

RESOLUTION NO. 5485

A RESOLUTION OF THE CITY COUNCIL OF THE CITY
OF VERNON FIXING THE COMPENSATION FOR CERTAIN
EMPLOYEES OF SAID CITY AS OF JULY 1, 1987,
AUTHORIZING CERTAIN EXPENSE ALLOWANCES AND
REPEALING ALL RESOLUTIONS IN CONFLICT THEREWITH

WHEREAS, Resolution No. 5294, as amended, fixed the com-
pensation for certain employees of the City of Vernon and
authorized certain expense allowances; and

WHEREAS, the City Council of the City of Vernon wishes
to fix the compensation and other benefits for employees of the
City of Vernon as of July 1, 1987, as indicated in their respec-
tive schedules; and

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

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

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

1
2 WHEREAS, the City Council of the City of Vernon adopted
3 Resolution No. 5291 on June 10, 1986, which placed on the ballot
4 for election Initiative Ordinance No. 963, relating to salaries
5 and compensation of certain appointed officers and employees of
6 the City of Vernon, to go into effect if the Gann Fair Pay Amend-
7 ment was adopted at the general election held on November 4,
8 1986; and

9 WHEREAS, the Gann Fair Pay Amendment was not passed by
10 the voters at the general election held on November 4, 1986; and

11 WHEREAS, Section 16 of Initiative Ordinance No. 963
12 relating to salaries and compensation of certain appointed of-
13 ficers and employees of the City of Vernon indicates that in the
14 event the Gann Fair Pay Amendment is not adopted, that Ordinance
15 No. 963 shall not be of any force or effect; and

16 WHEREAS, the City Council of the City of Vernon has es-
17 tablished a separate Water Department and established the posi-
18 tion of Director of said Department and separate and distinct
19 from the Community Services Department; and

20 WHEREAS, the City Council of the City of Vernon has es-
21 tablished that the City Administrator/City Clerk shall also serve
22 as the Chief Executive Officer of the Light and Power Department;
23 and

24 WHEREAS, the City Council of the City of Vernon has es-
25 tablished that the Director of the Water Department shall also
26 serve as the Operations Manager of the Light and Power
27 Department; and
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2 WHEREAS, the City Council of the City of Vernon has es-
3 tablished an experimental program to operate the Vernon Diesel
4 Plant as part of an overall study to study the efficiency of
5 operating the Light and Power Department and that positions
6 created herein are intended to be experimental only; and

7 WHEREAS, Resolution No. 5312 was adopted by the City
8 Council of the City of Vernon on September 2, 1986, approving a
9 Memorandum of Understanding ("MOU") between the Municipal
10 Employees Relations Representative of the City of Vernon and the
11 Vernon Police Officer's Benefit Association (Employee Group 2);
12 and

13 WHEREAS, Resolution No. 5265 was adopted by the City
14 Council of the City of Vernon on April 15, 1986, declaring an im-
15 passe in negotiations with the Vernon Police Officer's Benefit
16 Association for the implementation of the Fair Labor Standards
17 Act and implementing certain provisions that were impacted by the
18 Fair Labor Standards Act in compliance with the mandate of the
19 Congress of the United States; and

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

23 WHEREAS, said employer-employee relations resolution
24 provided in Section 5(h) that matters concerning discharge,
25 suspension or discipline shall be within the discretion of the
26 City; and

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

2
3 WHEREAS, the City Council of the City of Vernon has pre-
4 viously authorized the establishment of a contract method of
5 employment with various employees in the Police and Fire Depart-
6 ment wherein said contracts provided that said employees serve at
7 the will and pleasure of the City Council in addition to other
8 provisions; and

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

11 WHEREAS, Resolution No. 4668 was adopted by the City
12 Council of the City of Vernon on August 23, 1979, and amended by
13 Resolution No. 4816 adopted by the City Council on June 30, 1981,
14 and Resolution No. 5017 adopted by the City Council on June 30,
15 1983, establishing the vacation and holiday policy for City
16 employees; and

17 WHEREAS, Resolution No. 4677 was adopted by the City
18 Council of the City of Vernon on October 16, 1979, establishing a
19 four (4) day work week; and

20 WHEREAS, Resolution No. 5314 was adopted by the City
21 Council of the City of Vernon on September 16, 1986, establishing
22 rules and regulations respecting the employment of related family
23 members.

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

26 SECTION 1: The City Council of the City of Vernon
27 hereby declares that its intention in adopting Resolution No.
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1 4027, Section 5(h), was to reserve unto the City Council complete
2 and exclusive discretion to determine matters relating to the
3 discharge, suspension or other manner of discipline of employees
4 in conformance with its long standing view and policy that
5 employees of the City of Vernon serve at the will and pleasure of
6 the City Council.

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8 SECTION 2: That all employees of the City of Vernon
9 serve at the will and pleasure of the City Council. That
10 employees, prior to employment or prior to promotion, will be
11 requested to sign an employment agreement establishing that their
12 employment is at the will and pleasure of the City Council as a
13 condition of being appointed to said position. The employment
14 agreement must be approved by the Personnel Committee as a condi-
15 tion preceding the said employee's employment or promotion.

16 SECTION 3: That there is hereby established a program
17 in the Police Department for new employees wherein the City of
18 Vernon shall agree to pay for costs associated with attendance at
19 a police academy for individual police candidates pursuant to a
20 contract wherein said candidate shall agree in consideration of
21 said salary to remain with the City of Vernon for at least three
22 (3) years.

23 SECTION 4: That effective July 1, 1987, there is hereby
24 established and approved the following compensation or salary
25 schedules hereinafter set forth for employees of the City of Ver-
26 non. This resolution shall not affect or alter the existing com-
27 pensation of any officer or employee not specifically set forth
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1 herein.

2
3 SECTION 5: That employees of the City of Vernon shall
4 receive compensation in accordance with the formula adopted
5 herein as Schedule I, in such amounts as are set forth in
6 Schedule II which provides a monthly amount for each position and
7 each step in each department. In addition, expense allowances
8 and other information where applicable for each department are
9 set forth herein. The automobile allowances are set forth in
10 Schedule III and the uniform allowances are set forth in
11 Schedule IV. Salary schedules are hereby established for the
12 following departments, as set forth in Schedule II:

- 13 (a) Department of Community Services;
14 (b) Water Department;
15 (c) Light and Power Department;
16 (d) Fire Department;
17 (e) Police Department;
18 (f) City Administrator/City Clerk Department.

19 Said Schedules II to IV are attached to this resolution
20 as Exhibit "A" through "C", respectively, and incorporated herein
21 by this reference as though fully set forth at length.

22 SECTION 6: That the salaries, benefits and other ex-
23 pense allowances as set forth herein are hereby approved and said
24 salaries, benefits and other expense allowances shall be in full
25 force and effect from and after July 1, 1987, unless where other-
26 wise specified. The City shall continue to make payments to PERS
27 to satisfy all employee's obligation to make contributions to
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1 PERS for retirement benefits, except that Sergeants and Police
2 Officers I and II in the Police Department shall continue to pay
3 two percent (2%) of their salaries as contribution for PERS
4 retirement benefits. Payments made by City on behalf of said
5 employees shall be credited to said employees account with PERS.
6 With respect to Sergeants and Police Officers I and II, the City
7 will pay seven percent (7%) of the employee's personal retirement
8 contribution in addition to the normal employer contribution.
9

10 SECTION 7: The City has established an auto insurance
11 program for all employees wherein the City is contributing fif-
12 teen dollars (\$15) per month per employee toward said employee
13 participation. Said program is contingent upon the participation
14 of a sufficient number of employees required by said program.
15 Said program has been in effect for all employees except Ser-
16 geants and Police Officers I and II since August 1, 1986 and for
17 Sergeants and Police Officers I and II since September 1, 1986.

18 SECTION 8: The City has established effective July 1,
19 1986, a four-step longevity program for all employees except Ser-
20 geants and Police Officers I and II in the Police Department.
21 Said longevity program is as follows:

22 1. All eligible employees who have five (5) years of
23 service on or before July 1, 1986, shall receive an additional
24 five percent (5%) per month of their basic salary effective July
25 1, 1986, and every year thereafter until reaching the next step.
26 Employees upon reaching their 5th anniversary date after July 1,
27 1986, shall be entitled to said five percent (5%) per month upon
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1 said anniversary date.

2
3 2. All eligible employees who have ten (10) years of
4 service on or before July 1, 1987, shall receive an additional
5 ten percent (10%) per month of their basic salary effective July
6 1, 1987, and every year thereafter until reaching the next step.
7 Employees upon reaching their 10th anniversary date after July 1,
8 1987, shall be entitled to said ten percent (10%) per month upon
9 said anniversary date.

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

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

24 SECTION 9: Effective August 31, 1986, the City estab-
25 lished for Sergeants and Police Officers I and II a four-step
26 longevity program. 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 August 31, 1986, shall receive an additional
2 five percent (5%) per month of their basic salary effective
3 August 31, 1986, and every year thereafter until reaching the
4 next step. Employees upon reaching their 5th anniversary date
5 after August 31, 1986, shall be entitled to said five percent
6 (5%) per month upon said anniversary date.
7

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

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

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

SECTION 10: Wherever an allowance is made to any employee for the use of his personal automobile, such an allowance shall not be payable whenever the employee is on vacation, leave of absence, or sick leave the entire calendar month.

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

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

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

(b) Employees shall work a workday starting at 7:00 a.m. to 5:30 p.m. or from 6:30 a.m. to 5:00 p.m. with a half hour

1 lunch break and two 15-minute coffee breaks. The City Ad-
2 ministrator is authorized to assign individual employees to work
3 the appropriate shift upon the recommendation of the department
4 head.

5
6 (c) The vacation benefits for all employees working in
7 said program are provided in Resolution No. 5017.

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

13 (e) That those employees participating in said four (4)
14 day work week shall not receive the benefit of holidays falling
15 on Sunday by celebrating said holidays on the following 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 13: 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 pur-
23 poses only. The latter equivalents assume that the total
24 scheduled hours are worked or taken as excused paid leave and
25 holidays. Unexcused leave hours shall not be included for the
26 purpose of computing pay.

27 (a) All employees other than twenty-four (24) hour shift
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1 Fire Department employees shall be paid on an hourly basis. The
2 employee shall be paid the amount computed by multiplying the
3 hourly salary rate by the number of hours worked or taken as ex-
4 cused paid leave or holiday. The total hours to be paid shall be
5 certified by the Department Head each pay period prior to pay-
6 ment. Such certification shall be in a form approved by the City
7 Administrator;

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

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

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

26 Whenever a Department Head certifies for pay on absence
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1 of an employee, he shall attach to the payroll demand a statement
2 of the reason for paying such employee while absent, his normal
3 rate of pay, length of service with the City, and number of days
4 absent. The pay of employees for absent time shall remain in the
5 sole discretion of the City Council.
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7 SECTION 14: Employees who, with Department Head ap-
8 proval, use their personal automobile during the performance of
9 their assigned duties shall be compensated with an automobile
10 allowance as provided for herein. In the event that the
11 automobile allowance for a particular month provides less than
12 fifteen cents (15¢) a mile reimbursement or, if no automobile al-
13 lowance is provided, then the employee shall receive a sum equal
14 to fifteen cents (15¢) a mile for reimbursement for use of his
15 personal automobile and said sum shall be based upon actual miles
16 traveled by said automobile.

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

21 SECTION 15: The City Council hereby makes the following
22 statements of policy in addition to the statements of policy pre-
23 viously made in Section 1, 2 and 3 concerning the implementation
24 of the salary provisions and classifications set forth herein:

25 (a) New employees shall start at the bottom step in the
26 salary range for their respective positions unless it is deter-
27 mined that qualified applicants are not available at the salary
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1 specified for the first step or grade, or that a specific ap-
2 plicant has special qualifications justifying a higher starting
3 rate beyond the first step or grade. New employees starting at
4 the beginning step or grade may be advanced to the second step or
5 grade of their salary range and said advancement shall be effec-
6 tive on the first day of the bi-weekly pay period next following
7 the satisfactory completion of their probationary employment,
8 which is hereby fixed at twelve (12) months;

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

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

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

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

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

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

27 SECTION 17: DEPARTMENT OF COMMUNITY SERVICES:
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1 (a) Each Civil Engineer must possess a valid Certificate
2 of Registration as a Civil Engineer, which document is issued by
3 the California State Board for Civil and Professional Engineers.
4

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

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

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

19 SECTION 18: WATER DEPARTMENT:

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

23 (b) In addition to said salaries as set forth in
24 Schedule II, Exhibit "A", certain individuals serving in
25 specified classifications shall receive, when using their own
26 motor vehicle in the service of the City, an additional sum per
27 month as provided for in Schedule III.
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1 (c) The City shall not be responsible for repairs or any
2 additional costs for upkeep, fuel, lubrication, replacement in
3 whole or in part, or other expenses in connection with any such
4 vehicle beyond the respective amounts set forth in 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 Water and Power Dispatcher, Senior Water
11 and Power Dispatcher and Water and Power Dispatchers I and II
12 shall serve as Dispatchers in the Water Department and the com-
13 pensation for said positions is included in the compensation es-
14 tablished for the positions in the Light and Power Department,
15 Schedule II, Exhibit "A".

16 SECTION 19: LIGHT AND POWER DEPARTMENT:

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

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

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

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2 (3) SENIOR UTILITY CLERK--the Senior Utility Clerk
3 in the City Administrator/City Clerk Department shall serve as
4 the Senior Utility Clerk in the Light and Power Department;

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

8 (b) The compensation for the following positions are in-
9 cluded in the compensation established for said position in the
10 Water Department, Schedule II, Exhibit "A":

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

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

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

19 (1) ENGINEERING AIDE III--the Engineering Aide III
20 in the Department of Community Services shall serve as the En-
21 gineering Aide III in the Light and Power Department.

22 (d) The City Council has established an experimental
23 program to study the operation of the Diesel Plant as part of an
24 overall evaluation of the Light and Power Department. Therefore,
25 the positions of Chief Diesel Operator and Diesel Operations I -V
26 are experimental only and are established herein for the purpose
27 of conducting the experimental study of operating the Diesel
28

1 Plant.

2 SECTION 20: FIRE DEPARTMENT:

3 (a) All employees who hold a Fire Sciences Certificate
4 or have completed courses equivalent thereto shall receive an ad-
5 ditional 2.5% per month of their basic salary.

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

10 (1) Disasters such as major fires, civil distur-
11 bances, and other emergency situations;

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

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

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

19 (e) Vernon shall provide a uniform allowance as
20 specified in Schedule IV for the 1987-1988 fiscal year of Vernon,
21 for the purchase of Uniforms and related equipment.

22 (f) 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.

SECTION 21: POLICE DEPARTMENT:

For purposes of this resolution, all of the provisions in the MOU dated August 31, 1986, adopted by the City Council of the City of Vernon on September 2, 1986, pursuant to Resolution No. 5312 are referenced herein as though fully set forth at length.

(a) For purposes of the Fair Labor Standards Act (FLSA), all of the provisions in Resolution No. 5265 adopted by the City Council of the City of Vernon on April 15, 1986, are referenced herein as though fully set forth at length.

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

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

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

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

(1) Fifty Dollars (\$50.00) for an appearance which requires the employee's presence for half a court day or less;

(2) Ninety Dollars (\$90.00) for an appearance which requires the employee's presence for full court day or less, but

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2 more than a half court day;

3 (3) An appearance shall be deemed for more than a
4 half court day if the employee is required to appear at the morn-
5 ing session of the court and has to return on the same day after
6 the noon recess of the court.

7 (4) Court appearances which extend beyond an
8 employee's normal shift assignment shall be compensated as paid
9 overtime unless said paid overtime exceeds Fifty Dollars
10 (\$50.00) in which event said employee shall receive the sole sum
11 of Fifty Dollars (\$50.00) as court appearance compensation.

12 (d) In addition, Sergeants and Police Officers I and II
13 shall be compensated for standby status as follows:

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

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

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

20 (e) Employees in the classifications represented by the
21 Police Association in Group 2 who have completed their probation-
22 ary period shall be entitled to peace officers' standard and
23 training certificate incentive pay as follows:

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

27 (2) Five percent (5%) of the employee's basic
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1 monthly salary excluding all other compensation for a POST ad-
2 vanced certificate.

3
4 (f) Payment of the aforesaid incentive compensation
5 shall not be cumulative and only the highest applicable incentive
6 pay shall be paid. Incentive pay shall be payable the month fol-
7 lowing the month during which the certificate is granted, or the
8 month following completion of the employee's probationary period,
9 whichever is latest.

10 (g) Police officers assigned by the Chief of Police, or
11 his designee, as Field Training Officers shall receive a dif-
12 ferential of two and one half percent (2 1/2%) for the period so
13 assigned. Each officer assigned as a Field Training Officer
14 shall complete a POST approved Field Training Officer School
15 prior to assignment.

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

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

27 (j) Vernon shall provide a uniform allowance as
28

1 specified in Schedule IV for the 1987-1988 fiscal year of Vernon,
2 for the purchase of Uniform and related equipment.

3 (k) Promotions or salary increases to higher grades are
4 merit steps only and shall be available to employees as recogni-
5 tion and reward for satisfactory service after one (1) year in
6 service at present grade. The promotion or salary increase to
7 said higher grade shall remain in the sole discretion of the City
8 Council.

9 (l) Notwithstanding the above provisions, any person
10 employed in a position of Police Officer I, Step 4, shall be ap-
11 pointed to Step 3 upon his/her successful completion in an as-
12 signed training academy and any person employed in a position of
13 Police Officer I, Step 3, shall be appointed to Step 2 after
14 serving at least six (6) months in the field and upon receiving a
15 merit evaluation of high competent and any person employed in a
16 position of Police Officer I, Step 2, shall be appointed to Step
17 1 after serving at least six (6) months at said grade in the
18 field and upon receiving a merit step evaluation of high com-
19 petent. Any person who qualifies for said increase shall have
20 his/her anniversary date for future merit increases established
21 as of the date said officer is appointed to said grade.

22 (m) A Police Officer I shall be eligible to be promoted
23 to a Police Officer II position after serving at least twelve
24 (12) months as a Police Officer I, Grade I, and upon receiving a
25 satisfactory merit evaluation. The promotion of a Police Officer
26 I to a Police Officer II position shall not result in reduction
27
28

1 in pay, and the Police Officer I being promoted shall be class-
2 ified in such manner that he/she receives at least a five percent
3 (5%) increase in pay for the position to which he/she is
4 promoted.

5 (n) A Police Officer I or a Police Officer II may be as-
6 signed to the detective division to perform investigative serv-
7 ices. In the event said assignment is made said police officer
8 shall receive premium pay equal to One Hundred Twenty-Five Dol-
9 lars (\$125.00) per month and the premium pay shall not be con-
10 sidered to be part of the employee's basic monthly salary when
11 computing peace officers standards and training certificate in-
12 centives.

13 (o) Patrol personnel shall work an eight and a half (8
14 1/2) hour shift. The first one-half hour shall be used for
15 briefing and training purposes. Lunch time (Code 7) shall be
16 part of the shift and is only compensable if actually interrupted
17 for purposes of an emergency service call or not allowed. If
18 Code 7 is interrupted for an emergency service call or Code 7 is
19 not allowed, the officer will be compensated for one-half hour
20 straight time or be granted one-half hour Code 7 time at a later
21 part of his/her shift. An officer who elects additional compen-
22 sation shall not be granted additional Code 7 time during his/her
23 shift. The current method of scheduling and utilizing Code 7
24 time, with the exceptions stated above shall continue.

25 SECTION 22: CITY ADMINISTRATOR/CITY CLERK DEPARTMENT:

26 (a) In addition to said salaries as set forth in
27
28

1
2 Schedule II, Exhibit "A", certain individuals serving in
3 specified classifications shall receive, when using their own
4 motor vehicle in the service of the City, an additional sum per
5 month as provided for in Schedule III.

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

10 (c) All personnel in the City Administrator/City Clerk
11 Department, except the City Administrator/City Clerk and the
12 Director of Environmental Health, required to work hours in addi-
13 tion to those regularly established for their respective job
14 classifications, shall be paid for such additional work at their
15 assigned hourly rate.

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

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

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

26 (2) One hundred percent (100%) of all medical and
27 dental expenses to be paid by the City after insurance has paid;
28

1
2 (3) Reimbursement for all expenses incurred for
3 employee activities such as sports leagues (softball, basketball,
4 etc.);

5 (4) Twelve (12) days of executive leave to be used
6 prior to June 30, 1988;

7 (5) The City shall make a direct payment of
8 \$7,500.00 to the ICMA Retirement Corporation on an annual basis
9 on January 1 of each year as deferred compensation, all of said
10 amounts shall be credited to his individual account;

11 (6) An expense allowance of \$500.00 per month;

12 (7) The City, who opened an IRA account and
13 deposited the sum of \$2,000.00 effective January 1, 1986, shall
14 deposit the sum of \$2,000.00 effective January 1, 1988, and said
15 \$2,000.00 shall be deposited each and every year thereafter on or
16 about January 1.

17 (8) Any unused vacation and/or executive leave days
18 off can be carried over from year-to-year for a maximum of two
19 (2) years;

20 (9) The City shall purchase a membership in the
21 California Country Club for him;

22 (10) The City shall pick up his portion of the
23 automobile insurance;

24 (11) The City shall reduce the number of years to
25 repay military buy back to two (2) years;

26 SECTION 23: All resolutions, or parts of resolutions
27 not consistent with or in conflict with this resolution, specifi-
28

1
2 cally Resolution Nos. 5294, 5313, 5337, and 5354 are hereby
3 repealed.

4 SECTION 24: The City Clerk of the City of Vernon shall
5 certify to the passage of this resolution and thereupon and
6 thereafter the same shall be in full force and effect.

7 APPROVED AND ADOPTED this 30th day of June, 1987.

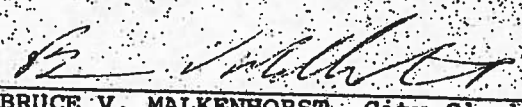
8
9 
LEONIS C. MALBURG, Mayor

10 ATTEST:

11 
12 BRUCE V. MALKENHORST, City Clerk
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1
2 STATE OF CALIFORNIA)
3 COUNTY OF LOS ANGELES) ss.
4
5

6 I, BRUCE V. MALKENHORST, City Clerk of the City of Ver-
7 non, do hereby certify that the foregoing Resolution, being
8 Resolution No. 5405, was duly adopted by the City Council of the
9 City of Vernon, and was approved by the Mayor of said City at an
10 adjourned regular meeting of the City Council held on June 30,
11 1987.
12
13
14

15 
16 BRUCE V. MALKENHORST, City Clerk

17 (SEAL)
18
19
20
21
22
23
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28

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

SCHEDULE I

SCHEDULE I

for pay. Normally this will equal 80 hours. Hours reported as unpaid absences will be excluded from the pay computations.

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

Page 30

SCHEDULE II

DEPARTMENT OF COMMUNITY SERVICES

SALARY SCALE

		MONTHLY SALARY

DIRECTOR OF COMMUNITY SERVICES - 2100	STEP 1	6275.00
	2	5948.00
	3	5638.00
	4	5344.00
	5	5065.00
	6	4801.00
	7	4551.00
CIVIL ENGINEER - 2110	STEP 1	5499.00
	2	5212.00
	3	4941.00
	4	4683.00
	5	4439.00
	6	4208.00
	7	3988.00
CHIEF ELECTRICAL INSPECTOR - 4410	1	4997.00
	2	4737.00
	3	4490.00
	4	4256.00
	5	4034.00
	6	3823.00
	7	3624.00
SENIOR ELECTRICAL INSPECTOR - 4420	STEP 1	4737.00
CIVIL ENGINEERING ASSOCIATE - 2120	2	4490.00
	3	4256.00
	4	4034.00
	5	3824.00
	6	3625.00
	7	3436.00
PROJECT ENGINEER - 2130	STEP 1	4236.00
SURVEY PARTY CHIEF - 2140	2	4015.00
	3	3806.00
	4	3608.00
	5	3419.00
	6	3241.00
	7	3072.00
FOREMAN - 2170	STEP 1	3701.00
	2	3508.00
	3	3325.00
	4	3152.00
	5	2988.00
	6	2832.00
	7	2684.00

SCHEDULE II

DEPARTMENT OF COMMUNITY SERVICES

SALARY SCALE

	MONTHLY	SALARY

ENGINEERING TECHNICIAN - 2180	STEP 1	3601.00
BUILDING INSPECTOR - 2180	2	3413.00
ELECTRICAL INSPECTOR - 2180	3	3235.00
MECHANICAL & PLUMBING INSPECTOR - 2180	4	3067.00
	5	2907.00
	6	2755.00
	7	2612.00
UTILITYMAN I - 2290	STEP 1	3230.00
	2	3062.00
	3	2902.00
	4	2751.00
	5	2607.00
	6	2472.00
	7	2343.00
ENGINEERING AIDE I - 2300	STEP 1	3053.00
	2	2894.00
	3	2743.00
	4	2600.00
	5	2465.00
	6	2336.00
	7	2214.00
UTILITYMAN II - 2310	STEP 1	2900.00
	2	2749.00
	3	2606.00
	4	2470.00
	5	2341.00
	6	2219.00
	7	2103.00
ENGINEERING AIDE II - 2320	STEP 1	2743.00
	2	2600.00
	3	2465.00
	4	2336.00
	5	2214.00
	6	2099.00
	7	1989.00
UTILITYMAN III - 2340	STEP 1	2589.00
	2	2454.00
	3	2326.00
	4	2205.00
	5	2090.00
	6	1981.00
	7	1878.00

SCHEDULE II

DEPARTMENT OF COMMUNITY SERVICES

SALARY SCALE

		MONTHLY SALARY
ENGINEERING AIDE III - 2390 UTILITYMAN IV - 2380 SECRETARY - 4360	STEP 1	2333.00
	2	2211.00
	3	2096.00
	4	1987.00
	5	1883.00
	6	1785.00
	7	1692.00
UTILITYMAN V - 2400	STEP 1	2094.00
	2	1985.00
	3	1881.00
	4	1783.00
	5	1690.00
	6	1602.00
	7	1519.00
APPRENTICE MECHANIC - 2600	STEP 1	1604.00
	2	1520.00
	3	1441.00
	4	1366.00
	5	1295.00
	6	1227.00
	7	1163.00
UTILITY CLERK - 4220	STEP 1	1800.00
	2	1706.00
	3	1617.00
	4	1533.00
	5	1453.00
	6	1377.00
	7	1306.00

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

		MONTHLY SALARY

DIRECTOR OF WATER - 2101	STEP 1	6275.00
	2	5948.00
	3	5638.00
	4	5344.00
	5	5065.00
	6	4801.00
	7	4551.00
CIVIL ENGINEERING ASSOCIATE - 2120	STEP 1	4737.00
	2	4490.00
	3	4256.00
	4	4034.00
	5	3824.00
	6	3625.00
	7	3436.00
FOREMAN - 2170	STEP 1	3701.00
	2	3508.00
	3	3325.00
	4	3152.00
	5	2988.00
	6	2832.00
	7	2684.00
ENGINEERING TECHICIAN - 2180	STEP 1	3601.00
	2	3413.00
	3	3235.00
	4	3067.00
	5	2907.00
	6	2755.00
	7	2612.00
UTILITYMAN I - 2290	STEP 1	3230.00
	2	3062.00
	3	2902.00
	4	2751.00
	5	2607.00
	6	2472.00
	7	2343.00
ENGINEERING AIDE I - 2300	STEP 1	3053.00
	2	2894.00
	3	2743.00
	4	2600.00
	5	2465.00
	6	2336.00
	7	2214.00

SCHEDULE II

WATER DEPARTMENT SALARY SCALE

		MONTHLY SALARY
UTILITYMAN II - 2310	STEP 1	2900.00
	2	2749.00
	3	2606.00
	4	2470.00
	5	2341.00
	6	2219.00
	7	2103.00
UTILITYMAN III - 2340	STEP 1	2589.00
	2	2454.00
	3	2326.00
	4	2205.00
	5	2090.00
	6	1981.00
	7	1878.00
UTILITYMAN IV - 2380 ENGINEERING AIDE III - 2390 SECRETARY - 4360	STEP 1	2333.00
	2	2211.00
	3	2096.00
	4	1987.00
	5	1883.00
	6	1785.00
	7	1692.00
UTILITYMAN V - 2400	STEP 1	2094.00
	2	1985.00
	3	1881.00
	4	1783.00
	5	1690.00
	6	1602.00
	7	1519.00
UTILITY CLERK - 4220	STEP 1	1800.00
	2	1706.00
	3	1617.00
	4	1533.00
	5	1453.00
	6	1377.00
	7	1306.00

SCHEDULE II

LIGHT & POWER DEPARTMENT SALARY SCALE

		MONTHLY SALARY
CHIEF DIESEL OPERATOR - 5100	STEP 1	4119.00
	2	3904.00
	3	3701.00
	4	3508.00
	5	3325.00
	6	3152.00
	7	2987.00
DIESEL OPERATOR I - 5101	STEP 1	3904.00
	2	3701.00
	3	3508.00
	4	3325.00
	5	3152.00
	6	2987.00
	7	2832.00
DIESEL OPERATOR II - 5102	STEP 1	3325.00
	2	3152.00
	3	2987.00
	4	2832.00
	5	2684.00
	6	2544.00
	7	2412.00
DIESEL OPERATOR III - 5103	STEP 1	2832.00
	2	2684.00
	3	2544.00
	4	2412.00
	5	2286.00
	6	2167.00
	7	2054.00
DIESEL OPERATOR IV - 5104	STEP 1	2412.00
	2	2286.00
	3	2167.00
	4	2054.00
	5	1947.00
	6	1846.00
	7	1749.00
DIESEL OPERATOR V - 5105	STEP 1	2054.00
	2	1947.00
	3	1846.00
	4	1749.00
	5	1658.00
	6	1572.00
	7	1490.00

SCHEDULE II

LIGHT & POWER DEPARTMENT SALARY SCALE

		MONTHLY SALARY

CHIEF WATER & POWER DISPATCHER - 5200	STEP 1	4119.00
	2	3904.00
	3	3701.00
	4	3508.00
	5	3325.00
	6	3152.00
	7	2987.00
SENIOR WATER & POWER DISPATCHER - 5201	STEP 1	3904.00
	2	3701.00
	3	3508.00
	4	3325.00
	5	3152.00
	6	2987.00
	7	2832.00
WATER & POWER DISPATCHER I - 5202	STEP 1	3325.00
	2	3152.00
	3	2987.00
	4	2832.00
	5	2684.00
	6	2544.00
	7	2412.00
WATER & POWER DISPATCHER II - 5203	STEP 1	2832.00
	2	2685.00
	3	2544.00
	4	2412.00
	5	2286.00
	6	2167.00
	7	2054.00
WATER & POWER DISPATCHER TRAINEE - 5204	STEP 1	1803.00

SCHEDULE II

LIGHT & POWER DEPARTMENT SALARY SCALE

		MONTHLY SALARY

ELECTRICAL ENGINEER - 5300	STEP 1	5499.00
	2	5212.00
	3	4941.00
	4	4683.00
	5	4439.00
	6	4208.00
	7	3988.00
E. E. ASSOCIATE - 5301	STEP 1	4737.00
	2	4490.00
	3	4256.00
	4	4034.00
	5	3824.00
	6	3625.00
	7	3436.00
E. E. ASSISTANT - 5302	STEP 1	4034.00
	2	3824.00
	3	3625.00
	4	3436.00
	5	3256.00
	6	3087.00
	7	2926.00
SENIOR POWER SCHEDULER - 5303	STEP 1	4000.00
	2	3792.00
	3	3594.00
	4	3407.00
	5	3229.00
	6	3061.00
	7	2901.00
POWER SCHEDULER - 5304	STEP 1	3229.00
	2	3061.00
	3	2901.00
	4	2749.00
	5	2607.00
	6	2471.00
	7	2342.00

SCHEDULE II

FIRE DEPARTMENT SALARY SCALE

		MONTHLY SALARY

CHIEF - 1100	STEP 1	5801.00
	2	5499.00
	3	5212.00
	4	4941.00
	5	4683.00
	6	4439.00
	7	4208.00
 BATTALION CHIEF - 1120	 STEP 1	 4697.00
	2	4452.00
	3	4220.00
	4	4000.00
	5	3792.00
	6	3594.00
	7	3407.00
 CAPTAIN - 1130	 STEP 1	 3905.00
ADMINISTRATIVE FIRE CAPTAIN - 1130	2	3701.00
	3	3509.00
	4	3326.00
	5	3152.00
	6	2988.00
	7	2832.00
 ENGINEER - 1150	 STEP 1	 3278.00
ADMINISTRATIVE FIRE ENGINEER - 1150	2	3107.00
	3	2945.00
	4	2792.00
	5	2646.00
	6	2508.00
	7	2377.00
 FIREFIGHTER - 1180	 STEP 1	 2796.00
ADMINISTRATIVE FIREFIGHTER - 1180	2	2650.00
	3	2512.00
	4	2381.00
	5	2257.00
	6	2139.00
	7	2028.00

SCHEDULE II

FIRE DEPARTMENT SALARY SCALE

		MONTHLY SALARY

FIRE PREVENTION INSPECTOR - 4440	STEP 1	4737.00
	2	4490.00
	3	4256.00
	4	4034.00
	5	3824.00
	6	3625.00
	7	3436.00
UTILITY CLERK - 4220	STEP 1	1800.00
	2	1706.00
	3	1617.00
	4	1533.00
	5	1453.00
	6	1377.00
	7	1306.00

SCHEDULE II
POLICE DEPARTMENT SALARY SCALE

		MONTHLY SALARY
CHIEF - 3100	STEP 1	5947.00
	2	5637.00
	3	5343.00
	4	5065.00
	5	4801.00
	6	4550.00
	7	4313.00
CAPTAIN - 3110	STEP 1	5034.00
	2	4772.00
	3	4523.00
	4	4287.00
	5	4064.00
	6	3852.00
	7	3651.00
LIEUTENANT - 3120	STEP 1	4253.00
	2	4031.00
	3	3821.00
	4	3622.00
	5	3433.00
	6	3254.00
	7	3085.00
RECORDS MANAGER - 4270	STEP 1	3542.00
	2	3357.00
	3	3182.00
	4	3016.00
	5	2859.00
	6	2710.00
	7	2569.00
POLICE SECRETARY - 3170	STEP 1	2333.00
	2	2211.00
	3	2096.00
	4	1987.00
	5	1883.00
	6	1785.00
	7	1692.00
TRANSCRIBER TYPIST - 3160	STEP 1	2003.00
	2	1899.00
	3	1800.00
	4	1706.00
	5	1617.00
	6	1533.00
	7	1453.00

SCHEDULE II

POLICE DEPARTMENT SALARY SCALE

		MONTHLY SALARY
CIVILIAN COURT OFFICER - 4370	STEP 1	2513.00
	2	2382.00
	3	2258.00
	4	2140.00
	5	2029.00
	6	1923.00
	7	1823.00
CIVILIAN TRAFFIC OFFICER - 4300	STEP 1	2055.00
	2	1948.00
	3	1846.00
	4	1750.00
	5	1659.00
	6	1572.00
	7	1490.00
POLICE CADET - 3180	STEP 1	1623.00
	2	1538.00
	3	1458.00
	4	1382.00
	5	1310.00
	6	1242.00
	7	1177.00
SERGEANTS - 3130	STEP 1	3266.00
	2	3096.00
	3	2935.00
	4	2782.00
	5	2637.00
	6	
	7	
POLICE OFFICER II - 3140	STEP 1	2813.00
	2	2666.00
	3	2527.00
	4	2395.00
	5	2270.00
	6	
	7	
POLICE OFFICER I - 3240	STEP 1	2269.00
	2	2151.00
	3	2039.00
	4	1933.00
	5	
	6	
	7	

SCHEDULE II

EXHIBIT "A" PAGE 12

SCHEDULE II

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

MONTHLY SALARY

CITY ADMINISTRATOR/CITY CLERK - 4000	STEP 1	11204.00
DIRECTOR OF ENVIRONMENTAL HEALTH - 4310	STEP 1	5499.00
	2	5212.00
	3	4941.00
	4	4683.00
	5	4439.00
	6	4208.00
	7	3988.00
ASSISTANT FINANCE DIRECTOR - 4102	STEP 1	5106.00
	2	4840.00
	3	4588.00
	4	4348.00
	5	4122.00
	6	3907.00
	7	3703.00
CHIEF DEPUTY DIRECTOR OF ENVIRONMENTAL HEALTH - 4320	STEP 1	4737.00
	2	4490.00
	3	4256.00
	4	4034.00
	5	3824.00
	6	3625.00
	7	3436.00
ENVIRONMENTAL SPECIALIST - 4340	STEP 1	3793.00
	2	3595.00
	3	3408.00
	4	3230.00
	5	3062.00
	6	2902.00
	7	2751.00
CHIEF DEPUTY CITY CLERK/ SECRETARY TO THE CITY ADMINISTRATOR - 4270	STEP 1	3542.00
SUPERVISING ACCOUNTANT - 4340	2	3357.00
	3	3182.00
	4	3016.00
	5	2859.00
	6	2710.00
	7	2569.00
ACCOUNTANT - 4130	STEP 1	3007.00
	2	2850.00
	3	2702.00
	4	2561.00
	5	2427.00
	6	2301.00
	7	2181.00

SCHEDULE II

EXHIBIT "A" PAGE 13

SCHEDULE II

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

MONTHLY SALARY

CITY HEALTH NURSE - 4350

STEP 1	2996.00
2	2840.00
3	2692.00
4	2552.00
5	2419.00
6	2292.00
7	2173.00

PAYROLL CLERK - 4180

SENIOR DISPATCHER (COMMUNICATIONS OPERATOR) - 4600

SENIOR UTILITY CLERK - 4200

SECRETARY - 4360

ADMINISTRATIVE AIDE - 4900

PURCHASING ASSISTANT - 4910

STEP 1	2333.00
2	2211.00
3	2096.00
4	1987.00
5	1883.00
6	1785.00
7	1692.00

DISPATCHER (COMMUNICATIONS OPERATOR) - 4500

STEP 1	2079.00
2	1971.00
3	1868.00
4	1771.00
5	1678.00
6	1591.00
7	1508.00

TYPIST/SWITCHBOARD OPERATOR - 4220

UTILITY CLERK - 4220

STEP 1	1800.00
2	1706.00
3	1617.00
4	1533.00
5	1453.00
6	1377.00
7	1306.00

DEPUTY CITY TREASURER

75.00

CITY ATTORNEY - 4800

4453.00

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

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