Attachment F CalPERS Exhibit 19 Page 1 of 33

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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:

18 <u>SECTION 1</u>: That Section 4 of Resolution No. 4918 shall
 19 read as follows:

20 <u>SECTION 4</u>: That effective July 1, 1983, there is 21 hereby established and approved the following compensation or 22 salary schedules hereinafter set forth for employees of the City 23 of Vernon. This Resolution shall not affect or alter the existing 24 compensation of any officer or employee not specifically set 25 forth herein.

26 <u>SECTION 2</u>: That Section 5 of Resolution No. 4918 shall 27 read as follows:

SECTION 5: That employees of the City of Vernon shall

EX. 19

Attachment F CalPERS Exhibit 19 Page 2 of 33

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

II: 8

Water Department, as in Schedule III; **(b)** 

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Light and Power Department, as in Schedule IV; (c)

Fire Department, as in Schedule V; (d)

Police Department, as in Schedule VI; (e)

City Administrator/City Clerk Department, as in (f) 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 3: That Section 6 of Resolution No. 4918 shall 19 read as follows: 20

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

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

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

-2-

EX. 19 - 2

Attachment F CalPERS Exhibit 19 Page 3 of 33

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

5 <u>SECTION 5</u>: 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 shifts. Said employees must work their assigned schedules or 11 shifts as consideration for the compensation provided herein. 12 The City Council hereby continues the four (4) day work week for 13 approved employees which was established on October 29, 1979, by 14 Resolution No. 4677 adopted on October 16, 1979, in accordance 15 with the following requirements: 16

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;

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

(c) The vacation benefits for all employees
 working in said program shall be provided in Resolution No. 5017;
 (d) The City Council of the City of Vernon hereby

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Attachment F CalPERS Exhibit 19 Page 4 of 33

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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;

(e) That those employees participating in said
four (4) day work week shall not receive the benefit of holidays
falling on Friday or Saturdays but shall receive the benefit of
holidays falling on Sunday by celebrating said holidays on the
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 <u>SECTION 7</u>: 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.

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

20 ATTEST: 21 22 Bruce V. Malkenhorst, City Clerk 23

Mallow

MALBURG, Mayor

Attachment F CalPERS Exhibit 19 Page 5 of 33

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STATE OF CALIFORNIA 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. 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.

SS

BRUCE V. MALKENHORST, City Clerk

(SEAL)

Attachment F CalPERS Exhibit 19 Page 6 of 33

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#### SCHEDULE

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.

19 (a) The stated "monthly rate" multiplied by 12 equals 20 the "annual rate";

(b) The "annual rate" divided by 2,080 equals the "hourly rate";

23 (c) The "hourly rate" multiplied by 80 equals the 24 "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

> EX. 19 - 6 COV-MALSR 00011738

Attachment F CalPERS Exhibit 19 Page 7 of 33

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SCHEDULE

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.

CHEDULE

EX. 19 - 7 COV-MALSR 00011739 Attachment F CalPERS Exhibit 19 Page 8 of 33

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SCHEDUI

DEPARTMENT OF COMMUNITY SERVICES

#### SALARY SCALE • • .

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. 5	Officer Dilling Services/health	Step	·1 · Ş	5,027.00	per month	
	Officer/Public Works/Building		2.	4,765.00		1.1.1
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	Civil Engineer	ocep	T A		per month	
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	Public Works/Building	1. A.	ī			1.4. 1
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	Chief Deputy Director of Environmental	·		5,270.00		
12	Health	Step	⊥ ·Ş	3,890.00	per month	1
			2	3,687.00		1
10	Senior Electrical Inspector		3		1	1
13	Civil Engineering Associate	stadi a stati	· ·	3,495.00		
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	Project Engineer	Step 3	I S		per month	3 ·
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10	Foreman	Step 1	· c	3,039.00		
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00		7		2,205.00		1.18
22	Engineering Technician	Char 1				
Sec. 1	Building Inspector	Step 1	. Ş	2,957.00	per month	1 .
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EX. 19 - 8 COV-MALSR 00011740 Attachment F CalPERS Exhibit 19 Page 9 of 33

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1	SCHEDULE II		
2			
	DEPARTMENT OF COMMUNITY SERVICES S	ALARY SCALE	
-3	(Continued)	and a state of the	
5.4			
5	Environmental Specialist Utility Man I	1 \$ 2,653.00 2 2,515.00	per month
		3 2,384.00	
6		4 2,260.00 5 2,142.00	
e ( <b>7</b> .		6 2,030.00	1 1 1 4 4
	Engineering Aide I Step	7 1,924.00	
9	oreh.	1 \$ 2,507.00 2 2,376.00	per month
		3 2,252.00	이 성장에 걸
10		4 2,135.00 5 2,024.00	
ii		1,918.00	
12	City Health Nurse Step	1,818.00	per month
		2,332.00	
13		2,210.00	
. 14	상황화학 동안은 아이들은 것 같아요.	1,986.00 1,882.00	
15	Utility Man II	1,784.00	
	Step 1	\$ 2,381.00	per month
16		2,139.00	
17		2,027.00	
18	<u>6</u>	1,821.00	日本連邦の
1.21	Engineering Aide II Step 1	\$ 2,253.00	per month
, 19	2	2,136.00	
20	1	2,025.00 1,919.00	
21	5	1,819.00	
22		1,724.00	
A	Otility Man III Step 1 2	≥ 2.126.00	per month
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27	SCHEDULE II		
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EX. 19 - 9

COV-MALSR 00011741

Attachment F CalPERS Exhibit 19 Page 10 of 33

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#### SCHEDULE II

# DEPARTMENT OF COMMUNITY SERVICES SALARY SCALE

#### (Continued)

5	Engineering Aide III Secretary Step 1 \$ 1,916.00 per month	ŀ
	" uccleddy	
	11tility Man TV 2 1,010.00	1:
j	3 1,721.00	1
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2	<u>6</u> 1,465.00.	1
	Utility Man V	1.
*	Step 1 \$ 1,720.00 per month	11
	2 1,630.00 per mailer	1
8	2 +,030.00	1.
10	3 1,545.00	Ŀ
1	4 1,464.00	
•	5 1,388.00	1
	6 1,316.00	
•		1 3
1	Apprentice Mechanic	
	Step 1 5 1,517.00 per month	5.
	2 1,248.00	1
1	3 1,183.00	
1	4 1,121.00	
1		
	5 1,063.00	
1	6 1,008.00	
1	7 055 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"

> > EX. 19 - 10 COV-MALSR 00011742

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Attachment F CalPERS Exhibit 19 Page 11 of 33

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#### SCHEDULE

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	
Services/Public Works/Building	190.00

19 The City shall not be responsible for repairs or any 20 additional costs for upkeep, fuel, lubrication, replacement in 21 whole or in part, or other expenses in connection with any such 22 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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EX. 19 - 11 COV-MALSR 00011743 Attachment F CalPERS Exhibit 19 Page 12 of 33

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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

EX. 19 - 12 COV-MALSR 00011744 Attachment F CalPERS Exhibit 19 Page 13 of 33

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#### SCHEDULE

## WATER DEPARTMENT SALARY SCALE

Director of Water       Step 1       \$ 5,027.00       per month         4       5       3       4,517.00       4         6       3,4,517.00       4       4,282.00       5         7       Civil Engineering Associate       Step 1       \$ 3,390.00       per month         8       3       3,495.00       4       3,31.00         9       3       3,495.00       per month         10       7       2,2881.00       per month         11       32,756.00       per month         12       32,657.00       per month         13       7       2,2881.00       per month         14       Step 1       \$ 2,957.00       per month         15       3,2657.00       per month       3         16       52,387.00       per month       3         17       Utility Man I       Step 1       \$ 2,553.00       per month         18       7       2,226.00       per month       3       2,251.00         19       0       52,357.00       per month       3       2,251.00       per month         23       2,351.00       per month       3       2,2550.00       per month	3		토 이 이 가 가 있었어?
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$		Step	1 \$ 5,027.00 per month
5       4       4, 222,00         6       3,847,00       7         7       Ctvil Engineering Associate       Step 1       \$ 3,890,00       per month         8       2       3,687,00       3       3,495,00         9       4       3,313,00       4       3,313,00         10       Foreman       5       2,0881,00       per month         11       2       2,881,00       4       2,3891,00       per month         11       2       2,481,00       5       2,4881,00       5       2,454,00       6       2,298,00       5       2,454,00       6       2,298,00       5       2,454,00       6       2,298,00       5       2,454,00       6       2,298,00       5       2,454,00       6       2,298,00       5       2,454,00       6       2,298,00       5       2,454,00       6       2,288,00       5       6       2,357,00       per month       2       3,66,50       7       7       1,92,00       6       2,298,00       5       2,454,00       6       2,287,00       5       2,454,00       6       2,287,00       2       6       2,287,00       2       2,651,800       2       2,651,800 <t< th=""><th>- 4</th><th></th><th>2 4,765.00</th></t<>	- 4		2 4,765.00
6       5       4 059:00         7       Civil Engineering Associate       Step 1       \$ 3,837.00         8       3,667.00       3,347.00         9       3,667.00       3,347.00         9       3,3495.00       3,3495.00         10       5       3,140.00         10       5       3,140.00         11       2       2,881.00         12       3,039.00       per month         13       Step 1       \$ 3,039.00         14       2       2,881.00         15       5       2,957.00         16       7       2,200.00         17       Dreineering Technician       Step 1       \$ 2,957.00         16       2       2,837.00         17       Utility Man I       5       2,387.00         18       3       2,2851.00       per month         19       2       2,657.00       per month         20       3,2384.00       5       2,387.00         21       Villity Man I       5       2,287.00       per month         22       2,357.00       6       2,251.00       per month         3       2,2852.00 <td< th=""><th>5</th><th></th><th>3 4,517.00</th></td<>	5		3 4,517.00
6       3,647.00         7       3,646.00         2       3,687.00         2       3,687.00         2       3,687.00         2       3,687.00         3       3,495.00         4       3,313.00         5       3,140.00         6       2,976.00         10       Foreman         7       2,281.00         3       2,731.00         4       2,381.00         3       2,731.00         4       2,285.00         5       2,454.00         6       2,285.00         5       2,454.00         6       2,285.00         7       2,265.00         8       2,283.00         7       2,2454.00         6       2,283.00         7       2,2454.00         6       2,283.00         7       2,2454.00         6       2,283.00         7       2,2454.00         6       2,283.00         7       2,2454.00         6       2,283.00         7       1,242.00         6       2,237.00		NAMES AND AND ADDRESS OF	
7       Civil Engineering Associate       Step 1       \$ 3,646.00       per month         8       3,649.00       3,349.00       3,349.00         9       5       3,110.00       5         10       Poreman       7       2,281.00         11       2,281.00       3       2,281.00         3       2,281.00       3       2,281.00         11       3       2,281.00       3       2,281.00         12       2,281.00       3       2,281.00       3         13       Begineering Technician       Step 1       \$ 2,295.00       7       2,205.00         14       Begineering Technician       Step 1       \$ 2,295.00       9er month         15       6       2,283.00       9er month         16       3       2,657.00       9er month         17       Utility Man I       Step 1       \$ 2,2515.00       9er month         18       3       2,260.00       6       2,020.00       6         20       5       2,142.00       6       2,020.00       6       2,020.00       6         21       Fegineering Aide I       Step 1       \$ 2,207.00       9er month       3       2,2250	6		
Y       Step 1       \$ 3,890.00       per month         8       2       3,687.00       3         9       5       3,1140.00       6       2,976.00         10       Foreman       5       2,281.00       per month         11       Step 1       \$ 3,309.00       per month         12       2,881.00       3       2,281.00         12       3       2,281.00       3       2,283.00         13       6       2,285.00       5       2,245.00         14       Engineering Technician       Step 1       \$ 2,285.00       5         15       3       2,687.00       per month         16       6       2,283.00       7       2,283.00         17       Utility Man I       Step 1       \$ 2,263.00       per month         18       3       2,515.00       per month         19       3       2,263.00       7       2,244.00         20       5       2,145.00       5       2,142.00         3       2,252.00       6       2,237.00       per month         22       3       2,250.00       7       1,924.00         24       2,2507.00 <th>a straite</th> <th></th> <th></th>	a straite		
8       3       3,687.00         9       3       3,495.00         10       Foreman       5       2,776.00         11       2,2881.00       6       2,786.00         12       3       2,781.00       3       2,781.00         13       3       2,781.00       5       2,481.00         14       Brigineering Technician       5       2,454.00       5       2,454.00         15       6       2,225.00       7       2,205.00       9       7       2,205.00         16       3       2,757.00       9       9       7       2,145.00       6       2,225.00         17       Utility Man I       Step I       \$ 2,957.00       9       9       6       2,263.00       7       2,143.00       6       2,263.00       9       9       10       12       2,515.00       9       9       10       12       2,515.00       9       9       10       12       2,260.00       5       2,142.00       6       2,030.00       12       12       2,2515.00       9       13       2,376.00       14       13       2,2515.00       14       12       2,2515.00       14       2,125.00	7	Civil Engineering Associate Step	
9       4       3,313.00         10       5       3,140.00         10       7       2,821.00         11       2,881.00       3,239.00         12       4       2,389.00         13       3,233.00       5         14       9       3,233.00         15       3,039.00       9er month         16       3,233.00       5         17       14,2589.00       5         16       3,257.00       9er month         16       3,258.00       5         17       Utility Man I       5       2,653.00         18       7       2,2653.00       9er month         19       4       2,518.00       5         20       5       2,633.00       7       2,145.00         21       2,515.00       9er month       2       2,515.00         20       5       2,142.00       6       2,300.00         21       Engineering Aide I       7       1,924.00       9er month         22       3       2,257.00       9er month       2         3       2,257.00       9er month       3       2,252.00         3			
9       5       5       3,140.00         10       Foreman       2,2821.00       7       2,821.00         11       2       2,881.00       3       2,731.00         12       3       2,731.00       9er month         13       Brgineering Technician       5       2,454.00         14       Brgineering Technician       Step 1       \$ 2,205.00       9er month         15       6       2,382.00       6       2,383.00         16       3       2,2657.00       9er month         17       Utility Man I       7       2,143.00       9er month         18       3       2,384.00       6       2,263.00       9er month         19       4       2,263.00       9er month       2       2       2         20       5       2,142.00       6       2,030.00       7       1,924.00       2 <th>8</th> <th></th> <th>3 3,495.00</th>	8		3 3,495.00
10       Forceman       5 2, 976.00 2, 821.00 3 2, 731.00 4 2, 589.00 5 2, 454.00 6 2, 326.00 7 2, 205.00 6 2, 326.00 7 2, 205.00 7 2, 205.00 7 2, 205.00 7 2, 205.00 7 2, 205.00 6 2, 367.00 6 2, 263.00 7 2, 145.00 6 2, 263.00 7 2, 145.00 6 2, 263.00 7 2, 145.00 8 2, 384.00 6 2, 260.00 6 2, 260.00 7 1, 52, 145.00 8 2, 145.00 9 20 10 10 10 10 10 10 10 10 10 10 10 10 10	0	[199] 전경 : 동안에 가지 않는 것이 있는 것이 있다.	4 3,313.00
10       Foreman       Step 1       \$ 3,039,00, per month         11       2       2,881.00         12       4,2589,00       5       2,454.00         13       5       2,957.00       per month         14       Bugineering Technician       Step 1       \$ 2,957.00       per month         15       3       2,657.00       2       2,83.00         16       5       2,387.00       6       2,245.00         17       Utility Man I       5       2,538.00       6       2,245.00         18       7       2,145.00       6       2,384.00       6       2,245.00         19       2       2,830.00       4       2,250.00       6       2,344.00       6       2,142.00       6       2,142.00       6       2,142.00       6       2,142.00       6       2,376.00       3       2,252.00       3       3       2,252.00       3       2,252.00       3       2,252.00       3       3       2,252.00       3       2,252.00       3       2,252.00       3       3       2,252.00       3       3       2,252.00       3       3       2,252.00       3       2,252.00       3       3       2,2			
11       Step 1       \$ 3,039.00       per month         12       2,881.00       3       2,731.00         13       4       2,589.00       5       2,454.00         13       5       2,454.00       6       2,326.00       7         14       Bngincering Technician       Step 1       \$ 2,957.00       per month         15       3       2,657.00       per month         16       5       2,380.00       3       2,657.00         17       Utility Man I       7       2,145.00       5       2,384.00         18       3       2,384.00       4       2,515.00       per month         19       2       2,384.00       4       2,507.00       per month         20       6       2,030.00       7       1,924.00       6       2,030.00         21       Engineering Aide I       Step 1       \$ 2,507.00       per month       2       2,376.00       2         22       3       2,252.00       4       2,135.00       2       2         23       5       2,024.00       6       1,918.00       7       1,818.00         24       7       1,818.00       7	10	김 씨가 많은 옷에 가장 것 같아요. 그는 것 같아요. 가지 않는 것 같아요.	2,9/0.00
11       2       2,881.00         12       3       2,731.00         13       2,389.00       5         14       Engineering Technician       Step 1       \$ 2,957.00         15       3       2,657.00       per month         15       3       2,657.00       per month         16       4       2,518.00       4       2,518.00         16       5       2,283.00       6       4       2,518.00         17       Utility Man I       Step 1       \$ 2,657.00       per month         18       3       2,657.00       per month         19       5       2,145.00       6       2,260.00         20       5       2,142.00       6       2,260.00         21       Step 1       \$ 2,507.00       per month         22       2,376.00       2       2,376.00         23       5       2,024.00       6       2,2376.00         23       5       2,024.00       6       1,918.00         24       7       1,818.00       4       2,135.00         25       26       7       1,818.00       4         26       7 <td< th=""><th></th><th>Foreman</th><th></th></td<>		Foreman	
12       3       2,731.00         13       5       2,454.00         14       Brgineering Technician       6       2,326.00         15       2       2,803.00       2         16       3       2,657.00       per month         16       3       2,657.00       per month         16       3       2,657.00       er month         17       Utility Man I       Step 1       \$ 2,653.00       per month         18       2       2,515.00       er month         19       3       2,384.00       4       2,600.00         20       5       2,142.00       6       2,030.00         21       Brgineering Aide I       Step 1       \$ 2,507.00       per month         22       3,731.00       6       2,030.00       6       2,030.00         21       Brgineering Aide I       Step 1       \$ 2,507.00       per month         22       3,731.00       6       2,030.00       6       2,376.00         23       4       2,135.00       5       2,024.00       6       7       1,818.00         24       7       1,818.00       7       1,818.00       7	· 11		
13       5       2,454.00         14       Degineering Technician       5       2,205.00         15       2       2,803.00       7         16       3       2,657.00       927         17       Utility Man I       5       2,265.00         18       5       2,263.00       7         19       2       2,515.00       3       2,2384.00         20       3       2,245.00       7       2,145.00         19       3       2,2344.00       6       2,030.00         20       5       2,315.00       3       2,384.00         20       6       2,030.00       6       2,030.00         21       Engineering Aide I       5       2,507.00       per month         22       2,376.00       3       2,2376.00       3         23       4       2,252.00       4       2,2376.00         24       5       2,024.00       5       2,024.00         24       7       1,918.00       5       2,024.00         25       6       7       1,818.00       5       2,024.00         24       7       1,918.00       5       2,0	1996 - A. S.		3 2,731.00
13       Bigineering Technician       6       2,326.00         14       Bigineering Technician       Step 1       \$ 2,957.00       per month         15       2,2657.00       4       2,518.00       5         16       3       2,657.00       6       2,237.00         16       5       2,337.00       6       2,263.00         17       Utility Man I       Step 1       \$ 2,653.00       per month         18       2       2,513.00       per month         19       3       2,534.00       5       2,142.00         20       5       2,142.00       5       2,142.00         21       Engineering Aide I       Step 1       \$ 2,507.00       per month         22       2,376.00       3       2,225.00       3       2,237.00         23       5       2,024.00       6       1,918.00       7       1,818.00         24       7       1,818.00       7       1,818.00       7       1,818.00         24       27       28       2       2       2       3       3       3       3       3       3       3       3       3       3       3       3       <	12	4	
14       Engineering Technician       7       2,205.00       per month         15       2,003.00       per month       2,003.00       per month         16       3       2,657.00       4       2,518.00       5       2,387.00       6       2,263.00       7       2,145.00         16       5       2,387.00       6       2,263.00       7       2,145.00       9er month       3       2,657.00       4       2,518.00       9er month       3       2,384.00       4       2,260.00       9er month       3       2,384.00       4       2,260.00       7       1,924.00       6       2,030.00       7       1,924.00       5       2,142.00       6       2,376.00       3       2,257.00       9er month       2       2,376.00       3       2,257.00       9er month       2       2,376.00       3       2,252.00       3       2,252.00       3       2,252.00       3       2,252.00       3       2,252.00       3       2,252.00       3       2,252.00       3       2,252.00       3       2,252.00       3       2,252.00       3       2,252.00       3       2,252.00       3       2,252.00       3       2,024.00       6       1,918.00       7	12		2,454.00
14       Step 1       \$ 2,957.00       per month         15       2,803.00       3 2,657.00         16       3 2,257.00       4 2,518.00         16       5 2,387.00       6 2,263.00         17       Utility Man I       5tep 1       \$ 2,653.00         18       2 2,515.00       2 2,515.00         19       2 2,515.00       3 2,384.00         20       3 2,252.00       6 2,020.00         21       Engineering Aide I       Step 1       \$ 2,507.00         20       2,384.00       4 2,260.00         21       Engineering Aide I       Step 1       \$ 2,507.00         22       2,315.00       2       3 2,324.00         23       3 2,252.00       4 2,135.00       2         23       5 2,024.00       6 1,918.00       7 1,818.00         24       7       1,818.00       7       1,818.00         25       26       27       28       2       14         28       SCHEDULE III       EXHIBIT "B"       18       18			2,326.00
15       16       2,2803.00       3,2,657.00         16       4,2,518.00       5,2,387.00         17       Utility Man I       5,2,387.00       6,2,263.00         18       7,2,145.00       7,2,145.00         19       2,2,653.00       7,2,145.00         20       7,2,384.00       3,2,384.00         21       Engineering Aide I       5,2,307.00       per month         22       2,315.00       3,2,384.00       6,2,030.00         21       Engineering Aide I       Step 1, \$,2,507.00       per month         22       3,2,384.00       4,2,200       6,2,030.00         21       Engineering Aide I       Step 1, \$,2,507.00       per month         22       3,2,252.00       3,2,252.00       3,2,252.00         23       5,2,024.00       6,1,918.00       7,1,818.00         24       7,1,818.00       7,1,818.00       7,1,818.00         25       26       7       1,818.00       7,1,818.00         28       SCHEDULE III       EXHIBIT ''B''       1,918.00       1,918.00	14	Engineering Technician Step 1	
15       3       2,657.00         16       5       2,387.00         17       Utility Man I       5       2,263.00         18       3       2,515.00       per month         18       2       2,515.00       per month         19       2       2,515.00       per month         20       3       2,384.00       4       2,260.00         21       Engineering Aide I       Step 1       \$ 2,260.00       5       2,142.00         20       5       2,142.00       6       2,030.00       7       1,924.00         21       Engineering Aide I       Step 1       \$ 2,2507.00       per month         22       3       2,376.00       3       2,252.00         23       4       2,135.00       5       2,024.00         4       2,135.00       5       2,024.00       6       1,918.00         24       7       1,818.00       7       1,818.00       1         28       SCHEDULE IIII       EXHIBIT ''B''       1       1       1		2	
16       5       2,387.00         17       Utility Man I       7       2,145.00         18       7       2,145.00         19       2,515.00       3       2,384.00         20       3       2,260.00       5       2,142.00         20       6       2,030.00       7       1,924.00         21       Engineering Aide I       Step I       \$ 2,507.00       per month         22       2,376.00       3       2,252.00       4       2,135.00         23       2,252.00       4       2,135.00       5       2,024.00         24       7       1,818.00       1       1,818.00       1       1,818.00         24       7       1,818.00       1       1,818.00       1       1,818.00       1       1,818.00         25       26       27       27       2       1,818.00       1       1,818.00       1       1         28       SCHEDULE IIII       EXHIBIT ''B''       1 <t< th=""><th>15</th><th>. Na interna da 1997 de 1997 de</th><th></th></t<>	15	. Na interna da 1997 de	
17       Utility Man I       Step 1       \$ 2,263.00         18       \$ 2,515.00       per month         19       2       2,384.00         20       \$ 2,384.00       4         20       \$ 2,300.00       \$ 2,260.00         20       \$ 2,300.00       \$ 2,260.00         20       \$ 2,384.00       \$ 2,260.00         20       \$ 2,300.00       \$ 2,260.00         21       Engineering Aide I       \$ 1,924.00         22       \$ 2,376.00       \$ 2,2376.00         23       \$ 2,222.00       \$ 4         24       \$ 2,024.00       \$ 2,024.00         5       \$ 2,024.00       \$ 1,918.00         24       \$ 1,918.00       \$ 1,818.00         25       \$ 26       \$ 2,024.00         26       \$ 2,024.00       \$ 1,918.00         28       \$ 2,024.00       \$ 1,818.00		lan sa kacing di sakaran si sa ka pangar 4	2,518.00
17       Utility Man I       7       2,145.00         18       1       \$ 2,653.00       per month         19       2,515.00       4       2,260.00         20       4       2,260.00       5         20       5       2,142.00       6         20       7       1,924.00       5         21       Engineering Aide I       Step 1       \$ 2,507.00       per month         22       2,376.00       3       2,252.00       4       2,135.00         23       24       5       2,024.00       6       1,918.00       7       1,818.00         24       25       26       27       1,818.00       7       1,818.00       7       1,818.00         28       EXHIBIT "B"       EXHIBIT "B"       5<	16		2,387.00
01111ty Man 1       Step 1       \$ 2,653.00 per month         18       2       2,515.00         19       3       2,384.00         20       4       2,260.00         20       5       2,142.00         20       6       2,030.00         21       Engineering Aide I       Step 1       \$ 2,507.00 per month         22       2,376.00       3       2,2322.00         23       3       2,252.00       4         24       5       2,024.00       5         24       7       1,818.00       7         25       26       7       1,818.00         27       SCHEDULE III       2         28       EXHIBIT "B"	. 17		2,263.00
18       2       2,515.00         19       3       2,384.00         20       4       2,260.00         20       5       2,142.00         21       Engineering Aide I       Step 1       \$ 2,030.00         22       2,376.00       3       2,252.00         23       3       2,252.00       4         24       3       2,252.00       4         23       4       2,135.00       5         24       7       1,818.00       7       1,818.00         25       26       7       1,818.00       7       1,818.00         26       27       SCHEDULE III       EXHIBIT "B"       8       8		Utility Man I Stop 1	
19       3       2,384.00         20       4       2,260.00         21       Engineering Aide I       5       2,142.00         22       3.2,252.00       4       2,376.00         23       3       2,252.00       4       2,135.00         23       5       2,024.00       5       2,024.00         24       5       2,024.00       5       2,024.00         25       26       7       1,918.00       7       1,818.00         25       26       7       1,818.00       7       1,818.00         26       27       28       SCHEDULE III       EXHIBIT "B"       8	18	30ep 1	2,653.00 per month
19       4       2,260.00         20       5       2,142.00         21       Engineering Aide I       5       2,507.00         22       2,376.00       3       2,252.00         23       2,376.00       3       2,252.00         23       4       2,135.00       5       2,024.00         24       5       2,024.00       6       1,918.00         25       26       7       1,818.00       7       1,818.00         26       27       28       SCHEDULE III       EXHIBIT "B"       8		3	2,384.00
20       Engineering Aide I       5       2,142.00         21       Engineering Aide I       Step 1       \$ 2,030.00         22       2,376.00       per month         23       2,252.00       4       2,135.00         23       5       2,024.00       6       1,918.00         24       7       1,818.00       5       2,024.00         25       26       7       1,818.00       7       1,818.00         27       SCHEDULE III       EXHIBIT "B"       **       **	19	§, , , , , , , , , , , , , , , , , , ,	
21       Engineering Aide I       7       1,924.00         22       2,507.00       per month         22       2,376.00       3       2,252.00         23       2,315.00       5       2,024.00         24       5       2,024.00       6       1,918.00         25       7       1,818.00       7       1,818.00         25       26       27       28       SCHEDULE 111         28       EXHIBIT "B"       *       *       *		á í sa star star star star star star star s	2,142.00
21       Step 1       \$ 2,507.00       per month         22       2,376.00       3       2,252.00         3       2,252.00       4       2,135.00         23       5       2,024.00       6         24       7       1,818.00         25       26       7       1,818.00         27       SCHEDULE III       EXHIBIT "B"	20	<b>9</b>	
22 23 24 25 26 27 28 22 23 24 24 24 24 25 26 27 28 <u>SCHEDULE III</u> <u>EXHIBIT "B"</u>	21	Engineering Aide I Stern 1	1,924.00
22       3       2,252.00         23       5       2,024.00         5       2,024.00       6         6       1,918.00       7         25       7       1,818.00         26       27       28         SCHEDULE III       EXHIBIT "B"		3cep 1	2,30/.00 per month
23 24 24 25 26 27 28 <u>SCHEDULE 111</u> <u>EXHIBIT "B"</u>	22	$G^{*}$ = $\frac{1}{2}$ $\frac{1}$	
23 24 24 25 26 27 28 <u>SCHEDULE 111</u> <u>EXHIBIT "B"</u>		4	
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25 26 27 28 <u>SCHEDULE III</u> <u>EXHIBIT "B"</u>	04	ç	1,918.00
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EXHIBIT "B"	00	SCHEDULE III	
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EX. 19 - 13 COV-MALSR 00011745 Attachment F CalPERS Exhibit 19 Page 14 of 33

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#### SCHEDULE III

#### WATER DEPARTMENT SALARY SCAL

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# (Continued)

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- 4	4	
	5 Utility Man II Step 1 \$ 2,381.00	per month
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	9 Utility Clerk 7 1,247.00 Step 1 \$ 1,478.00 p	
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27	SCHEDULE III	···
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EX. 19 - 14 COV-MALSR 00011746 Attachment F CalPERS Exhibit 19 Page 15 of 33

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SCHEDULE III WATER DEPARTMEN

(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

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

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EXHIBIT

EX. 19 - 15 COV-MALSR 00011747 1

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### SCHEDULE IV LIGHT AND POWER DEPARTMEN

#### 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. <u>SENIOR UTILITY CLERK</u>.

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

Attachment F CalPERS Exhibit 19 Page 17 of 33

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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.

SCHEDULE IV EXHIBIT "C"

EX. 19 - 17 COV-MALSR 00011749 Attachment F CalPERS Exhibit 19 Page 18 of 33

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#### SCHEDULE V

## FIRE DEPARTMENT SALARY SCALE

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	Chief				
. 4		Step 1	\$ 4,883.00	per month	3.45
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	Administrative Battalion Chief	Ston 1			
		Step 1	\$4,159.00	per month	
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		3	3,736.00		1.1
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14	Captain	Chan 1	0 2 202 00		
18 A.	Administrative Fire Captain	Step 1	\$ 3,287.00	per month	1.1
15	**************************************	2	3,116.00		
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10	Administrative Fire Engineer	Deep 1		per month	19 A
		· · Z.	2,615.00		8
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EX. 19 - 18 COV-MALSR 00011750

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Attachment F CalPERS Exhibit 19 Page 19 of 33

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SCHEDULE V

#### FIRE DEPARTMENT SALARY SCALE

(Continued)

Utility Clerk

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All employees who hold a <u>Fire Sciences Certificate</u> of 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:

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

19 (b) Extraordinary circumstances requiring more than
 20 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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EX. 19 - 19 COV-MALSR 00011751 Attachment F CaIPERS Exhibit 19 Page 20 of 33

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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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EXHIBIT

EX. 19 - 20 COV-MALSR 00011752

#### Attachment F CalPERS Exhibit 19 Page 21 of 33

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#### SCHEDULE VI

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## POLICE DEPARTMENT SALARY SCALE

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	Chief Step 1 S 4,600,00 per month	
	2 4,360.00	
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	5 3 714 00	1
(	6 3,520.00	
5	Captain 7 3,336.00 Step 1 \$ 4,134.00 per month	Se
5	2 0 010 00	
<b>C</b>	3 3,714.00	
9	4 3,520.00 5 3,336.00	
10	Lieutenant	1.1
. 1	SLEP 1 3 3,493.00 per month	• •
11	2 3,311.00 3 3,138.00	
12	4 2,974.00	31
· · · ·	6 2,619.00	
. 13	2,072.00	
14	Police Secretary Step 1 \$ 1.916.00 per month	1
15	3 1,721.00	:
. 16	4 1,631.00 5 1,546.00	
17	<u>6</u> 1,465.00	
	Transcriber Tunist	
18	Step 1 \$ 1,645.00 per month 2 1,559.00	
19	3 1,478.00	
÷	4 1,401.00	
20	3 1,328.00 6 1,259.00	
21	Police Cadet	
1.2	Step 1 \$ 1,333.00 per month 2 1,264.00	
22	3 1,198.00	
23	4 1,136.00	1
	Parking Enforcement Officer Step 1 St	-
24	Parking Enforcement Officer Step 1 \$ 1,688.00 per month 2 1,600.00	8 B.
25	3 1,600.00 3 1,517.00	e
26	4 1,438.00	
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EX. 19 - 21 . COV-MALSR 00011753

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Attachment F CalPERS Exhibit 19 Page 22 of 33

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#### SCHEDULE VI

## POLICE DEPARTMENT SALARY SCALE

(Continued)

Patrolman I

5		Effective	a July 27, 1980	Step 1	\$1,637.00	per month
6 7			14 15 15 14	∞ 2 3 4	1,552.00 1,471.00 1,321.00	a and a second s
، 8 ھ 9		Effective	e September 6, 198	31 Step 1 2 3 4	\$1,719.00 1,629.00 1,544.00 1,388.00	per month
10 11	i a a	Effective	February 7, 1982	Step 1 2 3	\$1,753.00 1,662.00 1,575.00	per month
12 13		Effective	September 5, 1982	2	1,415.00 \$1,928.00 1,827.00	per month
14 15	он <sub>о</sub> й х	Effective	September 4, 1983	3 4 3 Step 1	1,732.00 1,642.00 \$2,063.00	per month
16 17	-	•		2 3 4	1,955.00 1,853.00 1,756.00	
18	Patrolman II		July 27, 1980	Stop 1		
19 20 21	8 ° 00 *		Sury 27, 1980	Step 1 2 3 4 5	\$2,029.00 1,923.00 1,823.00 1,728.00 1,638.00	per month
21 22 23		Effective	September 6, 1981	Step 1 2 3 4	\$2,130.00 2,019.00 1,914.00 1,814.00	per month
24	13 •A	Effective	February 7, 1982	5 Step 1	\$2,173.00	per month
25 26	2) 13 14	· ···		2 3 4 5	2,060.00 1,953.00 1,851.00	, in the second s
27 28		×	SCHEDULE EXHIBIT		1,755.00	
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EX. 19 - 22 COV-MALSR 00011754 Attachment F CalPERS Exhibit 19 Page 23 of 33

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### SCHEDULE VI

## POLICE DEPARTMENT SALARY SCALE

(Continued)

		(		•
4		Effective September 5, 1982	Step 1 \$2,390.00	per month
5	3 0 S	leg a s	2 2,265.00 3 2,147.00	1
6	*	a a a a a a a a a a a a a a a a a a a	4 2,035.00 5 1,929.00	
7		Effective September 4, 1983	Step 1 \$2,557.00	per month
8		g ia " a	2 2,424.00 3 2,298.00	· · ·
9		8 · ·	4 2,178.00 5 2,064.00	
10	Sergeants	6		
11		Effective July 27, 1980	Step 1 \$2,356.00	per month
12		x * *	2 2,233.00 3 2,117.00	Pur monuti
13		5	4 2,007.00 5 1,902.00	*) 
14	÷	Effective September 6, 1981	Step 1 \$2,474.00	per month
15	tä		2 2,345.00 3 2,223.00	
16	1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1	ing the second s	4 2,107.00 5 1,997.00	
17	22 A.	Effective February 7, 1982	Step 1 \$2,523.00	per month
<sup>=</sup> 18	12 10		2 2,391.00 3 2,266.00	-
<b>19</b>	a - 1		4 2,148.00 5 2,036.00	
20	19 20 20	Effective September 5, 1982	Step 1 \$2,775.00	per month
21	• × <sup>*</sup>		2 2,630.00 3 2,493.00	-
22		× .	4 2,363.00 5 2,240.00	·
23		Effective September 4, 1983	Step 1 \$2,969.00	per month
24		x 1	2 2,814.00 3 2,667.00	
25			4 2,528.00 5 2,396.00	. · · · ·
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Attachment F CalPERS Exhibit 19 Page 24 of 33

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### <u>SCHEDULE VI</u> CE DEPARTMENT SALARY

(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"

EX. 19 - 24 COV-MALSR 00011756 Attachment F CalPERS Exhibit 19 Page 25 of 33

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SCHEDULE VI POLICE DEPARTMENT SALARY SCALE

(Continued)

(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'

EX. 19 - 25 COV-MALSR 00011757 Attachment F CalPERS Exhibit 19 Page 26 of 33

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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

Attachment F CalPERS Exhibit 19 Page 27 of 33

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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"

EX. 19 - 27 COV-MALSR 00011759 Attachment F CalPERS Exhibit 19 Page 28 of 33

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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 <u>appointed</u> to Grade 3 upon his <u>successful completion</u> 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 <u>eligible</u> 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 <u>SCHEDULE VI</u>

EXHIBIT ."E

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Attachment F CalPERS Exhibit 19 Page 29 of 33

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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" -29-

EX. 19 - 29 COV-MALSR 00011761

Attachment F CalPERS Exhibit 19 Page 30 of 33

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### SCHEDULE VII

ADMINISTRATOR/CITY CLERK DEPARTMENT CITY

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#### SALARY SCALE

## City Administrator/City Clerk

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\$7,105.00 per month

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	Assistant Director of Finance St	tep 1	\$ 3;975:00		13-1-
8		2	3,768.00	per month	
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. 9		4	3,386.00		
		. 5	3,209.00		
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	Charle Days of the	. 7	2,883.00		1.00
. 11	Chief Deputy City Clerk St	tep 1	\$ 2,909:00	per month	1.1.1
· 12	Records Manager	- 2	2,757.00		
14		-3	2,613.00		Y
13		. 4	2,477.00		14 J
10		5	2,348.00		
14		6	2,226.00		
	Purchasing Agent	· 7	2,110.00		
15	Secretary to the City Administrator	ep 1	\$ 2,746.00	per month	
	Authinistrator	2	2,603.00	÷	
16		3	2,467.00	1 <sup>11</sup>	
		4	2,338.00		1.
. 17		5	2,216.00		
1.			2,100.00	1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	
18	Accountant	~ 1 ·	1,991.00		
	Accountant/Computer Operator	ep 1	\$ 2,469.00	per month	· · ·
19	e e e e e e e e e e e e e e e e e e e	2 .	2,340.00		
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SCHEDULE VII EXHIBIT

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EX. 19 - 30 COV-MALSR 00011762 Attachment F CalPERS Exhibit 19 Page 31 of 33

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### SCHEDULE VII

## CITY ADMINISTRATOR/CITY CLERK DEPARTMENT

# SALARY SCALE

(Continued)

	· [1] 그 사이는 것은 이번에 가지 않는 것 같아요. 이번에 가지 않는 것이 가지 않는 것이 있는 것이 가지 않는 것이 있는 것이 없는 것이 있는 것이 없는 것이 있는 것이 없는 것이 있는 것이 없는 것이 없 같이 없는 것이 없 것이 없는 것이 없다. 것이 없는 것이 없이 없는 것이 없 않이 않은 것이 없는 것이 않은 것이 않은 것이 않이 않은 것이 없는 것이 것이 않은 것이 없는 것이 없 않이 않 않이 않	
	Payroll Clerk Step 1 \$1,916.00 per month	
6		
1.00		1
7	(commications Operator) 3 1,721.00	
	Senior Utility Clerk 4 1,631.00	• •
. 8		
٠ð		÷.
	6 1,465.00	À
. 9	7 1,389.00	
9	Dispatcher Stop 1 \$1 707 00	
10	Step 1 \$1,707.00 per month	
10		
1.000	3 1,534:00	. 7
. 11	4 1,454.00	1.1
11		1
12	5 1,378.00	
14	6 1,306.00	
2.	7 1,238.00	••
13	1ypist-Switchboard Operator Step 1 \$1.478.00 per month	1
	I The first of the state of the	1.
14		
13	3 1,328.00	11
1	4 1,259.00	·
15	5 1,193.00	
	6 1,131.00	•
16		•
10	7 1,072.00	
1.10	Deputy City Treasurer \$ 75.00 per month	
17	s 75.00 per month	
. Q4	말 수 있는 것 같아요. 김 영화에서 집에 많은 것 같은 것 같은 것 같아요. 이 가지 않는 것이 같아.	
18	· 2월 2월 28일 2월	1
5 K	Hourly-Temporary/Miscellaneous.	
19	Hourly-Temporary/Miscellaneous:	
19	Hourly-Temporary/Miscellaneous:	
19		
5 K	A salary range of \$3.75 to \$7.50 per hour is hereby established	
19 20	A salary range of \$3.75 to \$7.50 per hour is hereby established and the temporary employee shall be assigned an appropriate colory by the	
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19 20 21	A salary range of \$3.75 to \$7.50 per hour is hereby established	
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19 20 21 22	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.	
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19 20 21 22 23 23 24	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.	
19 20 21 22 23	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.	
19 20 21 22 23 23 24 25	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.	
19 20 21 22 23 23 24	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.	
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<ol> <li>19</li> <li>20</li> <li>21</li> <li>22</li> <li>23</li> <li>24</li> <li>25</li> <li>26</li> </ol>	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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19 20 21 22 23 24 25 26 27	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.	
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<ol> <li>19</li> <li>20</li> <li>21</li> <li>22</li> <li>23</li> <li>24</li> <li>25</li> <li>26</li> </ol>	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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EX. 19 - 31 COV-MALSR 00011763 Attachment F CalPERS Exhibit 19 Page 32 of 33

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### SCHEDULE VII CITY ADMINISTRATOR/CITY CLERK DEPARTMEN

#### 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 Ci	ty Treasurer	\$ 100.00
이 정상값이 지지 않는다. 영제 이		4.100.00
(b) Purchasing	g 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.

35.00

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

EX. 19 - 32 COV-MALSR 00011764 Attachment F CalPERS Exhibit 19 Page 33 of 33

# 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"

> > EX. 19 - 33 COV-MALSR 00011765