

RESOLUTION NO. 5780

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3 A RESOLUTION OF THE CITY COUNCIL OF THE
4 CITY OF VERNON FIXING THE COMPENSATION FOR
5 CERTAIN EMPLOYEES OF SAID CITY AS OF JULY
6 1, 1990 AUTHORIZING CERTAIN EXPENSE
7 ALLOWANCES AND REPEALING ALL RESOLUTIONS
8 IN CONFLICT THEREWITH

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10 WHEREAS, Resolution No. 5641, as amended, fixed the
11 compensation for certain employees of the City of Vernon and
12 authorized certain expense allowances; and

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14 WHEREAS, the City Council of the City of Vernon wishes
15 to fix the compensation and other benefits for employees of the
16 City of Vernon as of July 1, 1990, as indicated in their
17 respective schedules; and

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

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23 WHEREAS, pursuant to said contract, the employees of
24 the City of Vernon are required to make contributions, which are
25 a percentage of the employees' compensation equal to 7% of said
26 compensation for miscellaneous employees, 9% of said
27 compensation for Police and some Fire safety employees and 7%
28 for some Fire safety employees to the PERS; and

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30 WHEREAS, the City Council of the City of Vernon in
31 Resolution No. 5120 provided that the City shall pay the
32 employees' total contribution to PERS except for Sergeants and
33 Police Officers I and II who shall pay a contribution equal to
34 2% to PERS, wherein said employee payments made by the City will
35 be credited to the employee in satisfaction of the employee's
36 obligation to make said contributions to PERS; and

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WHEREAS, on April 12, 1988, by voter approval, the City of Vernon became a Charter City; 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 reaffirm 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 City wherein said contracts provide 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. 5645 was adopted by the City Council of the City of Vernon on October 17, 1989, establishing the vacation and holiday policy for City employees; and

WHEREAS, Resolution No. 4677 was adopted by the City Council of the City of Vernon on October 16, 1979, establishing a four (4) day work week and the City Council wishes to reaffirm the continuation of said program; and

WHEREAS, Resolution No. 5734 was adopted by the City

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Council of the City of Vernon on March 20, 1990, providing for salary, automobile and expense allowances for members of the City Council; and

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

WHEREAS, the City Council by Resolution No. 4955 adopted on November 16, 1982, Resolution No. 5042 adopted on September 20, 1983, Resolution No. 5489 adopted on March 15, 1988, and Resolution No. 5671 adopted on September 5, 1989, provides for a deferred compensation program for various employees.

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

SECTION 1: Employees Serve at Will and Pleasure of the City Council.

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

SECTION 2: Employment Agreement.

That all employees of the City of Vernon serve at the

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will and pleasure of the City Council. That employees, prior to employment or prior to promotion, will be requested to sign an employment agreement establishing that their employment is at the will and pleasure of the City Council as a condition of being appointed to said position. The form of the employment agreement must be approved by the Personnel Committee or the City Council and executed by the City Administrator as a condition preceding the said employee's employment or promotion.

SECTION 3: Policy Academy and Field Training Costs.

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 and field training 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, or for a lesser term if approved by the City Council.

SECTION 4: Effective Date.

That effective July 1, 1990, there is hereby established and approved the following compensation provided in salary schedules hereinafter set forth in Exhibit A for employees and officers 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: Designation of Schedules.

That officers and employees of the City of Vernon shall receive compensation in accordance with the formula adopted

1 herein as Schedule I, in such amounts as are set forth in
2 Schedule II which provides a monthly amount for each position
3 and each step in each department. In addition, expense
4 allowances and other information where applicable for each
5 department are set forth herein. The automobile allowances are
6 set forth in Schedule III and the uniform allowances are set
7 forth in Schedule IV. Salary schedules are hereby established
8 for the following departments, as set forth in Schedule II:

- 9 (a) Department of Community Services which includes
10 the Water Department;
11 (b) Light and Power Department;
12 (c) Fire Department;
13 (d) Police Department;
14 (e) City Administrator/City Clerk Department.
15 (f) City Council Department

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

19 SECTION 6: PERS Contributions.

20 That the salaries, benefits and other expense
21 allowances as set forth herein are hereby approved and said
22 salaries, benefits and other expense allowances shall be in full
23 force and effect from and after July 1, 1990, unless where
24 otherwise specified. The City shall continue to make payments
25 to PERS to satisfy all employee's obligation to make
26 contributions to PERS for retirement benefits, except that
27 Police Sergeants and Police Officers in the Police Department
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1 shall continue to pay two percent (2%) of their salaries as
2 contribution for PERS retirement benefits. Payments made by
3 City on behalf of said employees shall be credited to said
4 employees account with PERS. With respect to Police Sergeants
5 and Police Officers, the City will pay seven percent (7%) of the
6 employee's personal retirement contribution in addition to the
7 normal employer contribution.

8 SECTION 7: Auto Insurance Program.

9 The City has established an auto insurance program for
10 all officers and employees wherein the City will contribute
11 Twenty-Five Dollars (\$25.00) per month per employee for all
12 officers and employees who participate in said program effective
13 May 1, 1990 pursuant to Resolution No. 5741. As to police
14 officers and sergeants, City will continue to contribute Twenty-
15 Three Dollars and Four Cents (\$23.04) per month per employee for
16 all employees who participate in said program pursuant to
17 Resolution No. 5641.

18 SECTION 8: Longevity Program.

19 The City has established effective July 1, 1986, a
20 four-step longevity program for all employees except Police
21 Sergeants and Police Officers in the Police Department and
22 effective August 31, 1986, said program became effective for
23 Police Sergeants and Police Officers in the Police Department.
24 Said longevity program is as follows:

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

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

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

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

27 (e) Thirty (30) Years of Service - Firemen. All
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1 eligible firemen who have been appointed to the position of
2 Captain or above and who have thirty (30) years of service on or
3 before July 1, 1991, shall receive an additional twenty-five
4 percent (25%) of their basic salary per month effective July 1,
5 1991, and every year thereafter. Employees in said position
6 upon reaching their 30th anniversary date after July 1, 1991,
7 shall be entitled to said twenty-five percent (25%) per month
8 upon said anniversary date.

9 (f) Compensation Not Cumulative. Payment of the
10 aforesaid longevity compensation shall not be cumulative and
11 only the highest applicable longevity pay shall be paid.

12 SECTION 9: Vacation and Holiday Policies.

13 Vacation and holiday policies for employees of the City
14 of Vernon are established and recited in Resolution No. 5645.
15 However, employees who are absent from their positions during
16 the applicable work day preceding or following a scheduled
17 holiday shall not receive pay for said holiday.

18 SECTION 10: 40 Hour Work Week.

19 All employees of the City of Vernon shall be considered
20 forty (40) hours per week personnel unless otherwise specified
21 by the City Council and shall work at least forty (40) hours per
22 week except for employees in the Fire Department who are
23 assigned to work twenty-four (24) hour shifts. Said employees
24 must work their assigned schedules or shifts as consideration
25 for the compensation provided herein.

26 SECTION 11: Four Day Work Week

27 The City Council hereby continues the four (4) day
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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) City Administrator Authority. The City Administrator is authorized to approve for inclusion in the four (4) day work week employees working in specific positions;

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

(c) Vacation Benefits. The vacation benefits for all employees working in said program are provided in Resolution No. 5645.

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

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

(f) Overtime. Any and all approved overtime worked by

1 all City employees in all departments shall be earned and paid
2 in one-fourth hour increments.

3 SECTION 12: Computation of Pay.

4 For all officers and 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,
10 vacation or holidays. Unexcused leave hours shall not be
11 included for the purpose of computing pay.

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

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

3 (c) City Attorney and the Members of the City Council
4 The City Attorney and the members of the City Council shall be
5 paid biweekly pursuant to Section 4 of Schedule I.

6 (d) Leave Without Pay. "Leave without pay" as used in
7 this section shall include, without being limited to, leaves of
8 absence, suspensions, and employees whose employment commences
9 or terminates during a pay, salary or wage period;

10 (e) Exception to Leave Without Pay. As an exception to
11 the general rules for deductions or loss of pay for "leave
12 without pay" as defined, any Department Head may, for good cause
13 as determined by such Department Head, certify for full pay for
14 an employee who has been absent during a pay, salary or wage
15 period.

16 Whenever a Department Head certifies for pay an absence
17 of an employee, he shall attach to the payroll demand a
18 statement of the reason for paying such employee while absent,
19 his normal rate of pay, length of service with the City, and
20 number of days absent. The approval of pay for employees for
21 absent time shall remain in the sole discretion of the City
22 Council.

23 (f) Maternity Leave Program. That a maternity
24 leave program is established at six (6) weeks for female
25 employees. Probationary employees shall not be entitled to
26 maternity leave with pay. Probationary employees on maternity
27 leave may use any compensatory or vacation time accrued, if any;
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1 the remainder of the time shall be treated as leave without pay.
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3 SECTION 13: Automobile Allowances.

4 (a) Exceptions to Allowance. Wherever an allowance is
5 made to any officer or employee for the use of his personal
6 automobile, such an allowance shall not be payable whenever the
7 employee is on vacation, leave of absence, or sick leave the
8 entire calendar month unless otherwise specified by the City
9 Council.

10 (b) Personal Vehicle Allowance. Employees who, with
11 Department Head approval, use their personal automobile during
12 the performance of their assigned duties shall be compensated
13 with an automobile allowance as provided for herein. In the
14 event that the automobile allowance for a particular month
15 provides less than twenty-one cents (21¢) a mile reimbursement
16 or, if no automobile allowance is provided, then the employee
17 shall receive a sum equal to twenty-one cents (21¢) a mile for
18 reimbursement for use of his personal automobile and said sum
19 shall be based upon actual miles traveled by said automobile.

20 (c) Mileage Reimbursement. Whenever a Department Head
21 certifies for reimbursement on the basis of mileage, he shall
22 attach to the payroll demand a statement of the reason for
23 paying such employee such mileage reimbursement.

24 SECTION 14: City Council Policy Statements.

25 The City Council hereby makes the following statements
26 of policy in addition to the statements of policy previously
27 made in Section 1, 2 and 3 concerning the implementation of the
28 salary provisions and classifications set forth herein:

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

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

(c) Effective Date of Promotions. Promotions to the next step or grade, if granted, of the employee's respective salary range shall be effective not earlier than the first day of the biweekly pay period next following the completion of satisfactory service and the authorization of said promotion;

(d) No Reduction of Pay by Promotion. The promotion of

1 an employee shall not result in reduction of pay, and the
2 employee being promoted shall be classified in such manner that
3 he receives the same or more pay for the position to which he is
4 promoted;

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

13 (f) Compensatory Time For Travel. Compensatory
14 time or pay will not be granted for voluntary travel to attend
15 business meetings, conferences, seminars and/or training
16 sessions which are not required by the City that extend beyond
17 regular business hours of employees.

18 SECTION 15: Fair Labor Standards Act. The City
19 Council reaffirms its implementation of the FLSA for City
20 employees, except for Police Sergeants and Police Officers,
21 which are provided for in Resolution No. 5265, and further
22 provide that Section 3 (e) (2) (c) of the FLSA excludes from the
23 definition of "employee", and thus from coverage, certain
24 individuals employed by public agencies. This exclusion applies
25 to elected officials, their immediate advisors, and certain
26 individuals whom they appoint or select to serve in various
27 capacities. In addition, the 1985 Amendments exclude employees
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1 of legislative branches of State and local governments.

2 SECTION 16: DEPARTMENT OF COMMUNITY SERVICES:

3 (a) Certificate of Registration. Each employee serving
4 as a Civil Engineer must possess a valid Certificate of
5 Registration as a Civil Engineer, which document is issued by
6 the California State Board for Civil and Professional Engineers.

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

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

17 (d) Additional Hours Worked. All employees in the
18 Department of Community Services, except the Director of
19 Community Services, required to work hours in addition to those
20 regularly established for their respective job classification,
21 shall be paid for such additional work at their assigned hourly
22 rate.

23 SECTION 17: WATER DEPARTMENT WITHIN THE COMMUNITY
24 SERVICES DEPARTMENT:

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

(b) Personal Vehicle Allowance. 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.

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

(d) Additional Hours Worked. All employees in the Water Department required to work hours in addition to those regularly established for their respective job classifications, shall be paid for such additional work at their assigned hourly rate.

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

SECTION 18: LIGHT AND POWER DEPARTMENT:

(a) Compensation of Certain Positions - City Administrator/City Clerk Department. The compensation for the following positions are included in the compensation established for said position in the City Administrator/ City Clerk

1 Department, Schedule II, Exhibit "A".

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

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

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

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

14 (b) Compensation of Certain Positions - Department of
15 Community Services. The compensation for the following position
16 is included in the compensation established for said position in
17 the Department of Community Services, Schedule II, Exhibit "A":

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

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

SECTION 19: FIRE DEPARTMENT:

(a) Fire Sciences Certificate. 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 after satisfactory completion of their probationary period.

(b) Overtime. Fire Department personnel, with the exception of the Fire Chief and Battalion Chiefs, shall be paid for overtime worked as certified to by the Fire Chief and approved by the City Administrator for the following reasons:

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

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

(c) 8-Hour Personnel-Additional Work. Eligible 8-hour Fire Department personnel shall be paid for such additional work at their assigned hourly rate.

(d) 24-Hour Shift Overtime. 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) Uniform Allowance. Vernon shall provide a uniform allowance as specified in Schedule IV for the 1990-1991 fiscal year of Vernon, for the purchase of Uniforms and related equipment.

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(f) Personal Vehicle Allowance. 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) Merit Step. All firefighters hired as of June 26, 1989, or later, shall start at the bottom step in the salary range and shall be eligible for an initial merit step increase on a merit basis after six (6) months of satisfactory continuous service. However, said firefighters shall still be required to satisfactorily complete a probationary employment period of at least twelve (12) months. All merit step increases after the first increase shall be at twelve (12) month intervals in accordance with Section 14 (b).

SECTION 20: POLICE DEPARTMENT:

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

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

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

(2) Extraordinary Circumstances. Extraordinary

1 circumstances requiring more than ordinary law enforcement or
2 fire protection staffing.

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

7 (1) Half Court Day Appearance. Fifty Dollars
8 (\$50.00) for an appearance which requires the employee's
9 presence for half a court day or less;

10 (2) Full Court Day Appearance. Ninety Dollars
11 (\$90.00) for an appearance which requires the employee's
12 presence for full court day or less, but more than a half court
13 day;

14 (3) Half Court Day Defined. An appearance shall be
15 deemed to be for more than a half court day if the employee is
16 required to appear at the morning session of the court and has
17 to return on the same day after the noon recess of the court.

18 (4) Overtime. Court appearances which extend
19 beyond an employee's normal shift assignment shall be
20 compensated as paid overtime unless said paid overtime exceeds
21 Fifty Dollars (\$50.00) in which event said employee shall
22 receive the sole sum of Fifty Dollars (\$50.00) as court
23 appearance compensation.

24 (d) Standby Status. In addition, Police Sergeants and
25 Police Officers shall be compensated for standby status as
26 follows:

27 (1) Half Court Day. Fifteen Dollars (\$15.00) for
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1 half a court day ending at 1:45 p.m.;

2 (2) Full Court Day. Thirty Dollars (\$30.00) for a
3 full court day;

4 (3) Appearance Compensation. However, if said
5 employee is required to appear in court, he/she shall receive
6 court appearance compensation rather than standby compensation.

7 (e) Peace Officers' Standard Training Certificate
8 Incentive Pay. Employees in the classifications represented by
9 the Police Association in Group 2 who have completed their
10 probationary period shall be entitled to peace officers'
11 standard and training certificate incentive pay as follows:

12 (1) POST Intermediate Certificate. Two and one-
13 half percent (2 1/2%) of the employee's basic monthly salary
14 excluding all other compensation for a POST intermediate
15 certificate;

16 (2) POST Advanced Certificate. Five percent (5%)
17 of the employee's basic monthly salary excluding all other
18 compensation for a POST advanced certificate.

19 (f) Payment of Incentive Compensation. Payment of the
20 aforesaid incentive compensation shall not be cumulative and
21 only the highest applicable incentive pay shall be paid.
22 Incentive pay shall be payable the month following the month
23 during which the certificate is granted, or the month following
24 completion of the employee's probationary period, whichever is
25 latest.

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

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

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

17 (j) Uniform Allowance. Vernon shall provide a uniform
18 allowance as specified in Schedule IV for the 1990-1991 fiscal
19 year of Vernon, for the purchase of Uniform and related
20 equipment.

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

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

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

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

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stated above shall continue.

SECTION 21: CITY ADMINISTRATOR/CITY CLERK DEPARTMENT:

(a) Personal Vehicle Allowance. 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.

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

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

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

(e) City Administrator/City Clerk Benefits. In addition to the salary provided for in Schedule II, Exhibit "A",

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and the benefits provided for herein, the City Administrator/City Clerk shall be provided the following:

(1) Medical and Dental Expenses. One hundred percent (100%) of all medical and dental expenses to be paid by the City after insurance has paid;

(2) Employee Activity Expense Reimbursement. Reimbursement for all expenses incurred for employee activities such as sports leagues (softball, basketball, etc.);

(3) Executive Leave. Twelve (12) days of executive leave effective July 1, 1990;

(4) ICMA Retirement. 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;

(5) Expense Allowance. An expense allowance of \$1,250.00 per month;

(6) IRA Account. 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, 1990, and said \$2,000.00 shall be deposited each and every year thereafter on or about January 1.

(7) Unused Vacation/Executive Leave. 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;

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(8) Membership in Country Club. The City shall purchase a membership in the California Country Club for him;

(9) Automobile Insurance. The City shall pick up his portion of the automobile insurance;

(10) Limousine Service. Continued use of limousine service for personal use, not to exceed 20 trips; and

(11) Hours of Work. The hours of work to be as necessary.

(f) City Attorney Compensation. The City Council hereby establishes compensation for the City Attorney which is set forth in Schedule II, Exhibit A.

SECTION 22: CITY COUNCIL DEPARTMENT:

(a) Compensation. In accordance with Article III, Section 11 of the Charter of the City of Vernon, the City Council hereby establishes the following compensation for councilmembers set forth in Schedule II, Exhibit A:

(b) Automobile Allowance. The City Council reaffirms that effective May 1, 1990, the following was authorized pursuant to Resolution No. 5734 to be paid to each councilmember as an automobile allowance for all councilmembers who maintain a privately owned or leased vehicle: \$150.00 per month.

(c) Expense Reimbursement. The City Council reaffirms that effective May 1, 1990, the following was authorized pursuant to Resolution No. 5734 to 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: \$350.00 per month.

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SECTION 23: Repeal of Certain Resolutions. All resolutions, or parts of resolutions not consistent with or in conflict with this resolution, specifically Resolution Nos. 5747, 5741, 5740, 5735, 5734, 5727, 5682, 5661 and 5641, are hereby repealed.

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

APPROVED AND ADOPTED this 26th day of June, 1990.


THOMAS A. YBARRA, Mayor Pro Tem


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. 5780, was duly adopted by the City Council of the City of Vernon at an adjourned regular meeting of the City Council duly held on Tuesday, June 26, 1990, and thereafter duly signed by the Mayor of the City of Vernon.


BRUCE V. MALKENHORST, City Clerk

(SEAL)

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SCHEDULE I

Providing for an hourly rate for all officers and 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 "biweekly rate";
- (d) Payments shall be made for the biweekly 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 "biweekly 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.

SECTION 4: The formula provided for herein shall be used to convert the monthly rates provided for the City Attorney and the City Council members to biweekly amounts without considering the hours worked by said officers:

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

(b) The "annual rate" divided by 26 equals the "biweekly rate".

SCHEDULE I

SCHEDULE II

DEPARTMENT OF COMMUNITY SERVICES

SALARY SCALE

0.07

		MONTHLY SALARY

DIRECTOR OF COMMUNITY SERVICES - 2100	STEP 1	\$7,884.00
	2	\$7,473.00
	3	\$7,083.00
	4	\$6,714.00
	5	\$6,364.00
	6	\$6,032.00
	7	\$5,718.00
CIVIL ENGINEER - 2110	STEP 1	\$6,548.00
	2	\$6,207.00
	3	\$5,883.00
	4	\$5,576.00
	5	\$5,285.00
	6	\$5,009.00
	7	\$4,748.00
CHIEF ELECTRICAL INSPECTOR - 4410	STEP 1	\$5,951.00
	2	\$5,641.00
	3	\$5,347.00
	4	\$5,068.00
	5	\$4,804.00
	6	\$4,554.00
	7	\$4,317.00
SENIOR CODE ENFORCEMENT INSPECTOR - 4440	STEP 1	\$5,641.00
CIVIL ENGINEERING ASSOCIATE - 2120	2	\$5,347.00
	3	\$5,068.00
	4	\$4,804.00
	5	\$4,554.00
	6	\$4,317.00
	7	\$4,092.00
PROJECT ENGINEER - 2130	STEP 1	\$5,045.00
SURVEY PARTY CHIEF - 2140	2	\$4,782.00
SENIOR ELECTRICAL INSPECTOR - 4420	3	\$4,533.00
SENIOR BUILDING INSPECTOR - 4450	4	\$4,297.00
	5	\$4,073.00
	6	\$3,861.00
	7	\$3,660.00
FOREMAN - 2170	STEP 1	\$4,407.00
	2	\$4,177.00
	3	\$3,959.00
	4	\$3,753.00
	5	\$3,557.00
	6	\$3,372.00
	7	\$3,196.00

SCHEDULE II

EXHIBIT "A" PAGE 1

SCHEDULE I

0.07

DEPARTMENT OF COMMUNITY SERVICES

SALARY SCALE

MONTHLY SALARY

ENGINEERING TECHNICIAN - 2180	STEP 1	\$4,289.00
MECHANICAL & PLUMBING INSPECTOR - 2180	2	\$4,065.00
ELECTRICAL INSPECTOR - 2180	3	\$3,853.00
	4	\$3,652.00
	5	\$3,462.00
	6	\$3,282.00
	7	\$3,111.00
CODE ENFORCEMENT INSPECTOR - 4450	STEP 1	\$4,084.00
	2	\$3,871.00
	3	\$3,669.00
	4	\$3,478.00
	5	\$3,297.00
	6	\$3,125.00
	7	\$2,962.00
UTILITYMAN I - 2290	STEP 1	\$3,848.00
SECRETARY TO DIRECTOR OF COMMUNITY SERVICES - 4700	2	\$3,647.00
ENGINEERING AIDE I - 2300	3	\$3,457.00
	4	\$3,277.00
	5	\$3,106.00
	6	\$2,944.00
	7	\$2,791.00
UTILITYMAN II - 2310	STEP 1	\$3,106.00
SECRETARY - 4360	2	\$2,944.00
ENGINEERING AIDE II - 2320	3	\$2,791.00
	4	\$2,645.00
	5	\$2,507.00
	6	\$2,376.00
	7	\$2,252.00
	8	\$2,135.00

SCHEDULE II

EXHIBIT "A" PAGE 2

SCHEDULE II

0.07

DEPARTMENT OF COMMUNITY SERVICES

SALARY SCALE

MONTHLY SALARY

UTILITYMAN III - 2340
ENGINEERING AIDE III - 2390

STEP	MONTHLY SALARY
1	\$2,508.00
2	\$2,377.00
3	\$2,253.00
4	\$2,136.00
5	\$2,025.00
6	\$1,919.00
7	\$1,819.00

UTILITYMAN IV - 2380

STEP	MONTHLY SALARY
1	\$2,024.00
2	\$1,918.00
3	\$1,818.00
4	\$1,723.00
5	\$1,633.00
6	\$1,548.00
7	\$1,467.00

UTILITY CLERK - 4220

STEP	MONTHLY SALARY
1	\$2,508.00
2	\$2,377.00
3	\$2,253.00
4	\$2,136.00
5	\$2,025.00
6	\$1,919.00
7	\$1,819.00
8	\$1,724.00
9	\$1,634.00

APPRENTICE MECHANIC - 2660

STEP	MONTHLY SALARY
1	\$1,910.00
2	\$1,810.00
3	\$1,716.00
4	\$1,627.00
5	\$1,542.00
6	\$1,462.00
7	\$1,386.00

HOURLY-TEMPORARY/MISCELLANEOUS

A SALARY RANGE OF \$4.25 TO \$20.00 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

0.07

COMMUNITY SERVICES
WATER DEPARTMENT SALARY SCALE

MONTHLY SALARY

CIVIL ENGINEERING ASSOCIATE - 2120

STEP 1	\$5,641.00
2	\$5,347.00
3	\$5,068.00
4	\$4,804.00
5	\$4,554.00
6	\$4,317.00
7	\$4,092.00

FOREMAN - 2170

STEP 1	\$4,407.00
2	\$4,177.00
3	\$3,959.00
4	\$3,753.00
5	\$3,557.00
6	\$3,372.00
7	\$3,196.00

ENGINEERING TECHNICIAN - 2180

STEP 1	\$4,289.00
2	\$4,065.00
3	\$3,853.00
4	\$3,652.00
5	\$3,462.00
6	\$3,282.00
7	\$3,111.00

UTILITYMAN I - 2290
ENGINEERING AIDE I - 2300

STEP 1	\$3,848.00
2	\$3,647.00
3	\$3,457.00
4	\$3,277.00
5	\$3,106.00
6	\$2,944.00
7	\$2,791.00

SCHEDULE II

EXHIBIT "A" PAGE 4

SCHEDULE II

0.07

COMMUNITY SERVICES
WATER DEPARTMENT SALARY SCALE

		MONTHLY SALARY
UTILITYMAN II - 2310 ENGINEERING AIDE II - 2320	STEP 1	\$3,106.00
	2	\$2,944.00
	3	\$2,791.00
	4	\$2,645.00
	5	\$2,507.00
	6	\$2,376.00
	7	\$2,252.00
	8	\$2,135.00
UTILITYMAN III - 2340 ENGINEERING AIDE III - 2390	STEP 1	\$2,508.00
	2	\$2,377.00
	3	\$2,253.00
	4	\$2,136.00
	5	\$2,025.00
	6	\$1,919.00
	7	\$1,819.00
UTILITYMAN IV - 2380	STEP 1	\$2,024.00
	2	\$1,918.00
	3	\$1,818.00
	4	\$1,723.00
	5	\$1,633.00
	6	\$1,548.00
	7	\$1,467.00
UTILITY CLERK - 4220	STEP 1	\$2,508.00
	2	\$2,377.00
	3	\$2,253.00
	4	\$2,136.00
	5	\$2,025.00
	6	\$1,919.00
	7	\$1,819.00
	8	\$1,724.00
	9	\$1,634.00

SCHEDULE II

EXHIBIT "A" PAGE 5

SCHEDULE II

0.07

LIGHT & POWER DEPARTMENT SALARY SCALE

		MONTHLY SALARY
DIRECTOR OF LIGHT & POWER - 2101	STEP 1	\$8,239.00
	2	\$7,809.00
	3	\$7,402.00
	4	\$7,016.00
	5	\$6,650.00
	6	\$6,303.00
	7	\$5,974.00
CHIEF DIESEL OPERATOR - 5100	STEP 1	\$4,906.00
	2	\$4,650.00
	3	\$4,408.00
	4	\$4,178.00
	5	\$3,960.00
	6	\$3,754.00
	7	\$3,558.00
DIESEL OPERATOR I - 5101	STEP 1	\$4,649.00
	2	\$4,407.00
	3	\$4,177.00
	4	\$3,959.00
	5	\$3,753.00
	6	\$3,557.00
	7	\$3,372.00
SUBSTATION TEST TECHNICAN - 5111	STEP 1	\$4,428.00
	2	\$4,197.00
	3	\$3,978.00
	4	\$3,771.00
	5	\$3,574.00
	6	\$3,388.00
	7	\$3,211.00
DIESEL OPERATOR II - 5102	STEP 1	\$3,959.00
	2	\$3,753.00
	3	\$3,557.00
	4	\$3,372.00
	5	\$3,196.00
	6	\$3,029.00
	7	\$2,871.00
SUBSTATION ELECTRICIAN - 5212	STEP 1	\$3,772.00
	2	\$3,575.00
	3	\$3,389.00
	4	\$3,212.00
	5	\$3,045.00
	6	\$2,886.00
	7	\$2,736.00

SCHEDULE II

EXHIBIT "A" PAGE 6

SCHEDULE II

0.07

LIGHT & POWER DEPARTMENT SALARY SCALE

		MONTHLY SALARY
DIESEL OPERATOR III - 5103	STEP 1	\$3,373.00
	2	\$3,197.00
	3	\$3,030.00
	4	\$2,872.00
	5	\$2,722.00
	6	\$2,580.00
	7	\$2,445.00
DIESEL OPERATOR IV - 5104	STEP 1	\$2,873.00
	2	\$2,723.00
	3	\$2,581.00
	4	\$2,446.00
	5	\$2,318.00
	6	\$2,197.00
	7	\$2,082.00
DIESEL OPERATOR V - 5105	STEP 1	\$2,446.00
	2	\$2,318.00
	3	\$2,197.00
	4	\$2,082.00
	5	\$1,973.00
	6	\$1,870.00
	7	\$1,773.00

SCHEDULE II

EXHIBIT "A" PAGE 7

SCHEDULE II

0.07

LIGHT & POWER DEPARTMENT SALARY SCALE

		MONTHLY SALARY
FIELD OPERATIONS MANAGER - 5199	STEP 1	\$6,745.00
	2	\$6,393.00
	3	\$6,060.00
	4	\$5,744.00
	5	\$5,445.00
	6	\$5,161.00
	7	\$4,892.00
CHIEF WATER & POWER DISPATCHER - 5200	STEP 1	\$4,906.00
	2	\$4,650.00
	3	\$4,408.00
	4	\$4,178.00
	5	\$3,960.00
	6	\$3,754.00
	7	\$3,558.00
SENIOR WATER & POWER DISPATCHER - 5201	STEP 1	\$4,649.00
	2	\$4,407.00
	3	\$4,177.00
	4	\$3,959.00
	5	\$3,753.00
	6	\$3,557.00
	7	\$3,372.00
WATER & POWER DISPATCHER I - 5202	STEP 1	\$3,959.00
	2	\$3,753.00
	3	\$3,557.00
	4	\$3,372.00
	5	\$3,196.00
	6	\$3,029.00
	7	\$2,871.00
WATER & POWER DISPATCHER II - 5203	STEP 1	\$3,373.00
	2	\$3,197.00
	3	\$3,030.00
	4	\$2,872.00
	5	\$2,722.00
	6	\$2,580.00
	7	\$2,445.00
WATER & POWER DISPATCHER TRAINEE - 5204	STEP 1	\$2,026.00

SCHEDULE II

EXHIBIT "A" PAGE 8

SCHEDULE II

0.07

LIGHT & POWER DEPARTMENT SALARY SCALE

		MONTHLY SALARY
SENIOR POWER SCHEDULER - 5303	STEP 1	\$4,764.00
	2	\$4,516.00
	3	\$4,281.00
	4	\$4,058.00
	5	\$3,846.00
	6	\$3,645.00
	7	\$3,455.00
POWER SCHEDULER - 5304	STEP 1	\$3,845.00
	2	\$3,645.00
	3	\$3,455.00
	4	\$3,275.00
	5	\$3,104.00
	6	\$2,942.00
	7	\$2,789.00
SYSTEM OPERATORS - 5308	STEP 1	\$3,212.00
	2	\$3,045.00
	3	\$2,886.00
	4	\$2,736.00
	5	\$2,593.00
	6	\$2,458.00
	7	\$2,330.00
SECRETARY - 4360	STEP 1	\$3,106.00
	2	\$2,944.00
	3	\$2,791.00
	4	\$2,645.00
	5	\$2,507.00
	6	\$2,376.00
	7	\$2,252.00
	8	\$2,135.00

HOURLY-TEMPORARY/MISCELLANEOUS

A SALARY OF \$4.25 TO \$20.00 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 10

SCHEDULE II

0.07

FIRE DEPARTMENT SALARY SCALE

		MONTHLY SALARY
CHIEF - 1100	STEP 1	\$6,908.00
	2	\$6,548.00
	3	\$6,207.00
	4	\$5,883.00
	5	\$5,576.00
	6	\$5,285.00
	7	\$5,009.00
BATTALION CHIEF - 1120	STEP 1	\$5,594.00
	2	\$5,302.00
	3	\$5,026.00
	4	\$4,764.00
	5	\$4,516.00
	6	\$4,281.00
	7	\$4,058.00
CAPTAIN - 1130 ADMINISTRATIVE FIRE CAPTAIN - 1130	STEP 1	\$4,650.00
	2	\$4,408.00
	3	\$4,178.00
	4	\$3,960.00
	5	\$3,754.00
	6	\$3,558.00
	7	\$3,373.00
ENGINEER - 1150 ADMINISTRATIVE FIRE ENGINEER - 1150	STEP 1	\$3,904.00
	2	\$3,700.00
	3	\$3,507.00
	4	\$3,324.00
	5	\$3,151.00
	6	\$2,987.00
	7	\$2,831.00
FIREFIGHTER - 1180 ADMINISTRATIVE FIREFIGHTER - 1180	STEP 1	\$3,330.00
	2	\$3,156.00
	3	\$2,991.00
	4	\$2,835.00
	5	\$2,687.00
	6	\$2,547.00

SCHEDULE II

EXHIBIT "A" PAGE 11

SCHEDULE II

0.07

FIRE DEPARTMENT SALARY SCALE

SECRETARY - 4360

MONTHLY SALARY	
STEP 1	\$3,106.00
2	\$2,944.00
3	\$2,791.00
4	\$2,645.00
5	\$2,507.00
6	\$2,376.00
7	\$2,252.00
8	\$2,135.00

UTILITY CLERK - 4220

STEP 1	\$2,508.00
2	\$2,377.00
3	\$2,253.00
4	\$2,136.00
5	\$2,025.00
6	\$1,919.00
7	\$1,819.00
8	\$1,724.00
9	\$1,634.00

SCHEDULE II

EXHIBIT "A" PAGE 12

SCHEDULE II

0.07

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

		MONTHLY SALARY
CITY ADMINISTRATOR/CITY CLERK - 4000	STEP 1	\$16,926.00
DIRECTOR OF ENVIRONMENTAL HEALTH - 4310	STEP 1	\$6,909.00
	2	\$6,549.00
	3	\$6,208.00
	4	\$5,884.00
	5	\$5,577.00
	6	\$5,286.00
	7	\$5,010.00
ASSISTANT TO THE CITY ADMINISTRATOR - 4001	STEP 1	\$6,640.00
	2	\$6,294.00
	3	\$5,966.00
	4	\$5,655.00
	5	\$5,360.00
	6	\$5,081.00
	7	\$4,816.00
CHIEF DEPUTY DIRECTOR ENVIRONMENTAL HEALTH-4320	STEP 1	\$5,951.00
	2	\$5,641.00
	3	\$5,347.00
	4	\$5,068.00
	5	\$4,804.00
	6	\$4,554.00
	7	\$4,317.00
ASSISTANT FINANANCE DIRECTOR - 4102	STEP 1	\$5,736.00
	2	\$5,437.00
	3	\$5,154.00
	4	\$4,885.00
	5	\$4,630.00
	6	\$4,389.00
	7	\$4,160.00
CUSTOMER SERVICE MANAGER - 4110	STEP 1	\$5,372.00
	2	\$5,092.00
	3	\$4,827.00
	4	\$4,575.00
	5	\$4,336.00
	6	\$4,110.00
	7	\$3,896.00
ENVIRONMENTAL SPECIALIST - 4340	STEP 1	\$4,518.00
	2	\$4,282.00
	3	\$4,059.00
	4	\$3,847.00
	5	\$3,646.00
	6	\$3,456.00
	7	\$3,276.00

SCHEDULE II

EXHIBIT "A" PAGE 15

SCHEDULE II

0.07

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

		MONTHLY SALARY
CHIEF DEPUTY CITY CLERK/ SECRETARY TO THE CITY ADMINISTRATOR - 4270 OFFICE MANAGER - 4120 RISK MANAGER/PERSONNEL ASSISTANT - 4260	STEP 1	\$4,218.00
	2	\$3,998.00
	3	\$3,790.00
	4	\$3,592.00
	5	\$3,405.00
	6	\$3,227.00
	7	\$3,059.00
ACCOUNTANT - 4130	STEP 1	\$3,591.00
	2	\$3,404.00
	3	\$3,227.00
	4	\$3,059.00
	5	\$2,900.00
	6	\$2,749.00
	7	\$2,606.00
ADMINISTRATIVE AIDE II - 4140	STEP 1	\$3,410.00
	2	\$3,232.00
	3	\$3,064.00
	4	\$2,904.00
	5	\$2,753.00
	6	\$2,609.00
	7	\$2,473.00
COMPUTER OPERATOR ASSISTANT II - 4390	STEP 1	\$3,267.00
	2	\$3,097.00
	3	\$2,936.00
	4	\$2,783.00
	5	\$2,638.00
	6	\$2,500.00
	7	\$2,370.00
METER READER - 5205	STEP 1	\$2,873.00
	2	\$2,723.00
	3	\$2,581.00
	4	\$2,446.00
	5	\$2,318.00
	6	\$2,197.00
	7	\$2,082.00

SCHEDULE II

EXHIBIT "A" PAGE 16

SCHEDULE II

0.07

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

		MONTHLY SALARY
PAYROLL CLERK - 4180	STEP 1	\$3,106.00
SENIOR DISPATCHER (COMMUNICAIONS OPERATOR)- 4600	2	\$2,944.00
SENIOR UTILITY CLERK - 4200	3	\$2,791.00
SECRETARY - 4360	4	\$2,645.00
PURCHASING ASSISTANT - 4910	5	\$2,507.00
	6	\$2,376.00
	7	\$2,252.00
	8	\$2,135.00
CUSTOMER SERVICE REPRESENTATIVE - 4111	STEP 1	\$2,941.00
	2	\$2,788.00
	3	\$2,643.00
	4	\$2,505.00
	5	\$2,374.00
	6	\$2,250.00
	7	\$2,133.00
	8	\$2,022.00
	9	\$1,917.00
ADMINISTRATIVE AIDE I - 4900	STEP 1	\$2,753.00
	2	\$2,609.00
	3	\$2,473.00
	4	\$2,344.00
	5	\$2,222.00
	6	\$2,106.00
	7	\$1,996.00
	8	\$1,892.00
	9	\$1,793.00
COMPUTER OPERATION ASSISTANT III - 4380	STEP 1	\$2,638.00
	2	\$2,500.00
	3	\$2,370.00
	4	\$2,246.00
	5	\$2,129.00
	6	\$2,018.00
DISPATCHER (COMMUNICATIONS OPERATOR) - 4500	STEP 1	\$2,508.00
	2	\$2,377.00
	3	\$2,253.00
	4	\$2,136.00
	5	\$2,025.00
	6	\$1,919.00
	7	\$1,819.00

SCHEDULE II

EXHIBIT "A" PAGE 17

SCHEDULE II

0.07

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

MONTHLY SALARY

TYPYST/SWITCHBOARD OPERATOR - 4200	STEP 1	\$2,508.00
UTILITY CLERK - 4220	2	\$2,377.00
	3	\$2,253.00
	4	\$2,136.00
	5	\$2,025.00
	6	\$1,919.00
	7	\$1,819.00
	8	\$1,724.00
	9	\$1,634.00

COUNCILMAN \$1,019.00

DEPUTY CITY TREASURER \$75.00

CITY ATTORNEY - 4800 \$5,304.00

HOURLY-TEMPORARY/MISCELLANEOUS

A SALARY OF \$4.25 TO \$20.00 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 18

SCHEDULE .III
AUTOMOBILE ALLOWANCE

	<u>MONTHLY AMOUNT</u>
DIRECTOR OF COMMUNITY SERVICES	\$435.00
DIRECTOR OF LIGHT AND POWER	\$435.00
CHIEF OF POLICE	\$435.00
POLICE CAPTAIN	\$435.00
DIRECTOR OF ENVIRONMENTAL HEALTH	\$435.00
DEPUTY CITY TREASURER	\$325.00
CHIEF DEPUTY CITY CLERK	\$100.00
ASSISTANT TO THE CITY ADMINISTRATOR	\$100.00
ACCOUNTANT	\$100.00

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.

WHEN AUTHORIZED IN ADVANCE BY THE DEPARTMENT HEAD, AND EMPLOYEE USING HIS/HER PERSONAL CAR FOR CITY BUSINESS WILL BE REIMBURSED AT TWENTY-ONE CENTS (.21c) PER MILE.

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 FIVE HUNDRED DOLLARS (\$500.00) FOR THE 1990-91 FISCAL YEAR FOR THE PURCHASE OF UNIFORMS AND RELATED EQUIPMENT ON AUGUST 1, 1990.

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 FIVE HUNDRED DOLLARS (500.00) PER FISCAL YEAR (JULY 1ST TO JUNE 30TH) FOR THE PURCHASE OF UNIFORMS AND RELATED EQUIPMENT EFFECTIVE SEPTEMBER 1, 1990.

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, 1990.

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 1990-91 FISCAL YEAR OF VERNON FOR THE PURCHASE OF SUCH CLOTHING AND RELATED EQUIPMENT ON HIS/HER ANNIVERSARY DATE.

SCHEDULE IV
EXHIBIT "C"