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RESOLUTION NO. 5018

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VERNON AMENDING RESOLUTION NO. 4918 BY REPEALING SECTIONS 4, 5, 6, 8 AND 9 OF SAID RESOLUTION AND SUBSTITUTING THE FOLLOWING PROVISIONS

WHEREAS, Resolution No. 4918 adopted by the City Council on June 24, 1982, as amended by Resolution No. 4954 adopted on November 2, 1982, Resolution No. 4957 adopted on December 2, 1982 and Resolution No. 4980 adopted on March 1, 1983, fixed the compensation for certain employees of said City as of July 1, 1982; and

WHEREAS, the City Council of the City of Vernon wishes to affix the compensation for certain employees of the City of Vernon as of July 1, 1983, and other employees as indicated in their respective schedules.

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

SECTION 1: That Section 4 of Resolution No. 4918 shall read as follows:

SECTION 4: That effective July 1, 1983, there is hereby established and approved the following compensation or salary schedules hereinafter set forth for employees of the City of Vernon. This Resolution shall not affect or alter the existing compensation of any officer or employee not specifically set forth herein.

SECTION 2: That Section 5 of Resolution No. 4918 shall read as follows:

SECTION 5: That employees of the City of Vernon shall

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

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

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

19 SECTION 3: That Section 6 of Resolution No. 4918 shall
20 read as follows:

21 SECTION 6: That the salaries as set forth in
22 Schedules II through VII are hereby approved and said salaries
23 shall be in full force and effect from and after July 1, 1983,
24 except where otherwise specified in said Schedules.

25 SECTION 4: That Section 8 of Resolution No. 4918 shall
26 read as follows:

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

1 Resolution No. 4668, as amended by Resolution No. 4816 and 5017.
2 However, employees who are absent from their positions during the
3 applicable work day preceding or following a scheduled holiday
4 shall not receive pay for said holiday.

5 SECTION 5: That Section 9 of Resolution No. 4918 shall
6 read as follows:

7 SECTION 9: All employees of the City of Vernon shall
8 be considered forty (40) hour per week personnel and shall work
9 at least forty (40) hours per week except for employees in the
10 Fire Department who are assigned to work twenty-four (24) hour
11 shifts. Said employees must work their assigned schedules or
12 shifts as consideration for the compensation provided herein. The
13 City Council hereby continues the four (4) day work week for
14 approved employees which was established on October 29, 1979, by
15 Resolution No. 4677 adopted on October 16, 1979, in accordance
16 with the following requirements:

17 (a) The City Administrator is authorized to
18 approve for inclusion in the four (4) day work week employees
19 working in specific positions;

20 (b) Employees shall work a work day starting at
21 7:00 a.m. to 5:30 p.m. or from 6:30 a.m. to 5:00 p.m. with a
22 half hour lunch break and two 15-minute coffee breaks. The City
23 Administrator is authorized to assign individual employees to
24 work the appropriate shift upon the recommendation of the
25 department head;

26 (c) The vacation benefits for all employees
27 working in said program shall be provided in Resolution No. 5017;

28 (d) The City Council of the City of Vernon hereby

1 determines that City offices will be closed on all holidays and
2 that Fridays, Saturdays and Sundays during said period shall be
3 considered holidays for the transaction of business as provided
4 for in Section 6702 of the Government Code,

5 (e) That those employees participating in said
6 four (4) day work week shall not receive the benefit of holidays
7 falling on Friday or Saturdays but shall receive the benefit of
8 holidays falling on Sunday by celebrating said holidays on the
9 following Monday.

10 SECTION 6: That in all other particulars, Resolution
11 No. 4918 as amended by Resolution Nos. 4954, 4957 and 4980 shall
12 remain in full force and effect and that any resolution not
13 consistent with or in conflict with this Resolution is hereby
14 repealed.

15 SECTION 7: The City Clerk of the City of Vernon shall
16 certify to the passage of this Resolution and thereupon and
17 thereafter the same shall be in full force and effect.

18 APPROVED AND ADOPTED this 30th day of June, 1983.

19

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LEONIS C. MALBURG, Mayor

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ATTEST:

22



23

Bruce V. Malkenhorst, City Clerk

24

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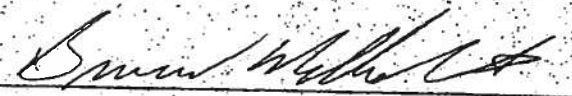
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1 STATE OF CALIFORNIA)
2 COUNTY OF LOS ANGELES) ss

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I, BRUCE V. MALKENHORST, City Clerk of the City of
Vernon, do hereby certify that the foregoing Resolution, being
Resolution No. 5018, 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 Thursday,
June 30, 1983.


BRUCE V. MALKENHORST, City Clerk

(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	\$ 5,027.00	per month
	2	4,765.00	
	3	4,517.00	
	4	4,282.00	
	5	4,059.00	
	6	3,847.00	
	7	3,646.00	
Director of Environmental Health Civil Engineer	Step 1	\$ 4,516.00	per month
Deputy Director of Community Services/ Public Works/Building	2	4,281.00	
	3	4,058.00	
	4	3,846.00	
	5	3,646.00	
	6	3,456.00	
	7	3,276.00	
Chief Deputy Director of Environmental Health	Step 1	\$ 3,890.00	per month
Senior Electrical Inspector	2	3,687.00	
Civil Engineering Associate	3	3,495.00	
	4	3,313.00	
	5	3,140.00	
	6	2,976.00	
	7	2,821.00	
Project Engineer Survey Party Chief	Step 1	\$ 3,478.00	per month
	2	3,297.00	
	3	3,125.00	
	4	2,962.00	
	5	2,808.00	
	6	2,662.00	
	7	2,523.00	
Foreman	Step 1	\$ 3,039.00	per month
	2	2,881.00	
	3	2,731.00	
	4	2,589.00	
	5	2,454.00	
	6	2,326.00	
	7	2,205.00	
Engineering Technician Building Inspector	Step 1	\$ 2,957.00	per month
Electrical Inspector	2	2,803.00	
Mechanical & Plumbing Inspector	3	2,657.00	
	4	2,518.00	
	5	2,387.00	
	6	2,263.00	
	7	2,145.00	

SCHEDULE II

EXHIBIT "A"

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SCHEDULE II
DEPARTMENT OF COMMUNITY SERVICES SALARY SCALE
 (Continued)

Environmental Specialist	Step 1	\$ 2,653.00	per month
Utility Man I	2	2,515.00	
	3	2,384.00	
	4	2,260.00	
	5	2,142.00	
	6	2,030.00	
	7	1,924.00	
Engineering Aide I	Step 1	\$ 2,507.00	per month
	2	2,376.00	
	3	2,252.00	
	4	2,135.00	
	5	2,024.00	
	6	1,918.00	
	7	1,818.00	
City Health Nurse	Step 1	\$ 2,460.00	per month
	2	2,332.00	
	3	2,210.00	
	4	2,095.00	
	5	1,986.00	
	6	1,882.00	
	7	1,784.00	
Utility Man II	Step 1	\$ 2,381.00	per month
	2	2,257.00	
	3	2,139.00	
	4	2,027.00	
	5	1,921.00	
	6	1,821.00	
	7	1,726.00	
Engineering Aide II	Step 1	\$ 2,253.00	per month
	2	2,136.00	
	3	2,025.00	
	4	1,919.00	
	5	1,819.00	
	6	1,724.00	
	7	1,634.00	
Utility Man III	Step 1	\$ 2,126.00	per month
	2	2,015.00	
	3	1,910.00	
	4	1,810.00	
	5	1,716.00	
	6	1,627.00	
	7	1,542.00	

SCHEDULE II
EXHIBIT "A"

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SCHEDULE II

DEPARTMENT OF COMMUNITY SERVICES SALARY SCALE

(Continued)

Engineering Aide III	Step 1	\$ 1,916.00	per month
Secretary	2	1,816.00	
Utility Man IV	3	1,721.00	
	4	1,631.00	
	5	1,546.00	
	6	1,465.00	
	7	1,389.00	
Utility Man V	Step 1	\$ 1,720.00	per month
	2	1,630.00	
	3	1,545.00	
	4	1,464.00	
	5	1,388.00	
	6	1,316.00	
	7	1,247.00	
Apprentice Mechanic	Step 1	\$ 1,317.00	per month
	2	1,248.00	
	3	1,183.00	
	4	1,121.00	
	5	1,063.00	
	6	1,008.00	
	7	955.00	

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:

Director of Community Services/ Health Officer/Public Works/ Building	\$ 190.00
Director of Environmental Health	190.00
Deputy Director of Community Services/Public Works/Building	190.00

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 classification, shall be paid for such additional work at their assigned hourly rate.

SCHEDULE II
EXHIBIT "A"

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SCHEDULE III

WATER DEPARTMENT SALARY SCALE

Director of Water	Step 1	\$ 5,027.00	per month
	2	4,765.00	
	3	4,517.00	
	4	4,282.00	
	5	4,059.00	
	6	3,847.00	
	7	3,646.00	
Civil Engineering Associate	Step 1	\$ 3,890.00	per month
	2	3,687.00	
	3	3,495.00	
	4	3,313.00	
	5	3,140.00	
	6	2,976.00	
	7	2,821.00	
Foreman	Step 1	\$ 3,039.00	per month
	2	2,881.00	
	3	2,731.00	
	4	2,589.00	
	5	2,454.00	
	6	2,326.00	
	7	2,205.00	
Engineering Technician	Step 1	\$ 2,957.00	per month
	2	2,803.00	
	3	2,657.00	
	4	2,518.00	
	5	2,387.00	
	6	2,263.00	
	7	2,145.00	
Utility Man I	Step 1	\$ 2,653.00	per month
	2	2,515.00	
	3	2,384.00	
	4	2,260.00	
	5	2,142.00	
	6	2,030.00	
	7	1,924.00	
Engineering Aide I	Step 1	\$ 2,507.00	per month
	2	2,376.00	
	3	2,252.00	
	4	2,135.00	
	5	2,024.00	
	6	1,918.00	
	7	1,818.00	

SCHEDULE III

EXHIBIT "B"

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SCHEDULE III
WATER DEPARTMENT SALARY SCALE
 (Continued)

Utility Man II	Step 1	\$ 2,381.00	per month
	2	2,257.00	
	3	2,139.00	
	4	2,027.00	
	5	1,921.00	
	6	1,821.00	
	7	1,726.00	
Utility Man III	Step 1	\$ 2,126.00	per month
	2	2,015.00	
	3	1,910.00	
	4	1,810.00	
	5	1,716.00	
	6	1,627.00	
	7	1,542.00	
Utility Man IV Engineering Aide III	Step 1	\$ 1,916.00	per month
	2	1,816.00	
	3	1,721.00	
	4	1,631.00	
	5	1,546.00	
	6	1,465.00	
	7	1,389.00	
Utility Man V	Step 1	\$ 1,720.00	per month
	2	1,630.00	
	3	1,545.00	
	4	1,464.00	
	5	1,388.00	
	6	1,316.00	
	7	1,247.00	
Utility Clerk	Step 1	\$ 1,478.00	per month
	2	1,401.00	
	3	1,328.00	
	4	1,259.00	
	5	1,193.00	
	6	1,131.00	
	7	1,072.00	

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	\$ 190.00
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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 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 in the 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 in the Water Department, 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

SCHEDULE IV

EXHIBIT "C"

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SCHEDULE IV
LIGHT AND POWER DEPARTMENT
SALARY SCALE

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	\$ 4,883.00	per month
	2	4,628.00	
	3	4,387.00	
	4	4,158.00	
	5	3,941.00	
	6	3,736.00	
	7	3,541.00	
Administrative Battalion Chief	Step 1	\$ 4,159.00	per month
	2	3,942.00	
	3	3,736.00	
	4	3,541.00	
	5	3,356.00	
	6	3,181.00	
Battalion Chief	Step 1	\$ 3,954.00	per month
	2	3,748.00	
	3	3,553.00	
	4	3,368.00	
	5	3,192.00	
	6	3,026.00	
Captain Administrative Fire Captain	Step 1	\$ 3,287.00	per month
	2	3,116.00	
	3	2,954.00	
	4	2,800.00	
	5	2,654.00	
	6	2,516.00	
Engineer Administrative Fire Engineer	Step 1	\$ 2,759.00	per month
	2	2,615.00	
	3	2,479.00	
	4	2,350.00	
	5	2,227.00	
	6	2,111.00	
Firefighter Administrative Firefighter	Step 1	\$ 2,354.00	per month
	2	2,231.00	
	3	2,115.00	
	4	2,005.00	
	5	1,900.00	
	6	1,801.00	
Fire Prevention Inspector	Step 1	\$ 3,890.00	per month
	2	3,687.00	
	3	3,495.00	
	4	3,313.00	
	5	3,140.00	
	6	2,976.00	
	7	2,821.00	

SCHEDULE V
EXHIBIT "D"

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SCHEDULE V
FIRE DEPARTMENT SALARY SCALE

(Continued)

Utility Clerk	Step 1	\$ 1,478.00	per month
	2	1,401.00	
	3	1,328.00	
	4	1,259.00	
	5	1,193.00	
	6	1,131.00	
	7	1,072.00	

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

SCHEDULE V
EXHIBIT "D"

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SCHEDULE V

FIRE DEPARTMENT SALARY SCALE

(Continued)

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 1983-1984 fiscal year of Vernon, for the purchase of Uniforms and related equipment on August 1, 1983.

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
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SCHEDULE V

EXHIBIT "D"

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SCHEDULE VI
POLICE DEPARTMENT SALARY SCALE

Chief	Step 1	\$ 4,600.00	per month
	2	4,360.00	
	3	4,133.00	
	4	3,918.00	
	5	3,714.00	
	6	3,520.00	
Captain	7	3,336.00	
	Step 1	\$ 4,134.00	per month
	2	3,918.00	
	3	3,714.00	
	4	3,520.00	
	5	3,336.00	
Lieutenant	Step 1	\$ 3,493.00	per month
	2	3,311.00	
	3	3,138.00	
	4	2,974.00	
	5	2,819.00	
	6	2,672.00	
Police Secretary	Step 1	\$ 1,916.00	per month
	2	1,816.00	
	3	1,721.00	
	4	1,631.00	
	5	1,546.00	
	6	1,465.00	
	7	1,389.00	
Transcriber Typist	Step 1	\$ 1,645.00	per month
	2	1,559.00	
	3	1,478.00	
	4	1,401.00	
	5	1,328.00	
	6	1,259.00	
	7	1,193.00	
Police Cadet	Step 1	\$ 1,333.00	per month
	2	1,264.00	
	3	1,198.00	
	4	1,136.00	
	5	1,077.00	
	6	1,021.00	
Parking Enforcement Officer	Step 1	\$ 1,688.00	per month
	2	1,600.00	
	3	1,517.00	
	4	1,438.00	
	5	1,363.00	
	6	1,292.00	

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	
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	

SCHEDULE VI
EXHIBIT "E"

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SCHEDULE VI
POLICE DEPARTMENT SALARY SCALE

(Continued)

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

Sergeants

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

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

SCHEDULE VI
EXHIBIT "E"

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SCHEDULE VI

POLICE DEPARTMENT SALARY SCALE

(Continued)

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 paid 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 (\$35.00) per day shall be paid for said appearance. Said payment of Thirty-Five Dollars (\$35.00) (or a total of Sixty

SCHEDULE VI

EXHIBIT "E"

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SCHEDULE VI

POLICE DEPARTMENT SALARY SCALE

(Continued)

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 issued by the California Peace Officers' Standard Training (hereinafter called P.O.S.T.) and said Officers who have

SCHEDULE VI

EXHIBIT "E"

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SCHEDULE VI

POLICE DEPARTMENT SALARY SCALE

(Continued)

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 Certificate 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	\$ 190.00
Captain of Police	190.00

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 One Hundred Forty-Five Dollars (\$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 1983-1984 fiscal year of Vernon for the purchase of uniforms and related equipment on September 1, 1983.

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 1983-1984 fiscal year of Vernon for the purchase of such clothing and related equipment on September 1, 1983.

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 (6) 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 the 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		\$ 7,105.00	per month
Assistant Director of Finance	Step 1	\$ 3,975.00	per month
	2	3,768.00	
	3	3,572.00	
	4	3,386.00	
	5	3,209.00	
	6	3,042.00	
	7	2,883.00	
Chief Deputy City Clerk Records Manager	Step 1	\$ 2,909.00	per month
	2	2,757.00	
	3	2,613.00	
	4	2,477.00	
	5	2,348.00	
	6	2,226.00	
	7	2,110.00	
Purchasing Agent Secretary to the City Administrator	Step 1	\$ 2,746.00	per month
	2	2,603.00	
	3	2,467.00	
	4	2,338.00	
	5	2,216.00	
	6	2,100.00	
	7	1,991.00	
Accountant Accountant/Computer Operator	Step 1	\$ 2,469.00	per month
	2	2,340.00	
	3	2,218.00	
	4	2,102.00	
	5	1,992.00	
	6	1,888.00	
	7	1,790.00	

SCHEDULE VII
EXHIBIT "F"

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SCHEDULE VII

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT

SALARY SCALE

(Continued)

Payroll Clerk	Step 1	\$ 1,916.00	per month
Senior Dispatcher	2	1,816.00	
(Communications Operator)	3	1,721.00	
Senior Utility Clerk	4	1,631.00	
	5	1,546.00	
	6	1,465.00	
	7	1,389.00	
Dispatcher	Step 1	\$ 1,707.00	per month
(Communications Operator)	2	1,618.00	
	3	1,534.00	
	4	1,454.00	
	5	1,378.00	
	6	1,306.00	
	7	1,238.00	
Typist-Switchboard Operator	Step 1	\$ 1,478.00	per month
Utility Clerk	2	1,401.00	
	3	1,328.00	
	4	1,259.00	
	5	1,193.00	
	6	1,131.00	
	7	1,072.00	
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	\$ 3,657.00	per month
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SCHEDULE VII

EXHIBIT "F"

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SCHEDULE VII

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT

SALARY SCALE

(Continued)

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 \$100.00
- (b) Purchasing Agent 65.00
- (c) Accountant 35.00

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 hours in addition to those regularly established for their respective job classifications shall be paid for such additional work at their assigned hourly rate.

The City 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 expenses, in addition to his salary provided for herein.

In addition to the benefits provided for herein, the

SCHEDULE VII

EXHIBIT "F"

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SCHEDULE VII

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT

SALARY SCALE

(Continued)

City Administrator/City Clerk shall be provided an increase in life insurance to equal the sum of \$50,000.00.

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, 1984.

SCHEDULE VII

EXHIBIT "F"