

RESOLUTION NO. 5294

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2 A RESOLUTION OF THE CITY COUNCIL OF THE CITY  
3 OF VERNON FIXING THE COMPENSATION FOR CERTAIN  
4 EMPLOYEES OF SAID CITY AS OF JULY 1, 1986,  
5 AUTHORIZING CERTAIN EXPENSE ALLOWANCES AND  
6 REPEALING ALL RESOLUTIONS IN CONFLICT THEREWITH

7 WHEREAS, Resolution No. 4918, as amended, fixed the  
8 compensation for certain employees of the City of Vernon and  
9 authorized certain expense allowances; and

10 WHEREAS, the City Council of the City of Vernon wishes  
11 to fix the compensation and other benefits for employees of the  
12 City of Vernon as of July 1, 1986, as indicated in their  
13 respective schedules; and

14 WHEREAS, the City of Vernon has a contract with the  
15 Public Employees Retirement System ("PERS") to provide  
16 retirement benefits for its employees; and

17 WHEREAS, pursuant to said contract, the employees of  
18 the City of Vernon are required to make contributions, which are  
19 a percentage of the employees' compensation equal to 7% of said  
20 compensation for miscellaneous employees and equal to 9% of said  
21 compensation for safety employees to the PERS; and

22 WHEREAS, the City Council of the City of Vernon in  
23 Resolution No. 5120 provided that the City shall pay the  
24 employees' total contribution to PERS except for Sergeants and  
25 Police Officers I and II who shall pay a contribution equal to 2%  
26 to PERS, wherein said payments will be credited to the employee  
27 in satisfaction of the employee's obligation to make said  
28 contributions to PERS; and

WHEREAS, the City Council of the City of Vernon  
adopted Resolution No. 5291 on June 10, 1986, which placed on

1 the ballot for election Initiative Ordinance No. 963, relating  
2 to salaries and compensation of certain appointed officers and  
3 employees of the City of Vernon, to go into effect if the Gann  
4 Fair Pay Amendment is adopted at the general election to be held  
5 on November 4, 1986; and

6 WHEREAS, the City Council of the City of Vernon has  
7 established a separate Water Department and established the  
8 position of Director of said Department separate and distinct  
9 from the Community Services Department; and

10 WHEREAS, the City Council of the City of Vernon has  
11 established that the City Administrator/City Clerk shall also  
12 serve as the Chief Executive Officer of the Light and Power  
13 Department; and

14 WHEREAS, the City Council of the City of Vernon has  
15 established that the Director of the Water Department shall also  
16 serve as the Operations Manager of the Light and Power  
17 Department; and

18 WHEREAS, the City Council of the City of Vernon has  
19 established an experimental program to operate the Vernon Diesel  
20 Plant as part of an overall study to study the efficiency of  
21 operating the Light and Power Department and that positions  
22 created herein are intended to be experimental only; and

23 WHEREAS, Resolution No. 5138 was adopted by the City  
24 Council of the City of Vernon on September 4, 1984, approving a  
25 Memorandum of Understanding between the Municipal Employees  
26 Relations Representative of the City of Vernon and the Vernon  
27 Police Officers' Benefit Association (Employee Group 2); and  
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1                   WHEREAS, Resolution No. 5265 was adopted by the City  
2 Council of the City of Vernon on April 15, 1986, declaring an  
3 impasse in negotiations with the Vernon Police Officers' Benefit  
4 Association for the implementation of the Fair Labor Standards  
5 Act and implementing certain provisions that were impacted by  
6 the Fair Labor Standards Act in compliance with the mandate of  
7 the Congress of the United States; and

8                   WHEREAS, Resolution No. 4027 was adopted by the City  
9 Council of the City of Vernon on January 19, 1971, relating to  
10 employer-employee relations within the City of Vernon; and

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

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

17                   WHEREAS, the City Council of the City of Vernon has  
18 previously authorized the establishment of a contract method of  
19 employment with various employees in the Police and Fire  
20 Departments wherein said contracts provided that said employees  
21 serve at the will and pleasure of the City Council in addition  
22 to other provisions; and

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

25                   WHEREAS, Resolution No. 466B was adopted by the City  
26 Council of the City of Vernon on August 23, 1979, and amended by  
27 Resolution No. 4816 adopted by the City Council on June 30,  
28 1981, and Resolution No. 5017 adopted by the City Council on

1 June 30, 1983, establishing the vacation and holiday policy for  
2 City employees; and

3 WHEREAS, Resolution No. 4677 was adopted by the City  
4 Council of the City of Vernon on October 16, 1979, establishing  
5 a four (4) day work week.

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

8 SECTION 1: The City Council of the City of Vernon  
9 hereby declares that its intention in adopting Resolution No.  
10 4027, Section 5(h), was to reserve unto the City Council  
11 complete and exclusive discretion to determine matters relating  
12 to the discharge, suspension or other manner of discipline of  
13 employees in conformance with its long standing view and policy  
14 that employees of the City of Vernon serve at the will and  
15 pleasure of the City Council.

16 SECTION 2: That all employees of the City of Vernon  
17 serve at the will and pleasure of the City Council. That  
18 employees, prior to employment or prior to promotion, will be  
19 requested to sign an employment agreement establishing that  
20 their employment is at the will and pleasure of the City Council  
21 as a condition of being appointed to said position. The  
22 employment agreement must be approved by the Personnel Committee  
23 as a condition preceding the said employee's employment or  
24 promotion.

25 SECTION 3: That there is hereby established a program  
26 in the Police Department for new employees wherein the City of  
27 Vernon shall agree to pay for costs associated with attendance.  
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1 at a police academy for individual police candidates pursuant to  
2 a contract wherein said candidate shall agree in consideration  
3 of said salary to remain with the City of Vernon for at least  
4 three (3) years.

5 SECTION 4: That effective July 1, 1984, there is  
6 hereby established and approved the following compensation or  
7 salary schedules hereinafter set forth for employees of the City  
8 of Vernon. This resolution shall not affect or alter the  
9 existing compensation of any officer or employee not  
10 specifically set forth herein.

11 SECTION 5: That employees of the City of Vernon shall  
12 receive compensation in accordance with the formula adopted  
13 herein as Schedule I, in such amounts as are set forth in  
14 Schedule II which provides a monthly amount for each position  
15 and each step in each department. In addition, expense  
16 allowances and other information where applicable for each  
17 department are set forth herein. The automobile allowances are  
18 set forth in Schedule III and the uniform allowances are set  
19 forth in Schedule IV. Salary schedules are hereby established  
20 for the following departments, as set forth in Schedule II:

- 21 (a) Department of Community Services;
- 22 (b) Water Department;
- 23 (c) Light and Power Department;
- 24 (d) Fire Department;
- 25 (e) Police Department;
- 26 (f) City Administrator/City Clerk Department.

27 Said Schedules II to IV are attached to this  
28 resolution as Exhibit "A" through "C", respectively, and

1 incorporated herein by this reference as though fully set forth  
2 at length.

3 SECTION 5: That the salaries, benefits and other  
4 expense allowances as set forth herein are hereby approved and  
5 said salaries, benefits and other expense allowances shall be in  
6 full force and effect from and after July 1, 1986, unless where  
7 otherwise specified. The City shall continue to make payments to  
8 PERS to satisfy all employee's obligation to make contributions  
9 to PERS for retirement benefits, except that Sergeants and  
10 Police Officers I and II in the Police Department shall continue  
11 to pay two percent (2%) of their salaries as contribution for  
12 PERS retirement benefits. Payments made by City on behalf of  
13 said employees shall be credited to said employees account with  
14 PERS.

15 In addition, the City hereby establishes an auto  
16 insurance program for all employees except Sergeants and Police  
17 Officers I and II in the Police Department, wherein, the City  
18 will contribute fifteen dollars (\$15) per month per employee  
19 toward said employee participation. Said program is contingent  
20 upon the participation of a sufficient number of employees  
21 required by said program. Said program is effective on August  
22 1, 1986.

23 Further, the City hereby establishes effective July 1,  
24 1986, a four step longevity program for all employees except  
25 Sergeants and Police Officers I and II in the Police Department.  
26 Said longevity program is as follows:

- 27 1. All eligible employees who have five (5) years of  
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1 service on or before July 1, 1986, shall receive an additional  
2 five percent (5%) per month of their basic salary effective July  
3 1, 1986, and every year thereafter until reaching the next step.  
4 Employees upon reaching their 5th anniversary date after July 1,  
5 1986, shall be entitled to said five percent (5%) per month upon  
6 said anniversary date.

7 2. All eligible employees who have ten (10) years of  
8 service on or before July 1, 1987, shall receive an additional  
9 ten percent (10%) per month of their basic salary effective July  
10 1, 1987, and every year thereafter until reaching the next step.  
11 Employees upon reaching their 10th anniversary date after July  
12 1, 1987, shall be entitled to said ten percent (10%) per month  
13 upon said anniversary date.

14 3. All eligible employees who have fifteen (15) years  
15 of service on or before July 1, 1988, shall receive an  
16 additional fifteen percent (15%) per month of their basic salary  
17 effective July 1, 1988, and every year thereafter until reaching  
18 the next step. Employees upon reaching their 15th anniversary  
19 date after July 1, 1988, shall be entitled to said fifteen  
20 percent (15%) per month upon said anniversary date.

21 4. All eligible employees who have twenty (20) years  
22 of service on or before July 1, 1989, shall receive an  
23 additional twenty percent (20%) per month of their basic salary  
24 effective July 1, 1989, and every year thereafter. Employees  
25 upon reaching their 20th anniversary date after July 1, 1989,  
26 shall be entitled to said twenty percent (20%) per month upon  
27 said anniversary date.

28 SECTION 7: Whenever an allowance is made to any

1 employee for the use of his personal automobile, such an  
2 allowance shall not be payable whenever the employee is on  
3 vacation, leave of absence, or sick leave the entire calendar  
4 month.

5 SECTION 8: Vacation and holiday policies for  
6 employees of the City of Vernon are established and recited in  
7 Resolution No. 455B, as amended by Resolution Nos. 4816 and  
8 5017. However, employees who are absent from their positions  
9 during the applicable work day preceding or following a  
10 scheduled holiday shall not receive pay for said holiday.

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

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

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

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

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

10 (e) That those employees participating in said four  
11 (4) day work week shall not receive the benefit of holidays  
12 falling on Fridays or Saturdays, unless otherwise approved by  
13 the City Council, but shall receive the benefit of holidays  
14 falling on Sunday by celebrating said holidays on the following  
15 Monday.

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

19 SECTION 10: For all employees except twenty-four (24)  
20 hour shift Fire Department employees, an hourly rate computed in  
21 accordance with Schedule I shall be used for pay purposes. The  
22 monthly amounts stated in Schedule II are for comparative  
23 purposes only. The latter equivalents assume that the total  
24 scheduled hours are worked or taken as excused paid leave and  
25 holiday. Unexcused leave hours shall not be included for the  
26 purpose of computing pay.

27 (a) All employees other than twenty-four (24) hour  
28 shift Fire Department employees shall be paid on an hourly

1 basis. The employee shall be paid the amount computed by  
2 multiplying the hourly salary rate by the number of hours worked  
3 or taken as excused paid leave or holiday. The total hours to  
4 be paid shall be certified by the Department Head each pay  
5 period prior to payment. Such certification shall be in a form  
6 approved by the City Administrator;

7 (b) Fire Department personnel who serve on a twenty-  
8 four (24) hour shift would be paid a widely fluctuating amount  
9 each pay period if they were paid for hours actually worked;  
10 therefore, such employees shall be paid for the average number  
11 of hours in a two (2) week period, one hundred and twelve (112)  
12 hours. Exceptions for leave without pay hours shall be reported  
13 and deducted from the average when pay is computed. The  
14 "Exception Report" shall be in a form approved by the City  
15 Administrator;

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

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

25 Whenever a Department Head certifies for pay on  
26 absence of an employee, he shall attach to the payroll demand a  
27 statement of the reason for paying such employee while absent.  
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1 his normal rate of pay, length of service with the City, and  
2 number of days absent. The pay of employees for absent time  
3 shall remain in the sole discretion of the City Council.

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

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

18 SECTION 12: The City Council hereby makes the  
19 following statements of policy in addition to the statements of  
20 policy previously made in Sections 1, 2 and 3 concerning the  
21 implementation of the salary provisions and classifications set  
22 forth herein:

23 (a) New employees shall start at the bottom step in  
24 the salary range for their respective positions unless it is  
25 determined that qualified applicants are not available at the  
26 salary specified for the first step or grade, or that a specific  
27 applicant has special qualifications justifying a higher starting  
28 rate beyond the first step or grade. New employees starting at

1 the beginning step or grade may be advanced to the second step  
2 or grade of their salary range and said advancement shall be  
3 effective on the first day of the bi-weekly pay period next  
4 following the satisfactory completion of their probationary  
5 employment, which is hereby fixed at twelve (12) months;

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

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

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

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

5 (f) Applicants for a position in all departments will  
6 not be considered for employment if they are active members of  
7 the U.S. Army Reserve, or the National Guard, or the Air Force,  
8 U.S. Marine Corps, or the U.S. Navy, and are required to attend  
9 weekend drills and annual tours of active training. This policy  
10 does not apply to applicants for a position in all departments  
11 who have completed their military commitment and are on inactive  
12 reserve status and applicants who could be activated or drafted  
13 as a result of a national emergency after their employment.

14 SECTION 13: The City Council hereby implements the  
15 FLSA for City employees, except for Sergeants and Police  
16 Officers I and II, which are provided for in Resolution No.  
17 5265, and further provide that Section 3 (e) (2) (C) of the FLSA  
18 excludes from the definition of "employee", and thus from  
19 coverage, certain individuals employed by public agencies. This  
20 exclusion applies to elected officials, their immediate  
21 advisors, and certain individuals whom they appoint or select to  
22 serve in various capacities. In addition, the 1985 Amendments  
23 exclude employees of legislative branches of State and local  
24 governments.

25 SECTION 14: DEPARTMENT OF COMMUNITY SERVICES:

26 (a) Each Civil Engineer must possess a valid  
27 Certificate of Registration as a Civil Engineer, which document  
28 is issued by the California State Board for Civil and

1 Professional Engineers.

2 (b) In addition to said salaries as set forth in  
3 Schedule II, Exhibit "A", certain individuals serving in  
4 specified classifications shall receive, when using their own  
5 motor vehicle in the service of the City, an additional sum per  
6 month as provided for in Schedule III.

7 (c) The City shall not be responsible for repairs or  
8 any additional costs for upkeep, fuel, lubrication, replacement  
9 in whole or in part, or other expenses in connection with any  
10 such vehicle beyond the respective amounts set forth in  
11 Schedule III.

12 (d) All personnel in the Department of Community  
13 Services, except the Director of Community Services, required to  
14 work hours in addition to those regularly established for their  
15 respective job classification, shall be paid for such additional  
16 work at their assigned hourly rate.

17 SECTION 15: WATER DEPARTMENT:

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

22 (b) In addition to said salaries as set forth in  
23 Schedule II, Exhibit "A", certain individuals serving in  
24 specified classifications shall receive, when using their own  
25 motor vehicle in the service of the City, an additional sum per  
26 month as provided for in Schedule III.

27 (c) The City shall not be responsible for repairs or  
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1 any additional costs for upkeep, fuel, lubrication, replacement  
2 in whole or in part, or other expenses in connection with any  
3 such vehicle beyond the respective amounts set forth in  
4 Schedule III.

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

10 (e) The Chief Operator-Dispatcher and Operator-  
11 Dispatchers I through IV shall serve as Dispatchers in the Water  
12 Department and the compensation for said positions is included  
13 in the compensation established for the positions in the Light  
14 and Power Department, Schedule II, Exhibit "A".

15 **SECTION 16: LIGHT AND POWER DEPARTMENT:**

16 (a) The compensation for the following positions are  
17 included in the compensation established for said position in  
18 the City Administrator/City Clerk Department, Schedule II,  
19 Exhibit "A":

20 (1) CHIEF EXECUTIVE OFFICER--the City  
21 Administrator/City Clerk shall serve as the Chief Executive  
22 Officer in the Light and Power Department;

23 (2) ACCOUNTANT--the Accountant in the City  
24 Administrator/City Clerk Department shall serve as the  
25 Accountant in the Light and Power Department;

26 (3) SENIOR UTILITY CLERK--the Senior Utility  
27 Clerk in the City Administrator/City Clerk Department shall  
28 serve as the Senior Utility Clerk in the Light and Power

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Department:

(4) UTILITY CLERK--the Utility Clerk in the City Administrator/City Clerk Department shall serve as the Utility Clerk in the Light and Power Department.

(b) The compensation for the following positions are included in the compensation established for said position in the Water Department, Schedule II, Exhibit "A":

(1) OPERATIONS MANAGER--the Director of the Water Department shall serve as the Operations Manager in the Light and Power Department;

(2) SECRETARY--the Secretary in the Water Department shall serve as the Secretary in the Light and Power Department.

(c) The compensation for the following position is included in the compensation established for said position in the Department of Community Services, Schedule II, Exhibit "A":

(1) ENGINEERING AIDE IIL--the Engineering Aide III in the Department of Community Services shall serve as the Engineering Aide III in the Light and Power Department.

(d) 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, the positions of Chief Diesel Operator and Diesel Operations I - V are experimental only and are established herein for the purpose of conducting the experimental study of operating the Diesel Plant.

SECTION 17: FIRE DEPARTMENT:



1 (a) All employees who hold a Fire Sciences Certificate  
2 or have completed courses equivalent thereto shall receive an  
3 additional 2.5% per month of their basic salary.

4 (b) Fire Department personnel, with the exception of  
5 the Fire Chief, Deputy Fire Chief, Battalion Chiefs, shall be  
6 paid straight time pay for overtime worked as certified to by  
7 the Fire Chief and approved by the City Administrator for the  
8 following reasons:

9 (1) Disasters such as major fires, civil  
10 disturbances, and other emergency situations;

11 (2) Extraordinary circumstances requiring more  
12 than ordinary law enforcement or fire protection staffing.

13 (c) Eligible 8-hour Fire Department personnel shall  
14 be paid for such additional work at their assigned hourly rate.

15 (d) For computation of overtime work, eligible 24-  
16 hour (shift) personnel shall be paid at their assigned hourly  
17 rate which has been computed upon 2,912 hours per year.

18 (e) Vernon shall provide a uniform allowance as  
19 specified in Schedule IV for the 1986-1987 fiscal year of  
20 Vernon, for the purchase of uniforms and related equipment.

21 (f) In addition to said salaries as set forth in  
22 Schedule II, Exhibit "A", certain individuals serving in  
23 specified classifications shall receive, when using their own  
24 motor vehicle in the service of the City, an additional sum per  
25 month as provided for in Schedule III.

26 SECTION 18: POLICE DEPARTMENT:

27 (a) For purposes of the Fair Labor Standards Act  
28 (FLSA), all of the provisions in Resolution No. 5265 adopted by

1 the City Council of the City of Vernon on April 15, 1986, are  
2 referenced herein as though fully set forth at length.

3 (b) Police Department personnel, with the exception  
4 of the Police Chief and the Police Captain, shall be paid  
5 for overtime work as certified to by the Police Chief and  
6 approved by the City Administrator for the following reasons:

7 (1) Disasters such as major fires, civil  
8 disturbances, and other emergency situations;

9 (2) Extraordinary circumstances requiring more  
10 than ordinary law enforcement or fire protection staffing.

11 (c) Employees in the classifications represented by  
12 the Police Association in Group 2 shall be compensated for court  
13 appearances in the line of duty outside regular scheduled duty  
14 hours as follows:

15 (1) Forty Dollars (\$40.00) for an appearance  
16 which requires the employee's presence for half a court day or  
17 less;

18 (2) Seventy Dollars (\$70.00) for an appearance  
19 which requires the employee's presence for full court day or  
20 less, but more than a half court day;

21 (3) An appearance shall be deemed for more than  
22 a half court day if the employee is required to appear at the  
23 morning session of the court and has to return on the same day  
24 after the noon recess of the court.

25 (4) Court appearances which extend beyond an  
26 employee's normal shift assignment shall be compensated as paid  
27 overtime unless said paid overtime exceeds Forty Dollars  
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1 (\$40.00) in which event said employee shall receive the sole sum  
2 of Forty Dollars (\$40.00) as court appearance compensation.

3 (d) In addition, Sergeants and Police Officers I and  
4 II shall be compensated for standby status when requested by  
5 the Superior Court, Municipal Court, District Attorney's Office,  
6 or the Vernon Police Department in the line of duty outside  
7 regular scheduled duty hours as follows:

8 (1) Fifteen Dollars (\$15.00) for half a court  
9 day ending at 1:45 p.m.;

10 (2) Thirty Dollars (\$30.00) for a full court  
11 day;

12 (3) However, if said employee is required to  
13 appear in court, he/she shall receive court appearance  
14 compensation rather than standby compensation.

15 (e) Employees in the classification represented by  
16 the Police Association in Group 2 who have completed their  
17 probationary period shall be entitled to peace officers'  
18 standard and training certificate incentive pay as follows:

19 (1) Two and one-half percent (2 1/2%) of the  
20 employee's basic monthly salary excluding all other compensation  
21 for a POST intermediate certificate;

22 (2) Five percent (5%) of the employee's basic  
23 monthly salary excluding all other compensation for a POST  
24 advanced certificate.

25 (f) Payment of the aforesaid incentive compensation  
26 shall not be cumulative and only the highest applicable  
27 incentive pay shall be paid. Incentive pay shall be payable the  
28 month following the month during which the certificate is

1 granted, or the month following completion of the employee's  
2 probationary period, whichever is latest.

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

9 (h) In addition to said salaries as set forth in  
10 Schedule II, Exhibit "A", certain individuals serving in  
11 specified classifications shall receive, when using their own  
12 motor vehicle in the service of the City, an additional sum per  
13 month as provided for in Schedule III.

14 (i) When authorized in advance by the City Council,  
15 in addition to the salaries indicated in Schedule II, Exhibit  
16 "A", each Police Officer shall receive an additional sum  
17 per month as provided for in Schedule III for his automobile if  
18 used in the service of or engaged for the use of the City. This  
19 allowance is for the use and maintenance of said motor  
20 equipment.

21 (j) Vernon shall provide a uniform allowance as  
22 specified in Schedule IV for the 1986-1987 fiscal year of  
23 Vernon, for the purchase of Uniforms and related equipment.

24 (k) Promotions or salary increases to higher grades  
25 are merit steps only and shall be available to employees as  
26 recognition and reward for satisfactory service after one (1)  
27 year in service at present grade. The promotion or salary  
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1. increase to said higher grade shall remain in the sole  
2. discretion of the City Council.

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

17. (m) A Police Officer I shall be eligible to be  
18. promoted to a Police Officer II position after serving at least  
19. twelve (12) months as a Police Officer I, Grade I, and upon  
20. receiving a satisfactory merit evaluation. The promotion of a  
21. Police Officer I to a Police Officer II position shall not  
22. result in reduction in pay, and the Police Officer I being  
23. promoted shall be classified in such manner that he/she receives  
24. at least a five percent (5%) increase in pay for the position to  
25. which he/she is promoted.

26. (n) A Police Officer I or a Police Officer II may be  
27. assigned to the detective division in accordance with the above  
28. paragraph said police officer shall receive premium pay equal to

1 One Hundred Twenty-Five Dollars (\$125.00) per month and the  
2 premium pay shall not be considered to be part of the employee's  
3 basic monthly salary when computing peace officers standards and  
4 training certificate incentives.

5 (o) Patrol personnel shall work an 8 1/2 hour shift.  
6 The first one half hour shall be used for briefing and training  
7 purposes. Lunch time (code 7) shall be part of the shift and is  
8 only compensable if actually interrupted for purposes of an  
9 emergency service call, or when code 7 is not allowed, the  
10 officer will be compensated for one-half hour straight time or  
11 be granted one-half hour code 7 time at a later part of his/her  
12 shift. An officer who elects additional compensation shall not  
13 be granted additional code 7 time during his/her shift. The  
14 current method of scheduling and utilizing code 7 time, with the  
15 exceptions stated above shall continue.

16 **SECTION 19: CITY ADMINISTRATOR/CITY CLERK DEPARTMENT:**

17 (a) In addition to said salaries as set forth in  
18 Schedule II, Exhibit "A", certain individuals serving in  
19 specified classifications shall receive, when using their own  
20 motor vehicle in the service of the City, an additional sum per  
21 month as provided for in Schedule III.

22 (b) The City shall not be responsible for repairs or  
23 any additional costs for upkeep, fuel, lubrication, replacement  
24 in whole or in part, or other expenses in connection with any  
25 such vehicle beyond the respective amounts set forth in  
26 Schedule III.

27 (c) All personnel in the City Administrator/City  
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1 Clerk Department, except the City Administrator/City Clerk and  
2 the Director of Environmental Health, required to work hours in  
3 addition to those regularly established for their respective job  
4 classifications, shall be paid for such additional work at their  
5 assigned hourly rate.

6 (d) The City Administrator/City Clerk shall be  
7 provided a vehicle and the City shall pay all expenses of said  
8 operation including cost of upkeep, fuel, lubrication,  
9 insurance, and other reasonable expenses, in addition to his  
10 salary provided for in Schedule II, Exhibit "A".

11 (e) In addition to the salary provided for in  
12 Schedule II, Exhibit "A", and the benefits provided for herein,  
13 the City Administrator/City Clerk shall be provided the  
14 following:

15 (1) An increase in life insurance to equal the  
16 sum of \$210,000.00;

17 (2) One hundred percent (100%) of all medical  
18 and dental expenses to be paid by the City after insurance has  
19 paid;

20 (3) Reimbursement for all expenses incurred for  
21 employee activities such as sports leagues (softball, basketball,  
22 etc.);

23 (4) Ten (10) days of executive leave to be used  
24 prior to June 30, 1987;

25 (5) The City shall make a direct payment of  
26 \$7,500.00 to the ICMA Retirement Corporation on an annual basis  
27 on January 1 of each year as deferred compensation, all of said  
28 amounts shall be credited to his individual account;

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(6) An expense allowance of \$300.00 per month;

(7) The City, who opened an IRA account and deposited the sum of \$2,000.00 effective January 1, 1986, shall deposit the sum of \$2,000.00 effective January 1, 1987, and said \$2,000 shall be deposited each and every year thereafter on or about January 1.

SECTION 20: All resolutions, or parts of resolutions, not consistent with or in conflict with this resolution, specifically Resolution Nos. 4918, 5197, 5213, 5226, 5227, 5240, 5254 and 5276 are hereby repealed.

SECTION 21: 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 26th day of June, 1986.

  
LEONIS C. MALBURG, Mayor

ATTEST:  
  
BRUCE V. MALKENHORST, City Clerk



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

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I, BRUCE V. MALKENHORST, City Clerk of the City of  
Vernon, do hereby certify that the foregoing Resolution, being  
Resolution No. 5294, was duly adopted by the City Council of  
the City of Vernon, and was approved by the Mayor of said City  
an adjourned  
at a regular meeting of the City Council held on ~~XXXXXX~~  
June 26, 19 86.

  
BRUCE V. MALKENHORST, City  
Clerk

(SEAL)

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SCHEDULE I

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

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

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

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

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

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

SECTION 2: FORTY (40) HOUR WEEK PERSONNEL.

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

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

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

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

SCHEDULE I

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SCHEDULE I

SECTION 3: The monthly rates referred to above are provided for in Schedule II, Exhibit "A". 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>
<b>DIRECTOR OF COMMUNITY SERVICES - 2100</b>	<b>STEP 1</b>	5810.00
	2	5507.00
	3	5220.00
	4	4948.00
	5	4690.00
	6	4446.00
	7	4214.00
<b>CIVIL ENGINEER - 2110</b>	<b>STEP 1</b>	5092.00
	2	4827.00
	3	4575.00
	4	4337.00
	5	4111.00
	6	3896.00
	7	3693.00
<b>SENIOR ELECTRICAL INSPECTOR - 4420 CIVIL ENGINEERING ASSOCIATE - 2120</b>	<b>STEP 1</b>	4386.00
	2	4158.00
	3	3941.00
	4	3735.00
	5	3541.00
	6	3356.00
	7	3181.00
<b>PROJECT ENGINEER - 2130 SURVEY PARTY CHIEF - 2140</b>	<b>STEP 1</b>	3922.00
	2	3718.00
	3	3524.00
	4	3340.00
	5	3166.00
	6	3001.00
	7	2845.00
<b>FOREMAN - 2170</b>	<b>STEP 1</b>	3427.00
	2	3248.00
	3	3079.00
	4	2919.00
	5	2767.00
	6	2622.00
	7	2486.00
<b>ENGINEERING TECHNICIAN - 2180 BUILDING INSPECTOR - 2180 ELECTRICAL INSPECTOR - 2180 MECHANICAL &amp; PLUMBING INSPECTOR - 2180</b>	<b>STEP 1</b>	3334.00
	2	3160.00
	3	2996.00
	4	2839.00
	5	2691.00
	6	2551.00
	7	2418.00

**SCHEDULE II**  
**DEPARTMENT OF COMMUNITY SERVICES**  
**SALARY SCALE**

		<b>MONTHLY SALARY</b>
<b>UTILITYMAN I - 2290</b>	<b>STEP 1</b>	2991.00
	2	2835.00
	3	2687.00
	4	2547.00
	5	2415.00
	6	2289.00
	7	2169.00
<b>ENGINEERING AIDE I - 2300</b>	<b>STEP 1</b>	2827.00
	2	2680.00
	3	2540.00
	4	2408.00
	5	2282.00
	6	2163.00
	7	2050.00
<b>UTILITYMAN II - 2310</b>	<b>STEP 1</b>	2685.00
	2	2545.00
	3	2413.00
	4	2287.00
	5	2168.00
	6	2055.00
	7	1947.00
<b>ENGINEERING AIDE II - 2320</b>	<b>STEP 1</b>	2540.00
	2	2408.00
	3	2282.00
	4	2163.00
	5	2051.00
	6	1944.00
	7	1842.00
<b>UTILITYMAN III - 2340</b>	<b>STEP 1</b>	2397.00
	2	2272.00
	3	2154.00
	4	2042.00
	5	1935.00
	6	1834.00
	7	1739.00
<b>ENGINEERING AIDE III - 2390</b> <b>UTILITYMAN IV - 2380</b> <b>SECRETARY - 4360</b>	<b>STEP 1</b>	2160.00
	2	2048.00
	3	1941.00
	4	1840.00
	5	1744.00
	6	1653.00
	7	1567.00

**SCHEDULE II**  
**DEPARTMENT OF COMMUNITY SERVICES**

**SALARY SCALE**

		<u>MONTHLY SALARY</u>
<b>UTILITYMAN V - 2400</b>	<b>STEP 1</b>	1939.00
	2	1839.00
	3	1742.00
	4	1652.00
	5	1565.00
	6	1484.00
	7	1406.00
<b>APPRENTICE MECHANIC - 2600</b>	<b>STEP 1</b>	1485.00
	2	1408.00
	3	1334.00
	4	1265.00
	5	1199.00
	6	1136.00
	7	1077.00
<b>UTILITY CLERK - 4220</b>	<b>STEP 1</b>	1667.00
	2	1580.00
	3	1498.00
	4	1420.00
	5	1346.00
	6	1276.00
	7	1209.00

**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**  
**WATER DEPARTMENT SALARY SCALE**

		<u>MONTHLY SALARY</u>
<b>DIRECTOR OF WATER - 2101</b>	<b>STEP 1</b>	5810.00
	2	5507.00
	3	5220.00
	4	4948.00
	5	4690.00
	6	4446.00
	7	4214.00
<b>CIVIL ENGINEERING ASSOCIATE - 2120</b>	<b>STEP 1</b>	4386.00
	2	4158.00
	3	3941.00
	4	3735.00
	5	3541.00
	6	3356.00
	7	3181.00
<b>FOREMAN - 2170</b>	<b>STEP 1</b>	3427.00
	2	3248.00
	3	3079.00
	4	2919.00
	5	2767.00
	6	2622.00
	7	2486.00
<b>ENGINEERING TECHICIAN - 2180</b>	<b>STEP 1</b>	3334.00
	2	3160.00
	3	2996.00
	4	2839.00
	5	2691.00
	6	2551.00
	7	2418.00
<b>UTILITYMAN I - 2290</b>	<b>STEP 1</b>	2991.00
	2	2835.00
	3	2687.00
	4	2547.00
	5	2415.00
	6	2289.00
	7	2169.00
<b>ENGINEERING AIDE I - 2300</b>	<b>STEP 1</b>	2827.00
	2	2680.00
	3	2540.00
	4	2408.00
	5	2282.00
	6	2163.00
	7	2050.00

**SCHEDULE II**  
**WATER DEPARTMENT SALARY SCALE**

		<u>MONTHLY SALARY</u>
UTILITYMAN II - 2310	STEP 1	2685.00
	2	2545.00
	3	2413.00
	4	2287.00
	5	2168.00
	6	2055.00
	7	1947.00
UTILITYMAN III - 2340	STEP 1	2397.00
	2	2272.00
	3	2154.00
	4	2042.00
	5	1935.00
	6	1834.00
	7	1739.00
UTILITYMAN IV - 2380 ENGINEERING AIDE III - 2390 SECRETARY - 4360	STEP 1	2160.00
	2	2048.00
	3	1941.00
	4	1840.00
	5	1744.00
	6	1653.00
	7	1567.00
UTILITYMAN V - 2400	STEP 1	1939.00
	2	1838.00
	3	1742.00
	4	1652.00
	5	1565.00
	6	1484.00
	7	1406.00
UTILITY CLERK - 4220	STEP 1	1667.00
	2	1580.00
	3	1498.00
	4	1420.00
	5	1346.00
	6	1276.00
	7	1209.00



**SCHEDULE II**  
**LIGHT & POWER DEPARTMENT SALARY SCALE**

		<u>MONTHLY SALARY</u>
<b>CHIEF DIESEL OPERATOR - 5100</b>	<b>STEP 1</b>	3814.00
	2	3635.00
	3	3427.00
	4	3248.00
	5	3079.00
	6	2918.00
	7	2766.00
<b>DIESEL OPERATOR I - 5101</b>	<b>STEP 1</b>	3625.00
	2	3427.00
	3	3248.00
	4	3079.00
	5	2918.00
	6	2766.00
	7	2622.00
<b>DIESEL OPERATOR II - 5102</b>	<b>STEP 1</b>	3079.00
	2	2918.00
	3	2766.00
	4	2622.00
	5	2486.00
	6	2356.00
	7	2233.00
<b>DIESEL OPERATOR III - 5103</b>	<b>STEP 1</b>	2622.00
	2	2486.00
	3	2356.00
	4	2233.00
	5	2117.00
	6	2006.00
	7	1902.00
<b>DIESEL OPERATOR IV - 5104</b>	<b>STEP 1</b>	2233.00
	2	2117.00
	3	2006.00
	4	1902.00
	5	1803.00
	6	1709.00
	7	1620.00
<b>DIESEL OPERATOR V - 5105</b>	<b>STEP 1</b>	1902.00
	2	1803.00
	3	1709.00
	4	1620.00
	5	1536.00
	6	1456.00
	7	1380.00

SCHEDULE II  
LIGHT & POWER DEPARTMENT SALARY SCALE

		<u>MONTHLY SALARY</u>
CHIEF OPERATOR-DISPATCHER - 5200	STEP 1	3814.00
	2	3615.00
	3	3427.00
	4	3248.00
	5	3079.00
	6	2918.00
	7	2756.00
OPERATOR DISPATCHER I - 5201	STEP 1	3615.00
	2	3427.00
	3	3248.00
	4	3079.00
	5	2918.00
	6	2756.00
	7	2622.00
OPERATOR-DISPATCHER II - 5202	STEP 1	3079.00
	2	2918.00
	3	2756.00
	4	2622.00
	5	2486.00
	6	2356.00
	7	2233.00
OPERATOR-DISPATCHER III - 5203	STEP 1	2622.00
	2	2486.00
	3	2356.00
	4	2233.00
	5	2117.00
	6	2006.00
	7	1902.00
OPERATOR-DISPATCHER IV - 5204	STEP 1	2233.00
	2	2117.00
	3	2006.00
	4	1902.00
	5	1803.00
	6	1709.00
	7	1620.00
OPERATOR-DISPATCHER V - 5205	STEP 1	1902.00
	2	1803.00
	3	1709.00
	4	1620.00
	5	1536.00
	6	1456.00
	7	1380.00

SCHEDULE II  
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LIGHT & POWER DEPARTMENT SALARY SCALE  
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		MONTHLY SALARY -----
ELECTRICAL ENGINEER - 5300	STEP 1	5092.00
	2	4827.00
	3	4575.00
	4	4336.00
	5	4110.00
	6	3896.00
	7	3693.00
E. E. ASSOCIATE - 5301	STEP 1	4386.00
	2	4158.00
	3	3941.00
	4	3735.00
	5	3541.00
	6	3356.00
	7	3181.00
E. E. ASSISTANT - 5302	STEP 1	3735.00
	2	3541.00
	3	3356.00
	4	3181.00
	5	3015.00
	6	2858.00
	7	2709.00
SENIOR POWER SCHEDULER - 5303	STEP 1	3704.00
	2	3511.00
	3	3328.00
	4	3154.00
	5	2990.00
	6	2834.00
	7	2686.00
POWER SCHEDULER - 5304	STEP 1	2990.00
	2	2834.00
	3	2686.00
	4	2546.00
	5	2414.00
	6	2288.00
	7	2169.00

**SCHEDULE II**  
**FIRE DEPARTMENT SALARY SCALE**

		<u>MONTHLY SALARY</u>
<b>CHIEF - 1100</b>	<b>STEP 1</b>	5371.00
	2	5091.00
	3	4826.00
	4	4574.00
	5	4336.00
	6	4110.00
	7	3896.00
<b>DEPUTY FIRE CHIEF - 1110</b>	<b>STEP 1</b>	4575.00
	2	4337.00
	3	4110.00
	4	3896.00
	5	3693.00
	6	3501.00
	7	3318.00
<b>BATTALION CHIEF - 1120</b>	<b>STEP 1</b>	4349.00
	2	4122.00
	3	3907.00
	4	3704.00
	5	3511.00
	6	3328.00
	7	3155.00
<b>CAPTAIN - 1130</b> <b>ADMINISTRATIVE FIRE CAPTAIN - 1130</b>	<b>STEP 1</b>	3616.00
	2	3428.00
	3	3249.00
	4	3080.00
	5	2919.00
	6	2767.00
	7	2623.00
<b>ENGINEER - 1150</b> <b>ADMINISTRATIVE FIRE ENGINEER - 1150</b>	<b>STEP 1</b>	3035.00
	2	2877.00
	3	2727.00
	4	2585.00
	5	2450.00
	6	2322.00
	7	2201.00

SCHEDULE II  
FIRE DEPARTMENT SALARY SCALE

		MONTHLY SALARY
FIREFIGHTER - 1180	STEP 1	2589.00
ADMINISTRATIVE FIREFIGHTER - 1180	2	2454.00
	3	2326.00
	4	2205.00
	5	2090.00
	6	1981.00
	7	1878.00
FIRE PREVENTION INSPECTOR - 4440	STEP 1	4386.00
	2	4158.00
	3	3941.00
	4	3735.00
	5	3541.00
	6	3356.00
	7	3181.00
UTILITY CLERK - 4220	STEP 1	1667.00
	2	1580.00
	3	1498.00
	4	1420.00
	5	1346.00
	6	1276.00
	7	1209.00

SCHEDULE II  
POLICE DEPARTMENT SALARY SCALE

		MONTHLY SALARY
CHIEF - 3100	STEP 1	5506.00
	2	5219.00
	3	4947.00
	4	4689.00
	5	4445.00
	6	4213.00
	7	3993.00
CAPTAIN - 3110	STEP 1	4661.00
	2	4418.00
	3	4188.00
	4	3969.00
	5	3762.00
	6	3566.00
	7	3380.00
LIEUTENANT - 3120	STEP 1	3938.00
	2	3733.00
	3	3538.00
	4	3354.00
	5	3179.00
	6	3013.00
	7	2856.00
RECORDS MANAGER - 4270	STEP 1	3280.00
	2	3109.00
	3	2947.00
	4	2793.00
	5	2648.00
	6	2510.00
	7	2379.00
POLICE SECRETARY - 3170	STEP 1	2160.00
	2	2048.00
	3	1941.00
	4	1840.00
	5	1744.00
	6	1653.00
	7	1567.00
TRANSCRIBER TYPIST - 3160	STEP 1	1855.00
	2	1758.00
	3	1667.00
	4	1580.00
	5	1498.00
	6	1419.00
	7	1345.00

SCHEDULE II  
EXHIBIT "A" PAGE 11

COV-MALSR 00011929

**SCHEDULE II**  
**POLICE DEPARTMENT SALARY SCALE**

		<u>MONTHLY SALARY</u>
CIVILIAN COURT OFFICER - 4370	STEP 1	2327.00
	2	2206.00
	3	2091.00
	4	1982.00
	5	1879.00
	6	1781.00
	7	1688.00
CIVILIAN TRAFFIC OFFICER - 4300	STEP 1	1903.00
	2	1804.00
	3	1710.00
	4	1621.00
	5	1537.00
	6	1457.00
	7	1381.00
POLICE CADET - 3180	STEP 1	1503.00
	2	1425.00
	3	1351.00
	4	1280.00
	5	1213.00
	6	1150.00
	7	1090.00
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	
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POLICE OFFICER I - 3240	STEP 1	2063.00
	2	1955.00
	3	1853.00
	4	1756.00
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**SCHEDULE II**

**CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE**

		<u>MONTHLY SALARY</u>
CITY ADMINISTRATOR/CITY CLERK - 4000	STEP 1	9605.00
DIRECTOR OF ENVIRONMENTAL HEALTH - 4310	STEP 1	5092.00
	2	4827.00
	3	4575.00
	4	4386.00
	5	4110.00
	6	3896.00
	7	3693.00
ASSISTANT FINANCE DIRECTOR - 4102	STEP 1	4728.00
	2	4482.00
	3	4248.00
	4	4027.00
	5	3817.00
	6	3618.00
	7	3429.00
CHIEF DEPUTY DIRECTOR OF ENVIRONMENTAL HEALTH - 4320	STEP 1	4386.00
	2	4158.00
	3	3941.00
	4	3735.00
	5	3541.00
	6	3356.00
	7	3181.00
CHIEF DEPUTY CITY CLERK/ SECRETARY TO THE CITY ADMINISTRATOR - 4270 SUPERVISING ACCOUNTANT - 4120	STEP 1	3280.00
	2	3109.00
	3	2947.00
	4	2793.00
	5	2648.00
	6	2510.00
	7	2379.00
ENVIRONMENTAL SPECIALIST - 4340	STEP 1	2991.00
	2	2835.00
	3	2687.00
	4	2547.00
	5	2415.00
	6	2289.00
	7	2169.00
ACCOUNTANT - 4130	STEP 1	2784.00
	2	2639.00
	3	2501.00
	4	2371.00
	5	2247.00
	6	2130.00
	7	2019.00

**SCHEDULE II**

**EXHIBIT "A" PAGE 13**



**SCHEDULE II**

**CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE**

		MONTHLY SALARY
CITY HEALTH NURSE - 4350	STEP 1	2774.00
	2	2629.00
	3	2492.00
	4	2362.00
	5	2239.00
	6	2123.00
	7	2012.00
PAYROLL CLERK - 4180 SENIOR DISPATCHER (COMMUNICATIONS OPERATOR) - 4600 SENIOR UTILITY CLERK - 4200 SECRETARY - 4360 ADMINISTRATIVE AIDE - 4900 PURCHASING ASSISTANT - 4910	STEP 1	2160.00
	2	2048.00
	3	1941.00
	4	1840.00
	5	1744.00
	6	1653.00
	7	1567.00
DISPATCHER (COMMUNICATIONS OPERATOR) - 4500	STEP 1	1925.00
	2	1825.00
	3	1730.00
	4	1639.00
	5	1554.00
	6	1473.00
	7	1396.00
TYPIST/SWITCHBOARD OPERATOR - 4220 UTILITY CLERK - 4220	STEP 1	1667.00
	2	1580.00
	3	1498.00
	4	1420.00
	5	1346.00
	6	1276.00
	7	1209.00
DEPUTY CITY TREASURER		75.00
CITY ATTORNEY - 4800		4123.00

**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" PAGE 14

SCHEDULE III  
AUTOMOBILE ALLOWANCE

DIRECTOR OF COMMUNITY SERVICES	300.00
DIRECTOR OF WATER	300.00
DEPUTY FIRE CHIEF	150.00
CHIEF OF POLICE	300.00
POLICE CAPTAIN	300.00
DIRECTOR OF ENVIRONMENTAL HEALTH	300.00
DEPUTY CITY TREASURER	175.00
CHIEF DEPUTY CITY CLERK	50.00
ASSISTANT FINANCE DIRECTOR/RISK MANAGER	100.00
ACCOUNTANT	50.00

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.

SCHEDULE III  
EXHIBIT "B"

SCHEDULE IV  
UNIFORM ALLOWANCE

FIRE DEPARTMENT

VERNON SHALL PAY TO EACH EMPLOYEE ON THE ACTIVE PAYROLL OF THE FIRE DEPARTMENT, WHO HAS BEEN CERTIFIED ELIGIBLE BY THE FIRE CHIEF, THE SUM OF THREE HUNDRED DOLLARS (\$300.00) FOR 1986-87 FISCAL YEAR OF VERNON, FOR THE PURCHASE OF UNIFORMS AND RELATED EQUIPMENT ON AUGUST 1, 1986.

POLICE DEPARTMENT

VERNON WILL PAY TO EACH 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 FIFTY DOLLARS (\$250.00) PER FISCAL YEAR OF VERNON FOR THE PURCHASE OF UNIFORMS AND RELATED EQUIPMENT EFFECTIVE SEPTEMBER 1, 1985.

VERNON WILL PAY TO EACH OFFICER I, POLICE OFFICER 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 FIFTY DOLLARS (\$250.00) PER FISCAL YEAR OF VERNON FOR THE PURCHASE OF SUCH CLOTHING AND RELATED EQUIPMENT EFFECTIVE SEPTEMBER 1, 1985.

VERNON WILL PAY TO EACH CIVILIAN TRAFFIC OFFICER WHO HAS COMPLETED HIS/HER 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 1986-87 FISCAL YEAR OF VERNON FOR THE PURCHASE OF SUCH CLOTHING AND RELATED EQUIPMENT ON HIS/HER ANNIVERSARY DATE.

SCHEDULE IV  
EXHIBIT "C"

COV-MALSR 00011934