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RESOLUTION NO. 5531

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VERNON FIXING THE COMPENSATION FOR CERTAIN EMPLOYEES OF SAID CITY AS OF JULY 1, 1988, AUTHORIZING CERTAIN/EXPENSE ALLOWANCES AND REPEALING ALL RESOLUTIONS IN CONFLICT THEREWITH

WHEREAS, Resolution No. 5405, as amended, fixed the compensation 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, 1988, as indicated in their respective 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 contributions to PERS; and

WHEREAS, on April 12, 1988, by voter approval, the City

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of Vernon became a Charter City; and

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

WHEREAS, the City Council of the City of Vernon by Resolution No. 4803 adopted on May 5, 1981, has established that the City Administrator/City Clerk shall also serve as the Chief Executive Officer of the Light and Power Department and that the Director of the Water Department shall also serve as the Operations Manager of the Light and Power Department; and

WHEREAS, the City Council desires to eliminate the title of Operations Manager and establish a new title of Director of Light and Power; and

WHEREAS, the City Council wishes to combine the titles of Director of Water and Director of Light and Power so that the new title would be Director of Water and Power; and

WHEREAS, Resolution No. 5489 was adopted by the City Council of the City of Vernon on March 15, 1988, approving a revised Memorandum of Understanding ("MOU") dated March 1, 1988 by and between the Municipal Employees Relations Representative of the City of Vernon and the Vernon Police Officer's Benefit Association (Employee Group 2); and

WHEREAS, Resolution No. 5265 was adopted by the City Council of the City of Vernon on April 15, 1986, declaring an impasse in negotiations with the Vernon Police Officer's Benefit Association for the implementation of the Fair Labor Standards

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Act and implementing certain provisions that were impacted by the Fair Labor Standards Act in compliance with the mandate of the Congress of the United States; and

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

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

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

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

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

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

WHEREAS, Resolution No. 4677 was adopted by the City

1 Council of the City of Vernon on October 16, 1979, establishing a  
2 four (4) day work week; and

3 WHEREAS, Resolution No. 5314 was adopted by the City  
4 Council of the City of Vernon on September 16, 1986, establishing  
5 rules and regulations respecting the employment of related family  
6 members; and

7 WHEREAS, the City Council by Resolution No. 4955 adopted  
8 on November 16, 1982, Resolution No. 5042 adopted on September  
9 20, 1983, and Resolution No. 5489 adopted on March 15, 1988,  
10 provides for a deferred compensation program for various  
11 employees.

12 NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF  
13 THE CITY OF VERNON AS FOLLOWS:

14 SECTION 1: The City Council of the City of Vernon  
15 hereby declares that its intention in adopting Resolution No.  
16 4027, Section 5(h), was to reserve unto the City Council complete  
17 and exclusive discretion to determine matters relating to the  
18 discharge, suspension or other manner of discipline of employees  
19 in conformance with its long standing view and policy that  
20 employees of the City of Vernon serve at the will and pleasure of  
21 the City Council.

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

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

SECTION 4: That effective July 1, 1988, there is hereby established and approved the following compensation or salary schedules hereinafter set forth for employees of the City of Vernon. This resolution shall not affect or alter the existing compensation of any officer or employee not specifically set forth herein.

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

- (a) Department of Community Services;
- (b) Water Department;

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- (c) Light and Power Department;
- (d) Fire Department;
- (e) Police Department;
- (f) City Administrator/City Clerk Department.

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

SECTION 6: That the salaries, benefits and other expense allowances as set forth herein are hereby approved and said salaries, benefits and other expense allowances shall be in full force and effect from and after July 1, 1988, unless where otherwise specified. The City shall continue to make payments to PERS to satisfy all employee's obligation to make contributions to PERS for retirement benefits, except that Police Sergeants and Police Officers in the Police Department shall continue to pay two percent (2%) of their salaries as contribution for PERS retirement benefits. Payments made by City on behalf of said employees shall be credited to said employees account with PERS. With respect to Police Sergeants and Police Officers, the City will pay seven percent (7%) of the employee's personal retirement contribution in addition to the normal employer contribution.

SECTION 7: The City has established an auto insurance program for all employees wherein the City is contributing Nineteen dollars and Seventeen Cents (\$19.17) per month per employee toward said employee participation since April 26, 1988.

SECTION 8: The City has established effective July 1, 1986, a four-step longevity program for all employees except

1 Police Sergeants and Police Officers in the Police Department and  
2 effective August 31, 1986, said program became effective for  
3 Police Sergeants and Police Officers in the Police Department.  
4 Said longevity program is as follows:

5 1. All eligible employees who have five (5) years of  
6 service on or before July 1, 1986, shall receive an additional  
7 five percent (5%) per month of their basic salary effective July  
8 1, 1986, and every year thereafter until reaching the next step.  
9 Employees upon reaching their 5th anniversary date after July 1,  
10 1986, shall be entitled to said five percent (5%) per month upon  
11 said anniversary date.

12 2. All eligible employees who have ten (10) years of  
13 service on or before July 1, 1987, shall receive an additional  
14 ten percent (10%) per month of their basic salary effective July  
15 1, 1987, and every year thereafter until reaching the next step.  
16 Employees upon reaching their 10th anniversary date after July 1,  
17 1987, shall be entitled to said ten percent (10%) per month upon  
18 said anniversary date.

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

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

SECTION 9: 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 10: 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 11: 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



1  
2 specific positions;

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

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

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

16 (e) That those employees participating in said four (4)  
17 day work week shall not receive the benefit of holidays falling  
18 on Fridays or Saturdays, unless otherwise approved by the City  
19 Council, but shall receive the benefit of holidays falling on  
20 Sunday by celebrating said holidays on the following Monday.

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

24 SECTION 12: For all employees except twenty-four (24)  
25 hour shift Fire Department employees, an hourly rate computed in  
26 accordance with Schedule I shall be used for pay purposes, The  
27 monthly amounts stated in Schedule II are for comparative pur-  
28 poses only. The latter equivalents assume that the total

1 scheduled hours are worked or taken as excused paid leave and  
2 holidays. Unexcused leave hours shall not be included for the  
3 purpose of computing pay.

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

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

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

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

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4 Whenever a Department Head certifies for pay on absence  
5 of an employee, he shall attach to the payroll demand a statement  
6 of the reason for paying such employee while absent, his normal  
7 rate of pay, length of service with the City, and number of days  
8 absent. The pay of employees for absent time shall remain in the  
9 sole discretion of the City Council.

10 (e) That a maternity leave program is established at  
11 six (6) weeks for female employees. Probationary employees  
12 shall not be entitled to maternity leave with pay. Probationary  
13 employees on maternity leave may use any compensatory or vacation  
14 time accrued, if any; the remainder of the time shall be treated  
15 as leave without pay.

16 SECTION 13: Employees who, with Department Head ap-  
17 proval, use their personal automobile during the performance of  
18 their assigned duties shall be compensated with an automobile  
19 allowance as provided for herein. In the event that the  
20 automobile allowance for a particular month provides less than  
21 fifteen cents (15¢) a mile reimbursement or, if no automobile al-  
22 lowance is provided, then the employee shall receive a sum equal  
23 to fifteen cents (15¢) a mile for reimbursement for use of his  
24 personal automobile and said sum shall be based upon actual miles  
25 traveled by said automobile.

26 Whenever a Department Head certifies for reimbursement  
27 on the basis of mileage, he shall attach to the payroll demand a  
28 statement of the reason for paying such employee such mileage

1 reimbursement.

2           SECTION 14: The City Council hereby makes the following  
3 statements of policy in addition to the statements of policy pre-  
4 viously made in Section 1, 2 and 3 concerning the implementation  
5 of the salary provisions and classifications set forth herein:  
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7           (a) New employees shall start at the bottom step in the  
8 salary range for their respective positions unless it is deter-  
9 mined that qualified applicants are not available at the salary  
10 specified for the first step or grade, or that a specific ap-  
11 plicant has special qualifications justifying a higher starting  
12 rate beyond the first step or grade. New employees starting at  
13 the beginning step or grade may be advanced to the second step or  
14 grade of their salary range and said advancement shall be effec-  
15 tive on the first day of the bi-weekly pay period next following  
16 the satisfactory completion of their probationary employment,  
17 which is hereby fixed at twelve (12) months;

18           (b) Promotions to higher positions or salary increases  
19 to higher steps are considered to be increases on the basis of  
20 merit only and shall be awarded to employees as recognition for  
21 satisfactory service. The promotion or increase in grade shall  
22 remain in the sole discretion of the City Council and shall only  
23 be considered upon receiving a recommendation from a Department  
24 Head or the City Administrator which would support recognition by  
25 the City Council of the services performed by the employees;

26           (c) Promotions to the next step or grade, if granted, of  
27 the employee's respective salary range shall be effective not  
28 earlier than the first day of the bi-weekly pay period next fol-

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lowing the completion of satisfactory service and the authorization of said promotion;

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

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

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

SECTION 15: The City Council hereby implements the FLSA for City employees, except for Police Sergeants and Police Officers, which are provided for in Resolution No. 5265, and further provide that Section 3 (e) (2) (c) of the FLSA excludes from the definition of "employee", and thus from coverage, certain in-

1 individuals employed by public agencies. This exclusion applies to  
2 elected officials, their immediate advisors, and certain in-  
3 dividuals whom they appoint or select to serve in various  
4 capacities. In addition, the 1985 Amendments exclude employees  
5 of legislative branches of State and local governments.  
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7 SECTION 16: DEPARTMENT OF COMMUNITY SERVICES:

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

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

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

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

25 SECTION 17: WATER DEPARTMENT:

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

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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 any  
8 additional costs for upkeep, fuel, lubrication, replacement in  
9 whole or in part, or other expenses in connection with any such  
10 vehicle beyond the respective amounts set forth in Schedule III.

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

16 (e) The Chief Water and Power Dispatcher, Senior Water  
17 and Power Dispatcher and Water and Power Dispatchers I and II  
18 shall serve as Dispatchers in the Water Department and the com-  
19 pensation for said positions is included in the compensation es-  
20 tablished for the positions in the Light and Power Department,  
21 Schedule II, Exhibit "A".

22 SECTION 18: LIGHT AND POWER DEPARTMENT:

23 (a) The compensation for the following positions are in-  
24 cluded in the compensation established for said position in the  
25 City Administrator/ City Clerk Department, Schedule II, Exhibit  
26 "A".

27 (1) CHIEF EXECUTIVE OFFICER--the City  
28 Administrator/City Clerk shall serve as the Chief Executive Of-

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ficier in the Light and Power Department;

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

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

(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) DIRECTOR OF LIGHT AND POWER--the Director of the Water Department shall serve as the Director of Light and Power in the Light and Power Department and shall be known as the Director of Water and Power;

(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 III--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



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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 19: FIRE DEPARTMENT:

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

(b) Fire Department personnel, with the exception of the Fire Chief and Battalion Chiefs, shall be paid straight time pay for overtime worked as certified to by the Fire 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) Eligible 8-hour Fire Department personnel shall be paid for such additional work at their assigned hourly rate.

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

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

(f) In addition to said salaries as set forth in Schedule II, Exhibit "A", certain individuals serving in

1 specified classifications shall receive, when using their own  
2 motor vehicle in the service of the City, an additional sum per  
3 month as provided for in Schedule III.

4 SECTION 20: POLICE DEPARTMENT:

5 For purposes of this resolution, all of the provisions  
6 in the MOU dated March 1, 1988, adopted by the City Council of  
7 the City of Vernon on March 15, 1988, pursuant to Resolution No.  
8 5489 are referenced herein as though fully set forth at length.

9 Police Department personnel, with the exception of the  
10 Police Chief and the Police Captain, shall be paid for overtime  
11 work as certified to by the Police Chief and approved by the City  
12 Administrator for the following reasons:

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

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

17 Employees in the classifications represented by the  
18 Police Association in Group 2 shall be compensated for court ap-  
19 pearances in the line of duty outside regular scheduled duty  
20 hours as follows:

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

23 (2) Ninety Dollars (\$90.00) for an appearance which  
24 requires the employee's presence for full court day or less, but  
25 more than a half court day;

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

3 (4) Court appearances which extend beyond an  
4 employee's normal shift assignment shall be compensated as paid  
5 overtime unless said paid overtime exceeds Fifty Dollars  
6 (\$50.00) in which event said employee shall receive the sole sum  
7 of Fifty Dollars (\$50.00) as court appearance compensation.

8 In addition, Police Sergeants and Police Officers shall  
9 be compensated for standby status as follows:

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

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

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

16 Employees in the classifications represented by the  
17 Police Association in Group 2 who have completed their probation-  
18 ary period shall be entitled to peace officers' standard and  
19 training certificate incentive pay as follows:

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

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

26 Payment of the aforesaid incentive compensation shall  
27 not be cumulative and only the highest applicable incentive pay  
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1 shall be paid. Incentive pay shall be payable the month follow-  
2 ing the month during which the certificate is granted, or the  
3 month following completion of the employee's probationary period,  
4 whichever is latest.

5 Police officers assigned by the Chief of Police, or his  
6 designee, as Field Training Officers shall receive a differential  
7 of two and one half percent (2 1/2%) for the period so assigned.  
8 Each officer assigned as a Field Training Officer shall complete  
9 a POST approved Field Training Officer School prior to assign-  
10 ment.

11 In addition to said salaries as set forth in Schedule  
12 II, Exhibit "A", certain individuals serving in specified class-  
13 ifications shall receive, when using their own motor vehicle in  
14 the service of the City, an additional sum per month as provided  
15 for in Schedule III.

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

22 Vernon shall provide a uniform allowance as specified in  
23 Schedule IV for the 1988-1989 fiscal year of Vernon, for the pur-  
24 chase of Uniform and related equipment.

25 Promotions or salary increases to higher grades are  
26 merit steps only and shall be available to employees as recogni-  
27 tion and reward for satisfactory service after one (1) year in  
28

1 service at present grade. The promotion or salary increase to  
2 said higher grade shall remain in the sole discretion of the City  
3 Council.

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

14 In the event a Police Officer is assigned to the detec-  
15 tive division, he/she shall receive premium pay equal to One  
16 Hundred Twenty-Five Dollars (\$125.00) per month, and the premium  
17 pay shall not be considered to be part of the employee's basic  
18 monthly salary when computing peace officers' standards and  
19 training certificate incentives.

20 Patrol personnel shall work an eight and a half (8 1/2)  
21 hour shift. The first one-half hour shall be used for briefing  
22 and training purposes. Lunch time (Code 7) shall be part of the  
23 shift and is only compensable if actually interrupted for pur-  
24 poses of an emergency service call or not allowed. If Code 7 is  
25 interrupted for an emergency service call or Code 7 is not al-  
26 lowed, the officer will be compensated for one-half hour straight  
27 time or be granted one-half hour Code 7 time at a later part of  
28

1 his/her shift. An officer who elects additional compensation  
2 shall not be granted additional Code 7 time during his/her shift.  
3 The current method of scheduling and utilizing Code 7 time, with  
4 the exceptions stated above shall continue.  
5

6 SECTION 21: CITY ADMINISTRATOR/CITY CLERK DEPARTMENT:

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

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

16 (c) All personnel in the City Administrator/City Clerk  
17 Department, except the City Administrator/City Clerk and the  
18 Director of Environmental Health, required to work hours in addi-  
19 tion to those regularly established for their respective job  
20 classifications, shall be paid for such additional work at their  
21 assigned hourly rate.

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

27 (e) In addition to the salary provided for in Schedule  
28 II, Exhibit "A", and the benefits provided for herein, the City

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Administrator/City Clerk shall be provided the following:

- (1) Life insurance equal to the sum of \$310,000.00;
- (2) One hundred percent (100%) of all medical and dental expenses to be paid by the City after insurance has paid;
- (3) Reimbursement for all expenses incurred for employee activities such as sports leagues (softball, basketball, etc.);
- (4) Twelve (12) days of executive leave to be used prior to June 30, 1989;
- (5) The City shall make a direct payment of \$7,500.00 to the ICMA Retirement Corporation on an annual basis on January 1 of each year as deferred compensation, all of said amounts shall be credited to his individual account;
- (6) An expense allowance of \$750.00 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, 1989, and said \$2,000.00 shall be deposited each and every year thereafter on or about January 1.
- (8) Any unused vacation and/or executive leave days off can be carried over from year-to-year for a maximum of two (2) years. In the event that said accumulated vacation and/or executive leave time is not used in the two-year accumulation period, then the City shall pay him for any such time not used;
- (9) The City shall purchase a membership in the California Country Club for him;
- (10) The City shall pick up his portion of the

*Vault 5531*

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automobile insurance;

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

(12) The City shall allow him the use of Deloitte Haskins & Sells for tax advisement reasons, at no cost to the City; and

(13) The hours of work to be as necessary.

SECTION 22: CITY COUNCIL:

In accordance with Section 11 of the Charter of the City of Vernon, the City Council hereby establishes the following compensation for councilmembers:

(a) Effective July 1, 1988, the following salary shall be paid to each councilmember: \$804.00 per month.

(b) Effective April 1, 1986, the following shall be paid to each councilmember as an automobile allowance for all councilmembers who maintain a privately owned or leased vehicle: \$50.00 per month.

(c) Effective March 4, 1986, the following shall be paid to each councilmember as reimbursement for actual and necessary expenses incurred in the performance of their official duties as members of the City Council: \$250.00 per month.

SECTION 23: All resolutions, or parts of resolutions not consistent with or in conflict with this resolution, specifically Resolution Nos. 4803, 5405, 5425, 5436, 5439, 5444, 5480, 5490, 5497, 5502, 5506 and 5526 are hereby repealed.

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SECTION 24: 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 30th day of June, 1988.

  
LEONIS C. MALBURG, Mayor

ATTEST:  
  
BRUCE V. MALKENHORST, City Clerk

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

I, BRUCE V. MALKENHORST, City Clerk of the City of Vernon, do hereby certify that the foregoing Resolution, being Resolution No. 5531, was duly adopted by the City Council of the City of Vernon, and was approved by the Mayor of said City at an adjourned regular meeting of the City Council held on Thursday, June 30, 1988.

  
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

SCHEDULE I

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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

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

|  |        | MONTHLY SALARY |
|--|--------|----------------|
|  |        | -----          |
| DIRECTOR OF COMMUNITY SERVICES - 2100                                    | STEP 1 | \$6,589.00     |
|  | 2      | \$6,246.00     |
|  | 3      | \$5,920.00     |
|  | 4      | \$5,611.00     |
|  | 5      | \$5,319.00     |
|  | 6      | \$5,042.00     |
|  | 7      | \$4,779.00     |
| CIVIL ENGINEER - 2110  | STEP 1 | \$5,774.00     |
|  | 2      | \$5,473.00     |
|  | 3      | \$5,188.00     |
|  | 4      | \$4,917.00     |
|  | 5      | \$4,661.00     |
|  | 6      | \$4,418.00     |
|  | 7      | \$4,188.00     |
| CHIEF ELECTRICAL INSPECTOR - 4410  | STEP 1 | \$5,247.00     |
|  | 2      | \$4,973.00     |
|  | 3      | \$4,714.00     |
|  | 4      | \$4,468.00     |
|  | 5      | \$4,236.00     |
|  | 6      | \$4,015.00     |
|  | 7      | \$3,805.00     |
| SENIOR ELECTRICAL INSPECTOR - 4420<br>CIVIL ENGINEERING ASSOCIATE - 2120 | STEP 1 | \$4,974.00     |
|  | 2      | \$4,715.00     |
|  | 3      | \$4,469.00     |
|  | 4      | \$4,236.00     |
|  | 5      | \$4,015.00     |
|  | 6      | \$3,806.00     |
|  | 7      | \$3,608.00     |
| PROJECT ENGINEER - 2130<br>SURVEY PARTY CHIEF - 2140                     | STEP 1 | \$4,448.00     |
|  | 2      | \$4,216.00     |
|  | 3      | \$3,996.00     |
|  | 4      | \$3,788.00     |
|  | 5      | \$3,591.00     |
|  | 6      | \$3,403.00     |
|  | 7      | \$3,226.00     |
| FOREMAN - 2170   | STEP 1 | \$3,886.00     |
|  | 2      | \$3,683.00     |
|  | 3      | \$3,491.00     |
|  | 4      | \$3,309.00     |
|  | 5      | \$3,137.00     |
|  | 6      | \$2,973.00     |
|  | 7      | \$2,818.00     |

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

|  |        | MONTHLY SALARY<br>----- |
|--|--------|-------------------------|
| ENGINEERING TECHNICIAN - 2180          | STEP 1 | \$3,781.00              |
| BUILDING INSPECTOR - 2180              | 2      | \$3,584.00              |
| ELECTRICAL INSPECTOR - 2180            | 3      | \$3,397.00              |
| MECHANICAL & PLUMBING INSPECTOR - 2180 | 4      | \$3,220.00              |
|  | 5      | \$3,052.00              |
|  | 6      | \$2,893.00              |
|  | 7      | \$2,742.00              |
| UTILITYMAN I - 2290                    | STEP 1 | \$3,392.00              |
|  | 2      | \$3,215.00              |
|  | 3      | \$3,048.00              |
|  | 4      | \$2,889.00              |
|  | 5      | \$2,738.00              |
|  | 6      | \$2,595.00              |
|  | 7      | \$2,460.00              |
| ENGINEERING AIDE I - 2300              | STEP 1 | \$3,206.00              |
|  | 2      | \$3,039.00              |
|  | 3      | \$2,880.00              |
|  | 4      | \$2,730.00              |
|  | 5      | \$2,588.00              |
|  | 6      | \$2,453.00              |
|  | 7      | \$2,325.00              |
| UTILITYMAN II - 2310                   | STEP 1 | \$3,045.00              |
|  | 2      | \$2,886.00              |
|  | 3      | \$2,736.00              |
|  | 4      | \$2,593.00              |
|  | 5      | \$2,458.00              |
|  | 6      | \$2,330.00              |
|  | 7      | \$2,208.00              |
| ENGINEERING AIDE II - 2320             | STEP 1 | \$2,880.00              |
|  | 2      | \$2,730.00              |
|  | 3      | \$2,588.00              |
|  | 4      | \$2,453.00              |
|  | 5      | \$2,325.00              |
|  | 6      | \$2,204.00              |
|  | 7      | \$2,089.00              |
| UTILITYMAN III - 2340                  | STEP 1 | \$2,718.00              |
|  | 2      | \$2,576.00              |
|  | 3      | \$2,442.00              |
|  | 4      | \$2,315.00              |
|  | 5      | \$2,194.00              |
|  | 6      | \$2,080.00              |
|  | 7      | \$1,971.00              |

SCHEDULE II  
DEPARTMENT OF COMMUNITY SERVICES

SALARY SCALE

MONTHLY SALARY

ENGINEERING AIDE III - 2390  
UTILITYMAN IV - 2380  
SECRETARY - 4360

|        |            |
|--------|------------|
| STEP 1 | \$2,450.00 |
| 2      | \$2,322.00 |
| 3      | \$2,201.00 |
| 4      | \$2,087.00 |
| 5      | \$1,978.00 |
| 6      | \$1,875.00 |
| 7      | \$1,777.00 |

UTILITYMAN V - 2400

|        |            |
|--------|------------|
| STEP 1 | \$2,199.00 |
| 2      | \$2,084.00 |
| 3      | \$1,976.00 |
| 4      | \$1,873.00 |
| 5      | \$1,775.00 |
| 6      | \$1,683.00 |
| 7      | \$1,595.00 |

APPRENTICE MECHANIC - 2600

|        |            |
|--------|------------|
| STEP 1 | \$1,684.00 |
| 2      | \$1,596.00 |
| 3      | \$1,513.00 |
| 4      | \$1,434.00 |
| 5      | \$1,359.00 |
| 6      | \$1,289.00 |
| 7      | \$1,221.00 |

UTILITY CLERK - 4220

|        |            |
|--------|------------|
| STEP 1 | \$1,890.00 |
| 2      | \$1,792.00 |
| 3      | \$1,698.00 |
| 4      | \$1,610.00 |
| 5      | \$1,526.00 |
| 6      | \$1,446.00 |
| 7      | \$1,371.00 |

HOURLY-TEMPORARY/MISCELLANEOUS

A SALARY RANGE OF \$4.25 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 3

SCHEDULE II  
-----  
WATER DEPARTMENT. SALARY SCALE  
-----

|                                   | MONTHLY SALARY |            |
|-----------------------------------|----------------|------------|
|                                   | -----          |            |
| DIRECTOR OF WATER & POWER - 2101  | STEP 1         | \$6,589.00 |
|                                   | 2              | \$6,246.00 |
|                                   | 3              | \$5,920.00 |
|                                   | 4              | \$5,611.00 |
|                                   | 5              | \$5,319.00 |
|                                   | 6              | \$5,042.00 |
|                                   | 7              | \$4,779.00 |
| CIVIL ENGINEERNG ASSOCIATE - 2120 | STEP 1         | \$4,974.00 |
|                                   | 2              | \$4,715.00 |
|                                   | 3              | \$4,469.00 |
|                                   | 4              | \$4,236.00 |
|                                   | 5              | \$4,015.00 |
|                                   | 6              | \$3,806.00 |
|                                   | 7              | \$3,607.00 |
| FOREMAN - 2170                    | STEP 1         | \$3,886.00 |
|                                   | 2              | \$3,683.00 |
|                                   | 3              | \$3,491.00 |
|                                   | 4              | \$3,309.00 |
|                                   | 5              | \$3,137.00 |
|                                   | 6              | \$2,973.00 |
|                                   | 7              | \$2,818.00 |
| ENGINEERING TECHNICIAN - 2180     | STEP 1         | \$3,781.00 |
|                                   | 2              | \$3,584.00 |
|                                   | 3              | \$3,397.00 |
|                                   | 4              | \$3,220.00 |
|                                   | 5              | \$3,052.00 |
|                                   | 6              | \$2,893.00 |
|                                   | 7              | \$2,742.00 |
| UTILITYMAN I - 2290               | STEP 1         | \$3,392.00 |
|                                   | 2              | \$3,215.00 |
|                                   | 3              | \$3,048.00 |
|                                   | 4              | \$2,889.00 |
|                                   | 5              | \$2,738.00 |
|                                   | 6              | \$2,595.00 |
|                                   | 7              | \$2,460.00 |
| ENGINEERING AIDE I - 2300         | STEP 1         | \$3,206.00 |
|                                   | 2              | \$3,039.00 |
|                                   | 3              | \$2,880.00 |
|                                   | 4              | \$2,730.00 |
|                                   | 5              | \$2,588.00 |
|                                   | 6              | \$2,453.00 |
|                                   | 7              | \$2,325.00 |



SCHEDULE II

WATER DEPARTMENT SALARY SCALE

UTILITYMAN II - 2310

| MONTHLY SALARY |            |
|----------------|------------|
| STEP 1         | \$3,045.00 |
| 2              | \$2,886.00 |
| 3              | \$2,736.00 |
| 4              | \$2,593.00 |
| 5              | \$2,458.00 |
| 6              | \$2,330.00 |
| 7              | \$2,208.00 |

UTILITYMAN III - 2340

|        |            |
|--------|------------|
| STEP 1 | \$2,718.00 |
| 2      | \$2,576.00 |
| 3      | \$2,442.00 |
| 4      | \$2,315.00 |
| 5      | \$2,194.00 |
| 6      | \$2,080.00 |
| 7      | \$1,971.00 |

UTILITYMAN IV - 2380  
ENGINEERING AIDE III -2390  
SECRETARY - 4360

|        |            |
|--------|------------|
| STEP 1 | \$2,450.00 |
| 2      | \$2,322.00 |
| 3      | \$2,201.00 |
| 4      | \$2,087.00 |
| 5      | \$1,978.00 |
| 6      | \$1,875.00 |
| 7      | \$1,777.00 |

UTILITYMAN V - 2400

|        |            |
|--------|------------|
| STEP 1 | \$2,199.00 |
| 2      | \$2,084.00 |
| 3      | \$1,976.00 |
| 4      | \$1,873.00 |
| 5      | \$1,775.00 |
| 6      | \$1,683.00 |
| 7      | \$1,595.00 |

UTILITY CLERK - 4220

|        |            |
|--------|------------|
| STEP 1 | \$1,890.00 |
| 2      | \$1,791.00 |
| 3      | \$1,698.00 |
| 4      | \$1,610.00 |
| 5      | \$1,526.00 |
| 6      | \$1,446.00 |
| 7      | \$1,371.00 |

SCHEDULE II

EXHIBIT "A" PAGE 5

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

|   | <u>MONTHLY SALARY</u> |            |
|---|-----------------------|------------|
| <b>CHIEF DIESEL OPERATOR - 5100</b>     | STEP 1                | \$4,325.00 |
|   | 2                     | \$4,100.00 |
|   | 3                     | \$3,886.00 |
|   | 4                     | \$3,683.00 |
|   | 5                     | \$3,491.00 |
|   | 6                     | \$3,309.00 |
|   | 7                     | \$3,137.00 |
| <b>DIESEL OPERATOR I - 5101</b>         | STEP 1                | \$4,099.00 |
|   | 2                     | \$3,885.00 |
|   | 3                     | \$3,683.00 |
|   | 4                     | \$3,491.00 |
|   | 5                     | \$3,309.00 |
|   | 6                     | \$3,136.00 |
|   | 7                     | \$2,973.00 |
| <b>SUBSTATION TEST TECHNICAN - 5111</b> | STEP 1                | \$3,904.00 |
|   | 2                     | \$3,701.00 |
|   | 3                     | \$3,508.00 |
|   | 4                     | \$3,325.00 |
|   | 5                     | \$3,152.00 |
|   | 6                     | \$2,987.00 |
|   | 7                     | \$2,832.00 |
| <b>DIESEL OPERATOR II - 5102</b>        | STEP 1                | \$3,491.00 |
|   | 2                     | \$3,309.00 |
|   | 3                     | \$3,137.00 |
|   | 4                     | \$2,973.00 |
|   | 5                     | \$2,818.00 |
|   | 6                     | \$2,671.00 |
|   | 7                     | \$2,532.00 |
| <b>SUBSTATION ELECTRICAN - 5212</b>     | STEP 1                | \$3,325.00 |
|   | 2                     | \$3,152.00 |
|   | 3                     | \$2,987.00 |
|   | 4                     | \$2,832.00 |
|   | 5                     | \$2,684.00 |
|   | 6                     | \$2,544.00 |
|   | 7                     | \$2,412.00 |
| <b>DIESEL OPERATOR III - 5103</b>       | STEP 1                | \$2,974.00 |
|   | 2                     | \$2,819.00 |
|   | 3                     | \$2,672.00 |
|   | 4                     | \$2,533.00 |
|   | 5                     | \$2,401.00 |
|   | 6                     | \$2,276.00 |
|   | 7                     | \$2,157.00 |

SCHEDULE II  
LIGHT & POWER DEPARTMENT SALARY SCALE

|                           |        | <u>MONTHLY SALARY</u> |
|---------------------------|--------|-----------------------|
| DIESEL OPERATOR IV - 5104 | STEP 1 | \$2,533.00            |
|                           | 2      | \$2,401.00            |
|                           | 3      | \$2,276.00            |
|                           | 4      | \$2,157.00            |
|                           | 5      | \$2,041.00            |
|                           | 6      | \$1,938.00            |
|                           | 7      | \$1,837.00            |
| DIESEL OPERATOR V - 5105  | STEP 1 | \$2,157.00            |
|                           | 2      | \$2,045.00            |
|                           | 3      | \$1,938.00            |
|                           | 4      | \$1,837.00            |
|                           | 5      | \$1,741.00            |
|                           | 6      | \$1,650.00            |
|                           | 7      | \$1,564.00            |

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

|   |        | MONTHLY SALARY |
|---|--------|----------------|
|   |        | -----          |
| FIELD OPERATIONS MANAGER - 5199         | STEP 1 | \$5,947.00     |
|   | 2      | \$5,637.00     |
|   | 3      | \$5,343.00     |
|   | 4      | \$5,065.00     |
|   | 5      | \$4,801.00     |
|   | 6      | \$4,550.00     |
|   | 7      | \$4,313.00     |
| CHIEF WATER & POWER DISPATCHER - 5200   | STEP 1 | \$4,325.00     |
|   | 2      | \$4,100.00     |
|   | 3      | \$3,886.00     |
|   | 4      | \$3,683.00     |
|   | 5      | \$3,491.00     |
|   | 6      | \$3,309.00     |
|   | 7      | \$3,137.00     |
| SENIOR WATER & POWER DISPATCHER - 5201  | STEP 1 | \$4,099.00     |
|   | 2      | \$3,885.00     |
|   | 3      | \$3,683.00     |
|   | 4      | \$3,491.00     |
|   | 5      | \$3,309.00     |
|   | 6      | \$3,136.00     |
|   | 7      | \$2,973.00     |
| WATER & POWER DISPATCHER I - 5202       | STEP 1 | \$3,491.00     |
|   | 2      | \$3,309.00     |
|   | 3      | \$3,137.00     |
|   | 4      | \$2,973.00     |
|   | 5      | \$2,818.00     |
|   | 6      | \$2,671.00     |
|   | 7      | \$2,532.00     |
| WATER & POWER DISPATCHER II - 5203      | STEP 1 | \$2,974.00     |
|   | 2      | \$2,819.00     |
|   | 3      | \$2,672.00     |
|   | 4      | \$2,533.00     |
|   | 5      | \$2,401.00     |
|   | 6      | \$2,276.00     |
|   | 7      | \$2,157.00     |
| WATER & POWER DISPATCHER TRAINEE - 5204 | STEP 1 | \$1,893.00     |

SCHEDULE II  
LIGHT & POWER DEPARTMENT SALARY SCALE

|                                      |        | <u>MONTHLY SALARY</u> |
|--------------------------------------|--------|-----------------------|
| PRINCIPAL ELECTRICAL ENGINEER - 5299 | STEP 1 | \$5,801.00            |
|                                      | 2      | \$5,499.00            |
|                                      | 3      | \$5,212.00            |
|                                      | 4      | \$4,940.00            |
|                                      | 5      | \$4,683.00            |
|                                      | 6      | \$4,439.00            |
|                                      | 7      | \$4,208.00            |
| ELECTRICAL ENGINEER - 5300           | STEP 1 | \$5,774.00            |
|                                      | 2      | \$5,473.00            |
|                                      | 3      | \$5,188.00            |
|                                      | 4      | \$4,917.00            |
|                                      | 5      | \$4,661.00            |
|                                      | 6      | \$4,418.00            |
|                                      | 7      | \$4,188.00            |
| ELECTRICAL ENGINEER, CONTROLS - 5310 | STEP 1 | \$5,499.00            |
|                                      | 2      | \$5,212.00            |
|                                      | 3      | \$4,941.00            |
|                                      | 4      | \$4,683.00            |
|                                      | 5      | \$4,439.00            |
|                                      | 6      | \$4,208.00            |
|                                      | 7      | \$3,988.00            |
| E. E. ASSOCIATE - 5301               | STEP 1 | \$4,974.00            |
|                                      | 2      | \$4,715.00            |
|                                      | 3      | \$4,469.00            |
|                                      | 4      | \$4,236.00            |
|                                      | 5      | \$3,015.00            |
|                                      | 6      | \$3,806.00            |
|                                      | 7      | \$3,608.00            |
| E. E. ASSISTANT - 5302               | STEP 1 | \$4,236.00            |
|                                      | 2      | \$4,015.00            |
|                                      | 3      | \$3,806.00            |
|                                      | 4      | \$3,608.00            |
|                                      | 5      | \$3,420.00            |
|                                      | 6      | \$3,241.00            |
|                                      | 7      | \$3,072.00            |

SCHEDULE II

LIGHT & POWER DEPARTMENT SALARY SCALE

|                                       |        | <u>MONTHLY SALARY</u> |
|---------------------------------------|--------|-----------------------|
| ENERGY CONSERVATION SPECIALIST - 5312 | STEP 1 | \$4,034.00            |
|                                       | 2      | \$3,824.00            |
|                                       | 3      | \$3,625.00            |
|                                       | 4      | \$3,436.00            |
|                                       | 5      | \$3,256.00            |
|                                       | 6      | \$3,087.00            |
|                                       | 7      | \$2,926.00            |
| SENIOR POWER SCHEDULER - 5303         | STEP 1 | \$4,200.00            |
|                                       | 2      | \$3,981.00            |
|                                       | 3      | \$3,774.00            |
|                                       | 4      | \$3,577.00            |
|                                       | 5      | \$3,390.00            |
|                                       | 6      | \$3,214.00            |
|                                       | 7      | \$3,046.00            |
| POWER SCHEDULER - 5304                | STEP 1 | \$3,390.00            |
|                                       | 2      | \$3,213.00            |
|                                       | 3      | \$3,045.00            |
|                                       | 4      | \$2,887.00            |
|                                       | 5      | \$2,736.00            |
|                                       | 6      | \$2,593.00            |
|                                       | 7      | \$2,458.00            |

SCHEDULE II

EXHIBIT "A" PAGE 10

SCHEDULE II  
FIRE DEPARTMENT SALARY SCALE

|   | <u>MONTHLY SALARY</u> |
|---|-----------------------|
| CHIEF - 1100  |                       |
| STEP 1  | \$6,091.00            |
| 2   | \$5,774.00            |
| 3   | \$5,473.00            |
| 4   | \$5,187.00            |
| 5   | \$4,917.00            |
| 6   | \$4,661.00            |
| 7   | \$4,418.00            |
| BATTALION CHIEF - 1120                                  |                       |
| STEP 1  | \$4,932.00            |
| 2   | \$4,675.00            |
| 3   | \$4,431.00            |
| 4   | \$4,200.00            |
| 5   | \$3,981.00            |
| 6   | \$3,774.00            |
| 7   | \$3,577.00            |
| CAPTAIN - 1130<br>ADMINISTRATIVE FIRE CAPTAIN - 1130    |                       |
| STEP 1  | \$4,100.00            |
| 2   | \$3,886.00            |
| 3   | \$3,684.00            |
| 4   | \$3,492.00            |
| 5   | \$3,310.00            |
| 6   | \$3,137.00            |
| 7   | \$2,974.00            |
| ENGINEER - 1150<br>ADMINISTRATIVE FIRE ENGINEER - 1150  |                       |
| STEP 1  | \$3,442.00            |
| 2   | \$3,263.00            |
| 3   | \$3,093.00            |
| 4   | \$2,931.00            |
| 5   | \$2,779.00            |
| 6   | \$2,634.00            |
| 7   | \$2,496.00            |
| FIREFIGHTER - 1180<br>ADMINISTRATIVE FIREFIGHTER - 1180 |                       |
| STEP 1  | \$2,936.00            |
| 2   | \$2,783.00            |
| 3   | \$2,638.00            |
| 4   | \$2,500.00            |
| 5   | \$2,370.00            |
| 6   | \$2,247.00            |
| 7   | \$2,129.00            |

SCHEDULE II  
-----  
FIRE DEPARTMENT SALARY SCALE  
-----

|   |        | MONTHLY SALARY |
|---|--------|----------------|
|   |        | -----          |
| SENIOR FIRE PREVENTION INSPECTOR - 4440 | STEP 1 | \$4,974.00     |
|   | 2      | \$4,715.00     |
|   | 3      | \$4,469.00     |
|   | 4      | \$4,236.00     |
|   | 5      | \$4,015.00     |
|   | 6      | \$3,806.00     |
|   | 7      | \$3,608.00     |
| FIRE PREVENTION INSPECTOR - 4450        | 1      | \$3,601.00     |
|   | 2      | \$3,413.00     |
|   | 3      | \$3,235.00     |
|   | 4      | \$3,067.00     |
|   | 5      | \$2,907.00     |
|   | 6      | \$2,755.00     |
|   | 7      | \$2,612.00     |
| SECRETARY - 4360                        | STEP 1 | \$2,450.00     |
|   | 2      | \$2,322.00     |
|   | 3      | \$2,201.00     |
|   | 4      | \$2,087.00     |
|   | 5      | \$1,978.00     |
|   | 6      | \$1,875.00     |
|   | 7      | \$1,777.00     |
| UTILITY CLERK - 4220                    | STEP 1 | \$1,890.00     |
|   | 2      | \$1,792.00     |
|   | 3      | \$1,698.00     |
|   | 4      | \$1,610.00     |
|   | 5      | \$1,526.00     |
|   | 6      | \$1,446.00     |
|   | 7      | \$1,371.00     |



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

|                           |        | MONTHLY SALARY |
|---------------------------|--------|----------------|
|                           |        | -----          |
| CHIEF - 3100              | STEP 1 | \$6,244.00     |
|                           | 2      | \$5,918.00     |
|                           | 3      | \$5,609.00     |
|                           | 4      | \$5,317.00     |
|                           | 5      | \$5,040.00     |
|                           | 6      | \$4,777.00     |
|                           | 7      | \$4,528.00     |
| CAPTAIN - 3110            | STEP 1 | \$5,286.00     |
|                           | 2      | \$5,010.00     |
|                           | 3      | \$4,749.00     |
|                           | 4      | \$4,502.00     |
|                           | 5      | \$4,267.00     |
|                           | 6      | \$4,045.00     |
|                           | 7      | \$3,834.00     |
| LIEUTENANT - 3120         | STEP 1 | \$4,466.00     |
|                           | 2      | \$4,233.00     |
|                           | 3      | \$4,013.00     |
|                           | 4      | \$3,803.00     |
|                           | 5      | \$3,605.00     |
|                           | 6      | \$3,417.00     |
|                           | 7      | \$3,239.00     |
| RECORDS MANAGER - 4270    | STEP 1 | \$3,719.00     |
|                           | 2      | \$3,525.00     |
|                           | 3      | \$3,341.00     |
|                           | 4      | \$3,167.00     |
|                           | 5      | \$3,002.00     |
|                           | 6      | \$2,846.00     |
|                           | 7      | \$2,697.00     |
| POLICE SECRETARY - 3170   | STEP 1 | \$2,450.00     |
|                           | 2      | \$2,322.00     |
|                           | 3      | \$2,201.00     |
|                           | 4      | \$2,087.00     |
|                           | 5      | \$1,978.00     |
|                           | 6      | \$1,875.00     |
|                           | 7      | \$1,777.00     |
| TRANSCRIBER TYPIST - 3160 | STEP 1 | \$2,103.00     |
|                           | 2      | \$1,993.00     |
|                           | 3      | \$1,890.00     |
|                           | 4      | \$1,791.00     |
|                           | 5      | \$1,698.00     |
|                           | 6      | \$1,609.00     |
|                           | 7      | \$1,525.00     |

SCHEDULE II  
-----  
POLICE DEPARTMENT SALARY SCALE  
-----

|                                 |        | MONTHLY SALARY |
|---------------------------------|--------|----------------|
|                                 |        | -----          |
| CIVILIAN COURT OFFICER - 4370   | STEP 1 | \$2,639.00     |
|                                 | 2      | \$2,501.00     |
|                                 | 3      | \$2,371.00     |
|                                 | 4      | \$2,248.00     |
|                                 | 5      | \$2,130.00     |
|                                 | 6      | \$2,019.00     |
|                                 | 7      | \$1,914.00     |
| CIVILIAN TRAFFIC OFFICER - 4300 | STEP 1 | \$2,158.00     |
|                                 | 2      | \$2,046.00     |
|                                 | 3      | \$1,939.00     |
|                                 | 4      | \$1,838.00     |
|                                 | 5      | \$1,742.00     |
|                                 | 6      | \$1,651.00     |
|                                 | 7      | \$1,565.00     |
| POLICE CADET - 3180             | STEP 1 | \$1,704.00     |
|                                 | 2      | \$1,615.00     |
|                                 | 3      | \$1,531.00     |
|                                 | 4      | \$1,451.00     |
|                                 | 5      | \$1,376.00     |
|                                 | 6      | \$1,304.00     |
|                                 | 7      | \$1,236.00     |
| SERGEANTS - 3130                | STEP 1 | \$3,446.00     |
|                                 | 2      | \$3,266.00     |
|                                 | 3      | \$3,096.00     |
|                                 | 4      | \$2,935.00     |
|                                 | 5      | \$2,782.00     |
|                                 | 6      |                |
|                                 | 7      |                |
| POLICE OFFICER - 3340           | STEP 1 | \$2,897.00     |
|                                 | 2      | \$2,746.00     |
|                                 | 3      | \$2,603.00     |
|                                 | 4      | \$2,467.00     |
|                                 | 5      | \$2,338.00     |
|                                 | 6      | \$2,216.00     |
|                                 | 7      |                |

SCHEDULE II

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

|   |        | MONTHLY SALARY |
|---|--------|----------------|
| CITY ADMINISTRATOR/CITY CLERK - 4000            | STEP 1 | \$12,950.00    |
| DIRECTOR OF ENVIRONMENTAL HEALTH - 4310         | STEP 1 | \$5,774.00     |
|   | 2      | \$5,473.00     |
|   | 3      | \$5,188.00     |
|   | 4      | \$4,917.00     |
|   | 5      | \$4,661.00     |
|   | 6      | \$4,418.00     |
|   | 7      | \$4,188.00     |
| ASSISTANT FINANCE DIRECTOR - 4102               | STEP 1 | \$5,361.00     |
|   | 2      | \$5,082.00     |
|   | 3      | \$4,817.00     |
|   | 4      | \$4,566.00     |
|   | 5      | \$4,328.00     |
|   | 6      | \$4,102.00     |
|   | 7      | \$3,888.00     |
| CHIEF DEPUTY DIRECTOR ENVIRONMENTAL HEALTH-4320 | STEP 1 | \$4,974.00     |
|   | 2      | \$4,715.00     |
|   | 3      | \$4,469.00     |
|   | 4      | \$4,236.00     |
|   | 5      | \$4,015.00     |
|   | 6      | \$3,806.00     |
|   | 7      | \$3,608.00     |
| CUSTOMER SERVICE MANAGER - 4110                 | STEP 1 | \$4,737.00     |
|   | 2      | \$4,490.00     |
|   | 3      | \$4,256.00     |
|   | 4      | \$4,034.00     |
|   | 5      | \$3,824.00     |
|   | 6      | \$3,625.00     |
|   | 7      | \$3,436.00     |
| ENVIRONMENTAL SPECIALIST - 4340                 | STEP 1 | \$3,983.00     |
|   | 2      | \$3,775.00     |
|   | 3      | \$3,579.00     |
|   | 4      | \$3,392.00     |
|   | 5      | \$3,215.00     |
|   | 6      | \$3,048.00     |
|   | 7      | \$2,889.00     |

SCHEDULE II

EXHIBIT "A" PAGE 15

SCHEDULE II

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

|  |        | MONTHLY SALARY |
|--|--------|----------------|
| CHIEF DEPUTY CITY CLERK/<br>SECRETARY TO THE CITY ADMINISTRATOR - 4270<br>SUPERVISING ACCOUNTANT - 4120  | STEP 1 | \$3,719.00     |
|  | 2      | \$3,525.00     |
|  | 3      | \$3,341.00     |
|  | 4      | \$3,167.00     |
|  | 5      | \$3,002.00     |
|  | 6      | \$2,846.00     |
|  | 7      | \$2,697.00     |
| ACCOUNTANT - 4130  | STEP 1 | \$3,157.00     |
|  | 2      | \$2,993.00     |
|  | 3      | \$2,837.00     |
|  | 4      | \$2,689.00     |
|  | 5      | \$2,549.00     |
|  | 6      | \$2,416.00     |
|  | 7      | \$2,290.00     |
| ADMINISTRATIVE AIDE II - 4140  | STEP 1 | \$3,007.00     |
|  | 2      | \$2,850.00     |
|  | 3      | \$2,702.00     |
|  | 4      | \$2,561.00     |
|  | 5      | \$2,427.00     |
|  | 6      | \$2,301.00     |
|  | 7      | \$2,181.00     |
| CITY NURSE - 4350  | STEP 1 | \$3,146.00     |
|  | 2      | \$2,982.00     |
|  | 3      | \$2,827.00     |
|  | 4      | \$2,679.00     |
|  | 5      | \$2,540.00     |
|  | 6      | \$2,407.00     |
|  | 7      | \$2,282.00     |
| PAYROLL CLERK - 4180<br>SENIOR DISPATCHER (COMMUNICATIONS OPERATOR) - 4600<br>SENIOR UTILITY CLERK - 4200<br>SECRETARY - 4360<br>ADMINISTRATIVE AIDE I - 4900<br>PURCHASING ASSISTANT - 4910 | STEP 1 | \$2,450.00     |
|  | 2      | \$2,322.00     |
|  | 3      | \$2,201.00     |
|  | 4      | \$2,087.00     |
|  | 5      | \$1,978.00     |
|  | 6      | \$1,875.00     |
|  | 7      | \$1,777.00     |
| DISPATCHER (COMMUNICATIONS OPERATOR) - 4500  | STEP 1 | \$2,183.00     |
|  | 2      | \$2,069.00     |
|  | 3      | \$1,961.00     |
|  | 4      | \$1,859.00     |
|  | 5      | \$1,762.00     |
|  | 6      | \$1,670.00     |
|  | 7      | \$1,583.00     |

SCHEDULE II

EXHIBIT "A" PAGE 16

SCHEDULE II

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

|                                    |        | MONTHLY SALARY |
|------------------------------------|--------|----------------|
| TYPYST/SWITCHBOARD OPERATOR - 4220 | STEP 1 | \$1,890.00     |
| UTILITY CLERK - 4220               | 2      | \$1,792.00     |
|                                    | 3      | \$1,698.00     |
|                                    | 4      | \$1,610.00     |
|                                    | 5      | \$1,526.00     |
|                                    | 6      | \$1,446.00     |
|                                    | 7      | \$1,371.00     |
| COUNCILMAN                         |        | \$804.00       |
| DEPUTY CITY TREASURER              |        | \$75.00        |
| CITY ATTORNEY - 4800               |        | \$4,676.00     |

HOURLY-TEMPORARY/MISCELLANEOUS

A SALARY RANGE OF \$4.25 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 17

SCHEDULE III  
AUTOMOBILE ALLOWANCE

|                                  | <u>MONTHLY AMOUNT</u> |
|----------------------------------|-----------------------|
| DIRECTOR OF COMMUNITY SERVICES   | \$385.00              |
| DIRECTOR OF WATER                | \$385.00              |
| CHIEF OF POLICE                  | \$385.00              |
| POLICE CAPTAIN                   | \$385.00              |
| DIRECTOR OF ENVIRONMENTAL HEALTH | \$385.00              |
| DEPUTY CITY TREASURER            | \$250.00              |
| CHIEF DEPUTY CITY CLERK          | \$85.00               |
| ACCOUNTANT                       | \$85.00               |

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 FOUR HUNDRED FIFTY DOLLARS (\$450.00) FOR THE 1988-1989 FISCAL YEAR FOR THE PURCHASE OF UNIFORMS AND RELATED EQUIPMENT ON AUGUST 1, 1988.

POLICE DEPARTMENT  
-----

VERNON WILL PAY TO EACH POLICE OFFICER 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 FOUR HUNDRED FIFTY DOLLARS (\$450.00) PER FISCAL YEAR (JULY 1ST TO JUNE 30TH) FOR THE PURCHASE OF UNIFORMS AND RELATED EQUIPMENT EFFECTIVE SEPTEMBER 1, 1988.

VERNON WILL PAY TO EACH POLICE OFFICER 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 (JULY 1ST TO JUNE 30TH) FOR THE PURCHASE OF SUCH CLOTHING AND RELATED EQUIPMENT EFFECTIVE SEPTEMBER 1, 1988.

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 1988-89 FISCAL YEAR OF VERNON FOR THE PURCHASE OF SUCH CLOTHING AND RELATED EQUIPMENT ON HIS/HER ANNIVERSARY DATE.

SCHEDULE IV  
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EXHIBIT "C"  
-----