City at an adjourned meeting of the City Council held on Thursday,
9 June 24, 19 82.

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13 BRUCE V. MALKENHORST, City Clerk

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15 (SEAL)

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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.

SCHEDULE I

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SCHEDULE I

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 | \$4,742.00 | per month |
| | 2 | 4,495.00 | |
| | 3 | 4,261.00 | |
| | 4 | 4,039.00 | |
| | 5 | 3,828.00 | |
| | 6 | 3,628.00 | |
| Director of Environmental Health Civil Engineer | Step 1 | \$4,260.00 | per month |
| | 2 | 4,038.00 | |
| Deputy Director of Community Services/ Public Works/Building | 3 | 3,827.00 | |
| | 4 | 3,627.00 | |
| | 5 | 3,438.00 | |
| | 6 | 3,259.00 | |
| Chief Deputy Director of Environmental Health | Step 1 | \$3,670.00 | per month |
| | 2 | 3,479.00 | |
| | 3 | 3,298.00 | |
| Senior Electrical Inspector Civil Engineering Associate | 4 | 3,126.00 | |
| | 5 | 2,963.00 | |
| | 6 | 2,809.00 | |
| Project Engineer Survey Party Chief | Step 1 | \$3,281.00 | per month |
| | 2 | 3,110.00 | |
| | 3 | 2,948.00 | |
| | 4 | 2,794.00 | |
| | 5 | 2,648.00 | |
| | 6 | 2,510.00 | |
| Foreman | Step 1 | \$2,867.00 | per month |
| | 2 | 2,718.00 | |
| | 3 | 2,576.00 | |
| | 4 | 2,442.00 | |
| | 5 | 2,315.00 | |
| | 6 | 2,194.00 | |
| Engineering Technician Building Inspector | Step 1 | \$2,790.00 | per month |
| Electrical Inspector | 2 | 2,645.00 | |
| Mechanical & Plumbing Inspector | 3 | 2,507.00 | |
| | 4 | 2,376.00 | |
| | 5 | 2,252.00 | |
| | 6 | 2,135.00 | |

SCHEDULE II

EXHIBIT "A"

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SCHEDULE II

DEPARTMENT OF COMMUNITY SERVICES SALARY SCALE

(Continued)

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|---|--------|------------|-----------|
| Environmental Specialist Utility Man I | Step 1 | \$2,503.00 | per month |
| | 2 | 2,373.00 | |
| | 3 | 2,249.00 | |
| | 4 | 2,132.00 | |
| | 5 | 2,021.00 | |
| | 6 | 1,916.00 | |
| Engineering Aide I | Step 1 | \$2,365.00 | per month |
| | 2 | 2,242.00 | |
| | 3 | 2,125.00 | |
| | 4 | 2,014.00 | |
| | 5 | 1,909.00 | |
| | 6 | 1,809.00 | |
| City Health Nurse | Step 1 | \$2,321.00 | per month |
| | 2 | 2,200.00 | |
| | 3 | 2,085.00 | |
| | 4 | 1,976.00 | |
| | 5 | 1,873.00 | |
| | 6 | 1,775.00 | |
| Utility Man II | Step 1 | \$2,246.00 | per month |
| | 2 | 2,129.00 | |
| | 3 | 2,018.00 | |
| | 4 | 1,913.00 | |
| | 5 | 1,813.00 | |
| | 6 | 1,718.00 | |
| Engineering Aide II | Step 1 | \$2,125.00 | per month |
| | 2 | 2,014.00 | |
| | 3 | 1,909.00 | |
| | 4 | 1,809.00 | |
| | 5 | 1,715.00 | |
| | 6 | 1,626.00 | |
| Utility Man III | Step 1 | \$2,006.00 | per month |
| | 2 | 1,901.00 | |
| | 3 | 1,802.00 | |
| | 4 | 1,708.00 | |
| | 5 | 1,619.00 | |
| | 6 | 1,535.00 | |

SCHEDULE II

EXHIBIT "A"

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SCHEDULE II

DEPARTMENT OF COMMUNITY SERVICES SALARY SCALE

(Continued)

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|----------------------|--------|------------|-----------|
| Engineering Aide III | Step 1 | \$1,808.00 | per month |
| Secretary | 2 | 1,714.00 | |
| Utility Man IV | 3 | 1,625.00 | |
| | 4 | 1,540.00 | |
| | 5 | 1,460.00 | |
| | 6 | 1,384.00 | |
| Utility Man V | Step 1 | \$1,623.00 | per month |
| | 2 | 1,538.00 | |
| | 3 | 1,458.00 | |
| | 4 | 1,382.00 | |
| | 5 | 1,310.00 | |
| | 6 | 1,242.00 | |

Hourly-Temporary/Miscellaneous:

A salary range of \$3.75 to \$7.50 per hour is hereby established and the temporary employee shall be assigned an appropriate salary by the City Council within said range.

SCHEDULE II

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:

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| Director of Community Services/ Health Officer/Public Works/ Building | \$ 170.00 |
| Director of Environmental Health | 170.00 |
| Deputy Director of Community Services/Public Works/Building | 170.00 |
| Senior Electrical Inspector | 145.00 |

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 vehicle beyond the respective amounts set forth in the paragraph above.

All personnel in the Department of Community Services, except the Director of Community Services, Director of Environmental Health, Deputy Director of Community Services/

SCHEDULE II

EXHIBIT "A"

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SCHEDULE II

DEPARTMENT OF COMMUNITY SERVICES

(Continued)

Public Works/Building, are 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 II

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SCHEDULE III

WATER DEPARTMENT SALARY SCALE

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|-----------------------------|--------|------------|-----------|
| Director of Water | Step 1 | \$4,742.00 | per month |
| | 2 | 4,495.00 | |
| | 3 | 4,261.00 | |
| | 4 | 4,039.00 | |
| | 5 | 3,828.00 | |
| | 6 | 3,628.00 | |
| Civil Engineering Associate | Step 1 | \$3,670.00 | per month |
| | 2 | 3,479.00 | |
| | 3 | 3,298.00 | |
| | 4 | 3,126.00 | |
| | 5 | 2,963.00 | |
| | 6 | 2,809.00 | |
| Foreman | Step 1 | \$2,867.00 | per month |
| | 2 | 2,718.00 | |
| | 3 | 2,576.00 | |
| | 4 | 2,442.00 | |
| | 5 | 2,315.00 | |
| | 6 | 2,194.00 | |
| Engineering Technician | Step 1 | \$2,790.00 | per month |
| | 2 | 2,645.00 | |
| | 3 | 2,507.00 | |
| | 4 | 2,376.00 | |
| | 5 | 2,252.00 | |
| | 6 | 2,135.00 | |
| Utility Man I | Step 1 | \$2,503.00 | per month |
| | 2 | 2,373.00 | |
| | 3 | 2,249.00 | |
| | 4 | 2,132.00 | |
| | 5 | 2,021.00 | |
| | 6 | 1,916.00 | |
| Engineering Aide I | Step 1 | \$2,365.00 | per month |
| | 2 | 2,242.00 | |
| | 3 | 2,125.00 | |
| | 4 | 2,014.00 | |
| | 5 | 1,909.00 | |
| | 6 | 1,809.00 | |

SCHEDULE III

EXHIBIT "B"

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SCHEDULE III

WATER DEPARTMENT SALARY SCALE

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|--|--------|------------|-----------|
| Utility Man II | Step 1 | \$2,246.00 | per month |
| | 2 | 2,129.00 | |
| | 3 | 2,018.00 | |
| | 4 | 1,913.00 | |
| | 5 | 1,813.00 | |
| | 6 | 1,718.00 | |
| Utility Man III | Step 1 | \$2,006.00 | per month |
| | 2 | 1,901.00 | |
| | 3 | 1,802.00 | |
| | 4 | 1,708.00 | |
| | 5 | 1,619.00 | |
| | 6 | 1,535.00 | |
| Utility Man IV Engineering Aide III | Step 1 | \$1,808.00 | per month |
| | 2 | 1,714.00 | |
| | 3 | 1,625.00 | |
| | 4 | 1,540.00 | |
| | 5 | 1,460.00 | |
| | 6 | 1,384.00 | |
| Utility Man V | Step 1 | \$1,623.00 | per month |
| | 2 | 1,538.00 | |
| | 3 | 1,458.00 | |
| | 4 | 1,382.00 | |
| | 5 | 1,310.00 | |
| | 6 | 1,242.00 | |
| Utility Clerk | Step 1 | \$1,394.00 | per month |
| | 2 | 1,321.00 | |
| | 3 | 1,252.00 | |
| | 4 | 1,187.00 | |
| | 5 | 1,125.00 | |
| | 6 | 1,066.00 | |

SCHEDULE III

EXHIBIT "B"

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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 | \$ 170.00 |
|-------------------|-----------|

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
EXHIBIT "B"

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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.

SCHEDULE IV

EXHIBIT "C"

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SCHEDULE IV

LIGHT AND POWER DEPARTMENT

SALARY SCALE (Continued)

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.

SCHEDULE IV

EXHIBIT "C"

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SCHEDULE V

FIRE DEPARTMENT SALARY SCALE

| | | | |
|---|--------|------------|-----------|
| Chief | Step 1 | \$4,607.00 | per month |
| | 2 | 4,367.00 | |
| | 3 | 4,139.00 | |
| | 4 | 3,923.00 | |
| | 5 | 3,718.00 | |
| | 6 | 3,524.00 | |
| Administrative Battalion Chief | Step 1 | \$3,924.00 | per month |
| | 2 | 3,719.00 | |
| | 3 | 3,525.00 | |
| | 4 | 3,341.00 | |
| | 5 | 3,167.00 | |
| Battalion Chief | Step 1 | \$3,730.00 | per month |
| | 2 | 3,536.00 | |
| | 3 | 3,352.00 | |
| | 4 | 3,177.00 | |
| | 5 | 3,011.00 | |
| Captain Administrative Fire Captain | Step 1 | \$3,101.00 | per month |
| | 2 | 2,939.00 | |
| | 3 | 2,786.00 | |
| | 4 | 2,641.00 | |
| | 5 | 2,503.00 | |
| Engineer Administrative Fire Engineer | Step 1 | \$2,603.00 | per month |
| | 2 | 2,467.00 | |
| | 3 | 2,338.00 | |
| | 4 | 2,216.00 | |
| | 5 | 2,100.00 | |
| Firefighter Administrative Firefighter | Step 1 | \$2,221.00 | per month |
| | 2 | 2,105.00 | |
| | 3 | 1,995.00 | |
| | 4 | 1,891.00 | |
| | 5 | 1,792.00 | |
| Fire Prevention Inspector | Step 1 | \$3,670.00 | per month |
| | 2 | 3,479.00 | |
| | 3 | 3,298.00 | |
| | 4 | 3,126.00 | |
| | 5 | 2,963.00 | |
| | 6 | 2,809.00 | |

SCHEDULE V

EXHIBIT "D"

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SCHEDULE V

FIRE DEPARTMENT SALARY SCALE

(Continued)

| | | | |
|---------------|--------|------------|-----------|
| Utility Clerk | Step 1 | \$1,394.00 | per month |
| | 2 | 1,321.00 | |
| | 3 | 1,252.00 | |
| | 4 | 1,187.00 | |
| | 5 | 1,125.00 | |
| | 6 | 1,066.00 | |

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, Administrative Battalion Chief, Battalion Chiefs, 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.

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)

SCHEDULE V.

EXHIBIT "D"

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SCHEDULE V

FIRE DEPARTMENT SALARY SCALE

(Continued)

for the 1982-1983 fiscal year of Vernon, for the purchase of
Uniforms and related equipment on August 1, 1982.

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

| | |
|--------------------------------|----------|
| Administrative Battalion Chief | \$ 85.00 |
|--------------------------------|----------|

SCHEDULE V

EXHIBIT "D"

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SCHEDULE VI

POLICE DEPARTMENT SALARY SCALE

| | | | |
|-----------------------------|--------|------------|-----------|
| Chief | Step 1 | \$4,340.00 | per month |
| | 2 | 4,114.00 | |
| | 3 | 3,900.00 | |
| | 4 | 3,697.00 | |
| | 5 | 3,504.00 | |
| | 6 | 3,321.00 | |
| Captain | Step 1 | \$3,900.00 | |
| | 2 | 3,697.00 | |
| | 3 | 3,504.00 | |
| | 4 | 3,321.00 | |
| Lieutenant | Step 1 | \$3,295.00 | per month |
| | 2 | 3,123.00 | |
| | 3 | 2,960.00 | |
| | 4 | 2,806.00 | |
| | 5 | 2,660.00 | |
| Police Secretary | Step 1 | \$1,808.00 | per month |
| | 2 | 1,714.00 | |
| | 3 | 1,625.00 | |
| | 4 | 1,540.00 | |
| | 5 | 1,460.00 | |
| | 6 | 1,384.00 | |
| Transcriber Typist | Step 1 | \$1,552.00 | per month |
| | 2 | 1,471.00 | |
| | 3 | 1,394.00 | |
| | 4 | 1,321.00 | |
| | 5 | 1,252.00 | |
| | 6 | 1,187.00 | |
| Police Cadet | Step 1 | \$1,258.00 | per month |
| | 2 | 1,192.00 | |
| | 3 | 1,130.00 | |
| | 4 | 1,071.00 | |
| | 5 | 1,015.00 | |
| Parking Enforcement Officer | Step 1 | \$1,592.00 | per month |
| | 2 | 1,509.00 | |
| | 3 | 1,430.00 | |
| | 4 | 1,355.00 | |
| | 5 | 1,284.00 | |

SCHEDULE VI

EXHIBIT "E"

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SCHEDULE VI
POLICE DEPARTMENT SALARY SCALE
(Continued)

Patrolman I

| | | | |
|-----------------------------|--------|------------|-----------|
| Effective July 27, 1980 | Step 1 | \$1,637.00 | per month |
| | 2 | 1,552.00 | |
| | 3 | 1,471.00 | |
| | 4 | 1,321.00 | |
| Effective September 6, 1981 | Step 1 | \$1,719.00 | per month |
| | 2 | 1,629.00 | |
| | 3 | 1,544.00 | |
| | 4 | 1,388.00 | |
| Effective February 7, 1982 | Step 1 | \$1,753.00 | per month |
| | 2 | 1,662.00 | |
| | 3 | 1,575.00 | |
| | 4 | 1,415.00 | |
| Effective September 5, 1982 | Step 1 | \$1,928.00 | per month |
| | 2 | 1,827.00 | |
| | 3 | 1,732.00 | |
| | 4 | 1,642.00 | |
| Effective September 4, 1983 | Step 1 | \$2,063.00 | per month |
| | 2 | 1,955.00 | |
| | 3 | 1,853.00 | |
| | 4 | 1,756.00 | |

Patrolman II

| | | | |
|-----------------------------|--------|------------|-----------|
| Effective July 27, 1980 | Step 1 | \$2,029.00 | per month |
| | 2 | 1,923.00 | |
| | 3 | 1,823.00 | |
| | 4 | 1,728.00 | |
| | 5 | 1,638.00 | |
| Effective September 6, 1981 | Step 1 | \$2,130.00 | per month |
| | 2 | 2,019.00 | |
| | 3 | 1,914.00 | |
| | 4 | 1,814.00 | |
| | 5 | 1,719.00 | |

SCHEDULE VI
EXHIBIT "E"

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SCHEDULE VI

POLICE DEPARTMENT SALARY SCALE

(Continued)

| | | | |
|-----------------------------|--------|------------|-----------|
| Effective February 7, 1982 | Step 1 | \$2,173.00 | per month |
| | 2 | 2,060.00 | |
| | 3 | 1,953.00 | |
| | 4 | 1,851.00 | |
| | 5 | 1,755.00 | |
| Effective September 5, 1982 | Step 1 | \$2,390.00 | per month |
| | 2 | 2,265.00 | |
| | 3 | 2,147.00 | |
| | 4 | 2,035.00 | |
| | 5 | 1,929.00 | |
| Effective September 4, 1983 | Step 1 | \$2,557.00 | per month |
| | 2 | 2,424.00 | |
| | 3 | 2,298.00 | |
| | 4 | 2,178.00 | |
| | 5 | 2,064.00 | |
| <u>Sergeants</u> | | | |
| Effective July 27, 1980 | Step 1 | \$2,356.00 | per month |
| | 2 | 2,233.00 | |
| | 3 | 2,117.00 | |
| | 4 | 2,007.00 | |
| | 5 | 1,902.00 | |
| Effective September 6, 1981 | Step 1 | \$2,474.00 | per month |
| | 2 | 2,345.00 | |
| | 3 | 2,223.00 | |
| | 4 | 2,107.00 | |
| | 5 | 1,997.00 | |
| Effective February 7, 1982 | Step 1 | \$2,523.00 | per month |
| | 2 | 2,391.00 | |
| | 3 | 2,266.00 | |
| | 4 | 2,148.00 | |
| | 5 | 2,036.00 | |
| Effective September 5, 1982 | Step 1 | \$2,775.00 | per month |
| | 2 | 2,630.00 | |
| | 3 | 2,493.00 | |
| | 4 | 2,363.00 | |
| | 5 | 2,240.00 | |

SCHEDULE VI

EXHIBIT "E"

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SCHEDULE VI

POLICE DEPARTMENT SALARY SCALE

(Continued)

| | | | |
|-----------------------------|--------|------------|-----------|
| Effective September 4, 1983 | Step 1 | \$2,969.00 | per month |
| | 2 | 2,814.00 | |
| | 3 | 2,667.00 | |
| | 4 | 2,528.00 | |
| | 5 | 2,396.00 | |

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 calendar when he is off duty, the sum of thirty-five dollars

SCHEDULE VI

EXHIBIT "E"

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SCHEDULE VI

POLICE DEPARTMENT SALARY SCALE

(Continued)

(\$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

EXHIBIT "E"

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SCHEDULE VI

POLICE DEPARTMENT SALARY SCALE

(Continued)

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

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

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

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

| | |
|-------------------|-----------|
| Chief of Police | \$ 170.00 |
| Captain of Police | 170.00 |

SCHEDULE VI

EXHIBIT "E"

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SCHEDULE VI

POLICE DEPARTMENT SALARY SCALE

(Continued)

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

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 1982-1983 fiscal year of Vernon for the purchase of uniforms and related equipment on September 1, 1982.

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 1982-1983 fiscal year of Vernon for the purchase of such clothing and related equipment on September 1, 1982.

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)

SCHEDULE VI

EXHIBIT "E"

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SCHEDULE VI

POLICE DEPARTMENT SALARY SCALE

(Continued)

year in service at present grade. The promotion or salary increase to higher grade shall remain in the sole discretion of the City Council.

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

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

The promotion of a Patrolman I to a Patrolman II position shall not result in reduction of pay, and the Patrolman I being promoted shall be classified in such a manner that he

SCHEDULE VI

EXHIBIT "E"

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SCHEDULE VI

POLICE DEPARTMENT SALARY SCALE

(Continued)

receives at least a five percent (5%) increase in pay for the position to which he is promoted.

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

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

EXHIBIT "E"

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SCHEDULE VII

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT

SALARY SCALE

| | | | |
|-------------------------------------|--------|------------|-----------|
| City Administrator/City Clerk | | \$6,235.00 | per month |
| Assistant Director of Finance | Step 1 | \$3,244.00 | per month |
| | 2 | 3,075.00 | |
| | 3 | 2,915.00 | |
| | 4 | 2,763.00 | |
| | 5 | 2,619.00 | |
| | 6 | 2,482.00 | |
| Chief Deputy City Clerk | Step 1 | \$2,744.00 | per month |
| | 2 | 2,601.00 | |
| | 3 | 2,465.00 | |
| | 4 | 2,336.00 | |
| | 5 | 2,214.00 | |
| | 6 | 2,099.00 | |
| Purchasing Agent | Step 1 | \$2,591.00 | per month |
| | 2 | 2,456.00 | |
| | 3 | 2,328.00 | |
| | 4 | 2,207.00 | |
| | 5 | 2,092.00 | |
| | 6 | 1,983.00 | |
| Accountant | Step 1 | \$2,329.00 | per month |
| | 2 | 2,208.00 | |
| | 3 | 2,093.00 | |
| | 4 | 1,984.00 | |
| | 5 | 1,881.00 | |
| | 6 | 1,783.00 | |
| Secretary to the City Administrator | Step 1 | \$1,907.00 | per month |
| | 2 | 1,808.00 | |
| | 3 | 1,714.00 | |
| | 4 | 1,625.00 | |
| | 5 | 1,540.00 | |
| | 6 | 1,460.00 | |

SCHEDULE VII

EXHIBIT "F"

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SCHEDULE VII

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT

SALARY SCALE

(Continued)

| | | | |
|---------------------------|--------|------------|-----------|
| Payroll Clerk | Step 1 | \$1,808.00 | per month |
| Senior Dispatcher | 2 | 1,714.00 | |
| (Communications Operator) | 3 | 1,625.00 | |
| Senior Utility Clerk | 4 | 1,540.00 | |
| | 5 | 1,460.00 | |
| | 6 | 1,384.00 | |

| | | | |
|--------------------------------------|--------|------------|-----------|
| Dispatcher (Communications Operator) | Step 1 | \$1,610.00 | per month |
| Assistant Purchasing Agent | 2 | 1,526.00 | |
| | 3 | 1,446.00 | |
| | 4 | 1,371.00 | |
| | 5 | 1,300.00 | |
| | 6 | 1,232.00 | |

| | | | |
|-----------------------------|--------|------------|-----------|
| Typist-Switchboard Operator | Step 1 | \$1,394.00 | per month |
| Utility Clerk | 2 | 1,321.00 | |
| | 3 | 1,252.00 | |
| | 4 | 1,187.00 | |
| | 5 | 1,125.00 | |
| | 6 | 1,066.00 | |

| | | |
|-----------------------|----------|-----------|
| Deputy City Treasurer | \$ 75.00 | per month |
|-----------------------|----------|-----------|

Hourly-Temporary/Miscellaneous:

A salary range of \$3.75 to \$7.50 per hour is hereby established and the temporary employee shall be assigned an appropriate salary by the City Council within said range.

| | | |
|---------------|------------|-----------|
| City Attorney | \$3,450.00 | 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 \$ 85.00
- (b) Purchasing Agent 85.00

SCHEDULE VII

EXHIBIT "F"