

RESOLUTION NO. 5197

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VERNON AMENDING RESOLUTION NO. 4918 FIXING THE COMPENSATION FOR CERTAIN EMPLOYEES OF SAID CITY AND AUTHORIZING CERTAIN EXPENSE ALLOWANCES BY REPEALING SECTIONS 4, 5 AND 6 OF SAID RESOLUTION AND SUBSTITUTING THE FOLLOWING PROVISIONS AND REPEALING ALL RESOLUTIONS OR PARTS OF RESOLUTIONS IN CONFLICT THEREWITH, SPECIFICALLY RESOLUTION NOS. 4954, 4957, 4980, 5018, 5025, 5056, 5060, 5120, 5134, 5139, 5147 AND 5180

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, Resolution No. 5018 adopted by the City Council on June 30, 1983, as amended by Resolution No. 5025 adopted on July 19, 1983, Resolution No. 5056 adopted on October 18, 1983 and Resolution No. 5060 adopted on November 1, 1983, fixed the compensation for certain employees of said City as of July 1, 1983; and

WHEREAS, Resolution No. 5120 adopted by the City Council on June 28, 1984, as amended by Resolution No. 5134 adopted on August 28, 1984, Resolution No. 5139 adopted on September 4, 1984, Resolution No. 5147 adopted on October 16, 1984, and Resolution No. 5180 adopted on April 2, 1985, fixed the compensation for certain employees of said City as of July 1, 1984; and

WHEREAS, the City of Vernon has a contract with the Public Employees Retirement System ("PERS") to provide retirement

1 benefits for its employees; and

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

7 WHEREAS, the City Council of the City of Vernon in
8 Resolution No. 5120 provided that the City shall pay the
9 employee's contribution to PERS wherein said payments will be
10 credited to the employee in satisfaction of the employee's
11 obligation to make said contributions to PERS; and

12 WHEREAS, the City Council of the City of Vernon wishes
13 to establish the compensation for certain employees of the
14 City of Vernon as of July 1, 1985 in addition to the compensation
15 and benefits already provided for in Resolution No. 5120 as
16 indicated in the schedules provided for herein.

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

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

21 SECTION 4: That effective July 1, 1985, there is
22 hereby established and approved the following compensation or
23 salary schedules hereinafter set forth for employees of the
24 City of Vernon. This Resolution shall not affect or alter the
25 existing compensation of any officer or employee not specifically
26 set forth herein.

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

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

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

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

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

22 SECTION 6: That the salaries as set forth in
23 Schedules II through VII are hereby approved and said salaries
24 shall be in full force and effect from and after July 1, 1985,
25 except where otherwise specified in said Schedules.

26 Further, that effective July 1, 1985, the City of
27 Vernon shall make payments to the PERS to satisfy the employee's
28 obligation to make contributions to the PERS as follows:

1 (a) The City of Vernon shall pay 7% of the
2 compensation described in Exhibits "A", "B", "C", "F" and
3 miscellaneous employees described in Exhibits "D" and "E" for
4 the employees of the City of Vernon identified in said Exhibits
5 wherein said payments will be credited to the individual employee
6 in satisfaction of all of said employee's obligation to make
7 said contribution to PERS.

8 (b) The City of Vernon shall pay 9% of the
9 compensation described in Exhibit "D" for the employees of the
10 City of Vernon identified therein (except for miscellaneous
11 employees as set forth in (a) above) wherein said payments will
12 be credited to the individual employee in satisfaction of all
13 of said employee's obligation to make said contribution to PERS.

14 (c) The City of Vernon shall pay 9% of the
15 compensation in Exhibit "E" for the Police Chief, Captains and
16 Lieutenants (except for miscellaneous employees as set forth in
17 (a) above) wherein said payments will be credited to the
18 individual employee in satisfaction of all of said employee's
19 obligation to make said contribution to PERS.

20 (d) That effective September 2, 1984, the City
21 of Vernon shall pay 3.5% of the compensation in Exhibit "E" on
22 behalf of Police Officers I and II and Sergeants wherein said
23 payments will be credited to the individual employee in
24 satisfaction of a portion of said employee's obligation to make
25 said contribution to PERS.

26 (e) That effective September 1, 1985, the City
27 of Vernon shall pay 7% of the compensation in Exhibit "E" on
28 behalf of Police Officers I and II and Sergeants wherein said

1 payments will be credited to the individual employee in
2 satisfaction of a portion of said employee's obligation to make
3 said contribution to PERS.

4 SECTION 4: That in all other particulars, Resolution No.
5 4918, as amended, shall remain in full force and effect unless
6 in conflict with this resolution, and that any resolution or
7 parts of resolutions not consistent with or in conflict with
8 this resolution, specifically Resolution Nos. 4954, 4957, 4980,
9 5018, 5025, 5056, 5060, 5120, 5134, 5139, 5147 and 5180 are
10 hereby repealed.

11 SECTION 5: The City Clerk of the City of Vernon shall
12 certify to the passage of this Resolution and thereupon and
13 thereafter the same shall be in full force and effect.

14 APPROVED AND ADOPTED this 27th day of June, 1985.

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16 
17 LEONIS C. MALBURG, Mayor

18 ATTEST:

19 
20 BRUCE V. MALKENHORST, City Clerk
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1 STATE OF CALIFORNIA)
2) ss
3 COUNTY OF LOS ANGELES)
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5 I, BRUCE V. MALKENHORST, City Clerk of the City of
6 Vernon, do hereby certify that the foregoing Resolution, being
7 Resolution No. 5197, was duly adopted by the City Council
8 of the City of Vernon, and was approved by the Mayor of said
9 City at an adjourned meeting of the City Council held on
10 June 27, 19 85.

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13 BRUCE V. MALKENHORST, City Clerk
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15 (SEAL)
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SCHEDULE I

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

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

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

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

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

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

SECTION 2: FORTY (40) HOUR WEEK PERSONNEL.

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

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

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

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

SCHEDULE I

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

		MONTHLY SALARY

DIRECTOR OF COMMUNITY SERVICES - 2100	STEP 1	5282.00
	2	5007.00
	3	4746.00
	4	4498.00
	5	4264.00
	6	4042.00
	7	3831.00
CIVIL ENGINEER - 2110	STEP 1	4629.00
	2	4388.00
	3	4159.00
	4	3942.00
	5	3737.00
	6	3542.00
	7	3357.00
SENIOR ELECTRICAL INSPECTOR - 4420 CIVIL ENGINEERING ASSOCIATE - 2120	STEP 1	3987.00
	2	3779.00
	3	3582.00
	4	3395.00
	5	3218.00
	6	3051.00
	7	2892.00
PROJECT ENGINEER - 2130 SURVEY PARTY CHIEF - 2140	STEP 1	3565.00
	2	3379.00
	3	3203.00
	4	3036.00
	5	2878.00
	6	2728.00
	7	2586.00
FOREMAN - 2170	STEP 1	3115.00
	2	2953.00
	3	2799.00
	4	2653.00
	5	2515.00
	6	2384.00
	7	2260.00
ENGINEERING TECHNICIAN - 2180 BUILDING INSPECTOR - 2180 ELECTRICAL INSPECTOR - 2180 MECHANICAL & PLUMBING INSPECTOR - 2180	STEP 1	3031.00
	2	2873.00
	3	2723.00
	4	2581.00
	5	2447.00
	6	2319.00
	7	2198.00

SCHEDULE II

EXHIBIT "A"

A-1

SCHEDULE II
DEPARTMENT OF COMMUNITY SERVICES

SALARY SCALE

		<u>MONTHLY</u>	<u>SALARY</u>
UTILITYMAN I - 2290	STEP 1	2719.00	
	2	2577.00	
	3	2443.00	
	4	2316.00	
	5	2195.00	
	6	2080.00	
	7	1972.00	
ENGINEERING AIDE I - 2300	STEP 1	2570.00	
	2	2436.00	
	3	2309.00	
	4	2189.00	
	5	2075.00	
	6	1966.00	
	7	1864.00	
UTILITYMAN II - 2310	STEP 1	2441.00	
	2	2314.00	
	3	2193.00	
	4	2079.00	
	5	1970.00	
	6	1868.00	
	7	1770.00	
ENGINEERING AIDE II - 2320	STEP 1	2309.00	
	2	2189.00	
	3	2075.00	
	4	1966.00	
	5	1864.00	
	6	1767.00	
	7	1675.00	
UTILITYMAN III - 2340	STEP 1	2179.00	
	2	2065.00	
	3	1958.00	
	4	1856.00	
	5	1759.00	
	6	1668.00	
	7	1581.00	
ENGINEERING AIDE III - 2390 UTILITYMAN IV - 2380 SECRETARY - 4360	STEP 1	1964.00	
	2	1862.00	
	3	1765.00	
	4	1673.00	
	5	1585.00	
	6	1503.00	
	7	1424.00	

SCHEDULE II
EXHIBIT "A"

SCHEDULE II
DEPARTMENT OF COMMUNITY SERVICES
SALARY SCALE

		<u>MONTHLY SALARY</u>
UTILITYMAN V - 2400	STEP 1	1763.00
	2	1671.00
	3	1584.00
	4	1501.00
	5	1423.00
	6	1349.00
	7	1279.00
APPRENTICE MECHANIC - 2600	STEP 1	1350.00
	2	1280.00
	3	1213.00
	4	1150.00
	5	1090.00
	6	1033.00
	7	979.00
UTILITY CLERK - 4220	STEP 1	1515.00
	2	1436.00
	3	1361.00
	4	1290.00
	5	1223.00
	6	1159.00
	7	1099.00

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"

A-3

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	\$250.00
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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"

A-4

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"

A-5

SCHEDULE III
WATER DEPARTMENT SALARY SCALE

		MONTHLY SALARY
DIRECTOR OF WATER - 2101	STEP 1	5282.00
	2	5007.00
	3	4746.00
	4	4498.00
	5	4264.00
	6	4042.00
	7	3831.00
CIVIL ENGINEERING ASSOCIATE - 2120	STEP 1	3987.00
	2	3779.00
	3	3582.00
	4	3395.00
	5	3218.00
	6	3051.00
	7	2892.00
FOREMAN - 2170	STEP 1	3115.00
	2	2953.00
	3	2799.00
	4	2653.00
	5	2515.00
	6	2384.00
	7	2260.00
ENGINEERING TECHICIAN - 2180	STEP 1	3031.00
	2	2873.00
	3	2723.00
	4	2581.00
	5	2447.00
	6	2319.00
	7	2198.00
UTILITYMAN I - 2290	STEP 1	2719.00
	2	2577.00
	3	2443.00
	4	2316.00
	5	2195.00
	6	2080.00
	7	1972.00
ENGINEERING AIDE I - 2300	STEP 1	2570.00
	2	2436.00
	3	2309.00
	4	2189.00
	5	2075.00
	6	1966.00
	7	1864.00

SCHEDULE III
EXHIBIT "B"

B-1

SCHEDULE III
WATER DEPARTMENT SALARY SCALE

		<u>MONTHLY SALARY</u>
UTILITYMAN II - 2310	STEP 1	2441.00
	2	2314.00
	3	2193.00
	4	2079.00
	5	1970.00
	6	1868.00
	7	1770.00
UTILITYMAN III - 2340	STEP 1	2179.00
	2	2065.00
	3	1958.00
	4	1856.00
	5	1759.00
	6	1668.00
	7	1581.00
UTILITYMAN IV - 2380 ENGINEERING AIDE III - 2390 SECRETARY - 4360	STEP 1	1964.00
	2	1862.00
	3	1765.00
	4	1673.00
	5	1585.00
	6	1503.00
	7	1424.00
UTILITYMAN V - 2400	STEP 1	1763.00
	2	1671.00
	3	1584.00
	4	1501.00
	5	1423.00
	6	1349.00
	7	1279.00
UTILITY CLERK - 4220	STEP 1	1515.00
	2	1436.00
	3	1361.00
	4	1290.00
	5	1223.00
	6	1159.00
	7	1099.00

SCHEDULE III
EXHIBIT "B"

B-2

SCHEDULE III
WATER DEPARTMENT
(Continued)

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

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

Director of Water	\$250.00
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The City shall not be responsible for repairs or any additional costs for upkeep, fuel, lubrication, replacement in whole or in part, or other expenses in connection with any such vehicle beyond the respective amounts set forth in the paragraph above.

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

SCHEDULE III
EXHIBIT "B"

B-3

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"

B-4

SCHEDULE IV
LIGHT & POWER DEPARTMENT SALARY SCALE

		MONTHLY SALARY
CHIEF OPERATOR-DISPATCHER - 5200	STEP 1	3467.00
OPERATOR DISPATCHER I - 5201	STEP 1	3286.00
	2	3115.00
	3	2953.00
	4	2799.00
	5	2654.00
	6	2515.00
	7	2384.00
OPERATOR-DISPATCHER II - 5202	STEP 1	2799.00
	2	2653.00
	3	2515.00
	4	2384.00
	5	2259.00
	6	2142.00
	7	2031.00
OPERATOR-DISPATCHER III - 5203	STEP 1	2384.00
	2	2260.00
	3	2142.00
	4	2030.00
	5	1924.00
	6	1824.00
	7	1729.00
OPERATOR-DISPATCHER IV - 5204	STEP 1	2031.00
	2	1925.00
	3	1825.00
	4	1730.00
	5	1639.00
	6	1554.00
	7	1473.00
OPERATOR-DISPATCHER V - 5205	STEP 1	1729.00
	2	1639.00
	3	1553.00
	4	1472.00
	5	1396.00
	6	1323.00
	7	1255.00

SCHEDULE IV
EXHIBIT "C"

SCHEDULE IV
LIGHT & POWER DEPARTMENT SALARY SCALE

		MONTHLY SALARY
CHIEF DIESEL OPERATOR - 5100	STEP 1	3467.00
DIESEL OPERATOR I - 5101	STEP 1	3286.00
	2	3115.00
	3	2953.00
	4	2799.00
	5	2654.00
	6	2515.00
	7	2384.00
DIESEL OPERATOR II - 5102	STEP 1	2799.00
	2	2653.00
	3	2515.00
	4	2384.00
	5	2259.00
	6	2142.00
	7	2031.00
DIESEL OPERATOR III - 5103	STEP 1	2384.00
	2	2260.00
	3	2142.00
	4	2030.00
	5	1924.00
	6	1824.00
	7	1729.00
DIESEL OPERATOR IV - 5104	STEP 1	2031.00
	2	1925.00
	3	1825.00
	4	1730.00
	5	1639.00
	6	1554.00
	7	1473.00
DIESEL OPERATOR V - 5105	STEP 1	1729.00
	2	1639.00
	3	1553.00
	4	1472.00
	5	1396.00
	6	1323.00
	7	1255.00

SCHEDULE IV
EXHIBIT "C"

C-1

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"

SCHEDULE IV
LIGHT AND POWER DEPARTMENT
SALARY SCALE

Senior Utility Clerk in the City Administrator/City Clerk Department, Schedule VII.

SECRETARY:

The Secretary in the Water Department shall serve as the Secretary 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.

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"

C-4

SCHEDULE IV

LIGHT AND POWER DEPARTMENT

SALARY SCALE

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"

C-5

SCHEDULE V
FIRE DEPARTMENT SALARY SCALE

MONTHLY SALARY

CHIEF - 1100	STEP 1	4883.00
	2	4628.00
	3	4387.00
	4	4158.00
	5	3941.00
	6	3736.00
	7	3541.00
DEPUTY FIRE 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

		<u>MONTHLY SALARY</u>
FIREFIGHTER - 1180 ADMINISTRATIVE FIREFIGHTER - 1180	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	3987.00
	2	3779.00
	3	3582.00
	4	3395.00
	5	3218.00
	6	3051.00
	7	2892.00
UTILITY CLERK - 4220	STEP 1	1515.00
	2	1436.00
	3	1361.00
	4	1290.00
	5	1223.00
	6	1159.00
	7	1099.00

SCHEDULE V
EXHIBIT "D"

D-2

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"

D-3

SCHEDULE V

FIRE DEPARTMENT SALARY SCALE

(Continued)

of the Fire Department, who has been certified eligible by the Fire Chief, the sum of Two Hundred Fifty Dollars (\$250) for the 1985-1986 fiscal year of Vernon, for the purchase of Uniforms and related equipment on August 1, 1985.

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:

Deputy Fire Chief	\$ 120.00
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SCHEDULE V

EXHIBIT "D"

D-4

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
RECORDS MANAGER - 4270	STEP 1	2982.00
	2	2827.00
	3	2679.00
	4	2540.00
	5	2407.00
	6	2282.00
	7	2163.00
POLICE SECRETARY - 3170	STEP 1	1964.00
	2	1862.00
	3	1765.00
	4	1673.00
	5	1585.00
	6	1503.00
	7	1424.00
TRANSCRIBER TYPIST - 3160	STEP 1	1686.00
	2	1598.00
	3	1515.00
	4	1436.00
	5	1361.00
	6	1290.00
	7	1223.00

SCHEDULE VI
EXHIBIT "E"

E-1

SCHEDULE VI
POLICE DEPARTMENT SALARY SCALE

		<u>MONTHLY SALARY</u>
CIVILIAN COURT OFFICER - 4370	STEP 1	2115.00
	2	2005.00
	3	1900.00
	4	1801.00
	5	
	6	
	7	
CIVILIAN TRAFFIC OFFICER - 4300	STEP 1	1730.00
	2	1640.00
	3	1554.00
	4	1473.00
	5	1397.00
	6	1324.00
	7	1256.00
POLICE CADET - 3180	STEP 1	1366.00
	2	1296.00
	3	1228.00
	4	1164.00
	5	1104.00
	6	1047.00
	7	992.00
SERGEANTS - 3130	STEP 1	2969.00
	2	2814.00
	3	2667.00
	4	2528.00
	5	2396.00
	6	
	7	
POLICE OFFICER II - 3140	STEP 1	2557.00
	2	2424.00
	3	2298.00
	4	2178.00
	5	2064.00
	6	
	7	
POLICE OFFICER I - 3240	STEP 1	2063.00
	2	1955.00
	3	1853.00
	4	1756.00
	5	
	6	
	7	

SCHEDULE VI
EXHIBIT "E"

E-2

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 Forty Dollars (\$40.00) for half a court day or less shall be paid when an appearance by a Sergeant, Police Officer I and Police Officer II is to be made for an off-duty court matter. In the event the Officer is called to appear for a morning court calendar and remains under court order beyond the noon recess, an additional Thirty Dollars (\$30.00) 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 Forty Dollars (\$40.00) per day shall be paid for said appearance. Said payment of Forty Dollars (\$40.00) (or a total of Seventy

SCHEDULE VI

EXHIBIT "E"

E-3

SCHEDULE VI

POLICE DEPARTMENT SALARY SCALE

(Continued)

dollars (\$70.00) where applicable) shall be payable each day for any off-duty appearance. Court appearances which extend beyond an employee's normal shift assignment shall be compensated as paid overtime unless said paid overtime exceeds Forty Dollars (\$40.00) in which event said employee shall receive the sole sum of Forty Dollars (\$40.00) as court appearance compensation. In addition, a Sergeant and Police Officers I and 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/she 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"

E-4

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.

Police officers assigned by the Chief of Police or his designee as Field Training Officers shall receive a differential of two and one-half percent (2 1/2%) for the period so assigned. Each officer assigned as a Field Training Officer shall complete a P.O.S.T. approved Field Training Officer School prior to assignment.

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	\$ 250.00
Captain of Police	\$ 250.00

SCHEDULE VI

EXHIBIT "E"

E-5

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) 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 Police Officer I, Police Officer II and Sergeant who has completed his/her first year of service and who is on the active payroll of the Vernon Police Department the sum of Two Hundred and Fifty Dollars (\$ 250) per fiscal year of Vernon for the purchase of uniforms and related equipment effective September 1, 1985.

Vernon will pay to each Police Officer I and II and Sergeant who has completed his/her 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 Two Hundred and Fifty Dollars (\$ 250) per fiscal year of Vernon for the purchase of such clothing and related equipment effective September 1, 1985.

SCHEDULE VI

EXHIBIT "E"

E-6

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 and Fifty Dollars (\$150) for the 1985-1986 fiscal year of Vernon for the purchase of such clothing and related equipment on his/her 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 service after one (1) year in service at present grade. The promotion or salary increase to said higher grade shall remain in the sole discretion of the City Council.

Notwithstanding the above provision, any person employed in a position of Police Officer I, Step 4, shall be appointed to Step 3 upon his/her successful completion in an assigned training academy and any person employed in a position of Police Officer I, Step 3, shall be appointed to Step 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 Police Officer I, Step 2, shall be

SCHEDULE VI

EXHIBIT "E"

E-7

SCHEDULE VI

POLICE DEPARTMENT SALARY SCALE

(Continued)

appointed to Step 1 after serving at least six (6) months at said grade in the field and upon receiving a merit step evaluation of high competent. Any person who qualifies for said increase shall have his/her anniversary date for future merit increases established as of the date said officer is appointed to said grade.

A Police Officer I shall be eligible to be promoted to a Police Officer II position after serving at least twelve (12) months as a Police Officer I, Grade 1, and upon receiving a satisfactory merit evaluation.

The promotion of a Police Officer I to a Police Officer II position shall not result in reduction in pay, and the Police Officer I being promoted shall be classified in such manner that he/she receives at least a five percent (5%) increase in pay for the position to which he/she is promoted.

A Police Officer I or a Police Officer II may be assigned to the detective division in accordance with the above paragraph said police officer shall receive premium pay equal to One Hundred Twenty-Five Dollars (\$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 certificate incentives.

SCHEDULE VI

EXHIBIT "E"

E-8

SCHEDULE VI

POLICE DEPARTMENT SALARY SCALE

(Continued)

Patrol personnel shall work an 8½ hour shift. The first one-half hour shall be used for briefing and training purposes. Lunch time (code 7) shall be part of the shift and is only compensable if actually interrupted for purposes of an emergency service call, or when code 7 is not allowed, the officer will be compensated for one-half hour straight time or be granted one-half hour code 7 time at a later part of his/her shift. An officer who elects additional compensation shall not be granted additional code 7 time during his/her shift. The current method of scheduling and utilizing code 7 time, with the exceptions stated above, shall continue.

SCHEDULE VI

EXHIBIT "E"

E-9

SCHEDULE VII

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

MONTHLY SALARY

CITY ADMINISTRATOR/CITY CLERK - 4000	STEP 1	8239.00
DIRECTOR OF ENVIRONMENTAL HEALTH - 4310	STEP 1	4629.00
	2	4388.00
	3	4159.00
	4	3942.00
	5	3737.00
	6	3542.00
	7	3358.00
ASSISTANT DIRECTOR OF FINANCE - 4102	STEP 1	4074.00
	2	3862.00
	3	3660.00
	4	3470.00
	5	3289.00
	6	3117.00
	7	2955.00
CHIEF DEPUTY DIRECTOR OF ENVIRONMENTAL HEALTH - 4320	STEP 1	3987.00
	2	3779.00
	3	3582.00
	4	3395.00
	5	3218.00
	6	3051.00
	7	2892.00
CHIEF DEPUTY CITY CLERK - 4270	STEP 1	2982.00
	2	2827.00
	3	2679.00
	4	2540.00
	5	2407.00
	6	2282.00
	7	2163.00
SECRETARY TO THE CITY ADMINISTRATOR - 4170	STEP 1	2815.00
	2	2668.00
	3	2529.00
	4	2397.00
	5	2272.00
	6	2154.00
	7	2042.00
ENVIRONMENTAL SPECIALIST - 4340	STEP 1	2719.00
	2	2577.00
	3	2443.00
	4	2316.00
	5	2195.00
	6	2080.00
	7	1972.00

SCHEDULE VII

EXHIBIT "F"

SCHEDULE VII
CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

		<u>MONTHLY SALARY</u>
ACCOUNTANT - 4130	STEP 1	2531.00
	2	2399.00
	3	2274.00
	4	2155.00
	5	2043.00
	6	1937.00
	7	1836.00
CITY HEALTH NURSE - 4350	STEP 1	2522.00
	2	2391.00
	3	2266.00
	4	2148.00
	5	2036.00
	6	1930.00
	7	1829.00
PAYROLL CLERK - 4180	STEP 1	1964.00
SENIOR DISPATCHER (COMMUNICATIONS OPERATOR) - 4600		1862.00
SENIOR UTILITY CLERK - 4200		1765.00
SECRETARY - 4360		1673.00
ADMINISTRATIVE AIDE - 4900		1585.00
		1503.00
		1424.00
DISPATCHER (COMMUNICATIONS OPERATER) - 4500	STEP 1	1750.00
	2	1659.00
	3	1572.00
	4	1490.00
	5	1413.00
	6	1339.00
	7	1269.00
TYPIST/SWITCHBOARD OPERATOR - 4220 UTILITY CLERK - 4220	STEP 1	1515.00
	2	1436.00
	3	1361.00
	4	1290.00
	5	1223.00
	6	1159.00
	7	1099.00
DEPUTY CITY TREASURER		75.00
CITY ATTORNEY		3748.00
<u>HOURLY-TEMPORARY/MISCELLANEOUS</u>		

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"

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	\$ 250.00
Deputy City Treasurer	145.00
Accountant	65.00
Assistant Director of Finance	40.00

Outside of the sums as set forth herein, the City shall not be responsible for repairs or any additional costs of 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"

F-3

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 the following:

- (a) An increase in life insurance to equal the sum of \$210,000.00;
- (b) One hundred percent (100%) of all medical and dental expenses to be paid by the City after insurance has paid;
- (c) Reimbursement for all expenses incurred for employee activities such as sports leagues (softball, basketball, etc.);
- (d) Eight (8) days of executive leave to be used prior to June 30, 1986;
- (e) The City shall make a direct payment of \$7,500.00 to the ICMA Retirement Corporation on an annual basis on January 1 of each year 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"

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