

RESOLUTION NO. 5641

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VERNON FIXING THE COMPENSATION FOR CERTAIN EMPLOYEES OF SAID CITY AS OF JULY 1, 1989, AUTHORIZING CERTAIN EXPENSE ALLOWANCES AND REPEALING ALL RESOLUTIONS IN CONFLICT THEREWITH

WHEREAS, Resolution No. 5531, 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, 1989, 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

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1 WHEREAS, on April 12, 1988, by voter approval, the City
2 of Vernon became a Charter City; and

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

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

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

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

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

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

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

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

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

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

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

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

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

12 SECTION 4: That effective July 1, 1989, there is
13 hereby established and approved the following compensation or
14 salary schedules hereinafter set forth for employees of the City
15 of Vernon. This resolution shall not affect or alter the
16 existing compensation of any officer or employee not
17 specifically set forth herein.

18 SECTION 5: That employees of the City of Vernon shall
19 receive compensation in accordance with the formula adopted
20 herein as Schedule I, in such amounts as are set forth in
21 Schedule II which provides a monthly amount for each position
22 and each step in each department. In addition, expense
23 allowances and other information where applicable for each
24 department are set forth herein. The automobile allowances are
25 set forth in Schedule III and the uniform allowances are set
26 forth in Schedule IV. Salary schedules are hereby established
27 for the following departments, as set forth in Schedule II:
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- (a) Department of Community Services;
- (b) Water Department;
- (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, 1989, 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 will contribute Twenty-Three Dollars and Four Cents (\$23.04) per month per

1 employee for all employees who participate in said program.
2 Employees have been eligible to participate in said program
3 since December 1, 1988, pursuant to Resolution No. 5576.

4 SECTION 8: The City has established effective July 1,
5 1986, a four-step longevity program for all employees except
6 Police Sergeants and Police Officers in the Police Department
7 and effective August 31, 1986, said program became effective for
8 Police Sergeants and Police Officers in the Police Department.
9 Said longevity program is as follows:

10 1. All eligible employees who have five (5) years of
11 service on or before July 1, 1986, shall receive an additional
12 five percent (5%) per month of their basic salary effective July
13 1, 1986, and every year thereafter until reaching the next step.
14 Employees upon reaching their 5th anniversary date after July 1,
15 1986, shall be entitled to said five percent (5%) per month upon
16 said anniversary date.

17 2. All eligible employees who have ten (10) years of
18 service on or before July 1, 1987, shall receive an additional
19 ten percent (10%) per month of their basic salary effective July
20 1, 1987, and every year thereafter until reaching the next step.
21 Employees upon reaching their 10th anniversary date after July
22 1, 1987, shall be entitled to said ten percent (10%) per month
23 upon said anniversary date.

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

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

11 SECTION 9: Wherever an allowance is made to any
12 employee for the use of his personal automobile, such an
13 allowance shall not be payable whenever the employee is on
14 vacation, leave of absence, or sick leave the entire calendar
15 month.

16 SECTION 10: Vacation and holiday policies for
17 employees of the City of Vernon are established and recited in
18 Resolution No. 4668, as amended by Resolution Nos. 4816 and
19 5017. However, employees who are absent from their positions
20 during the applicable work day preceding or following a
21 scheduled holiday shall not receive pay for said holiday.

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

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

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

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

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

21 (e) That those employees participating in said four (4)
22 day work week shall not receive the benefit of holidays falling
23 on Fridays or Saturdays, unless otherwise approved by the City
24 Council, but shall receive the benefit of holidays falling on
25 Sunday by celebrating said holidays on the following Monday.

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

4 SECTION 12: For all employees except twenty-four (24)
5 hour shift Fire Department employees, an hourly rate computed in
6 accordance with Schedule I shall be used for pay purposes, The
7 monthly amounts stated in Schedule II are for comparative
8 purposes only. The latter equivalents assume that the total
9 scheduled hours are worked or taken as excused paid leave and
10 holidays. Unexcused leave hours shall not be included for the
11 purpose of computing pay.

12 (a) All employees other than twenty-four (24) hour
13 shift Fire Department employees shall be paid on an hourly
14 basis. The employee shall be paid the amount computed by
15 multiplying the hourly salary rate by the number of hours worked
16 or taken as excused paid leave or holiday. The total hours to
17 be paid shall be certified by the Department Head each pay
18 period prior to payment. Such certification shall be in a form
19 approved by the City Administrator;

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

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

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

11 Whenever a Department Head certifies for pay on absence
12 of an employee, he shall attach to the payroll demand a
13 statement of the reason for paying such employee while absent,
14 his normal rate of pay, length of service with the City, and
15 number of days absent. The pay of employees for absent time
16 shall remain in the sole discretion of the City Council.

17 (e) That a maternity leave program is established
18 at six (6) weeks for female employees. Probationary employees
19 shall not be entitled to maternity leave with pay. Probationary
20 employees on maternity leave may use any compensatory or
21 vacation time accrued, if any; the remainder of the time shall
22 be treated as leave without pay.

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

6 Whenever a Department Head certifies for reimbursement
7 on the basis of mileage, he shall attach to the payroll demand a
8 statement of the reason for paying such employee such mileage
9 reimbursement.

10 SECTION 14: The City Council hereby makes the
11 following statements of policy in addition to the statements of
12 policy previously made in Section 1, 2 and 3 concerning the
13 implementation of the salary provisions and classifications set
14 forth herein:

15 (a) New employees shall start at the bottom step in the
16 salary range for their respective positions unless it is
17 determined that qualified applicants are not available at the
18 salary specified for the first step or grade, or that a specific
19 applicant has special qualifications justifying a higher
20 starting rate beyond the first step or grade. New employees
21 starting at the beginning step or grade may be advanced to the
22 second step or grade of their salary range and said advancement
23 shall be effective on the first day of the bi-weekly pay period
24 next following the satisfactory completion of their probationary
25 employment, which is hereby fixed at twelve (12) months;

26 (b) Promotions to higher positions or salary increases
27 to higher steps are considered to be increases on the basis of
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1 merit only and shall be awarded to employees as recognition for
2 satisfactory service. The promotion or increase in grade shall
3 remain in the sole discretion of the City Council and shall only
4 be considered upon receiving a recommendation from a Department
5 Head or the City Administrator which would support recognition
6 by the City Council of the services performed by the employees;

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

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

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

24 (f) Applicants for a position in all departments will
25 not be considered for employment if they are active members of
26 the U.S. Army Reserve, or the National Guard, or the Air Force,
27 U.S. Marine Corps, or the U.S. Navy, and are required to attend
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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 (c) The City shall not be responsible for repairs or
5 any additional costs for upkeep, fuel, lubrication, replacement
6 in whole or in part, or other expenses in connection with any
7 such vehicle beyond the respective amounts set forth in Schedule
8 III.

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

14 SECTION 17: WATER DEPARTMENT:

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

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

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

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

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

14 SECTION 18: LIGHT AND POWER DEPARTMENT:

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

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

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

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

4 (b) The compensation for the following positions are
5 included in the compensation established for said position in
6 the Water Department, Schedule II, Exhibit "A":
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8 (1) DIRECTOR OF LIGHT AND POWER--the Director of
9 the Water Department shall serve as the Director of Light and
10 Power in the Light and Power Department and shall be known as
11 the Director of Water and Power;

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

15 (c) The compensation for the following position is
16 included in the compensation established for said position in
17 the Department of Community Services, Schedule II, Exhibit "A":
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19 (1) ENGINEERING AIDE III--the Engineering Aide III
20 in the Department of Community Services shall serve as the
21 Engineering 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.
25 Therefore, the positions of Chief Diesel Operator and Diesel
26 Operations I -V are experimental only and are established herein
27 for the purpose of conducting the experimental study of
28 operating the Diesel Plant.

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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 1989-1990 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 specified classifications shall receive, when using their own motor vehicle in the service of the City, an additional sum per month as provided for in Schedule III.

(g) All firefighters hired as of June 26, 1989, or later, shall start at the bottom step in the salary range and

1 eligible for an initial merit step increase on a merit basis
2 after six (6) months of continuous service. However, said
3 firefighters shall still be required to satisfactorily complete
4 a probationary employment period of at least twelve (12) months.
5 All merit step increases after the first increase shall be at
6 twelve (12) month intervals in accordance with Section 14 (b).
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8 SECTION 20: POLICE DEPARTMENT:

9 For purposes of this resolution, all of the provisions
10 in the MOU dated March 1, 1988, adopted by the City Council of
11 the City of Vernon on March 15, 1988, pursuant to Resolution No.
12 5489 are referenced herein as though fully set forth at length.

13 Police Department personnel, with the exception of the
14 Police Chief and the Police Captain, shall be paid for overtime
15 work as certified to by the Police Chief and approved by the
16 City Administrator for the following reasons:

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

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

21 Employees in the classifications represented by the
22 Police Association in Group 2 shall be compensated for court
23 appearances in the line of duty outside regular scheduled duty
24 hours as follows:

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

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

1 more than a half court day;

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

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

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

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

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

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

19 Employees in the classifications represented by the
20 Police Association in Group 2 who have completed their
21 probationary period shall be entitled to peace officers'
22 standard and training certificate incentive pay as follows:

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

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

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

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

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

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

25 Vernon shall provide a uniform allowance as specified
26 in Schedule IV for the 1989-1990 fiscal year of Vernon, for the
27 purchase of Uniform and related equipment.
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1 Promotions or salary increases to higher grades are
2 merit steps only and shall be available to employees as
3 recognition and reward for satisfactory service after one (1)
4 year in service at present grade. The promotion or salary
5 increase to said higher grade shall remain in the sole
6 discretion of the City Council.

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

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

23 Patrol personnel shall work an eight and a half (8 1/2)
24 hour shift. The first one-half hour shall be used for briefing
25 and training purposes. Lunch time (Code 7) shall be part of the
26 shift and is only compensable if actually interrupted for
27 purposes of an emergency service call or not allowed. If Code 7
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1 is interrupted for an emergency service call or Code 7 is not
2 allowed, the officer will be compensated for one-half hour
3 straight time or be granted one-half hour Code 7 time at a later
4 part of his/her shift. An officer who elects additional
5 compensation shall not be granted additional Code 7 time during
6 his/her shift. The current method of scheduling and utilizing
7 Code 7 time, with the exceptions stated above shall continue.

8 SECTION 21: CITY ADMINISTRATOR/CITY CLERK DEPARTMENT:

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

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

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

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

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

6 (1) Life insurance equal to the sum of \$310,000.00;

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

9 (3) Reimbursement for all expenses incurred for
10 employee activities such as sports leagues (softball,
11 basketball, etc.);

12 (4) Twelve (12) days of executive leave effective
13 July 1, 1989;

14 (5) The City shall make a direct payment of
15 \$7,500.00 to the ICMA Retirement Corporation on an annual basis
16 on January 1 of each year as deferred compensation, all of said
17 amounts shall be credited to his individual account;

18 (6) An expense allowance of \$1,000.00 per month;

19 (7) The City, who opened an IRA account and
20 deposited the sum of \$2,000.00 effective January 1, 1986, shall
21 deposit the sum of \$2,000.00 effective January 1, 1990, and said
22 \$2,000.00 shall be deposited each and every year thereafter on
23 or about January 1.

24 (8) Any unused vacation and/or executive leave days
25 off can be carried over from year-to-year for a maximum of two
26 (2) years. In the event that said accumulated vacation and/or
27 executive leave time is not used in the two-year accumulation
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1 period, then the City shall pay him for any such time not used;

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

4 (10) The City shall pick up his portion of the
5 automobile insurance;

6 (11) Continued use of limousine service for
7 personal use, not to exceed 20 trips; and

8 (12) The hours of work to be as necessary.

9 SECTION 22: CITY COUNCIL:

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

13 (a) Effective July 1, 1989, the following salary shall
14 be paid to each councilmember: \$852.00 per month.

15 (b) Effective April 1, 1986, the following shall be
16 paid to each councilmember as an automobile allowance for all
17 councilmembers who maintain a privately owned or leased vehicle:
18 \$50.00 per month.

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

23 SECTION 23: All resolutions, or parts of resolutions
24 not consistent with or in conflict with this resolution,
25 specifically Resolution Nos. 5531, 5546, 5555, 5564, 5576, 5599,
26 5603 and 5624, are hereby repealed.

27 ///

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

5 APPROVED AND ADOPTED this 27th day of June, 1989.
6

7 
8 (LEONIS C. MALBURG, Mayor
9

10 ATTEST:
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12 
13 BRUCE V. MALKENHORST, City Clerk
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1 STATE OF CALIFORNIA)
2) ss.
3 COUNTY OF LOS ANGELES)

4 I, BRUCE V. MALKENHORST, City Clerk of the City of
5 Vernon, do hereby certify that the foregoing Resolution, being
6 Resolution No. 5641, was duly adopted by the City Council of the
7 City of Vernon, and was approved by the Mayor of said City at an
8 adjourned regular meeting of the City Council held on Thursday,
9 June 27, 1989.

10
11 
12 _____
13 BRUCE V. MALKENHORST, City Clerk

14 (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

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

0.06

DEPARTMENT OF COMMUNITY SERVICES

SALARY SCALE

MONTHLY SALARY

DIRECTOR OF COMMUNITY SERVICES - 2100	STEP 1	\$6,984.00
	2	\$6,620.00
	3	\$6,275.00
	4	\$5,948.00
	5	\$5,638.00
	6	\$5,344.00
	7	\$5,065.00
CIVIL ENGINEER - 2110	STEP 1	\$6,120.00
	2	\$5,801.00
	3	\$5,499.00
	4	\$5,212.00
	5	\$4,940.00
	6	\$4,682.00
	7	\$4,438.00
CHIEF ELECTRICAL INSPECTOR - 4410	STEP 1	\$5,562.00
	2	\$5,272.00
	3	\$4,997.00
	4	\$4,736.00
	5	\$4,489.00
	6	\$4,255.00
	7	\$4,033.00
SENIOR CODE ENFORCEMENT INSPECTOR - 4440	STEP 1	\$5,272.00
CIVIL ENGINEERING ASSOCIATE - 2120	2	\$4,997.00
	3	\$4,736.00
	4	\$4,489.00
	5	\$4,255.00
	6	\$4,033.00
	7	\$3,823.00
PROJECT ENGINEER - 2130	STEP 1	\$4,715.00
SURVEY PARTY CHIEF - 2140	2	\$4,469.00
SENIOR ELECTRICAL INSPECTOR - 4420	3	\$4,236.00
SENIOR BUILDING INSPECTOR - 4450	4	\$4,015.00
	5	\$3,806.00
	6	\$3,608.00
	7	\$3,420.00
FOREMAN - 2170	STEP 1	\$4,119.00
	2	\$3,904.00
	3	\$3,700.00
	4	\$3,507.00
	5	\$3,324.00
	6	\$3,151.00
	7	\$2,987.00

SCHEDULE II

EXHIBIT "A" PAGE 1

SCHEDULE II
DEPARTMENT OF COMMUNITY SERVICES

0.06

SALARY SCALE	MONTHLY SALARY
ENGINEERING TECHNICIAN - 2180	STEP 1 \$4,008.00
MECHANICAL & PLUMBING INSPECTOR - 2180	2 \$3,799.00
ELECTRICAL INSPECTOR - 2180	3 \$3,601.00
	4 \$3,413.00
	5 \$3,235.00
	6 \$3,066.00
	7 \$2,906.00
CODE ENFORCEMENT INSPECTOR - 4450	STEP 1 \$3,817.00
	2 \$3,618.00
	3 \$3,429.00
	4 \$3,250.00
	5 \$3,081.00
	6 \$2,920.00
	7 \$2,768.00
UTILITYMAN I - 2290	STEP 1 \$3,596.00
SECRETARY TO DIRECTOR OF COMMUNITY SERVICES - 4700	2 \$3,409.00
ENGINEERING AIDE I - 2300	3 \$3,231.00
	4 \$3,063.00
	5 \$2,903.00
	6 \$2,752.00
	7 \$2,609.00
UTILITYMAN II - 2310	STEP 1 \$2,903.00
SECRETARY - 4360	2 \$2,752.00
ENGINEERING AIDE II - 2320	3 \$2,609.00
	4 \$2,473.00
	5 \$2,344.00
	6 \$2,222.00
	7 \$2,106.00
	8 \$1,996.00

SCHEDULE II

DEPARTMENT OF COMMUNITY SERVICES

0.06

SALARY SCALE

MONTHLY SALARY

UTILITYMAN III - 2340
ENGINEERING AIDE III - 2390

STEP	1	2	3	4	5	6	7
	\$2,344.00	\$2,222.00	\$2,106.00	\$1,996.00	\$1,892.00	\$1,793.00	\$1,700.00

UTILITYMAN IV - 2380

STEP	1	2	3	4	5	6	7
	\$1,892.00	\$1,793.00	\$1,700.00	\$1,611.00	\$1,527.00	\$1,447.00	\$1,372.00

UTILITY CLERK - 4220

STEP	1	2	3	4	5	6	7	8	9
	\$2,344.00	\$2,222.00	\$2,106.00	\$1,996.00	\$1,892.00	\$1,793.00	\$1,700.00	\$1,611.00	\$1,527.00

APPRENTICE MECHANIC - 2660

STEP	1	2	3	4	5	6	7
	\$1,785.00	\$1,692.00	\$1,604.00	\$1,520.00	\$1,441.00	\$1,366.00	\$1,295.00

HOURLY-TEMPORARY/MISCELLANEOUS

A SALARY RANGE OF \$4.25 TO \$15.00 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

0.06

WATER DEPARTMENT SALARY SCALE

		MONTHLY SALARY
DIRECTOR OF WATER & POWER - 2101	STEP 1	\$6,984.00
	2	\$6,620.00
	3	\$6,275.00
	4	\$5,948.00
	5	\$5,638.00
	6	\$5,344.00
	7	\$5,065.00
CIVIL ENGINEERING ASSOCIATE - 2120	STEP 1	\$5,272.00
	2	\$4,997.00
	3	\$4,736.00
	4	\$4,489.00
	5	\$4,255.00
	6	\$4,033.00
	7	\$3,823.00
FOREMAN - 2170	STEP 1	\$4,119.00
	2	\$3,904.00
	3	\$3,700.00
	4	\$3,507.00
	5	\$3,324.00
	6	\$3,151.00
	7	\$2,987.00
ENGINEERING TECHNICIAN - 2180	STEP 1	\$4,008.00
	2	\$3,799.00
	3	\$3,601.00
	4	\$3,413.00
	5	\$3,235.00
	6	\$3,066.00
	7	\$2,906.00
UTILITYMAN I - 2290 ENGINEERING AIDE I - 2300	STEP 1	\$3,596.00
	2	\$3,409.00
	3	\$3,231.00
	4	\$3,063.00
	5	\$2,903.00
	6	\$2,752.00
	7	\$2,609.00

SCHEDULE II

EXHIBIT "A" PAGE 4

SCHEDULE II

0.06

WATER DEPARTMENT SALARY SCALE

		MONTHLY SALARY
UTILITYMAN II - 2310	STEP 1	\$2,903.00
SECRETARY - 4360	2	\$2,752.00
ENGINEERING AIDE II - 2320	3	\$2,609.00
	4	\$2,473.00
	5	\$2,344.00
	6	\$2,222.00
	7	\$2,106.00
	8	\$1,996.00
UTILITYMAN III - 2340	STEP 1	\$2,344.00
ENGINEERING AIDE III - 2390	2	\$2,222.00
	3	\$2,106.00
	4	\$1,996.00
	5	\$1,892.00
	6	\$1,793.00
	7	\$1,700.00
UTILITYMAN IV - 2380	STEP 1	\$1,892.00
	2	\$1,793.00
	3	\$1,700.00
	4	\$1,611.00
	5	\$1,527.00
	6	\$1,447.00
	7	\$1,372.00
UTILITY CLERK - 4220	STEP 1	\$2,344.00
	2	\$2,222.00
	3	\$2,106.00
	4	\$1,996.00
	5	\$1,892.00
	6	\$1,793.00
	7	\$1,700.00
	8	\$1,611.00
	9	\$1,527.00

SCHEDULE II

EXHIBIT "A" PAGE 5

SCHEDULE II

0.06

LIGHT & POWER DEPARTMENT SALARY SCALE

		MONTHLY SALARY
CHIEF DIESEL OPERATOR - 5100	STEP 1	\$4,585.00
	2	\$4,346.00
	3	\$4,119.00
	4	\$3,904.00
	5	\$3,700.00
	6	\$3,507.00
	7	\$3,324.00
DIESEL OPERATOR I - 5101	STEP 1	\$4,345.00
	2	\$4,118.00
	3	\$3,903.00
	4	\$3,700.00
	5	\$3,507.00
	6	\$3,324.00
	7	\$3,151.00
SUBSTATION TEST TECHNICIAN - 5111	STEP 1	\$4,138.00
	2	\$3,922.00
	3	\$3,718.00
	4	\$3,524.00
	5	\$3,340.00
	6	\$3,166.00
	7	\$3,001.00
DIESEL OPERATOR II - 5102	STEP 1	\$3,700.00
	2	\$3,507.00
	3	\$3,324.00
	4	\$3,151.00
	5	\$2,987.00
	6	\$2,831.00
	7	\$2,683.00
SUBSTATION ELECTRICIAN - 5212	STEP 1	\$3,525.00
	2	\$3,341.00
	3	\$3,167.00
	4	\$3,002.00
	5	\$2,845.00
	6	\$2,697.00
	7	\$2,556.00
DIESEL OPERATOR III - 5103	STEP 1	\$3,152.00
	2	\$2,988.00
	3	\$2,832.00
	4	\$2,684.00
	5	\$2,544.00
	6	\$2,411.00
	7	\$2,285.00

SCHEDULE II

EXHIBIT "A" PAGE 6

SCHEDULE II

0.06

LIGHT. & POWER DEPARTMENT SALARY SCALE

		<u>MONTHLY SALARY</u>
DIESEL OPERATOR IV - 5104	STEP 1	\$2,685.00
	2	\$2,545.00
	3	\$2,412.00
	4	\$2,286.00
	5	\$2,167.00
	6	\$2,054.00
	7	\$1,947.00
DIESEL OPERATOR V - 5105	STEP 1	\$2,286.00
	2	\$2,167.00
	3	\$2,054.00
	4	\$1,947.00
	5	\$1,845.00
	6	\$1,749.00
	7	\$1,658.00

SCHEDULE II

EXHIBIT "A" PAGE 7

SCHEDULE II

0.06

LIGHT & POWER DEPARTMENT SALARY SCALE

		MONTHLY SALARY
FIELD OPERATIONS MANAGER - 5199	STEP 1	\$6,304.00
	2	\$5,975.00
	3	\$5,664.00
	4	\$5,369.00
	5	\$5,089.00
	6	\$4,824.00
	7	\$4,573.00
CHIEF WATER & POWER DISPATCHER - 5200	STEP 1	\$4,585.00
	2	\$4,346.00
	3	\$4,119.00
	4	\$3,904.00
	5	\$3,700.00
	6	\$3,507.00
	7	\$3,324.00
SENIOR WATER & POWER DISPATCHER - 5201	STEP 1	\$4,345.00
	2	\$4,118.00
	3	\$3,903.00
	4	\$3,700.00
	5	\$3,507.00
	6	\$3,324.00
	7	\$3,151.00
WATER & POWER DISPATCHER I - 5202	STEP 1	\$3,700.00
	2	\$3,507.00
	3	\$3,324.00
	4	\$3,151.00
	5	\$2,987.00
	6	\$2,831.00
	7	\$2,683.00
WATER & POWER DISPATCHER II - 5203	STEP 1	\$3,152.00
	2	\$2,988.00
	3	\$2,832.00
	4	\$2,684.00
	5	\$2,544.00
	6	\$2,411.00
	7	\$2,285.00
METER READER - 5205	STEP 1	\$2,685.00
	2	\$2,545.00
	3	\$2,412.00
	4	\$2,286.00
	5	\$2,167.00
	6	\$2,054.00
	7	\$1,947.00
WATER & POWER DISPATCHER TRAINEE - 5204	STEP 1	\$1,893.00

SCHEDULE II

EXHIBIT "A" PAGE 8

SCHEDULE II

0.06.

LIGHT & POWER DEPARTMENT SALARY SCALE

		MONTHLY SALARY
PRINCIPAL ELECTRICAL ENGINEER - 5299	STEP 1	\$6,149.00
	2	\$5,828.00
	3	\$5,524.00
	4	\$5,236.00
	5	\$4,963.00
	6	\$4,704.00
	7	\$4,459.00
ELECTRICAL ENGINEER - 5300	STEP 1	\$6,120.00
	2	\$5,801.00
	3	\$5,499.00
	4	\$5,212.00
	5	\$4,940.00
	6	\$4,682.00
	7	\$4,438.00
ELECTRICAL ENGINEER, CONTROLS - 5310 POWER PLANT SUPERINTENDENT - 5311	STEP 1	\$5,829.00
	2	\$5,525.00
	3	\$5,237.00
	4	\$4,964.00
	5	\$4,705.00
	6	\$4,460.00
	7	\$4,227.00
E. E. ASSOCIATE - 5301	STEP 1	\$5,272.00
	2	\$4,997.00
	3	\$4,736.00
	4	\$4,489.00
	5	\$4,255.00
	6	\$4,033.00
	7	\$3,823.00
ELECTRIC SERVICE PLANNER - 5305	STEP 1	\$4,505.00
	2	\$4,270.00
	3	\$4,047.00
	4	\$3,836.00
	5	\$3,636.00
	6	\$3,446.00
	7	\$3,266.00
E. E. ASSISTANT - 5302	STEP 1	\$4,490.00
	2	\$4,256.00
	3	\$4,034.00
	4	\$3,824.00
	5	\$3,625.00
	6	\$3,436.00
	7	\$3,257.00

SCHEDULE II

EXHIBIT "A" PAGE 9

SCHEDULE II

0.06

LIGHT & POWER DEPARTMENT SALARY SCALE

		<u>MONTHLY SALARY</u>
ENERGY CONSERVATION SPECIALIST - 5312	STEP 1	\$4,276.00
	2	\$4,053.00
	3	\$3,842.00
	4	\$3,642.00
	5	\$3,452.00
	6	\$3,272.00
	7	\$3,101.00
SENIOR POWER SCHEDULER - 5303	STEP 1	\$4,452.00
	2	\$4,220.00
	3	\$4,000.00
	4	\$3,791.00
	5	\$3,593.00
	6	\$3,406.00
	7	\$3,228.00
POWER SCHEDULER - 5304	STEP 1	\$3,593.00
	2	\$3,406.00
	3	\$3,228.00
	4	\$3,060.00
	5	\$2,900.00
	6	\$2,749.00
	7	\$2,606.00
UTILITY SERVICE WORKER - 5307	STEP 1	\$3,228.00
	2	\$3,060.00
	3	\$2,900.00
	4	\$2,749.00
	5	\$2,606.00
	6	\$2,470.00
	7	\$2,341.00
SYSTEM OPERATORS - 5308	STEP 1	\$3,002.00
	2	\$2,845.00
	3	\$2,697.00
	4	\$2,556.00
	5	\$2,423.00
	6	\$2,297.00
	7	\$2,177.00

SCHEDULE II

EXHIBIT "A" PAGE 10

SCHEDULE II

0.06

FIRE DEPARTMENT SALARY SCALE

		MONTHLY SALARY
CHIEF - 1100	STEP 1	\$6,456.00
	2	\$6,119.00
	3	\$5,800.00
	4	\$5,498.00
	5	\$5,211.00
	6	\$4,939.00
	7	\$4,682.00
BATTALION CHIEF - 1120	STEP 1	\$5,228.00
	2	\$4,955.00
	3	\$4,697.00
	4	\$4,452.00
	5	\$4,220.00
	6	\$4,000.00
	7	\$3,791.00
CAPTAIN - 1130 ADMINISTRATIVE FIRE CAPTAIN - 1130	STEP 1	\$4,346.00
	2	\$4,119.00
	3	\$3,904.00
	4	\$3,700.00
	5	\$3,507.00
	6	\$3,324.00
	7	\$3,151.00
ENGINEER - 1150 ADMINISTRATIVE FIRE ENGINEER - 1150	STEP 1	\$3,649.00
	2	\$3,459.00
	3	\$3,279.00
	4	\$3,108.00
	5	\$2,946.00
	6	\$2,792.00
	7	\$2,646.00
FIREFIGHTER - 1180 ADMINISTRATIVE FIREFIGHTER - 1180	STEP 1	\$3,112.00
	2	\$2,950.00
	3	\$2,796.00
	4	\$2,650.00
	5	\$2,512.00
	6	\$2,381.00
	7	\$2,257.00

SCHEDULE II

EXHIBIT "A" PAGE 11

SCHEDULE II

0.06

FIRE DEPARTMENT SALARY SCALE

		<u>MONTHLY SALARY</u>
SECRETARY - 4360	STEP 1	\$2,903.00
	2	\$2,752.00
	3	\$2,609.00
	4	\$2,473.00
	5	\$2,344.00
	6	\$2,222.00
	7	\$2,106.00
	8	\$1,996.00
UTILITY CLERK - 4220	STEP 1	\$2,344.00
	2	\$2,222.00
	3	\$2,106.00
	4	\$1,996.00
	5	\$1,892.00
	6	\$1,793.00
	7	\$1,700.00
	8	\$1,611.00
	9	\$1,527.00

SCHEDULE II

EXHIBIT "A" PAGE 12

SCHEDULE II

0.06

POLICE DEPARTMENT SALARY SCALE

		<u>MONTHLY SALARY</u>
CHIEF - 3100	STEP 1	\$6,619.00
	2	\$6,274.00
	3	\$5,947.00
	4	\$5,637.00
	5	\$5,343.00
	6	\$5,064.00
	7	\$4,800.00
CAPTAIN - 3110	STEP 1	\$5,603.00
	2	\$5,311.00
	3	\$5,034.00
	4	\$4,772.00
	5	\$4,523.00
	6	\$4,287.00
	7	\$4,064.00
LIEUTENANT - 3120	STEP 1	\$4,734.00
	2	\$4,487.00
	3	\$4,253.00
	4	\$4,031.00
	5	\$3,821.00
	6	\$3,622.00
	7	\$3,433.00
RECORDS MANAGER - 4270	STEP 1	\$3,942.00
	2	\$3,736.00
	3	\$3,541.00
	4	\$3,356.00
	5	\$3,181.00
	6	\$3,015.00
	7	\$2,858.00
POLICE SECRETARY - 3170	STEP 1	\$2,903.00
	2	\$2,752.00
	3	\$2,609.00
	4	\$2,473.00
	5	\$2,344.00
	6	\$2,222.00
	7	\$2,106.00
	8	\$1,996.00
TRANSCRIBER TYPIST - 3160	STEP 1	\$2,344.00
	2	\$2,222.00
	3	\$2,106.00
	4	\$1,996.00
	5	\$1,892.00
	6	\$1,793.00
	7	\$1,700.00
	8	\$1,611.00
	9	\$1,527.00

SCHEDULE II

EXHIBIT "A" PAGE 13

SCHEDULE II

0.06

POLICE DEPARTMENT SALARY SCALE

		<u>MONTHLY SALARY</u>
CIVILIAN COURT OFFICER - 4370	STEP 1	\$2,797.00
	2	\$2,651.00
	3	\$2,513.00
	4	\$2,382.00
	5	\$2,258.00
	6	\$2,140.00
	7	\$2,028.00
CIVILIAN TRAFFIC OFFICER - 4300	STEP 1	\$2,287.00
	2	\$2,168.00
	3	\$2,055.00
	4	\$1,948.00
	5	\$1,846.00
	6	\$1,750.00
	7	\$1,659.00
POLICE CADET - 3180	STEP 1	\$1,806.00
	2	\$1,712.00
	3	\$1,623.00
	4	\$1,538.00
	5	\$1,458.00
	6	\$1,382.00
	7	\$1,310.00
SERGEANTS - 3130	STEP 1	\$3,618.00
	2	\$3,429.00
	3	\$3,250.00
	4	\$3,081.00
	5	\$2,920.00
	6	\$2,768.00
	7	
POLICE OFFICER - 3340	STEP 1	\$3,042.00
	2	\$2,883.00
	3	\$2,733.00
	4	\$2,591.00
	5	\$2,456.00
	6	\$2,328.00
	7	

SCHEDULE II

EXHIBIT "A" PAGE 14

SCHEDULE II

0.06

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

		MONTHLY SALARY
CITY ADMINISTRATOR/CITY CLERK - 4000	STEP 1	\$15,066.00
DIRECTOR OF ENVIRONMENTAL HEALTH - 4310	STEP 1	\$6,120.00
	2	\$5,801.00
	3	\$5,499.00
	4	\$5,212.00
	5	\$4,940.00
	6	\$4,682.00
	7	\$4,438.00
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	\$5,272.00
	2	\$4,997.00
	3	\$4,736.00
	4	\$4,489.00
	5	\$4,255.00
	6	\$4,033.00
	7	\$3,823.00
CUSTOMER SERVICE MANAGER - 4110	STEP 1	\$5,021.00
	2	\$4,759.00
	3	\$4,511.00
	4	\$4,276.00
	5	\$4,053.00
	6	\$3,842.00
	7	\$3,642.00
ENVIRONMENTAL SPECIALIST - 4340	STEP 1	\$4,222.00
	2	\$4,002.00
	3	\$3,793.00
	4	\$3,595.00
	5	\$3,408.00
	6	\$3,230.00
	7	\$3,062.00

SCHEDULE II

EXHIBIT "A" PAGE 15

SCHEDULE II

0.06

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

		MONTHLY SALARY
CHIEF DEPUTY CITY CLERK/ SECRETARY TO THE CITY ADMINISTRATOR - 4270	STEP 1	\$3,942.00
SUPERVISING ACCOUNTANT - 4120	2	\$3,736.00
	3	\$3,541.00
	4	\$3,356.00
	5	\$3,181.00
	6	\$3,015.00
	7	\$2,858.00
ACCOUNTANT - 4130	STEP 1	\$3,356.00
	2	\$3,181.00
	3	\$3,015.00
	4	\$2,858.00
	5	\$2,709.00
	6	\$2,568.00
	7	\$2,434.00
CITY NURSE - 4350	STEP 1	\$3,335.00
	2	\$3,161.00
	3	\$2,996.00
	4	\$2,840.00
	5	\$2,692.00
	6	\$2,552.00
	7	\$2,419.00
ADMINISTRATIVE AIDE II - 4140	STEP 1	\$3,187.00
	2	\$3,021.00
	3	\$2,864.00
	4	\$2,715.00
	5	\$2,573.00
	6	\$2,439.00
	7	\$2,312.00
COMPUTER OPERATOR ASSISTANT II - 4390	STEP 1	\$3,053.00
	2	\$2,894.00
	3	\$2,743.00
	4	\$2,600.00
	5	\$2,464.00
	6	\$2,336.00
	7	\$2,214.00
ADMINISTRATIVE AIDE I - 4900	STEP 1	\$2,573.00
	2	\$2,439.00
	3	\$2,312.00
	4	\$2,191.00
	5	\$2,077.00
	6	\$1,969.00
	7	\$1,866.00

SCHEDULE II

EXHIBIT "A" PAGE 16

SCHEDULE II

0.06

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

		MONTHLY SALARY
PAYROLL CLERK - 4180	STEP 1	\$2,903.00
SENIOR DISPATCHER (COMMUNICATIONS OPERATOR) - 4600	2	\$2,752.00
SENIOR UTILITY CLERK - 4200	3	\$2,609.00
SECRETARY - 4360	4	\$2,473.00
PURCHASING ASSISTANT - 4910	5	\$2,344.00
	6	\$2,222.00
	7	\$2,106.00
	8	\$1,996.00
COMPUTER OPERATION ASSISTANT III - 4380	STEP 1	\$2,464.00
	2	\$2,336.00
	3	\$2,214.00
	4	\$2,099.00
	5	\$1,990.00
	6	\$1,886.00
DISPATCHER (COMMUNICATIONS OPERATOR) - 4500	STEP 1	\$2,344.00
	2	\$2,222.00
	3	\$2,106.00
	4	\$1,996.00
	5	\$1,892.00
	6	\$1,793.00
	7	\$1,700.00
TYPIST/SWITCHBOARD OPERATOR - 4200	STEP 1	\$2,344.00
UTILITY CLERK - 4220	2	\$2,222.00
	3	\$2,106.00
	4	\$1,996.00
	5	\$1,892.00
	6	\$1,793.00
	7	\$1,700.00
	8	\$1,611.00
	9	\$1,527.00
COUNCILMAN		\$852.00
DEPUTY CITY TREASURER		\$75.00
CITY ATTORNEY - 4800		\$4,957.00

HOURLY-TEMPORARY/MISCELLANEOUS

A SALARY OF \$4.25 TO \$15.00 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	\$405.00
DIRECTOR OF WATER	\$405.00
CHIEF OF POLICE	\$405.00
POLICE CAPTAIN	\$405.00
DIRECTOR OF ENVIRONMENTAL HEALTH	\$405.00
DEPUTY CITY TREASURER	\$300.00
CHIEF DEPUTY CITY CLERK	\$95.00
ACCOUNTANT	\$95.00

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 SEVENTY-FIVE DOLLARS (\$475.00) FOR THE 1989-90 FISCAL YEAR FOR THE PURCHASE OF UNIFORMS AND RELATED EQUIPMENT ON AUGUST 1, 1989.

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 SEVENTY-FIVE DOLLARS (\$475.00) PER FISCAL YEAR (JULY 1ST TO JUNE 30TH) FOR THE PURCHASE OF UNIFORMS AND RELATED EQUIPMENT EFFECTIVE SEPTEMBER 1, 1989.

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, 1989.

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 1989-90 FISCAL YEAR OF VERNON FOR THE PURCHASE OF SUCH CLOTHING AND RELATED EQUIPMENT ON HIS/HER ANNIVERSARY DATE.

SCHEDULE IV

EXHIBIT "C"
