

1 City of Vernon are required to make contributions, which are a
2 percentage of the employees' compensation equal to 7% of said
3 compensation for miscellaneous employees and equal to 9% of said
4 compensation for safety employees, to the PERS; and

5 WHEREAS, the City Council of the City of Vernon intends
6 to adopt a multi-year compensation plan for the fiscal years
7 1984-85 and 1985-86 wherein the City will pay a portion of the
8 employees' contribution to PERS for miscellaneous employees, fire
9 department employees, Chief of Police, Police Captains and
10 Lieutenants; and

11 WHEREAS, it is anticipated that inflation for the period
12 May 1, 1984 to April 30, 1985, will not increase to a level
13 higher than 5.25% during said period; and

14 WHEREAS, the City Council of the City of Vernon intends
15 to adopt a compensation plan which will provide additional
16 compensation during the fiscal year 1985-86 for said employees
17 if the increase in the level of inflation exceeds 5.25% for said
18 period; and

19 WHEREAS, the City Council of the City of Vernon wishes
20 to establish the compensation for certain employees of the City
21 of Vernon as of July 1, 1984 and July 1, 1985, and other
22 employees as indicated in their respective schedules.

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

25 SECTION 1: That Section 4 of Resolution No. 4918 shall
26 be amended to read as follows:

27 SECTION 4: That effective July 1, 1984 and July 1,
28 1985, there is hereby established and approved the following

1 compensation or salary schedules hereinafter set forth for
2 employees of the City of Vernon. This Resolution shall not affect
3 or alter the existing compensation of any officer or employee not
4 specifically set forth herein.

5 SECTION 2: That Section 5 of Resolution No. 4918 shall
6 be amended to read as follows:

7 SECTION 5: That employees of the City of Vernon shall
8 receive compensation in accordance with the formula adopted
9 herein as Schedule I, in such amounts as are set forth in
10 Schedules II through VII which provides a monthly amount for each
11 position and each step. In addition, expense allowances where
12 applicable are set forth herein. Salary schedules are hereby
13 established for the following departments:

- 14 (a) Department of Community Services, as in Schedule
15 II;
- 16 (b) Water Department, as in Schedule III;
- 17 (c) Light and Power Department, as in Schedule IV;
- 18 (d) Fire Department, as in Schedule V;
- 19 (e) Police Department, as in Schedule VI;
- 20 (f) City Administrator/City Clerk Department, as in
21 Schedule VII.

22 Said Salary Schedules II through VII are attached to
23 this Resolution as Exhibits "A" through "F", respectively, and
24 are incorporated herein by this reference as though fully set
25 forth at length.

26 SECTION 3: That Section 6 of Resolution No. 4918 shall
27 be amended to read as follows:

28 SECTION 6: That the salaries as set forth in

1 Schedules II through VII are hereby approved and said salaries
2 shall be in full force and effect from and after July 1, 1984,
3 except where otherwise specified in said Schedules.

4 Further, that effective July 1, 1984, the City of
5 Vernon shall make payments to the PERS to satisfy a portion of
6 the employees' obligation to make contribution to the PERS as
7 follows:

8 (a) The City of Vernon shall pay 3.5% of the
9 compensation described in Exhibits "A", "B", "C" and "F" for the
10 employees of the City of Vernon identified in said Exhibits
11 wherein said payments will be credited to the individual employee
12 in satisfaction of one-half of said employee's obligation to
13 make said contribution to PERS.

14 (b) The City of Vernon shall pay 3.0% of the
15 compensation described in Exhibit "D" for the employees of the
16 City of Vernon identified therein wherein said payments will be
17 credited to the individual employee in satisfaction of one-third
18 of said employee's obligation to make said contribution to the
19 PERS.

20 (c) The City of Vernon shall pay 3.0% of the compen-
21 sation in Exhibit "E" for the Police Chief, Captains and Lieu-
22 tenants wherein said payments will be credited to the employee in
23 satisfaction of one-third of said employee's obligation to make
24 said contribution to PERS.

25 (d) That effective July 1, 1985, the City of Vernon
26 shall pay an additional 3.5% of the compensation provided for in
27 Exhibits "A", "B", "C" and "F" or in said amended exhibits if
28 said Exhibits are later amended pursuant to Section G described

1 hereinbelow for the employees of the City of Vernon identified in
2 said Exhibits wherein said payments will be credited to the
3 individual employee in full satisfaction of the employee's
4 obligation to make said contribution to the PERS.

5 (e) That effective July 1, 1985, the City of Vernon
6 shall pay an additional 3.0% of the compensation provided for in
7 Exhibit "D", or in said amended exhibits if said exhibits are
8 later amended pursuant to Section G described hereinbelow for
9 the employees of the City of Vernon identified in said Exhibits
10 and said payments will be credited to the individual employee in
11 satisfaction of two-thirds of said employee's obligation to make
12 said contribution to PERS.

13 (f) That effective July 1, 1985, the City of Vernon
14 shall pay an additional 3.0% of the compensation provided for in
15 Exhibit "E" respecting the Police Chief, Captains and Lieutenants,
16 or in said amended exhibits if said exhibits are later amended
17 pursuant to Section G described hereinbelow for the employees of
18 the City of Vernon identified in Exhibit "E" as the Police Chief,
19 Captains and Lieutenants and said payments will be credited to
20 the individual employee in satisfaction of two-thirds of said
21 employee's obligation to make said contribution to PERS.

22 (g) In the event the seasonally unadjusted Consumer
23 Price Index for the Los Angeles/Long Beach metropolitan area (all
24 items, 1967=100) as reported by the United States Department of
25 Labor for the period May 1, 1984 and April 30, 1985, exceeds
26 5.25%, then said salaries provided for and set forth in Exhibits
27 "A", "B", "C" and "F" and Police Chief, Captains and Lieutenants
28 in Exhibit "E" shall be modified and increased to a sum equal to

1 the existing salary plus the amount obtained by multiplying the
2 existing salary times the percentage rate equal to one-half of
3 the increase in said Consumer Price Index which is greater than
4 5.25%.

5 SECTION 4: That Section 8 of Resolution No. 4918 shall
6 be amended to read as follows:

7 SECTION 8: Vacation and holiday policies for
8 employees of the City of Vernon are established and recited in
9 Resolution No. 4668, as amended by Resolution No. 4816 and 5017.
10 However, employees who are absent from their positions during the
11 applicable work day preceding or following a scheduled holiday
12 shall not receive pay for said holiday.

13 SECTION 5: That Section 9 of Resolution No. 4918 shall
14 be amended to read as follows:

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

25 (a) The City Administrator is authorized to approve
26 for inclusion in the four (4) day work week employees working in
27 specific positions.

28 (b) Employees shall work a work day starting at

1 7:00 a.m. to 5:30 p.m. or from 6:30 a.m. to 5:00 p.m. with a
2 half hour lunch break and two 15-minute coffee breaks. The
3 City Administrator is authorized to assign individual employees
4 to work the appropriate shift upon the recommendation of the
5 department head.

6 (c) The vacation benefits for all employees working
7 in said program are provided in Resolution No. 5017.

8 (d) The City Council of the City of Vernon hereby
9 determines that City Offices will be closed on all holidays and
10 that Fridays, Saturdays and Sundays during said period shall be
11 considered holidays for the transaction of business as provided
12 for in Section 6702 of the Government Code.

13 (e) That those employees participating in said four
14 (4) day work week shall not receive the benefit of holidays
15 falling on Fridays or Saturdays but shall receive the benefit
16 of holidays falling on Sunday by celebrating said holidays on
17 the following Monday.

18 (f) Any and all approved overtime worked by all
19 City employees in all departments shall be earned and paid in
20 one-fourth hour increments.

21 SECTION 6: That in all other particulars, Resolution No.
22 4918 shall remain in full force and effect and that any resolution
23 or parts of resolutions not consistent with or in conflict with
24 this Resolution, specifically Resolution Nos. 4954, 4957, 4980,
25 5018, 5025, 5056 and 5060 are hereby repealed.

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

APPROVED AND ADOPTED this 28th day of June, 1984.


LEONIS C. MALBURG, Mayor


ATTEST:


BRUCE V. MALKENHORST, City Clerk

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STATE OF CALIFORNIA)
) ss
COUNTY OF LOS ANGELES)

I, BRUCE V. MALKENHORST, City Clerk of the City of
Vernon, do hereby certify that the foregoing Resolution, being
Resolution No. 5120, 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 28, 1984.



BRUCE V. MALKENHORST, City Clerk

(SEAL)

SCHEDULE I

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2
3 Providing for an hourly rate for all employees of the
4 City of Vernon, and setting forth the formula by which the
5 monthly rate stated on succeeding schedules be converted to an
6 hourly rate. It is the intention that all pay is earned at an
7 hourly rate and paid at an hourly rate. The monthly rate shall
8 be used for comparative purposes only.

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

10 (a) The stated "monthly rate" multiplied by 12 equals
11 the "annual rate";

12 (b) The "annual rate" divided by 2,912 equals the
13 "hourly rate";

14 (c) The "hourly rate" multiplied by 112 equals the
15 "bi-weekly rate";

16 (d) Payments shall be made for the bi-weekly amount
17 less reported unpaid absences deducted at the hourly rate.

18 SECTION 2: FORTY (40) HOUR WEEK PERSONNEL.

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

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

23 (c) The "hourly rate" multiplied by 80 equals the
24 "bi-weekly rate";

25 (d) Payments shall be made for reported hours eligible
26 for pay. Normally this will equal 80 hours. Hours reported as
27 unpaid absences will be excluded from the pay computations.
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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

SCHEDULE II
 DEPARTMENT OF COMMUNITY SERVICES
SALARY SCALE

	<u>MONTHLY SALARY</u>
DIRECTOR OF COMMUNITY SERVICES - 2100	
STEP 1	5153.00
2	4884.00
3	4629.00
4	4388.00
5	4159.00
6	3942.00
7	3736.00
CIVIL ENGINEER - 2110	
STEP 1	4516.00
2	4281.00
3	4058.00
4	3846.00
5	3646.00
6	3456.00
7	3276.00
SENIOR ELECTRICAL INSPECTOR - 4420	
CIVIL ENGINEERING ASSOCIATE - 2120	
STEP 1	3890.00
2	3687.00
3	3495.00
4	3313.00
5	3140.00
6	2976.00
7	2821.00
PROJECT ENGINEER - 2130	
SURVEY PARTY CHIEF - 2140	
STEP 1	3478.00
2	3297.00
3	3125.00
4	2962.00
5	2808.00
6	2662.00
7	2523.00
FOREMAN - 2170	
STEP 1	3039.00
2	2881.00
3	2731.00
4	2589.00
5	2454.00
6	2326.00
7	2205.00
ENGINEERING TECHNICIAN - 2180	
BUILDING INSPECTOR - 2180	
ELECTRICAL INSPECTOR - 2180	
MECHANICAL & PLUMBING INSPECTOR - 2180	
STEP 1	2957.00
2	2803.00
3	2657.00
4	2518.00
5	2387.00
6	2263.00
7	2145.00

SCHEDULE II
EXHIBIT "A"

SCHEDULE II
 DEPARTMENT OF COMMUNITY SERVICES

 SALARY SCALE

	MONTHLY SALARY

UTILITYMAN I - 2290	
STEP 1	2653.00
2	2515.00
3	2384.00
4	2260.00
5	2142.00
6	2030.00
7	1924.00
ENGINEERING AIDE I - 2300	
STEP 1	2507.00
2	2376.00
3	2252.00
4	2135.00
5	2024.00
6	1918.00
7	1818.00
UTILITYMAN II - 2310	
STEP 1	2381.00
2	2257.00
3	2139.00
4	2027.00
5	1921.00
6	1821.00
7	1726.00
ENGINEERING AIDE II - 2320	
STEP 1	2253.00
2	2136.00
3	2025.00
4	1919.00
5	1819.00
6	1724.00
7	1634.00
UTILITYMAN III - 2340	
STEP 1	2126.00
2	2015.00
3	1910.00
4	1810.00
5	1716.00
6	1627.00
7	1542.00
ENGINEERING AIDE III - 2390	
UTILITYMAN IV - 2380	
STEP 1	1916.00
2	1816.00
3	1721.00
4	1631.00
5	1546.00
6	1465.00
7	1389.00

SCHEDULE II

 EXHIBIT "A"

SCHEDULE II
DEPARTMENT OF COMMUNITY SERVICES
SALARY SCALE

		<u>MONTHLY SALARY</u>
UTILITYMAN V - 2400	STEP 1	1720.00
	2	1630.00
	3	1545.00
	4	1464.00
	5	1388.00
	6	1316.00
	7	1247.00
APPRENTICE MECHANIC - 2600	STEP 1	1317.00
	2	1248.00
	3	1183.00
	4	1121.00
	5	1063.00
	6	1008.00
	7	955.00
UTILITY CLERK - 4220	STEP 1	1478.00
	2	1401.00
	3	1328.00
	4	1259.00
	5	1193.00
	6	1131.00
	7	1072.00

HOURLY-TEMPORARY/MISCELLANEOUS

A SALARY RANGE \$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	\$ 225.00
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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 Department of Community Services,

SCHEDULE II

EXHIBIT "A"

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SCHEDULE II
DEPARTMENT OF COMMUNITY SERVICES
(Continued)

except the Director of Community Services 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"

SCHEDULE III
WATER DEPARTMENT SALARY SCALE

		<u>MONTHLY SALARY</u>
DIRECTOR OF WATER - 2101	STEP 1	5153.00
	2	4884.00
	3	4629.00
	4	4388.00
	5	4159.00
	6	3942.00
	7	3736.00
CIVIL ENGINEERING ASSOCIATE - 2120	STEP 1	3890.00
	2	3687.00
	3	3495.00
	4	3313.00
	5	3140.00
	6	2976.00
	7	2821.00
FOREMAN - 2170	STEP 1	3039.00
	2	2881.00
	3	2731.00
	4	2589.00
	5	2454.00
	6	2326.00
	7	2205.00
ENGINEERING TECHICIAN - 2180	STEP 1	2957.00
	2	2803.00
	3	2657.00
	4	2518.00
	5	2387.00
	6	2263.00
	7	2145.00
UTILITYMAN I - 2290	STEP 1	2653.00
	2	2515.00
	3	2384.00
	4	2260.00
	5	2142.00
	6	2030.00
	7	1924.00
ENGINEERING AIDE I - 2300	STEP 1	2507.00
	2	2376.00
	3	2252.00
	4	2135.00
	5	2024.00
	6	1918.00
	7	1818.00

SCHEDULE III
EXHIBIT "B"

SCHEDULE III
WATER DEPARTMENT SALARY SCALE

		<u>MONTHLY SALARY</u>
UTILITYMAN II - 2310	STEP 1	2381.00
	2	2257.00
	3	2139.00
	4	2027.00
	5	1921.00
	6	1821.00
	7	1726.00
UTILITYMAN III - 2340	STEP 1	2126.00
	2	2015.00
	3	1910.00
	4	1810.00
	5	1716.00
	6	1627.00
	7	1542.00
UTILITYMAN IV - 2380 ENGINEERING AIDE III - 2390	STEP 1	1916.00
	2	1816.00
	3	1721.00
	4	1631.00
	5	1546.00
	6	1465.00
	7	1389.00
UTILITYMAN V - 2400	STEP 1	1720.00
	2	1630.00
	3	1545.00
	4	1464.00
	5	1388.00
	6	1316.00
	7	1247.00
UTILITY CLERK - 4220	STEP 1	1478.00
	2	1401.00
	3	1328.00
	4	1259.00
	5	1193.00
	6	1131.00
	7	1072.00

SCHEDULE III
EXHIBIT "B"

SCHEDULE IV
LIGHT & POWER DEPARTMENT SALARY SCALE

		<u>MONTHLY SALARY</u>
CHIEF DIESEL OPERATOR - 5100	STEP 1	3382.00
DIESEL OPERATOR I - 5101	STEP 1	3206.00
	2	3039.00
	3	2881.00
	4	2731.00
	5	2589.00
	6	2454.00
	7	2326.00
DIESEL OPERATOR II - 5102	STEP 1	2731.00
	2	2589.00
	3	2454.00
	4	2326.00
	5	2205.00
	6	2090.00
	7	1981.00
DIESEL OPERATOR III - 5103	STEP 1	2326.00
	2	2205.00
	3	2090.00
	4	1981.00
	5	1878.00
	6	1780.00
	7	1687.00
DIESEL OPERATOR IV - 5104	STEP 1	1981.00
	2	1878.00
	3	1780.00
	4	1687.00
	5	1599.00
	6	1516.00
	7	1437.00
DIESEL OPERATOR V - 5105	STEP 1	1687.00
	2	1599.00
	3	1516.00
	4	1437.00
	5	1362.00
	6	1291.00
	7	1224.00

SCHEDULE IV
EXHIBIT "C"

SCHEDULE IV
LIGHT & POWER DEPARTMENT SALARY SCALE

		<u>MONTHLY SALARY</u>
CHIEF OPERATOR-DISPATCHER - 5200	STEP 1	3382.00
OPERATOR DISPATCHER I - 5201	STEP 1	3206.00
	2	3039.00
	3	2881.00
	4	2731.00
	5	2589.00
	6	2454.00
	7	2326.00
OPERATOR-DISPATCHER II - 5202	STEP 1	2731.00
	2	2589.00
	3	2454.00
	4	2326.00
	5	2205.00
	6	2090.00
	7	1981.00
OPERATOR-DISPATCHER III - 5203	STEP 1	2326.00
	2	2205.00
	3	2090.00
	4	1981.00
	5	1878.00
	6	1780.00
	7	1687.00
OPERATOR-DISPATCHER IV - 5204	STEP 1	1981.00
	2	1878.00
	3	1780.00
	4	1687.00
	5	1599.00
	6	1516.00
	7	1437.00
OPERATOR-DISPATCHER V - 5205	STEP 1	1687.00
	2	1599.00
	3	1516.00
	4	1437.00
	5	1362.00
	6	1291.00
	7	1224.00

SCHEDULE IV
EXHIBIT "C"

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SCHEDULE III
WATER DEPARTMENT
(Continued)

The Chief Operator-Dispatcher and Operator-Dispatchers I through IV shall serve as Dispatchers in the Water Department and the compensation for said positions is included in the compensation established for the positions in the Light and Power Department, Schedule IV.

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.

CHIEF DIESEL OPERATOR AND DIESEL OPERATIONS I - V:

The City Council has established an experimental program to study the operation of the Diesel Plant as part of an overall evaluation of the Light and Power Department. Therefore, these positions are experimental only and are established herein for the purpose of conducting the experimental study of operating the Diesel Plant.

SCHEDULE IV
EXHIBIT "C"

SCHEDULE IV
FIRE DEPARTMENT SALARY SCALE

		<u>MONTHLY SALARY</u>
CHIEF - 1100	STEP 1	4883.00
	2	4628.00
	3	4387.00
	4	4158.00
	5	3941.00
	6	3736.00
	7	3541.00
ADMINISTRATIVE BATTALION CHIEF - 1110	STEP 1	4159.00
	2	3942.00
	3	3736.00
	4	3541.00
	5	3356.00
	6	3181.00
	7	3016.00
BATTALION CHIEF - 1120	STEP 1	3954.00
	2	3748.00
	3	3553.00
	4	3368.00
	5	3192.00
	6	3026.00
	7	2868.00
CAPTAIN - 1130 ADMINISTRATIVE FIRE CAPTAIN - 1130	STEP 1	3287.00
	2	3116.00
	3	2954.00
	4	2800.00
	5	2654.00
	6	2516.00
	7	2385.00
ENGINEER - 1150 ADMINISTRATIVE FIRE ENGINEER - 1150	STEP 1	2759.00
	2	2615.00
	3	2479.00
	4	2350.00
	5	2227.00
	6	2111.00
	7	2001.00

SCHEDULE V
EXHIBIT "D"

SCHEDULE V
FIRE DEPARTMENT SALARY SCALE

FIREFIGHTER - 1180
ADMINISTRATIVE FIREFIGHTER - 1180

	<u>MONTHLY SALARY</u>
STEP 1	2354.00
2	2231.00
3	2115.00
4	2005.00
5	1900.00
6	1801.00
7	1707.00

FIRE PREVENTION INSPECTOR - 4440

STEP 1	3890.00
2	3687.00
3	3495.00
4	3313.00
5	3140.00
6	2976.00
7	2821.00

UTILITY CLERK - 4220

STEP 1	1478.00
2	1401.00
3	1328.00
4	1259.00
5	1193.00
6	1131.00
7	1072.00

SCHEDULE V
EXHIBIT "D"

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SCHEDULE V
FIRE DEPARTMENT SALARY SCALE

(Continued)

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 1984-1985 fiscal year of Vernon, for the purchase of Uniforms and related equipment on August 1, 1984.

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	\$ 100.00
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SCHEDULE V
EXHIBIT "D"

SCHEDULE VI
POLICE DEPARTMENT SALARY SCALE

		<u>MONTHLY SALARY</u>
CHIEF - 3100	STEP 1	4883.00
	2	4628.00
	3	4387.00
	4	4158.00
	5	3941.00
	6	3736.00
	7	3541.00
CAPTAIN - 3110	STEP 1	4134.00
	2	3918.00
	3	3714.00
	4	3520.00
	5	3336.00
	6	3162.00
	7	2997.00
LIEUTENANT - 3120	STEP 1	3493.00
	2	3311.00
	3	3138.00
	4	2974.00
	5	2819.00
	6	2672.00
	7	2533.00
POLICE SECRETARY - 3170	STEP 1	1916.00
	2	1816.00
	3	1721.00
	4	1631.00
	5	1546.00
	6	1465.00
	7	1389.00
TRANSCRIBER TYPIST - 3160	STEP 1	1645.00
	2	1559.00
	3	1478.00
	4	1401.00
	5	1328.00
	6	1259.00
	7	1193.00
POLICE CADETS - 3180	STEP 1	1333.00
	2	1264.00
	3	1198.00
	4	1136.00
	5	1077.00
	6	1021.00
	7	968.00

SCHEDULE VI
EXHIBIT "E"

SCHEDULE VI
POLICE DEPARTMENT SALARY SCALE

		<u>MONTHLY SALARY</u>
CIVILIAN TRAFFIC OFFICER - 4300	STEP 1	1688.00
	2	1600.00
	3	1517.00
	4	1438.00
	5	1363.00
	6	1292.00
	7	1225.00
SERGEANTS - 3130	STEP 1	2969.00
	2	2814.00
	3	2667.00
	4	2528.00
	5	2396.00
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PATROLMAN II - 3140	STEP 1	2557.00
	2	2424.00
	3	2298.00
	4	2178.00
	5	2064.00
	6	
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PATROLMAN I - 3240	STEP 1	2063.00
	2	1955.00
	3	1853.00
	4	1756.00
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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 appearance: 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 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.

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	\$ 225.00
Captain of Police	\$ 225.00

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 1984-1985 fiscal year of Vernon for the purchase of uniforms and related equipment on September 1, 1984.

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 1984-1985 fiscal year of Vernon for the purchase of such clothing and related equipment on September 1, 1984.

SCHEDULE VI

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SCHEDULE VI
POLICE DEPARTMENT SALARY SCALE
(Continued)

Vernon will pay to each Civilian Traffic Officer 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 Fifty Dollars (\$150.00) for the 1984-1985 fiscal year of Vernon for the purchase of such clothing and related equipment on his anniversary date.

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)

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SCHEDULE VI
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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"

SCHEDULE VII

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

		MONTHLY SALARY
CITY ADMINISTRATOR/CITY CLERK - 4000	STEP 1	7333.00
DIRECTOR OF ENVIRONMENTAL HEALTH - 4310	STEP 1	4516.00
	2	4281.00
	3	4058.00
	4	3846.00
	5	3646.00
	6	3456.00
	7	3276.00
ASSISTANT DIRECTOR OF FINANCE - 4102	STEP 1	3975.00
	2	3768.00
	3	3572.00
	4	3386.00
	5	3209.00
	6	3042.00
	7	2883.00
CHIEF DEPUTY DIRECTOR OF ENVIRONMENTAL HEALTH - 4320	STEP 1	3890.00
	2	3687.00
	3	3495.00
	4	3313.00
	5	3140.00
	6	2976.00
	7	2821.00
CHIEF DEPUTY CITY CLERK - 4270	STEP 1	2909.00
RECORDS MANAGER - 4270	2	2757.00
	3	2613.00
	4	2477.00
	5	2348.00
	6	2226.00
	7	2110.00
SECRETARY TO THE CITY ADMINISTRATOR - 4170	STEP 1	2746.00
	2	2603.00
	3	2467.00
	4	2338.00
	5	2216.00
	6	2100.00
	7	1991.00
ENVIRONMENTAL SPECIALIST - 4340	STEP 1	2653.00
	2	2515.00
	3	2384.00
	4	2260.00
	5	2142.00
	6	2030.00
	7	1924.00

SCHEDULE VII

EXHIBIT "F"

SCHEDULE VII

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

		MONTHLY SALARY
ACCOUNTANT - 4130	STEP 1	2469.00
	2	2340.00
	3	2218.00
	4	2102.00
	5	1992.00
	6	1888.00
	7	1790.00
CITY HEALTH NURSE - 4350	STEP 1	2460.00
	2	2332.00
	3	2210.00
	4	2095.00
	5	1986.00
	6	1882.00
	7	1784.00
PAYROLL CLERK - 4180 SENIOR DISPATCHER (COMMUNICATIONS OPERATOR) - 4600 SENIOR UTILITY CLERK - 4200 SECRETARY - 4360	STEP 1	1916.00
	2	1816.00
	3	1721.00
	4	1631.00
	5	1546.00
	6	1465.00
	7	1389.00
DISPATCHER (COMMUNICATIONS OPERATER) - 4500	STEP 1	1707.00
	2	1618.00
	3	1534.00
	4	1454.00
	5	1378.00
	6	1306.00
	7	1238.00
TYPIST/SWITCHBOARD OPERATOR - 4220 UTILITY CLERK - 4220	STEP 1	1478.00
	2	1401.00
	3	1328.00
	4	1259.00
	5	1193.00
	6	1131.00
	7	1072.00
DEPUTY CITY TREASURER		75.00
CITY ATTORNEY		3657.00
HOURLY-TEMPORARY/MISCELLANEDUS		

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 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:

Director of Environmental Health	\$ 225.00
Deputy City Treasurer	125.00
Accountant	50.00
Assistant Finance Director	25.00

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.

All personnel in the City Administrator/City Clerk Department, except the City Administrator/City Clerk and the Director of Environmental Health, 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

SCHEDULE VII

EXHIBIT "F"

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SCHEDULE VII

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT

SALARY SCALE

(Continued)

reasonable expenses, in addition to his salary provided for herein.

In addition to the benefits provided for herein, the City Administrator/City Clerk shall be provided an increase in life insurance to equal the sum of \$100,000.00, shall be granted eight (8) days of executive leave to be used prior to June 30, 1985, and the City shall make a direct payment of \$3,750.00 on July 1, 1984, to the ICMA Retirement Corporation as deferred compensation and thereafter shall make a direct payment of \$7,500.00 on an annual basis on January 1 of each year to the ICMA Retirement Corporation as deferred compensation, all of said amounts shall be credited to his individual account.

The City Administrator/City Clerk is hereby appointed to serve as the Purchasing Agent in addition to his other duties and appointments.

SCHEDULE VII

EXHIBIT "F"